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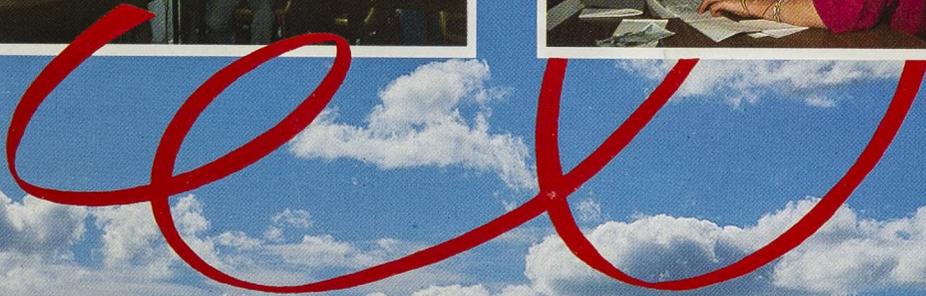
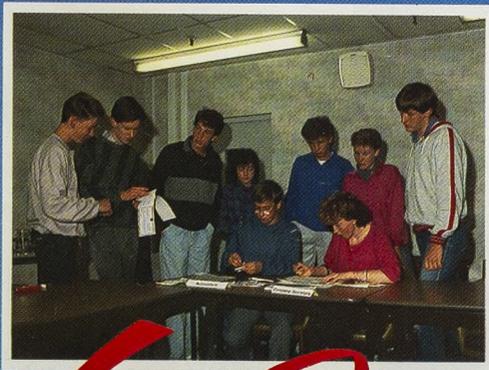
November 1985

Department of Employment

Adult training
IPM Conference 1985
Stress at work
Teaching Company Scheme

Young Enterprise

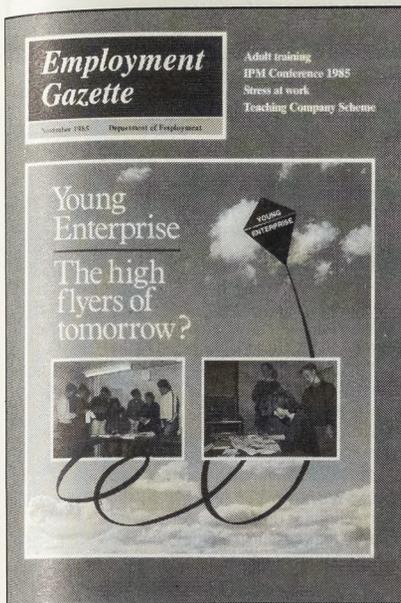
The high flyers of tomorrow?



Employment Gazette

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November 1985 Volume 93 No 11
Department of Employment
pages 417-460



● Cover picture

Young Enterprise provides practical experience in setting up and running small firms for young people. The scheme is described on page 429.

Sky photo: Ace Photo Agency

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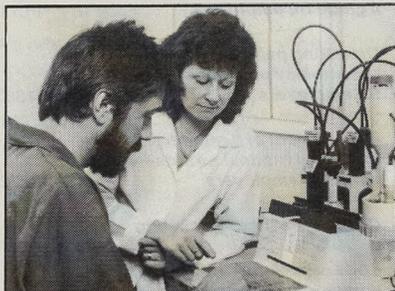
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Free Department of Employment leaflets

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.

Employment legislation

A series of leaflets giving guidance on current employment legislation.

- Written statement of main terms and conditions of employment** PL700 (1st rev)
 - Procedure for handling redundancies** PL756*
 - Employee's rights on insolvency of employer** PL718 (2nd rev)
 - Employment rights for the expectant mother** PL710
 - Suspension on medical grounds under health and safety regulations** PL705
 - Facing redundancy? Time off for job hunting or to arrange training** PL703
 - Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754
 - Itemized pay statement** PL704
 - Guarantee payments** PL724 (1st rev)
 - Employment rights on the transfer of an undertaking** PL699 (1st rev)
 - Rules governing continuous employment and a week's pay** PL711
 - Time off for public duties** PL702
 - Unfairly dismissed?** PL712 (2nd rev)
 - Rights to notice and reasons for dismissal** PL707 (2nd rev)
 - Union secret ballots** PL701 (1st rev)
 - Redundancy payments** PL744
- A guide to the Trade Union Act 1984** PL752
- Industrial action and the law**
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

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

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

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Industrial tribunals

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

Industrial tribunals—appeals against levy assessments ITL5

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

Overseas workers

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

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

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

Employers and employees covered by Wages Councils

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

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

Other wages legislation

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

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

Special employment measures

Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment PL761

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

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

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

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

Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and regulations for use of employment agency and employment business services PL594 (4th rev)*

Equal pay

Equal Pay
A guide to the Equal Pay Act 1970 PL743

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

Race relations

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

Background information about some ethnic groups in Britain PL738

Miscellaneous

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

* DENOTES NEW EDITION

EMPLOYMENT BRIEF

More help for long-term unemployed people, small firms and tourism industry



Employment Secretary Lord Young.

Employment Ministers announced a package of measures to encourage the creation of new jobs in the small firms and tourism sectors of the economy and to encourage the growth of self-employment.

The Enterprise Allowance Scheme, which helps unemployed people start up in business, is to be expanded by another 15,000 places to a maximum of 80,000 new entrants a year in 1986-87, at an additional cost of £17.5 million. The qualifying period of unemployment will be reduced from 13 weeks to eight weeks and there will be a new emphasis on training and counselling for would-be small businessmen.

The support given to Local Enterprise Agencies, which play an important part at local level in advising small firms, is being significantly increased. Up to £2½ million will be available in 1986-87 and support will be reduced from 13 weeks to eight weeks and there will be a new emphasis on training and counselling for would-be small businessmen.

The support given to Local Enterprise Agencies, which play an important part at local level in advising small firms, is being significantly increased. Up to £2½ million will be available in 1986-87 and support will be designed to bring forward a higher level of private sector funding.

The Loan Guarantee Scheme, which was due to end in December 1985, is being extended until April 1986 to enable the scheme's longer term future to be considered. The scheme has already assisted over £500 million of lending to small businesses.

The funds provided for the British Tourist Authority and English Tourist Board are being increased by 20 per cent. An extra £8 million will be spent with the aim of maximising job creation through tourism.

Two new ideas to improve the job prospects of people unemployed for a year or more will be pilot tested for six months from January 1 in seven areas of the country, Employment Secretary, Lord Young announced.

The pilot schemes are:

- a "Job Start" payment of £20 per week on top of normal pay to a long-term unemployed person who takes up a job paying less than £80 a week. The scheme aims to make lower paid jobs more attractive to people on high rates of benefit. It will apply to the first six months of work.
- an in-depth counselling interview at a Jobcentre for every long-term unemployed person. The aim will be to find a suitable job, a job in the expanding Community Programme or a suitable training course place. Where no suit-

able opportunity of this kind can be found they will be offered a new short training course to help back up their basic working skills and job application techniques. The courses will be run by MSC and will help to assess potential and aptitudes.

Commenting on the new measures, Lord Young said: "In the improving climate for jobs we are determined to improve our contact with those long-term unemployed people who may have been losing hope. We have already started the expansion of job clubs which have so far achieved remarkable success in placing a majority of people who use them.

"We are already writing to all long-term unemployed people inviting them to contact their Jobcentre for advice and support. The two pilot measures announced today reinforce our determination to help long-term unemployed people back into jobs."

£3m charities initiative to boost jobs

A £3 million initiative to help charities provide up to 1,000 new jobs and extend their work in the community has been launched by Employment Minister Kenneth Clarke. Funds are being made available to a number of voluntary bodies taking part in an experiment "to help long-term unemployed people into jobs and enable charities to expand their services."

"The people taking part will be involved directly in such work as help for the elderly and disabled and caring for handicapped children," Mr Clarke said. "People who have been out of work for some time will be

given the chance to do valuable work and gain experience which will serve them in good stead with potential employers."

Mr Clarke said the initiative was an important new development based on the Community Programme and he was pleased that a number of major charitable organisations had agreed to take part. The first group of projects are being run by the Women's Royal Voluntary Service, the Invalid Children's Aid Association, the Physically Handicapped and Able Bodied, the Sue Ryder Foundation and the British Trust for Conservation Volunteers. The Manpower Services Commission will pay a flat rate weekly grant of £75 for each week an eligible person is employed.

"This initiative marks a valuable extension to the tremendous work already being done by voluntary organisations under the Government's Community Programme. Until now charities have had to set up specific projects to receive funds under the Programme. But under the initiative they can now extend their mainstream work in the community by grafting on additional posts to their organisation and recruiting long-term unemployed people to fill them.

"If this scheme proves a success," said Mr Clarke, "I very much hope that other charities will take advantage of adding another purpose to their own activities—that of giving worthwhile employment to those who need it most."



Mr Clarke at Harrow meals-on-wheels, run by the Women's Royal Voluntary Service, one of the first charities to take part in the project.

Less red tape in Europe call by Lord Young

Employment Secretary, Lord Young has called on Europe to cut out red tape and make the creation of more jobs the overriding objective. Speaking at a CBI Conference on Europe, he pressed the Community to make a concerted effort to reduce the number of regulations in force and take a more critical look at proposals for new regulations. The Government had already made a start by submitting to the European Commission a list of 40 existing and proposed Community regulations which made life difficult for businesses in the United Kingdom.

"There are no employment protections for those who are out of a job," he said. "And the penalty for misdirected regulations will be a further shift in economic activity away from Europe."

Lord Young said that some of the proposals currently under consideration in the Community were plainly unhelpful in promoting flexibility in employment. "The draft directives on part-time and temporary work will introduce unnecessary complications for employers and are not in the interests of employees either as they will hinder job creation.

Burdens

"The draft directive on parental leave is I think particularly unhelpful. It would put unacceptable burdens particularly on small businesses and is a recipe for destroying jobs at a time when we should be concentrating on creating them. We continue to oppose this proposal.

"Deregulation is basically about attitudes," he said. "It is the nature of bureaucracies to produce regulations. It is the job of governments to limit these natural inclinations. This is partly a matter of testing the intended benefits of proposed regulations against likely costs; it is partly a matter of educating bureaucrats to be more sensitive to the needs of business; and it is partly a matter of political will, to resist the pressures from all sides for greater government intervention."

Lord Young told the conference that membership of the European Community had brought enormous benefits to the United Kingdom, but membership of any organisation involved coming to terms with regulations. "Most EC regulations are aimed at objectives to which the United Kingdom Government and businesses can readily subscribe. We must ensure however that the means adopted to pursue these objectives do not make unnecessary or disproportionate requirements on business.

"Europe has great strength in its diversity," said Lord Young. "We must draw

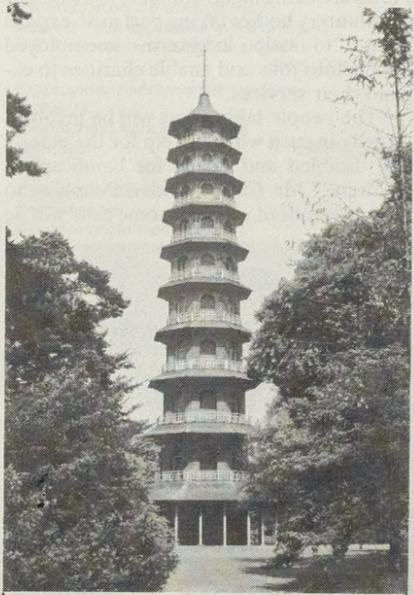
these strands together in an efficient Community which encourages enterprise and employment."

The President of the Commission of the European Communities, M Jacques Delors told the conference that to achieve the potential benefits of the European Community there must be movement towards a large single market in which there are no frontiers; the establishment of a genuine European monetary area; the development of across-the-board technological co-operation; and the strengthening of the Community's capacity for action and its decision-making procedure.

Britain's heritage attracts record visitors

British heritage and leisure attractions drew a record 241 million visitors in 1984—a four per cent increase on 1983—according to an annual survey published by the British Tourist Authority in co-operation with the National Tourist Boards for England, Scotland and Wales.

The most popular attraction in 1984 remained Blackpool Pleasure Beach, with 6.7 million visitors. Over 3.2 million people visited the British Museum, while the Science Museum attracted three million visitors. The most popular museum or gallery out-



Reproduced with permission of the trustees of the Royal Botanic Gardens, Kew.

The pagoda in Kew Gardens—one of the country's most popular attractions.

Equity investment in small firms

Guidance notes to local enterprise agencies designed to provide advice and information to those agencies considering the establishment of services which bring together potential investors and companies requiring investment, are being issued by the Department of Employment in conjunction with the Department of Trade and Industry.

Announcing this, Employment Minister David Trippier said: "There is considerable scope for local enterprise agencies to encourage equity investment at local level to the mutual benefit of both small companies and investors. And I hope that the guidance notes will help them to continue and expand their contribution to this important objective."

side London was the Burrell Collection in Glasgow with 1.1 million visitors. The most visited historic properties and gardens in 1984 were the Tower of London and Kew Gardens with 2.3 million and 1.1 million visitors respectively.

Visits to historic properties and gardens rose by six per cent to 71 million; museums and galleries attracted 62 million visitors, an increase of five per cent; 19 million visits were made to zoos and wildlife parks; and "other" attractions drew 89 million visitors, an increase of three per cent over 1983.

Heritage and Leisure Attendances 1984 is available from Circulation Unit, British Tourist Authority, 4 Bromells Road, London SW4 0BJ, price £5.00 including postage.

- Overseas visitors spent £815 million in the United Kingdom in August 1985, 31 per cent more than in August 1984. The number of visitors increased by eight per cent to 2,190,000 compared with the same month last year.

During the first eight months of 1985, there were 10.5 million visits to the United Kingdom by overseas residents, ten per cent more than in the same period last year. Overseas visitors are estimated to have spent £3,708 million during the first eight months of this year, an increase of 27 per cent.

- The Department of Employment is to provide £150,000 towards the new British Travel Centre which will open at the start of next season, Employment Secretary Lord Young told the Trade and Industry Select Committee of the House of Commons. The centre, which will be located in Lower Regent Street in London, will have a key role in encouraging visitors to travel to destinations outside London.

Manager innovation

"Initiatives in collaboration and partnership" is the theme of the 1986 RIPA-HAY prize for managerial innovation.

The annual competition, sponsored by the RIPA and HAY-MSL Management Consultants Group Ltd, is to publicise new developments worthy of imitation and to demonstrate good management flourishes in the public sector.

Sponsors are looking for managerial initiatives in collaboration and partnership in the public sector. These might be between different public sector bodies, between different parts of the same body, or between public and private sector bodies, including voluntary organisations. Examples might involve shared use of resources (premises, staff, etc.), joint developments of new services, joint working for common objectives.

The winner will receive a £1,000 prize. Winners this year were the South Western Regional Health Authority. Second and third prizes went to Surrey County Council and East Sussex County Library.

Thrills without spills

At fairgrounds, we have to ensure that visitors get their amusements as safely as possible, Peter Bottomley, Parliamentary Under Secretary of State for Employment said during a visit to Alton Towers amusement park in Staffordshire.

"In relation to the number of fairgrounds and rides, accidents are few and far between, but where there is wilful neglect of safety we have to be tough." He said that the Health and Safety Executive would have no hesitation in taking action against fairground operators who blatantly disregarded the Code of Practice on fairground safety, and had already done so in a number of cases. The code of practice, which was published last year, had already led to improvements in the practical levels of safety at fairgrounds.

"The Factory Inspectorate has a wealth of professional expertise. Their advice is free. It should be used," he said.

Mr Bottomley announced that the HSE had published another Guidance Note in the series which gives advice on the safe operation of certain rides.

The guidance note gives safety advice on the design, manufacture, access, assembly and dismantling, examination, maintenance and operation of the Cyclone Twist. There is also specific advice on the training of operators and attendants.

Guidance Note, PM49 Safe Operation of Passenger Carrying Amusement Devices—the Cyclone Twist, is available from HMSO price £2.25 ISBN 0 11 883525 4.

Redundancy Fund rebates to end

The system of sharing part of the cost of statutory redundancy payments through rebates from the Redundancy Fund is to be ended, except for small firms with under 10 employees. It is proposed that the rebate should not be payable for redundancies which take effect after October 31, 1986. Legislation will be introduced later in this Parliamentary session.

Announcing this change Lord Young stressed that it did not affect employees' entitlement to a statutory redundancy payment in any way. "Employees will be entitled, as before, to redundancy payments from their employer; to go to an industrial tribunal if the employer refuses to make the required payment; and, where an employer cannot pay, to receive a payment direct from the Department of Employment's Redundancy Fund.

"The rebate has been steadily reduced by successive governments. It is now 35 per cent. For most employers this is no longer a significant contribution to their total redundancy costs. We believe that this public spending should no longer be used in subsidising redundancy and ought now to be put to better use," he said.

Minister visits Community Network h.q.

Alan Clark, Parliamentary Under Secretary of State for Employment, tried out a computer during a visit to Community Network, Hillingdon's work and training scheme for long-term unemployed people. In just two years the scheme has provided work and training for over 700 unemployed people, over half of whom have gone on to get permanent jobs.

Managed by Hillingdon Council's youth and community services under the Government's Community Programme, the scheme receives £1¼ million a year from the Manpower Services Commission plus a council grant of £12,500.

Employees undertake a variety of work including gardening and mending furniture for elderly and handicapped people as well as major projects for local voluntary organisations, such as churchyard clearance, building work and landscaping. They also receive training in basic building skills and the use of computers and are given advice on applying for jobs and attending interviews.

Real employee involvement urged

Management can and must do more to promote employee involvement, Employment Minister Peter Bottomley told a conference in London.

"We are not grasping the opportunities offered by employee involvement fast enough. Unless we get everybody to act now of their own accord, the justification for our voluntary approach is undermined.

"More importantly, success at work depends on informed consent and full participation within an enterprise. Better companies across all industries are already demonstrating how good employee involvement practices lead to more efficiency and effectiveness for the company and increased job satisfaction for their employees."

He said that companies annual reports should describe the action taken and not just use a ritual formula sketching out a general statement of policy. The lack of detail in half the company reports monitored earlier this year by the Government was disappointing. Worse still were the results of an analysis by the Institute of Personnel Management of reports appearing for the second year as a result of section 1 of the 1982 Employment Act.

"The IPM observed a continuing lack of detail in many reports and they concluded that companies are failing to observe the spirit of the law relating to employee involvement."



Alan Clark tries out a computer at Community Network headquarters, with advice from computer operator Moeen Muyaaffar.

Lancashire firm wins small business efficiency award

Independent Vending Supplies Ltd of Skelmersdale, Lancashire has won the top prize in the National Small Business Efficiency Awards 1985. The company beat 300 other entrants and six finalists to take the first prize of £10,000 plus £2,500 worth of British Telecom equipment.

Set up four years ago by brothers, Gary and Ian Unsworth, Independent Vending Supplies Ltd manufactures and packages a range of vending and catering products. The company expects turnover this year to exceed £3½ million and to increase their workforce to 28 by the end of the year—four more than at the start of the competition.

Presenting the awards, Mr David Trippier, Employment Minister with special responsibility for small firms, said that small firms were a force for innovation. They were characterised by a spirit of enterprise, hard work and a willingness to take risks.

"Independent Vending Supplies operates in a very competitive field, it has to be highly efficient to survive. The company oozes efficiency from every department. It is utilising as much new technology as possible in all areas to raise productivity; all the office administration is computerised and the factory is heavily automated," said Mr Trippier.

The second prize of £5,000 and £1,500 worth of British Telecom equipment was awarded to Derbyshire firm Datapath Ltd, designers and manufacturers of high resolution computer graphics terminals. Bloomer



Gary Unsworth (right) director of the winning company, receives his award from David Trippier.

Electronics Ltd from Northern Ireland came third, receiving prizes totalling £3,250. The company provides a specialised support service to the multinational electronic manufacturing industries.

The National Small Business Efficiency Awards Scheme is sponsored by British Telecom and operated jointly with the Association of British Chambers of Commerce. It aims to recognise, encourage and reward efficiency in small business and the judging criteria included growth and profitability, product or service innovation, company presentation, customer satisfaction and staff relations.

Postal help for the long-term jobless

Half a million long-term unemployed people are being contacted directly by post with offers of help with jobhunting by the Department of Employment and the Manpower Services Commission over the next six months.

Employment Minister Kenneth Clarke has asked the MSC to get in touch by post with at least a third of the country's long-term unemployed people between the end of October and the end of March next year. "We aim to continue with these contacts every six months as new people show up as long-term unemployed and plan to extend this service to all long-term unemployed people," he said.

Likely needs

Area Employment Managers at the MSC are sending out a variety of letters dealing with each individual's likely needs. Some people will be offered help through the Community Programme, others training or retraining options. Those who may be interested in becoming self-employed will be

steered in the right direction and people who want help with personal jobhunting can join the expanding national Jobclub network.

"People face particularly difficult problems when they find that their unemployment is becoming prolonged and we need to look carefully at every possible way in which those people can help themselves," Mr Clarke explained. "Many people, understandably, lose heart when jobhunting fails to produce results. They often begin to get out of the habit of visiting the Jobcentre. We want to get them back into the jobhunting habit and give them professional advice and support. The Jobclub experiment, which we are expanding, is already showing remarkable results at getting people interviews and job offers. For others, retraining or work experience on the Community Programme may be the answer. We must give people who have been out of work for some time renewed confidence in their abilities to do something for themselves. What we are saying is, 'we are here to help'."

How to keep managers

Many of Britain's companies will lose their brightest managers unless they give more time to management development, warns a newly published report from Management Research Groups.

Smaller companies and those with slow growth are those most at risk says Mr Peter Whitehouse, in the annual report of the Management Research Groups, which forms part of the British Institute of Management. Mr Whitehouse says, "It is considered that 50 per cent of companies do not have explicit management development programmes. If this need is not satisfied, top people will eventually leave."

He also urges companies to invest more in personnel development. Companies that offer opportunities for development have less difficulty recruiting and building staff.

Managing for a Competitive Future is available from MRG, Management House, Cottingham Road, Corby, Northants NN17 1TT, price £2 plus 23p postage and packing.

Medals for Britain

A team of British apprentices tested their skills against young people from 17 countries at the 1985 Skill Olympics in Japan and came away with a gold and silver medal and 12 diplomas for high performance. Overall Britain was placed eighth out of the 18 countries in the medals table, which was topped by South Korea, Japan, Taiwan and Switzerland.

The gold medal, for ladies' hairdressing, was won by Stuart Francis of Fareham. He also won a Diploma of Excellence for attaining 515 out of a possible 600 marks. The silver medal was won by Howard Simpson of Enfield for jewellery-making.

In the Skill Olympics, apprentices and trainees from industrial nations test their skills in crafts ranging from bricklaying to cookery.



Stuart Francis (left) and Howard Simpson show their medals.

Major changes help health and safety

Major changes have been brought about in the advancement of health and safety over the last year, not only for workers but for the public as a whole, the Health and Safety Commission says in its annual report. New regulations which came into force covered the licensing of asbestos contractors, the control of major industrial accident hazards, and the safety of domestic gas supplies.

Good progress was also made on other major projects, the Commission reports, particularly the proposals dealing with the long-term health risk arising from the use of hazardous substances in the workplace.

Dr John Cullen, Chairman of the Commission, commenting on the report pointed out that in the 12 months it covered the world had been shocked by catastrophic incidents—the chemical leak at Bhopal, the LPG fire in Mexico City and, closer to home, the tragic explosions at Abbeystead and Putney. These terrible events, he said, clearly underline that we cannot afford to be complacent about health and safety matters. He reminded employers that the principal duty to ensure the health and safety of workers, rests—and will continue to rest—with them.

Account

The report is an account of the work of the Commission, its various advisory bodies and the Health and Safety Executive for the year 1984-85. A statement of accounts shows expenditure to be over £2 million up over the previous year at a little under £94 million.

Provisional figures show that 432 employees were killed and 12,245 seriously injured in 1984 in workplace accidents. In addition there were 159 deaths and 6,613 serious injuries among self employed and other non-employees. The overall figures are similar to those of recent years. They include, however, increases in major injuries in manufacturing, construction and agriculture.

Emphasising its continuing priority to ensure that there are enough inspectors in the field, the Commission believes that with improved efficiency and the introduction of a system of hazard rating it has sufficient resources to carry out essential responsibilities.

The number of visits carried out by the HSE and its agency inspectorates has remained at almost the same level as last year and the report records that the coverage of the ground has been maintained.

Health and Safety Commission Report 1984-85 available from HMSO or booksellers, price £7.00. ISBN 0 11 883839 3.

Training for Carole thanks to MSC

A Hexham engineering company have solved their training problem with a Training Grant from the Manpower Services Commission.

Northumbrian Precision Engineers tried for several months to find a suitable capstan setter operator. They decided to train one themselves—and unemployed Carole McKie from Stockton joined the company.

Dave Musgrove, a partner in the company, said: "The MSC training grant is enabling us to give Carole three months of in-house training. Without it we could not have afforded to keep Carole while she is not working at full capacity."

Carole always wanted to work in engineering. She worked at a foundry in Darlington, but was made redundant six months ago. "It may seem a strange job for a girl, but I love it," she said.



MSC chief hits back at YTS critics

The Chairman of the Manpower Services Commission, Bryan Nicholson, hit back at the Youth Training Scheme critics who, he said, were doing nothing to help the young people they claimed to defend.

"Some people seem to thrive on half-truths and twisted statistics," he said. "They appear to have nothing constructive so say, so I can only assume their motive is to sabotage the scheme."

Mr Nicholson said the present scheme had laid a firm foundation for the two-year YTS which begins next year, and had broken new ground in establishing a structured training programme providing school leavers with a sound start in working life. Although there were still some shortcomings, these were being overcome. Britain could not afford to delay the introduction of the two-year scheme because competitor countries were already "streets ahead" in their training activities.

Sniping

"But we are catching up, despite the perpetual and destructive sniping about cheap labour," he said. "Whereas once they may at least have spurred us on to greater effort, today they serve only to damage the confidence of parents and their children in the scheme."

"We need their confidence if our youth training system is to match those of our competitors, and the YTS 'knockers' who perpetuate those criticisms are doing nothing to help this country or the young people they claim to defend. I believe that the two-year YTS will put the final nail in the coffin of their spurious criticisms."

Wages legislation to be introduced

A Bill to simplify the Wages Councils system, to help modernise methods of paying wages and to give new rights to all workers concerning deductions from pay is to be introduced in the new Parliamentary session.

As announced by the previous Employment Secretary, Mr Tom King, in July (see *Employment Gazette*, August p. 291) the proposed legislation will:

- take those aged under 21 out of the Wages Council system;
- limit councils to setting a single minimum hourly rate and a single overtime rate.

The other main part of the legislation will reform wage payment methods by:

- repealing the Truck Acts and associated controls on the payment of wages;
- introducing new controls to protect employees from unlawful deductions from their pay;
- providing a mechanism for complaint to an Industrial Tribunal concerning an unlawful deduction from wages.

There will be other legislation to amend the law on sex discrimination in employment. This is to bring the law into line with European Community requirements and to remove a number of long standing restrictions on the hours of women in employment.



An employee of Rotherham-based manufacturers of heating equipment, Stelrad, undergoing retraining in the assembly shop.

The Adult Training Campaign

It is just one year since the Government launched the Adult Training Campaign, aimed at driving home the message that adult training is vitally important to Britain's prosperity and growth.

The Manpower Services Commission, who were charged with running the campaign, stressed from the start that it would be a long hard slog. After all, the purpose was not to sell a product but a concept—a concept that would cost money, time and effort to put into effect. But has it been the uphill struggle they expected, and how is it progressing?

"We fully expected that we would have to work hard to get our message across, and that has certainly proved to be the case," says MSC Chairman Bryan Nicholson.

"But we have made great progress in hammering home to our prime audience, Britain's employers, that we lag far behind our major overseas competitors in this field, and that training and profits are positively linked.

"The evidence for that has come from important research projects undertaken as part of the campaign, and these have been used extensively in the last year to support our case. In speech after speech, I and other campaign

supporters have pointed to the evidence we've gathered, and I believe that we are at last beginning to get through."

Information packs

The exhortations have not been just verbal. MSC has distributed tens of thousands of information packs about the campaign, plus a steady flow of case studies that demonstrate how British firms have benefited from adult training.

"As I said, we've a great deal of progress, but ultimately we need to turn the campaign away from exhortation to action and that is why we are placing great emphasis on the current drive to develop local action groups via a series of regional conferences around the country.

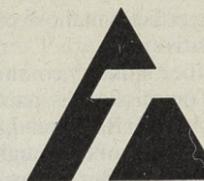
"We know we have not set ourselves an easy task, but if companies are to compete successfully against keen competition from abroad then everyone concerned must help in getting over the message that training is an investment for growth."

Mr Nicholson wants employers, in particular, to become

active partners in the campaign. Examples of the sort of action they can take are:

- review the company's adult training performance and policies;
- relate this back to the company's business performance;
- check that investment in training is given the priority it deserves in comparison to, for instance, capital investment;
- consider featuring training activities and performance in the company's annual report, executive agenda and business plan;
- talk to other companies and to local training providers so that ideas and experiences can be pooled and training requirements can be pin-pointed;
- talk to employees and trade unions about training and the benefits it can bring them;
- use the local media to broadcast how adult training has helped the company;
- offer the companies experience as case study material to the MSC;
- join in local events, conferences, exhibitions etc. These are listed in the campaign newsletter and each company should ensure that they are on the newsletter distribution list. Initiate events either as a company activity or in collaboration with others;
- use the adult training logo in correspondence about adult training matters. This will provide a visual umbrella for all adult training activities; (see box)
- in addition, training could perhaps improve the performance of the company suppliers in areas such as quality, delivery dates and costs. Spread campaign messages to them.

A Stelrad employee undergoing tests for manual dexterity as part of the company's retraining programme.



MSC chairman Bryan Nicholson and (above) the Adult Training logo.

Local Action Groups

But as Bryan Nicholson says, the onus is not just on employers. The Local Action Groups that are being set up have a major part to play in carrying forward the campaign in all areas, however defined—geographically, sectorally or even a single industrial estate.

"These groups will comprise those concerned with adult training locally although there is no fixed membership criteria," says Mr Nicholson. "If anyone is interested in forming or joining a group they should contact MSC's regional campaign contacts." (These are listed on page 428.)

In addition, a wide variety of materials has been produced or is being produced to support the campaign and can be obtained from Marketing Branch in MSC's Head Office*. Material which is available includes:

- a campaign guide for participants;
- materials to assist speakers talking about the campaign and/or adult training;
- materials to assist event organisers;
- bi-monthly campaign newsletter called "Focus on Adult Training";
- training needs analysis self-help kit for employers, particularly those in the small business sector (available early 1986);
- findings of research conducted in support of the campaign.

Attitudes to training

MSC realised at the start that they would need strong evidence to support their campaign messages and to follow up issues identified in the report *Competence and Competition*.†

This report jointly commissioned by the Manpower Services Commission and the National Economic Development Office, compares the industrial training attitudes and systems of the Federal Republic of Germany, the United States and Japan with that of the United Kingdom.

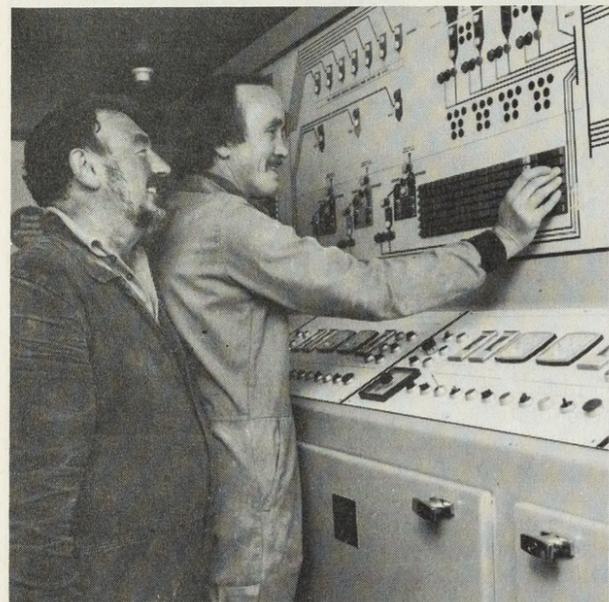
It shows that the UK workforce has significantly poorer qualifications relevant to employment than the workforces of our major competitors, and the attitudes to training in the

* Marketing Branch, Manpower Services Commission, Moorfoot, Sheffield S1 4PQ.

† Competence and Competition—Training and Education in the Federal Republic of Germany, the United States and Japan—Price £6.50p.

UK are less positive than in the three other countries studied. In addition it shows how vocational education and training policies in those countries underpin their economic competitiveness.

Another survey* commissioned by the Manpower Services Commission as part of campaign activity was conducted by IFF Research Limited into the training activities of 500 employers throughout Britain employing over 25 people in all types of business.



Instruction in the operation of process control systems for an employee of Wavin Industrial Products, manufacturers of plastic pipes for the gas and water industries.

This research suggests that the private sector in Britain spent £2,030 million on training last year. This breaks down to £20,000 per establishment, £575 per trainee and £200 per employee. Employers investment in Britain in adult training is therefore less than £4 a week per employee.

Although there is no strictly comparable data for other countries, the best estimates suggest that West Germany, with about the same size workforce, spent over £2,000 million on off-the-job training alone. The USA is estimated to spend £1,500 per employee on training per year.

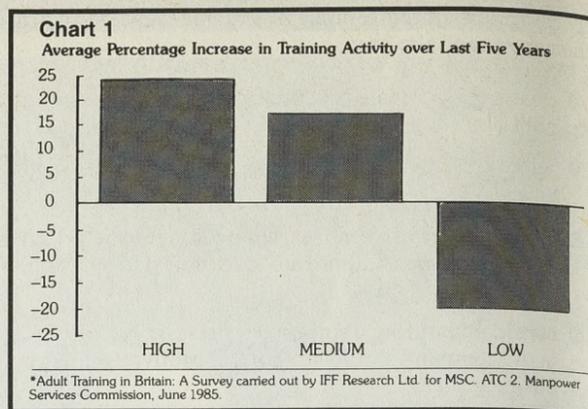
Performance indicators

IFF considered six factors that were considered to be indicators of good business performance.

Any business achieving four or more out of six was defined as high performers, two or three were medium performers and firms with one or no factor present were defined as low performers. Some 24 per cent of firms qualified as high performers, 47 per cent as medium, 29 per cent as low performers.

Over 90 per cent of the high performers had carried out adult training involving nearly 50 per cent of their employees. Of the low performers just over half had carried out training and less than one in five of their workforce had been involved. In expenditure terms the high performers spent almost £30,000 per establishment involving nearly nine million training days. In comparison the low performers spent only £10,000 per establishment involving under three million training days.

* Adult Training in Britain—Price £2.75.



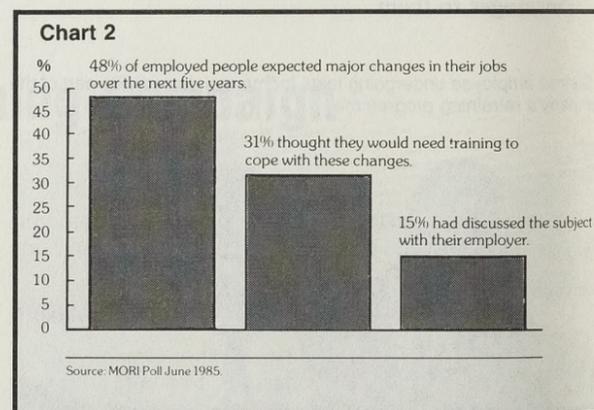
Over the last five years the high performers had increased training activity by nearly 25 per cent and the medium performers by 15 per cent. The low performers had decreased their training activity by almost 20 per cent. (See Chart 1).

The results of their survey therefore linked training excellence with business performance. On every single measure, high business performance is strongly and positively associated with a high level of adult training. The results should lead employers to take the investment potential of training much more seriously.

Another survey, conducted by MORI into the attitudes of adults towards training, revealed a disturbing naivety.

The survey, conducted in Motherwell, Coventry, Reading and King's Lynn, was commissioned by MSC and Granada Television's Jobwatch series and involved some 1,400 employed or unemployed people.

MORI found that 48 per cent of the employed people who were questioned expected major changes in their jobs over the next five years—but only 31 per cent thought they would need training to cope with those changes and only 15 per cent had recently discussed the subject with their employer. (Chart 2).



Misconceptions

David More, Granada Television's Education Adviser and Principal of Nelson and Colne College, visited the four towns during the making of the programme. "We found many misconceptions about training and a great deal of doubt about what is available. It became clear that we need to inform and educate people about the opportunities on offer and that we must try to give them the confidence they need to apply for training," he said.

Among the unemployed jobseekers, 40 per cent thought training would improve their chances of getting a job but

only 11 per cent of this group had received recent advice on training. Some 71 per cent said they would consider going on a training course.

Younger people were shown to be more receptive to training both in their attitude to it and their willingness to train. Some 21 per cent of the employed group had been on a training course and when this group was studied it was found that the majority were at the younger end.

Further more comprehensive research will be carried out in support of the adult training campaign to provide information on individual attitudes to set alongside information already obtained in relation to employers. It will form the basis for later stages of the campaign when the MSC turns its attention to influencing individual attitudes towards adult training.

Case studies

Employers carry out market research to assess whether their products will find a niche and look at what their competitors are producing.

They rarely consider whether they are doing as well as the opposition are in investing in the workforce to ensure its competence. But such comparisons are valid if overall performance is to be raised to match that of the best.

To encourage such comparisons, a steady stream of case studies of good practice from companies which have devoted both effort and imagination to adult training and which have been successful in terms of productivity and/or profits as a result is needed.

It may be argued that companies which expose their training investment to competition have nothing to gain, but such studies can have a direct publicity "pay off" for the company concerned as well as presenting a healthier economic climate in which to operate. Companies which think they can help should contact Jeff Lloyd of ATS1, at MSC, Moorfoot, Sheffield.

Polychrome

When Polychrome opened up in rural Berwick upon Tweed, only a couple of employees had even heard of the

Training in titration testing at Polychrome (Berwick) Ltd, manufacturers of printing plates.



product they were going to make, let alone what it was used for.

"It was a case of green fields and green workers," commented production manager Ron Patterson. Now, eight years later, the future looks rosy for the lithographic printing plate manufacturer. The company has doubled the size of its Border factory to 60,000 square feet and has seen a 400 per cent increase in output since 1978. Hopes are also high to increase the current workforce of 80 employees.

This steady growth has been backed right from day one by a firm commitment to good training practice coupled with a flexible attitude to job mobility within the firm.

"We simply could not afford to ignore the importance of training," said Mr Patterson. "The company had moved into a non-industrial area with virtually no process and production experience. We had to sit down and start from scratch." That meant educating the workforce about the product they were making. Team briefings from shop floor to supervisory level and above were arranged.

Competitive

"Polychrome printing plates are used, for example, to produce the *Wall Street Journal* in New York. We wanted our employees to understand about the diversity of printing plate application and at the same time to gain a sense of pride in what they were doing," continued Mr Patterson. Pride in producing a first class product has put Polychrome well up in the league table of printing plate manufacturers. Five years ago, under ten companies were making a similar product. Now, there are over thirty.

"In a very short time the industry has become an extremely competitive one so that the need for good training has become steadily more important. Without it, we know that we would not hold our position in the top five."

Polychrome policy is to start a new employee at the most basic task level and to provide training as and when required by the individual. After an induction period, the newcomer gains hands-on experience on the shop floor. Once an employee is trained to proficiency at the most basic level, then the door is open to move into other areas.

This flexible approach has paid off. Almost all the workforce has stayed with the company, many of them moving steadily upward from the shop floor to supervisory posts and above.

Specialist training

Although Polychrome provides comprehensive in-house training, the firm also draws on the expertise of professional organisations for help in arranging specialist training courses. Polychrome managers have taken part in courses run by the Industrial Society to learn about effective management systems. Where practical, the local polytechnic has been used to augment training in quality control, production control and computer engineering. The newest change in operation has been to integrate the quality control technicians into the manufacturing crew to make the crews not only quality aware but quality responsible by a system of self-audit.

"If we feel a particular area of work is relevant to, say, process operators, superintendents and management, then we will arrange individual courses to suit their varying needs," explained Mr Patterson.

"We firmly believe, however, that training is a totally on-going process and need not always be by formally structured courses. It should involve continuous feedback between the workforce and the firm on all aspects of both the employer's and the employee's performance."

Fairclough Civil Engineering

Training is often regarded as a company activity suitable for cutting back when markets are depressed, but one firm with a different attitude is Fairclough Civil Engineering Ltd.

Despite the effects of the recession, felt throughout the construction industry, Fairclough, part of the Amec Group, are planning to maintain their current levels of recruitment and training.

"It is difficult to pinpoint one element of training and say it is responsible for a company's success, but I would say that without a trained workforce we couldn't hope to be such a successful concern," says Brian Roberts, training manager for Fairclough's Northern Division at Adlington, Lancashire.

Mr Roberts believes that every move in the construction industry needs to be planned with care, and this philosophy extends to the training of staff to be familiar not just with their own contribution to the end product but with an awareness of some of the problems faced by colleagues in other disciplines.

This is well illustrated in the courses run on practical temporary works. Exercises take in everything from company policy, design processes and contractual implications, scaffolding and excavation problems, plus of course all aspects of safety from the planning stage to the completion of a job.



Practical training in progress at Fairclough Civil Engineering.

"Courses like this have to look at relatively standard and typical situations, but the exercises are based on things that have actually been constructed by the company but with which course members are unfamiliar," says Brian Roberts.

"At the end of the training the teams should be better able to realise the problems confronted by those who would normally be tackling the work."

"This is especially true of those attending courses on concrete and soil technology when some laboratory work is included. The aim here is to ensure that a range of senior staff become familiar with the various tests and facilities for

testing that are available in-company, so they end up better informed and able to decide on future occasions whether to rely on their own judgement or whether to call in a specialist."

There is also a trend towards more paperwork training. Detailed records have to be kept about materials used and this is not something that comes naturally to the practically trained employee.

Such training in a response to the needs of Fairclough's clients, and is a good example of their philosophy that training is an investment, not just an expense.

Says Brian Roberts: "All the capital funding in the world wouldn't make a successful company if the workforce weren't able to perform ably and effectively."



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SPECIAL FEATURE



Young Enterprise adviser Judith Gibbs, 19 year-old management trainee at Croydon department store Alders with 16 year-old Achiever, Tania Burger (right). Tania was elected personnel manager of the Alders based company 'Plastiques'.

Photo: Jim Stagg

Young Enterprise—practical experience for tomorrow's high flyers?

by Evelyn Smith

More than ever before, young people are being urged to look at the opportunities offered by self-employment. For many, it's a brand new alternative. There are several schemes now available. One, Young Enterprise, is examined in this feature. Others are briefly described on page 433.

Just seven months after the creation of Grifton Enterprises run by a 17 year-old managing director, shareholders shrewd enough to invest in the company saw a return of 180 per cent plus their original 25p stake. The product—soft toys—was an obvious winner for the Sheffield based company which was registered and incorporated, produced a report and a balance sheet, distributed dividends and went into voluntary liquidation.

All over the country, some 700 companies were operating in the same way as Grifton Enterprises although with varying end results. They all came under the auspices of Young Enterprise, which exists solely to bring practical business experience to young people generally still at school, although it extends to cover those in further education, undergoing vocational training, the employed and unemployed.

Its object is to provide youngsters between 15 and 19 with an elementary working knowledge of the organisation, methods and practice of commerce and industry through first hand involvement.

Early in the Autumn term, usually October when pupils' commitments are scheduled, all schools—state, fee-paying and denominational—are invited to take part in the programme by encouraging their 5th and 6th formers to commit two hours a week of their own time. Organisers of the programme see this after-school commitment as a vital ingredient, and stress the value of meeting away from the classroom situation, preferably in an industrial setting.

While teachers are not primary advisers, they are needed to share in the experience to be able to monitor performance, progress and development of their pupils in a working environment outside the classroom.

It can, too, produce spin-offs. Teachers in Leicestershire, for example, run their own company to give themselves an insight into business. At the same time they share the learning value of mini-enterprises and share pupils' experience. And Young Enterprise helps to fulfill the assessment and profiling criteria of the new exam syllabi.

Young Enterprise is explained to pupils, teachers and parents at an initial meeting. Then young people are formed into groups and put in the charge of adult advisers drawn from industry and commerce and operating in a purely voluntary capacity. They range from management trainees, middle management and supervisory staff, or they might be from the ranks of the retired.

Practical learning

Young Enterprise Director-General, Derek Jackson, is at pains to point out that "It is not a business game. Neither is it a talking shop. It is", he says, "the largest and arguably the only nationally based organisation which offers practical learning."

Last year, Young Enterprise registered 714 companies covering the country as far north as the Hebrides and as far south as Guernsey. The achievers, as the young people are known, represented 1,000 schools and community groups, were supported by over 2,000 advisers and backed by 80 volunteer area boards. Over 17,000 young people benefited from the programme. "The remarkable thing", said Mr Jackson, "is that operating costs are only £7.30 per head." Success is largely dependent upon the sponsorships of industry and commerce and while it may be difficult to get enough sponsors, he added, "Once hooked a company stays with us year after year. But companies tend to underrate the value of the experience to their employees and don't always recognise how useful it is for them to make decisions outside their own management working experience. The gains to both the individual and the company are immense."

He added, "What I also find remarkable is that companies involved with YE tend to catch media interest, while we as the national organisation operating for some 22 years, tend to be overlooked."

Certainly the programme has received approval from

Young Enterprise

Young Enterprise is an educational charity founded by Sir Walter Salomon in 1963. It does not seek assistance from the Government but is supported by voluntary subscriptions from individuals and trusts and industrial and commercial companies.

Based on a similar scheme run in the USA known as "Junior Achievement", Young Enterprise has its day-to-day management in the hands of a Director-General, Mr Derek Jackson. The organisation functions widely throughout the United Kingdom which, for administrative purposes, has been split into four regions, each under the control of a full-time Director. Within each region, established Young Enterprise activities are maintained and fostered by a number of voluntary Area Boards, comprised of leading industrialists, local authority personnel and representatives of educational bodies.

Employment Secretary, Lord Young, who presented the prizes to the year's highest scorers in the YE Achievers' Exam (sponsored by Chevron Petroleum UK). He said: "Education is only complete when it tells you about the world in which you're going to live. For too long the school system didn't tell one enough about the world of work."

At the ceremony, Mr Jackson commented: "The need has never been greater to help young people and to promote a shift from an 'employee culture' to one of enterprise in which a young person says 'What can I do to help myself'."

"It's fantastic when you think of it and the criticism levelled at young people today that here are several thousand recognising the value of giving up their free time to gain skills directly transferable to adult life."

Creating companies

An established group—minimum 15, maximum 30—creates its company by following a laid-down procedure, aided by a comprehensive set of training materials supplied by a



Photo: Jim Stagg

A meeting of the Segas sponsored Young Enterprise group being addressed by their new managing director, Penaowei Clark aged 17.

sponsor (this year it is the Midland Bank). The "achievers" are instructed by their "advisers" who guide them for the first couple of meetings until they have elected their own board of management. Then the advisers slip into the background, available to answer queries, but not responsible for the decisions of policy, management or the final result, although they will intervene if the choice of product is unsafe or illegal. "We can't have them making fireworks or producing food, for example", said Regional Director, John Sankey. He is responsible for 12 area boards in the North West and is expecting 90 companies to register through him this year. So far he has seen the setting up of Jynx 21 where the all-girl team of 21 (from Manchester High School for Girls) have decided to manufacture plastic jewellery and computer games.

Mixed group

Their advisers, three young men, come from Norweb (North Western Electricity Board) and accountants, Arthur Young. Another company, Ferrini, operating from Milliken Industries Ltd, manufacturers of industrial carpeting, which has supplied advisers for five years, is comprised of a mixed group of nine girls and eight boys representing different types of schools and colleges, both state and independent, in the Bury area. Three of the girls have been elected into the top three positions on the board, which has decided to manufacture plastic jewellery and Christmas gifts.

Currently, John Sankey is watching to see how one newly formed company, Rampage, will extricate itself from a production problem. "While screen-printing designs onto T-shirts, they came up against a technical difficulty with the inks, which they are now trying to resolve", he reported. "What might seem a total disaster to the youngsters trying

to make a go of their company is viewed quite differently by YE's organisers. They recognise the value of making mistakes so long as lessons are learned from them".

Advisers wanted

Rampage is comprised of 16 young people from Nelson and Colne College, Lancashire, and is being run as part of a BTEC (Business and Technician Education Council) course, but outside college time. Nelson and Colne is one place where no area board has been established. Indeed there are several areas in the North West not yet covered by the programme, such as Preston, Blackpool, Lancaster and NE Lancashire. "We have plans to broaden our coverage as fast as possible and it's my job to get out and sell YE to industry and commerce", said Mr Sankey. "The most important commodity we need is their time. Money, though useful, is not as valuable to us as a commitment of people with expertise."

Inevitably, unless companies can be persuaded to provide advisers, some youngsters lose out on the experience. It does happen that in some areas, particularly those where

The future operation of the newly formed company 'Plastiques' is discussed at a meeting chaired by 17 year-old managing director Andrew Brayton.

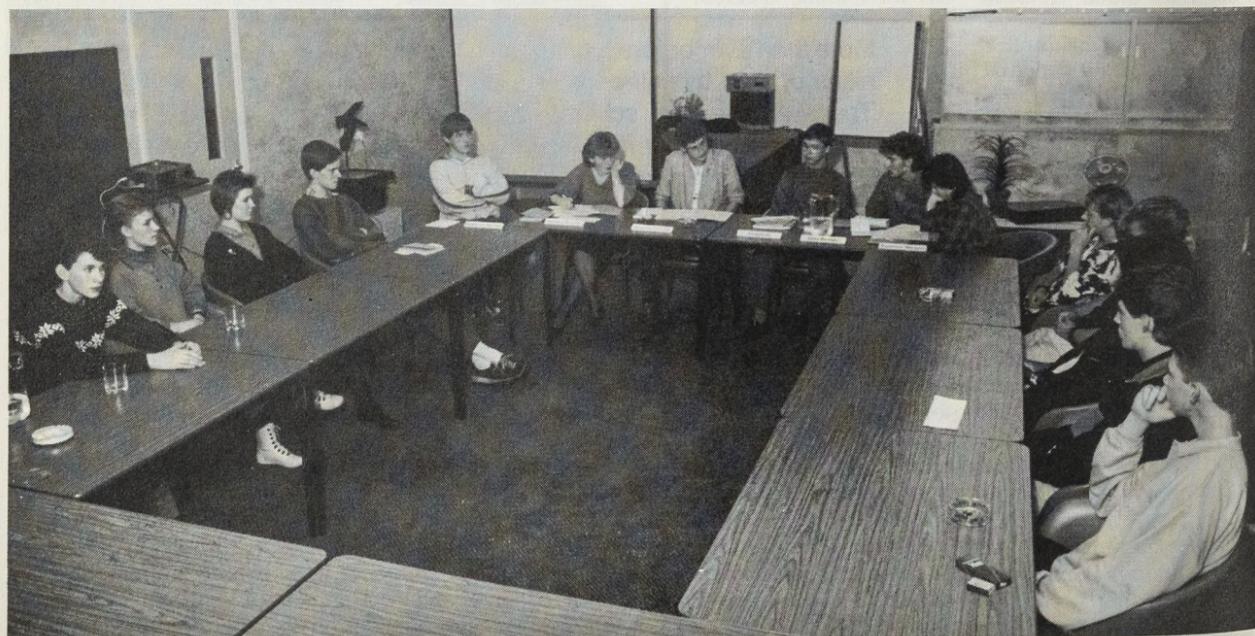


Photo: Jim Stagg

Cover picture

The inset photographs on the cover show achievers working on the Young Enterprise project sponsored by Allders department store in Croydon. "Plastiques" company secretary Tana Adkin and accountant Mark Hepworth calculate how much capital has been raised from the sale of their share certificates. The red and black 'kite' is the logo of Young Enterprise.

the programme is well known, there are more youngsters than places available. Another major factor is the recent teachers' dispute which affected one area by cutting 10 groups down to three. "That's a great tragedy for the young people", commented Mr Sankey, who is on secondment from United Biscuits in Levenshulme, where he has his office.

He added that where he had planned to run 112 companies he had had to whittle it down to 90. "Part of the problem is that there are so many initiatives leading to demands on industry. It's my personal view that there is definite scope for more co-operation among the various activities that are currently going on", said Mr Sankey.

The picture clearly emerging from Young Enterprise and passed down the line to the achievers is that their venture into the world of business is serious—"It must be when there is real money involved and a real company to run", stated Mr Jackson.

Certainly that is the message coming from two embryo companies in Croydon observed at only their second and third meetings for this feature.

Each group is a mix of boys and girls representing all types of schools—comprehensive, independent, denominational, single-sex, "special" and "crammers". Croydon Area Board Chairman, Robert Banister prefers this system "because it replicates the real life situation".

His board have this year managed to place 300 young people from 420 applicants. He is also positive about the need for the companies to operate in venues away from school—"That way they're much more likely to be treated as young adults".



A cheerful team of Young Enterprise advisers from Allders of Croydon. L to R: chief Adviser Nicola Malyon, 23; 19 year-old advisers Jenny Norris, Russell Newland, Judith Gibbs and 18 year-old Andrew Bodman.

The two groups in Croydon, while operating within the "rules", varied their approach in that one "warmed up" with a management game intended to put over the value of communication, while the other examined prototype products and considered manufacturing costs and raw material supply before getting down to the task of electing its board.

The pace of the group sponsored by Segas (South Eastern Gas Board), which has a team of five advisers was fairly easy-going after their "warm-up" game which produced the inevitable result of the "shop floor" complaining that they weren't being told what was going on. The advisers invited nominations and volunteers for the positions on the board, and once 17 year-old Penaowei Clark was elected managing director, the rest of the election procedure was turned over to him. It would be at their next meeting that

they would have to decide what was to be their project and what to call their company.

Prototypes

Meanwhile across the road at the departmental store Allders, the achievers with their largely teenage team of five advisers who are management trainees were already displaying several prototype products, reporting on costs, outlay of time and availability of materials and tools, and then dismissing ideas that proved "fiddly" or uncompetitive. By the end of the evening they had decided to call their company "Plastiques" and were planning the next stages in the manufacture of battery operated clocks made in modern designs of bright plastic, solitaire game boards (also plastic) and plastic picture frames. They were impressed when one of their number imparted the knowledge that plastic offcuts were available at £5 "a car-boot full".



Down to work. Part of the production line of a Slough company assembling bird boxes.

David Lewis thought he could borrow the heating element needed to bend the plastic for the game and frame, while the inventor of the clock assured the rest of the directors that hacksaws and sanders were all the tools needed to go into production. At this stage, warned chief adviser Nicola Malyon, they were not to attempt to arrive at a retail cost as there was a lot to consider such as overheads, wages etc which were best covered at a subsequent meeting. But the moment had come for the board to be elected. Andrew Brayton, aged 17, got the top job after his "Why I want to be managing director" speech in which he revealed that he wanted to go into retail management. He said that he had a Saturday supermarket job where he was in charge of six people. He scored over a rival who admitted "I have never worked in my life and I think a good place to start is at the top".

He, like the rest of the board, has until January to prove his worth. Then they have to step down or seek re-election.

It was time to distribute share certificates which each director has to sell, retaining at least one for themselves. They are allowed to raise total share capital of £150. There was mild panic at one point when, having handed out the books of certificates, it was thought there was a risk of raising too much capital. This was quelled at the next meeting when about half the achievers failed to bring in their books, and more importantly, the cash. As Nicola commented, "It's suddenly going to occur to them that now they won't be able to buy the raw materials as they haven't

yet raised the necessary capital. It's one more lesson they've learned." Indeed, the capital raised was just enough to pay the registration fee of £35.

Good rapport

It's Nicola's first year as chief adviser and she and her teenage team have already established a very good rapport with their 24 achievers. Notwithstanding their youth, they project a firm, confident guidance, but so too, do the achievers demonstrate astonishing maturity when they ignored the flip "vote for me" presentations, which so entertained them, and instead went for stature.

In the weeks and months ahead "Plastiques" like all other companies newly set up this year will have to draw up a Memorandum of Association which contains all the usual clauses (name, registered office, object, capital, limitation of liability) and Articles of Association which comply with the usual requirements. They will have to carry out a marketing survey, draw up a budget, register for VAT, trade, produce an interim report, elect a new board, hold a general meeting, produce final accounts, a balance sheet, a directors' report and declare a dividend. The final step is a voluntary winding-up of the company.



Nicola Malyon of Allders advises Young Enterprise accountant Mark Hepworth and company secretary Tana Adkin, both aged 16, on the issue of share certificates for their new company.

"Success is not only determined by an evaluation of business success but in quantifying the learning from mistakes. We always hope a company will break even," said Derek Jackson, "but in the end, life is about learning from real experiences. A failure which is sympathetically counselled and the learning transferred to later life could prevent not only business failure but job loss. The key to the Young Enterprise experience is willingness to learn through learning *how* to learn, commonsense, sensitivity to events and sincerity. It all adds up to team work, personal and business growth."

Perhaps the last word should go to two young managing directors who ran companies last year with different results and contrasting opinions.

"I hold no reservations about stating that one of our main objectives was to make a significant profit in the short time we were in business. This attitude may well lead to us being labelled capitalists . . . However, one must relate our objectives to those of the 'real' business world where all companies MUST make money to remain in business." *Jon Sandham, 17, MD, Grafton Enterprises, Sheffield.*

"We have certainly discovered that running a business to make a profit is not easy. We made mistakes, learned a lot,

ENTERPRISE is a programme developed by Durham University Business School, sponsored by the British Steel Corporation and supported by the Department of Trade and Industry. Its main aim is to become an established part of the curriculum in schools and colleges, teaching different versions of their programme to 14-16 years old and 16-19 year olds. It is intended "to imbue young people with the spirit of self-reliance in a business context". They are taught how to make a business idea a reality by identifying resources and customers and assessing cash, profits and costs.

MINI-ENTERPRISE IN SCHOOLS PROJECT is a newly launched educational initiative. Backed by the Department of Trade and Industry and the National Westminster Bank, it seeks to encourage all secondary and middle schools to take part in some form of enterprise activity during Industry Year 1986, and in particular to set up at least one mini-enterprise.

GRADUATE ENTERPRISE PROGRAMME offers 70 graduates a training package worth up to £8,000. Co-ordinated by Cranfield School of Management, backed by the Manpower Services Commission, with private sector sponsorship from Arthur Anderson, BP, British Institute of Management, and National Westminster Bank, the programme offers graduates with viable new business ideas a unique career opportunity—to start their own enterprise.

LIVEWIRE encourages young people to work for themselves and gives them the advice they need to do it. Shell is supporting the scheme with awards worth £50,000 going to people with the best ideas and the most enthusiasm.

HEAD START IN BUSINESS aims to take over where Young Enterprise leaves off by filling the gap between the school student and the 25 year old. It teaches selected young people everything about starting a business, helping them to do so and monitoring progress.

YES (National Youth Enterprise Scheme) provides help and advice to young people under the age of 26 to enable them to set up their businesses with a reasonable expectation of success, and gives small sums of capital, normally not more than £2,000.



Ready to go. Packaging and presentation is an important part of the process. Here two achievers prepare gift sets.

yet we still made a loss. However, if the important thing is to learn rather than make a profit, then the year has been a success. After all you are more likely to learn from failures and if this is the case we have definitely succeeded." *Alan Whitelock, 17, MD, Mendip Products, Bristol.* ■



Work design, organisational change and stress

by Geoff White

Principal psychologist, Work Research Unit, ACAS

This article is based on a paper presented at this year's national conference of the Institute of Personnel Management at Harrogate, under the title "Stress management: fact and fiction". Other contributions were made by Karen Howard, an independent consultant, on individual approaches to stress management, and by Dr Tom Cox, senior lecturer in occupational psychology, Nottingham University, on the nature of stress.

The stresses of working life, their effects on people's health and well-being, the indirect consequences on work performance, are topics of growing concern. New technological processes may be reducing the physical strain of work, the risks of injury and accident, but their effects on psychological well-being is far less clear cut. In the design of new work systems as well as in their implementation, the abilities, attitudes and aspirations of people who make the systems work are frequently ignored, inaccurately assumed, or purposely limited.

The links between work demands and many physical as

well as psychological illnesses, between the experience of unemployment and psychological and social well-being, have been clearly demonstrated. The main focus of concern has been on how to help people cope with the consequences of stress and avoid its more serious effects.

Much less attention has been given to those aspects of work that may give rise to stress. Since these aspects will also indicate less than optimum use and development of human resources, it can be argued that more attention might be directed towards looking at the origins of stress. This article presents some practical strategies and approaches that might be considered.

Why do anything at all?

There are several arguments for not taking action to investigate stress at work, let alone do something about it. First, stress is good for people, it keeps them on their toes. If they cannot stand the heat, they should not be in the kitchen. Some do just this and they may be the people the company can least afford to lose. Others find themselves a heatproof suit and devote their energy to protecting themselves. It is also possible to confine the heat to its proper function rather than allowing it to be used wastefully and inefficiently.

A second argument suggests that because the causes of stress are not easy to identify, and because people differ in their perception and experience of strain and its effects, nothing can or needs to be done, because we cannot be sure that the results will be worthwhile. The evidence suggests that enough is known to draw attention to the structure, processes and practices of work as a major source of stress, which affects employees at all levels. Furthermore it can be regarded as a very important indicator of waste in the organisation.

how people *might* react. This applies very forcibly to changes involving new technology, where experience suggests that many operators actually welcome the added control and freedom from repetition that new machines can give if the work system is designed appropriately.

These arguments do not provide sufficient justification for complete inaction, just enough action to cope with some of the more obvious consequences for employees, or, as seems to be the case in the United States*, enough to minimise the legal risk of claims for compensation in which stress is cited as a source of physical or emotional disability.

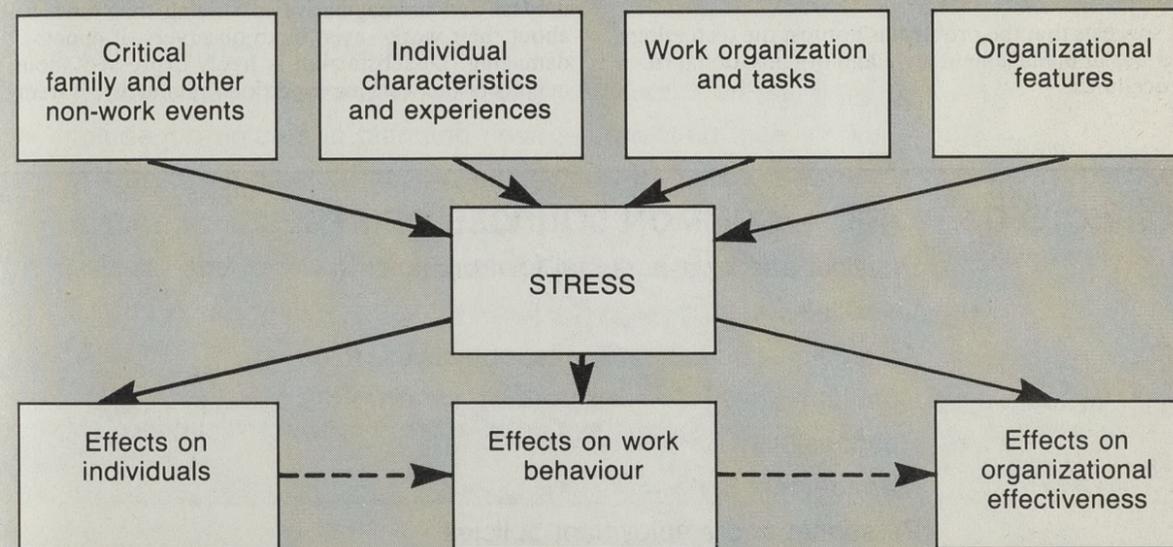
A great deal can be done in the general pursuit of improved effectiveness and design of work without giving stress and its alleviation a high profile.

Some potential sources of work stress

Attention in the design of work systems to the needs and potential contributions of people and their involvement in decisions about their work is usually ignored or assumed to be determined by technical considerations. This leads to

ORGANIZATIONAL PRESSURES AND STRESS

The relationships between causes of stress and their likely effects as indicated by research are shown in the following diagram:



A version of this second argument points to the wide diversity in individual response to pressure, as if one person's distress is another's stimulus. This is to some extent true. The same objective event, for example, a son or daughter leaving home, may for one person be a release from stress; for another it may be a source of additional stress.

The need for observation

Careful observation and analysis is needed of what is actually happening, asking people and finding out directly how they are experiencing tasks and situations rather than making assumptions, or, worse still, letting strategy for change be determined by unverified assumptions about

less effective and dysfunctional practices being built into production systems and to the creation of unsatisfactory jobs. Both of these outcomes then need special attention to reduce their effects and this adds to the costs of production. Links between causes and effect, between work design and lack of commitment, or sick absence, for example, may not be made. Some specific examples of this may help to make this point clear.

In the ergonomics of designing tasks in which VDUs are involved, attention has focussed on the physical effects of prolonged exposure and on the so-called psychological effects (ie felt to be experienced but really "only in the

* Who's liable for stress on the job? J M Ivanovitch and others, *Harvard Business Review*—April 1985, Vol 63 No 2 pp 60-72.

mind" of the operator). This focus has led, for example, to modification of illumination, print size and definition, and to limiting the length of operator exposure to VDUs. There remains what may be an even greater source of stress on the operator. The constant appearance on a screen of information to which responses are needed, the continuous transfer of data from hard copy to computer are examples of tasks which are potential sources of stress because they take little or no account of the attributes and limits of human capabilities and tolerances.

The conflict can be even greater when people are asked to work to different objectives. There are numerous examples where processes have been mechanised and speed conflicts with accuracy as objectives for operators who, because of their experience with manual systems, know that data they are entering are inaccurate, but which they are not "allowed" to correct.

In many surveys, the most anxiety-provoking stressors centre not on tasks and the content of jobs but on people's treatment of others. This happens in several ways:

- supervisors and managers whose style is routinely punitive, coercive and suspicious
- work rules that appear arbitrary, inflexible and unnecessary
- ignoring or disregarding the commitment and potential of employees as sources of ideas and information for improving operations.

This suggests that the problem is not just the technology or tasks but in management style and organisational rules and procedures.



Photo Co-op, London

Employee involvement and participation in organisational changes that affect them is currently advocated as leading to advantages both to business and to individuals. It is not unusual, however, for people initially to be relatively modest and unimaginative in voicing their own feelings about their work—even if, to observers, it appears to be damaging. Dissatisfaction is freely expressed about pay, managers and working conditions but much less frequently

ASPECTS OF WORK — COMMON SOURCES OF STRESS

Physical and inter-personal environment

Overload

Ambiguity

Conflict

Tasks, objectives, roles

Responsibility for others

Management style

Personnel and employment policies

Job and task design (control, discretion)

Better than machines

When current procedures are computerised, there is a period when staff are learning to adapt, are debugging the system, and learning and solving new problems. They are doing things that human beings do better than machines. The situation is different when this phase is over and the new system becomes routine with most staff becoming operators in the system rather than managers of it. Then the system develops into a treadmill and alterations in pace and task become system-driven rather than under the control of people. Until, that is, the operator finds ways of exercising some control, which may lead managers to set up more rules and tighten supervision, so the game goes on.

about aspects of work situation that may be shortening their lives and affecting family relationships. Subjective experience of stress may not always reflect accurately the objective situation.

The value of empirical study to find out what in fact is happening was shown by an investigation of code sorting in the Post Office. Code sorters experienced boredom, fatigue, a conflict between pressure for speed and accuracy and close supervision. Those who spend 50–70 per cent of their time on code sorting reported less stress than those who spent a higher proportion of their time on this task. However, contrary to common sense, they also reported less stress than those who work on code sorting for a shorter period. This is possibly because these postmen spent more

time on manual sorting, so the conflict between speed and accuracy was greater as was the change of rhythm.

One is led to the conclusion that the impact of new technology and the stresses experienced both in transitions and in working with new processes lie not in the technology itself but in the way the whole work system is designed and the way in which changes are managed.

Guidelines and strategies for organisations

There are many factors at work which are contingent on, even if they do not entirely and exclusively cause, stress. The way in which they affect people, and the way people interpret this experience is complex. This diversity and complexity suggests a strategy which uses several complementary techniques for detecting changes in the level of stress, and to a mix of approaches for tackling it.

Monitoring the incidence of stress and its origins in the content and organisation of work needs to be continuous because changes are a fact of organisational life. Decisions made for sound technical reasons may alter the nature of some jobs and increase pressure, conflict of objectives or lower the individual's control.

sources need not breach professional confidentiality of information about individuals.

- When communications or other audits are carried out, particularly if they are repeated periodically, topics which may reveal indications of stress can be embedded without creating apprehension, especially if the preparatory stages and consultation with staff at all levels about the survey have been thorough. Items on the following topics might well be worth including:

work boundaries and relationships	responsibility for people
job pressure	anxiety/tension
work load	role ambiguity
perceived danger	role conflict
physical working conditions	supervision

Responses to the questionnaire, of course, measure people's perceptions and experiences and may not directly reflect what really happens, so if something is done about the work load, for example, this may have little effect on

STRATEGIES FOR WORK STRESS REDUCTION/IMPROVED EFFECTIVENESS

- Identify sources of work stress
- Include organizational and job design in production planning
- Include job holders in planning changes affecting their work
- Increase awareness of work aspects likely to cause stress
- Improve management and supervisory skills
- Examine and rectify ambiguity and conflict of objectives
- Provide opportunity for employees to improve coping skills and get help

The objective is not just to avoid the consequences of stress and injury to individuals but to provide opportunities for positive well-being and development to improve organizational effectiveness

Monitoring stress

Two sources of information can be used to monitor stress:

- Personnel records and statistics can be examined especially those describing changes in turnover, sick absence and accidents, general reports from welfare counselling and medical services as well as production and quality indices. The computerisation of personnel record systems makes this general information potentially more readily available, though few commercially available systems do. For all of these indices there will be several causal factors but together they may point to changes in the pressures on and morale of staff. It is important that in this context, where medical and counselling areas exist, they are recognised as confidential and are accepted as sources of help by employees. General information from these

perceptions or, if it does, the anxiety which focused on work load may be transferred elsewhere.

Remedial and preventive strategies

The second group of suggestions have to do with preventive and remedial action. These are:

- New or redesigned work systems should be examined for opportunities and options to design jobs that are better suited to those already in the organisation. (See box).
- Seminars to encourage managers and other staff to watch for signs of stress, to make sure that their style of management does not exacerbate and add to it, and, when making changes, to examine the implications for people's jobs and for the way changes are brought about.

- Examine the rewards, promotion and other personnel systems to see whether they offer conflicting or incompatible incentives to employees.
- Include in the appraisal system opportunity for career counselling which should as far as possible be independent of line management. This provides a way of anticipating and preventing, or, at least, detecting phenomena like "burnout", mid-career crisis, or "lock-in", phenomena which may be more common at times when moving from one company to another is more difficult.
- Give people information about the future as soon as it is known and help them to handle it.
- Increase individual options and control over tasks, and other conditions of employment. Ask "Does the company need to have a rule about this?" "Does everyone need to be treated in the same way?"
- Social support derived from colleagues at work is known to have direct effect in reducing work stress. This has implications for the organisation of teams and membership of working groups. The social consequences and longer term effectiveness of the organisation need to be considered when allocating and re-allocating work.

Reducing the stresses of organisational change

Transition and change for individuals and organisations are particularly stressful periods. Time and resources are often allocated to planning and implementing changes in technology, product design, or production processes.

Managing organisational change is seldom given the same level of investment and attention because it involves diverting resources from immediate production of goods, services or information. More attention needs to be paid to exploring repercussions of planned changes on other aspects of the whole organisation, as well as implementing the new plans and evaluating their effects. Important features of the process of organisational change have been described elsewhere*.

It is possible to suggest several specific actions that, on their own or in combination may help to reduce the pressures on individuals that may result in stress for them and make the process of change for the company as a whole more satisfactory.

- Do not change everything at once. Leave a stable and secure basis from which new arrangements can be explored. In particular, leave work teams together if they are working well.
- Ensure that there is adequate and direct feedback about new methods. This helps learning and encourages rapid adjustment.
- Give sufficient time for rehearsing and learning through experience, especially when alternatives and options need to be tried out.

*Effective and satisfactory work systems—Work Research Unit Occasional paper No 27.

- Involvement of people in the process of change pays off in adding important data, gives people some degree of control over their own work, and an awareness and ownership of the new arrangements. Their involvement must not be illusory, trivial, irrelevant or superficial. It must be seen as an integral and legitimate part of their job which is reflected in the rewards system.
- A step-wise, incremental sequence of changes, giving adequate time for acclimatisation is worthwhile, with identifiable achievements signalled and publicised.
- Planning and feasibility testing should be as close to the users as possible.
- Project teams set up to implement changes, and particularly their leaders, should have adequate time and resources and should not be expected to carry the task on top of an existing full operational load.
- Conflict and resistance are likely to be reduced if an open exploratory style is adopted encouraging collaboration and help seeking, looking at the causes of mistakes rather than looking for someone to blame, looking at how work is actually done rather than the procedures originally laid down.
- Some aspects of the process of change might specifically address the reduction of the conflict and overload on people, improve the person/job fit, and perhaps loosen the boundaries between people's jobs. Stress can arise if people are overloaded or have conflicting work objectives. It is not necessarily that they have too many decisions to make, but face too many constraints and pressures.
- Increase opportunities at every level to exercise judgement, enhancing feelings of competence, ability to cope, to use skills and make decisions.

It is perhaps unfortunate that most attention in this area should focus on the more extreme effects of stress on individuals—mental illness, use of stimulants or depressants, physical illnesses, and therefore on ways of helping people to cope with or avoid these consequences by their own actions.

Although factors in the work situation are acknowledged as contributing, they are not often examined or redesigned from this perspective. Attention to the design of work and its organisation contributes not only to the well-being of individual employees but to the effectiveness of the company in which they work. Detecting and directly attacking the work pressures that induce stress is not only considerate and humane but helps towards the more effective use of human resources in the pursuit of business objectives to which they have contributed ■

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LABOUR MARKET DATA

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Publication dates of main economic indicators 1985

Unemployment and vacancies	Retail Price Index	Employment and hours	Average Earnings Index
Thursday, December 5	Friday, December 13	Wednesday, December 18	Wednesday, December 18

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

Unemployment and vacancies: 01-213 5662 (Ansafone Service) /6572	Employment and hours: 0928 715151 ext. 423 (Ansafone Service).
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).	Average Earnings Index: 0923 28500 ext. 408 or 412

Summary

Economic activity continues to grow. Provisional estimates for the third quarter for the output measure of GDP show a rise of 1/2 per cent compared with the second quarter, and a rise of 3 1/2 per cent compared with a year earlier. In his Autumn Statement, the Chancellor forecast a growth of 3 1/2 per cent in GDP this year. When adjustments are made for the impact of the coal strike, the underlying growth rate would be 3 per cent this year and 2 1/2 per cent in 1986.

Output of the production industries is provisionally estimated to have fallen by 1/2 per cent in the third quarter compared with the previous quarter but was 5 1/2 per cent higher compared with a year earlier. Output has been affected by the coal strike (see detail below). Manufacturing output in the third quarter was 2 per cent lower compared with the previous quarter but 1 1/2 per cent higher than in the third quarter 1984.

Consumers' expenditure rose by 1/2 per cent between the second and third quarters and was 3 per cent above its level in the corresponding quarter a year ago. Later information for the volume of retail sales shows this as broadly unchanged in the three months to October compared with the previous three months, but 4 per cent higher than a year previously.

Investment in the manufacturing, construction, distribution, and financial industries rose in the third quarter of 1985 compared with the second quarter but was significantly below the high first quarter level

which was boosted by a large increase in finance leasing.

The volume of stocks held by manufacturers and distributors fell by £0.1 billion in the third quarter of 1985 compared with a rise of £0.2 billion in the second quarter, and destocking of £0.5 billion in the first quarter.

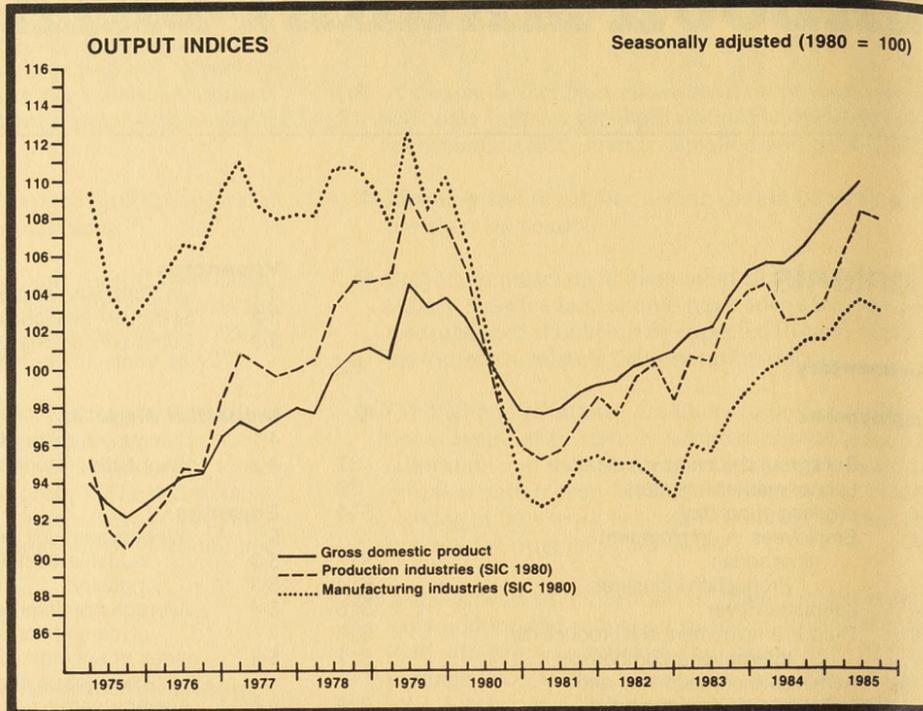
The employed labour force in Great Britain, on revised figures, is estimated to have increased by 23,000 (seasonally adjusted) in the

second quarter of 1985 bringing the increase in the year to June 1985 to 252,000. The number of employees in employment in manufacturing rose slightly by 3,000 in September but fell at an average of 4,000 a month during the third quarter as a whole.

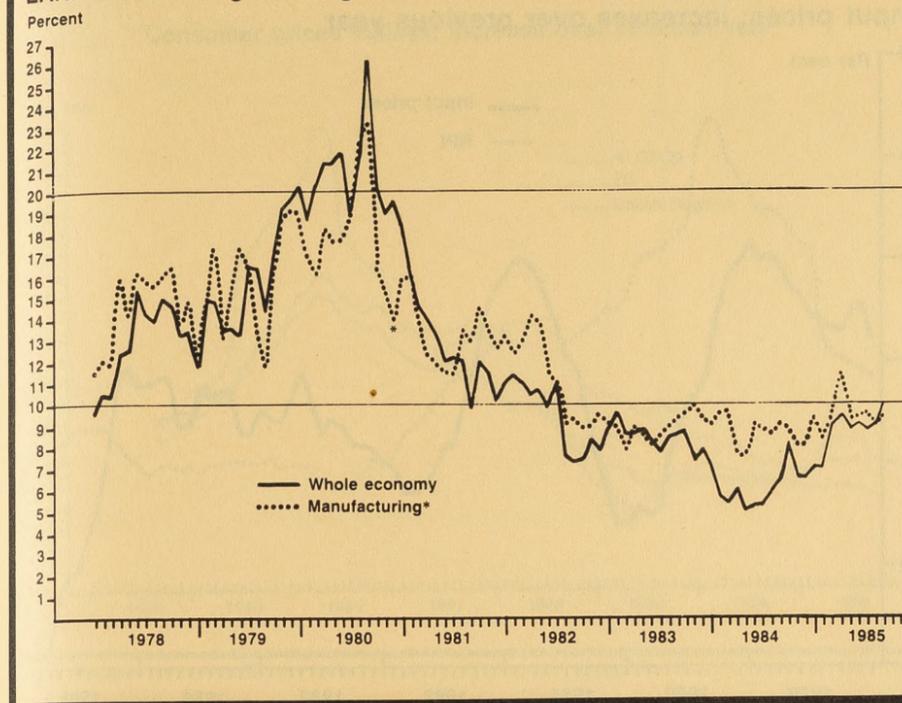
The seasonally adjusted level of unemployment (excluding school-leavers) fell by 4,000 in the month to October. This is the third fall in five months and the trend in unemployment now appears to be broadly flat.

The underlying increase in average earnings in the year to September 1985 was about 7 3/4 per cent. The actual increase was substantially higher mainly because of reduced earnings in the coal industry in September 1984.

The rate of inflation as measured by the 12-month change in the index of retail prices was 5.4 per cent in October compared with 5.9 per cent in September.



EARNINGS: Average earnings index: increases over previous year



The coal strike is estimated to have had little effect on output in the third quarter, but it reduced output by an estimated 1/4 per cent in the second quarter, by 1 per cent in the first quarter of 1985 and by 1 1/4 per cent in each of the preceding three quarters. The recovery from the strike is estimated to have accounted for most of the growth observed since the first quarter and about 1 1/4 percentage points of output growth over the previous year.

The results of the October CBI Quarterly Industrial Trends Survey show a further decline in business confidence since July. Companies are still reporting increased output, although over the past four months the growth rate appears to have slowed. The CBI reports that, as expected, companies are now less optimistic on the prospect for exports. The survey suggests that export order increases have come to a halt.

Output of the production industries is provisionally estimated to have fallen by 1/2 per cent in the third quarter of 1985 compared with the second quarter, but was 5 1/2 per cent higher than in the third quarter of 1984. Allowing for the direct effects of the coal strike, output in the third quarter would have fallen by 1 per cent compared with the previous quarter but would have been about 2 per cent higher than a year earlier. Manufacturing output, was 1/2 per cent lower in the third compared with the second quarter of 1985 but was 1 1/2 per cent higher than a year earlier. Energy output was broadly unchanged between the second and third quarters, with increased coal output offsetting reductions in the extraction of oil and natural gas.

Consumers' expenditure on a preliminary estimate increased by about 1/2 per cent in the third quarter to a level 3 per cent above that of a year earlier, having risen by nearly 1 1/2 per cent in the second quarter of 1982. The volume of retail sales, which accounts for about half of consumers' expenditure was broadly unchanged in the three months to October compared with the previous three months, and was 4 per cent higher than the corresponding period a year ago. The savings ratio increased by about 1/2 per cent to 12 per cent between the first and second quarters of 1985, 1 per cent higher than a year earlier.

Capital expenditure by the manufacturing, distribution and financial industries is estimated to be 2 per cent higher in the third quarter compared with the previous quarter and 15 per cent lower than in the first quarter which was boosted by an exceptionally large increase in finance leasing.

Provisional figures indicate that the level of stocks held by manufacturers, wholesalers and retailers fell by almost £110 million in the third quarter compared with destocking of around £485 million in the first quarter and stockbuilding of £215 million in the second quarter. Wholesalers reduced their stocks

by almost £250 million during the third quarter which was partly offset by increases in manufacturers' and retailers' stocks of about £35 million and £105 million respectively.

The public sector borrowing requirement in the first seven months of the financial year 1985-86 was £5.3 billion, compared with £8.0 billion in the same period last year. The forecast for 1985-86 announced in the financial statement and Budget report was £7.1 billion.

In his Mansion House speech of 17 October the Chancellor of the Exchequer announced the ending of over-funding of the PSBR, which had been responsible for distortions in the gilts market. In future, sterling M3 will be allowed to grow more freely, although a new target range is to be set for 1986-87. Short-term interest rates will continue to be used to control monetary growth.

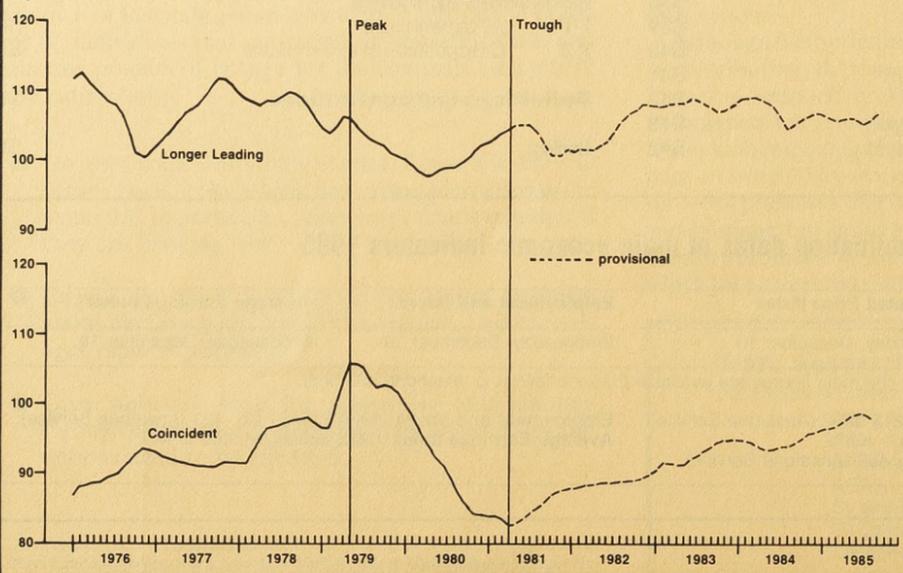
Sterling M3 grew 14 1/2 per cent in the 12 months to mid-October. The observed over-shooting of its previously set target growth rate of 5-9 per cent during 1985-86 is believed to have been caused by structural shifts in financial markets and the economy which have changed the relationship between the growth rate of sterling M3 and the rate of inflation. M0 grew by 3 1/2 per cent over the year which is at the lower end of the target range of 3-7 per cent.

UK clearing bank base rates have remained unchanged since the end of July at 11 1/2 per cent.

The sterling's effective exchange rate depreciated slightly in October and stood at an average of 80.4 (1975=100) in the month compared with 81.3 in September and 75.6 in October last year.

The balance of payments is estimated to have been in surplus by £0.8 billion in the third quarter, following a surplus of £1.2 billion in the second quarter and a deficit of £0.5

Cyclical indicators Composite indices of indicator groups

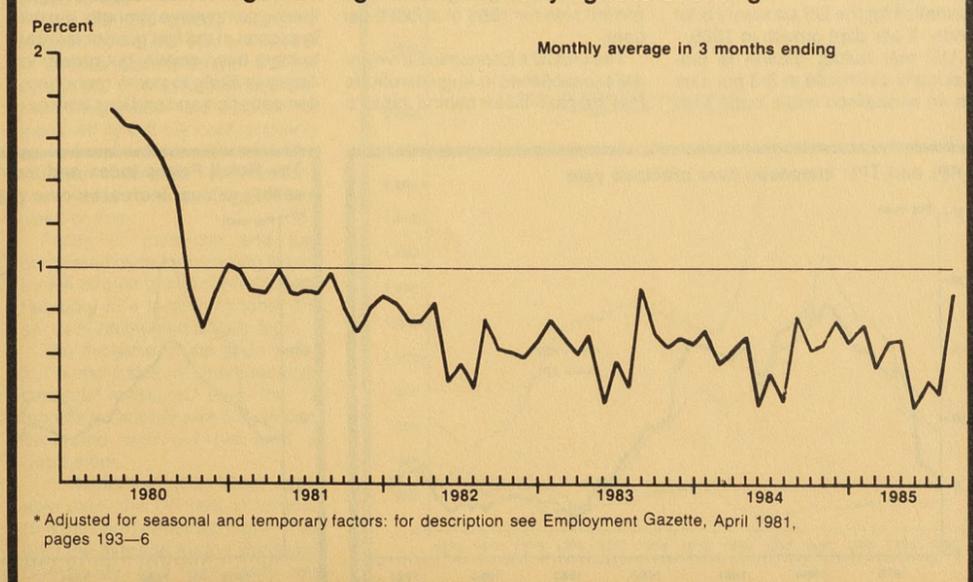


Economic background

The Chancellor, in his Autumn Statement, forecast a gradual slow down in the rate of growth of GDP, after adjustments have been made for the effects of the coal strike. This underlying rate would decline from 3 1/2 per cent in 1984 to 3 per cent in 1985 and 2 1/2 per cent in 1986. Over the year to the first half of 1985 both exports and business investment have made major contributions to growth in demand. Consumer spending, which had flattened out after the middle of 1983 has recently been showing signs of renewed growth, and is expected to provide a major stimulus to growth in 1986.

GDP (output) on preliminary figures is estimated to have risen by about 1/2 per cent between the second and the third quarters of 1985 to a level 3 1/2 per cent higher than in the third quarter of last year.

EARNINGS: Average earnings index: underlying rate of change*



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

billion in the first quarter.

Visible trade was in deficit by £0.5 billion in the third quarter following a deficit of £0.2 billion in the second quarter of 1985. Within the total for the third quarter, the oil trade surplus fell by £0.3 billion to £2.0 billion while the deficit on non-oil trade balance decreased by £0.1 billion to £2.5 billion. Invisible trade is projected to be in surplus by £1.2 billion in the third quarter of 1985, compared with £1.4 billion in the previous quarter.

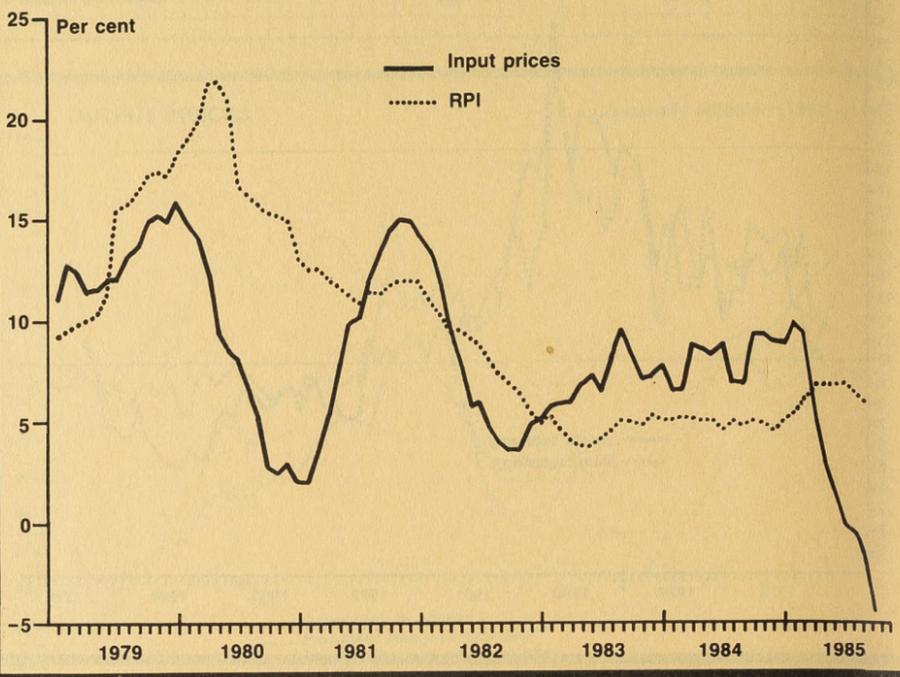
The volume of exports fell by 4½ per cent (1½ per cent excluding oil and erratic items) in the third quarter compared with the previous quarter, but was 4½ per cent higher than a year earlier. The underlying level of non-oil export volume continues to decline, although it remains well above that of a year ago. The volume of imports fell by 2½ per cent in the third quarter to a level similar to that of a year ago. The underlying level of non-oil import volume has shown little change in the last few months.

World outlook

The recovery in the OECD economy as a whole has continued for over two years, and its growth rate of nearly 5 per cent in 1984 was its highest since 1976. Growth was strongest in the US and Japan, with output increasing by 7 and 6 per cent respectively in 1984, while output growth in Europe was generally less pronounced, averaging about 2½ per cent. However, the world economy has slowed down during 1985, largely due to the slowdown in the US economy, and the growth differential between the US and Europe has been virtually eliminated in the last 12 months. The OECD predict output growth of just over 3 per cent for the OECD economy in 1985, and a more recent IMF forecast, based on later information for the US economy is for under 3 per cent growth in 1985.

US real output growth is provisionally estimated at 3.3 per cent on an annualised basis in the third

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



quarter of 1985, compared with 1 per cent in the first half of the year, the major contribution to the higher growth rate being from consumer spending. It is unlikely that the dollar's weakness since March has had any immediate impact on the trade deficit, which reached a record \$15.5 billion in September after improving in the previous two months. Strong consumer spending has reduced the US savings ratio to under 3 per cent and therefore further increases in spending associated with a falling savings ratio are not likely. The OECD are predicting US growth to remain at about 3 per cent per annum in the fourth quarter, giving an annual growth rate for 1985 of about 2 per cent.

The OECD's Economic Survey of Japan, published in August, reports that the main factor behind Japan's

6 per cent output growth in 1984 was the rapid expansion of exports, which rose by 18 per cent after having risen by under 5 per cent in 1983. Combined with a substantial rise in corporate profits and rapid technological progress, the export boom stimulated business investment which grew in real terms by 11 per cent in 1984. Consumer spending has remained relatively weak over the past five years, private consumption growing by under 3 per cent in 1984. In the first quarter of 1985, however, output grew at an annual rate of less than 1 per cent, with net trade strongly contractionary but consumption recovering somewhat. Given Japan's continuing competitive strength, the fall in exports in the first quarter is likely to have been erratic, but growth in Japan is likely to come more from domestic demand and less from ex-

ports than in recent years.

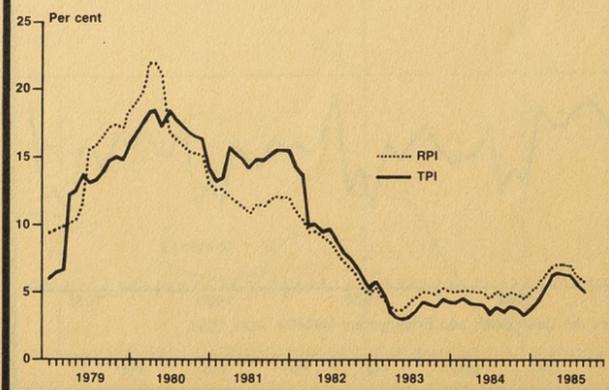
In Europe, output was pushed up in both France and Germany.

The annual meetings of the IMF and the World Bank were held during October. The main areas of concern were the prospect of a slowdown in world output growth, and the debt problems of the developing countries.

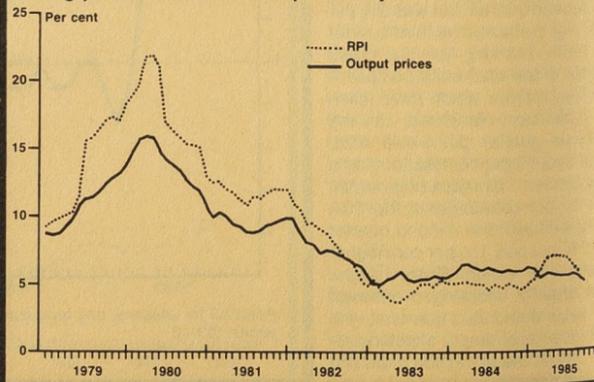
Average earnings

The underlying increase in average weekly earnings in the year to September was about 7¾ per cent, slightly higher than the increase in the year to August. The higher figure will reflect the effect of new

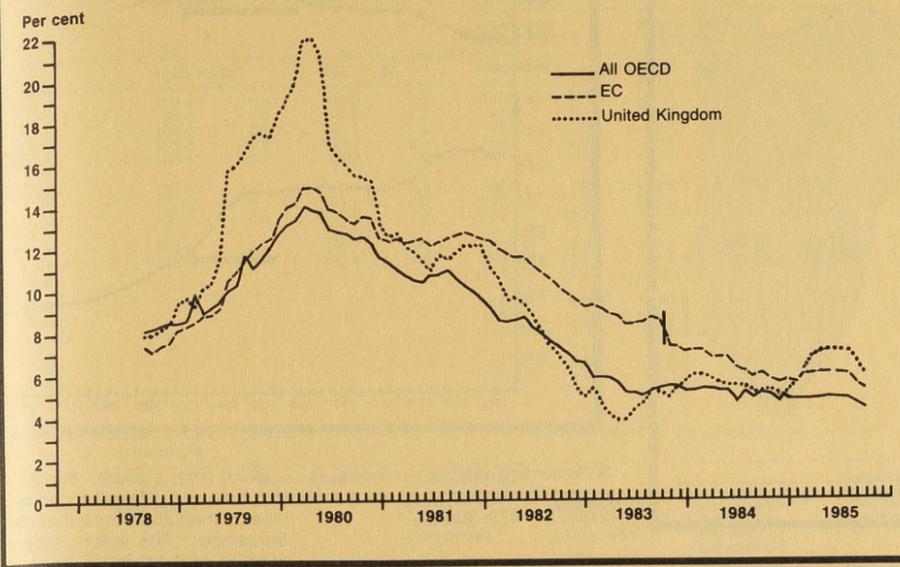
RPI and TPI: increases over previous year



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



Consumer prices indices: increase over previous year



pay settlements which available evidence suggests have tended recently to be at higher levels than a year ago, and fairly buoyant overtime working.

The actual increase in the year to September, 10.0 per cent was substantially higher than the estimated underlying increase because of temporary factors. Industrial action in the coal industry temporarily reduced average earnings after September 1984, inflating the 12 month change by about 1¼ per cent. The net effect of changes in the timing of pay settlements and bonus payments was to inflate the actual increase by about ¾ per cent. For example, some groups of employees received two pay settlements in the latest 12 month period because of shorter delays in reaching and implementing the latest pay settlement. Back-pay in September 1985 was higher than in September 1984, inflating the actual increase by about ¼ per cent.

The underlying monthly rate of increase in average weekly earnings averaged about ¾ per cent in the three months ending September.

In production industries, the underlying increase in average earnings in the year to September was about 8¾ per cent, similar to the increase in the year to August. Within this sector, the underlying increase in average weekly earnings in manufacturing industries in the year to September was about 9 per cent, unchanged from the increase in the year to August (revised estimate).

The actual increases in the year to September for production and manufacturing industries were 12.8 per cent and 9.5 per cent respectively. The former was substantially

affected by the reduced earnings during the coal dispute in September 1984.

In the three months to September, wages and salaries per unit of output in manufacturing were 6.9 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 fell to 5.4 per cent in October from 5.9 per cent recorded for September.

The overall level of prices rose by 0.2 per cent between September and October, mainly as a result of higher prices for beer and some items of clothing. Petrol prices continued to fall.

The tax and prices index increased by 4.3 per cent in the year to October compared with 5.2 per cent in the year to September. Between September and October the index fell by 0.2 per cent, primarily as a result of reductions in the national insurance contributions payable by those earning £90 per week or less.

Prices of materials and fuel purchased by manufacturing industry fell almost uninterruptedly from February to a level in October 4.6 per cent below that a year ago.

The increase in the price index for home sales of manufactured products measured over the 12 months to October was 5.1 per cent compared with 5.4 per cent in September.

In September (the latest available date) the UK rate of inflation (5.9 per cent) remained higher than both the average for the European Community (5.2 per cent) and OECD countries (4.3 per cent).

Unemployment and vacancies

The seasonally-adjusted level of unemployment in the United Kingdom (excluding school leavers) was 3,175,000 in October, a fall of 4,000 since September. During the six months to October the average level was unchanged, compared with an average rise of 14,000 a month over both the previous six months to April 1985 and

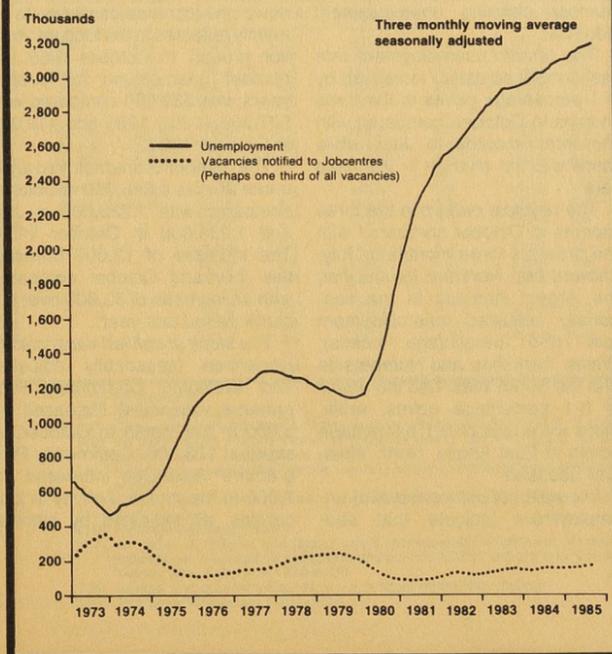
the six months to October 1984. It seems that the trend in unemployment is now broadly flat, having moderated from the 10,000 to 15,000 range experienced from early 1984 up to the Spring of this year. This improvement is partly due to the increasing impact of special measures, particularly the build up of the Community Programme, but there also appears to have been some independent improvement. The change in the trend in adult unemployment has been concentrated among men. Over the past six months, male unemployment has fallen by an average of 3,000 per month, compared with an average increase of 8,000 a month in the six months to April 1985. Unemployment among women has risen by an average of about 2,000 per month since April, compared with 6,000 per month over the previous six months.

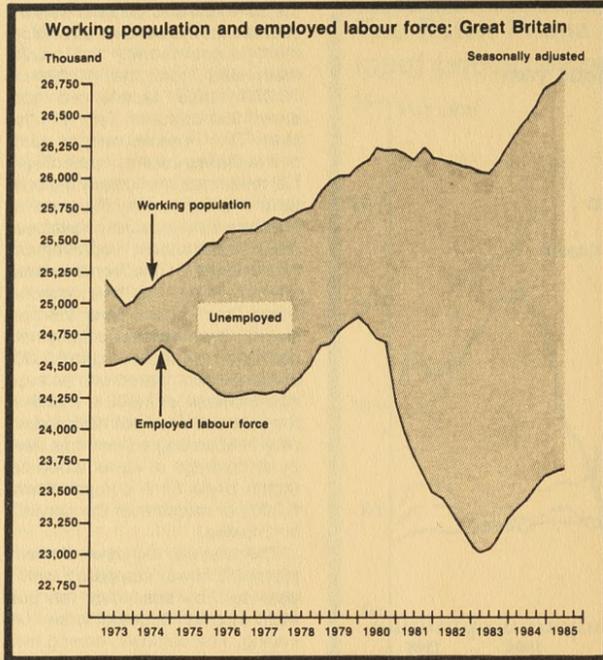
The relatively high level of unemployment flows, compared with a year ago, as seen over the past eight months, appears to be continuing. The outflows, among men in particular, have been showing an increase; inflows have also been higher than a year ago but to a lesser extent.

The recorded total of unemployment in the UK fell by 69,000 between September and October to 3,278,000 (13.5 per cent of all employees). This decrease resulted from a fall of 25,000 in school leavers and 44,000 among adults.

The October total included 131,000 school leavers aged under 18, some 19,000 less than in October last year. There was a decrease of 25,000 between September and October compared with a decrease of 31,000 in the corresponding period last year. The lower figure

Unemployment and vacancies: United Kingdom





this year is partly because there are about 20,000 fewer children eligible to leave school and join the labour market.

The number of people assisted by the *employment and training measures* at the end of September was 671,000, compared with 635,000 at the end of August. There was an increase in the number on the Community Programme as part of the expansion provided for in the 1985 Budget; an increase in the numbers on the Youth Training Scheme and the Young Workers Scheme, and a fall in the number assisted by the Job Release Scheme. It is estimated that at the end of August about 495,000 people were in jobs, training or early retirement as a result of the schemes, instead of an equivalent number claiming unemployment benefits.

The *female* unemployment rate (seasonally adjusted) increased by 0.1 percentage points in the three months to October, compared with the three months to July, while there was no change in the *male* rate.

The *regional pattern* in the three months to October compared with the previous three months to July, showed that Northern Ireland had the largest increase in the seasonally adjusted unemployment rate (0.5 percentage points). Wales, Yorkshire and Humberside and the South West had increases of 0.1 percentage points, while, there were falls of 0.1 percentage points in East Anglia, North West, and Scotland.

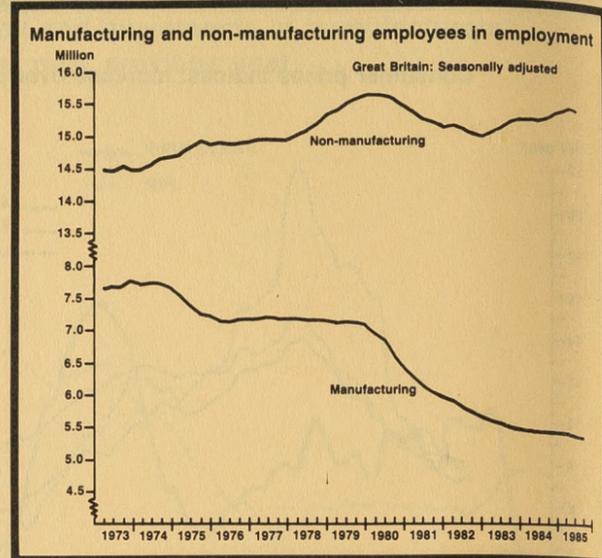
International comparisons of unemployment indicate that sea-

sonally-adjusted national unemployment rates (latest three months to September unless otherwise stated, compared with the previous three months) rose by 0.1 per cent in Japan (to August) and Sweden; did not change in the United Kingdom (to October) and France; and fell in Germany and the United States by 0.1 per cent, in the Netherlands (to August) and Canada by 0.3, and in Belgium by 1.0.

In October, the number unemployed for over one year was 1,352,000 compared with 1,327,000 in July and 1,277,000 in October 1984. The increase of 25,000 since July compares with an increase of 43,000 over the corresponding period a year ago. While the rate of growth in long-term unemployment has been slowing down, the increase continues to be mainly reflected in the longest duration groups. In October 1985, the number unemployed for over 3 years was 533,000 compared with 507,000 in July 1985 and 412,000 in October 1984.

The number of unemployed aged under 25 was 1,245,000 in October compared with 1,233,000 in July and 1,286,000 in October 1984. The increase of 12,000 between this July and October compares with an increase of 83,000 over the same period last year.

The *stock of unfilled vacancies* at jobcentres (seasonally adjusted and excluding Community Programme vacancies) increased by 5,000 in the month to October, to stand at 173,000. Community Programme vacancies increased by 1,000 in the month. Activity in jobcentres, as indicated by inflows,



outflows and placings remains at around the highest level since the winter of 1979-80.

Employment

The number of *employees in employment in manufacturing industries* in Great Britain increased by 3,000 in September 1985 (seasonally adjusted) making an average decrease of 4,000 per month over the third quarter of 1985. This compares with an average monthly decrease of 2,000 over the previous quarter and 4,000 a month in the three months ending September 1984. The monthly figures are erratic but the underlying slow downward trend that followed the faster decline of 1980 to 1983 has continued.

In the year ending June 1985 (the latest period for which figures for all industries and services are available) the *employed labour force* (which comprises employees in employment, the self-employed and HM Forces) increased by 252,000. The estimates of the employed labour force since December 1984 have been slightly revised in the light of further information. The revised estimates show an increase of 23,000 in the June quarter.

Overtime working by operatives in manufacturing industries was 12.4 million hours a week in September (seasonally adjusted). The average over the September quarter was 12.2 million hours a week. Overtime has remained around 12 million hours a week since February 1985 (discounting the April figure which was affected by Easter), the highest level since mid-1980.

Short-time working resulted in the loss of 0.40 million hours a week in manufacturing industries in September 1985 which made an average of 0.44 million hours per week lost for the September quarter. This is less than the average of 0.79 million hours per week lost during the comparable three months period in 1984. The number of hours lost per week has been 0.5 million or less since December 1984.

Both overtime and short-time in addition to normal basic hours are taken into account in calculating the *index of average weekly hours worked* by operatives in manufacturing industries. This was broadly unchanged in the third quarter compared with the second quarter and was 1/2 per cent higher than in the third quarter of 1984.

Industrial stoppages

The number of working days lost through stoppages of work due to industrial disputes in October 1985 is provisionally estimated as 224,000. This compares with a revised figure of 271,000 days lost in September 1985, 3,082,000 in October last year and an average of 1,132,000 for October during the ten year period 1975 to 1984.

Of the days lost in October, just over half were due to three stoppages: the teachers' strike accounted for an estimated 49,000 days (the effect of this action remains highly provisional); a dispute in the shipbuilding and repairing industry accounted for 40,000 days; and a one day stoppage in the transport and communications sector contributed a further 35,000 lost working days.

Seasonally adjusted

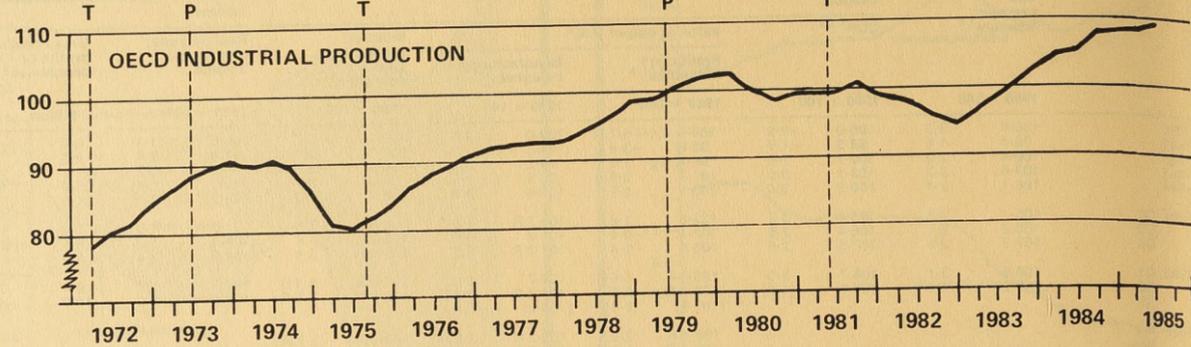
	GDP average measure ^{1,2}		Output				Income		Real personal disposable income		Gross trading profits of companies ⁸			
	GDP ^{1,3,4}		Index of output U.K. ⁵		Index of production OECD countries ¹		Real personal disposable income		Gross trading profits of companies ⁸		£ billion			
	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100		
1980	100.0	-2.3	100.0	-2.9	100.0	-6.7 R	100.0	-8.8	100.1	-0.7	100.0	1.3	18.0	-1.4
1981	98.4	-1.6	98.3	-1.7	96.6	-3.4	94.0	-6.0	100.1	0.0	97.6	-2.4	18.3	2.0
1982	100.4	2.0	100.1	1.8	98.4	1.9	94.2	0.2	96.6	-3.5	97.8	+0.2	21.1	15.2
1983	103.6	3.2	103.1	3.0	101.9	3.6	96.9	2.5	99.6	3.1	100.1	2.4	25.0	18.3
1984	106.1	2.4	106.2	3.0	103.1	1.2	100.6	3.8	106.9	7.3	102.2	2.1	31.0	24.1
1984 Q2	105.1	2.2	105.4	3.3	102.3	1.9	102.7	3.0	105.8	7.6	101.6	1.8	7.2	19.6
Q3	106.2	2.1	106.4	2.6	102.4	-0.4	101.3	4.0	108.1	7.5	101.7	1.2	8.5	29.2
Q4	107.7	2.6	107.5	2.5	103.5	-0.4	101.3 R	2.6	108.4 R	5.4	104.6	2.4	8.0	21.7
1985 Q1	108.9	3.1	108.7	3.0	106.0 R	1.5 R	102.7	3.0	108.9 R	3.4 R	102.7	1.7	9.4	28.6
Q2	110.2	4.9	109.8	[4.2]	108.3 R	5.9 R	103.5 R	3.3 R	109.8 R	3.8 R	104.9	3.2	10.2	41.9
Q3	..	..	..	..	[107.9]	[5.4]	[103.0]	[1.7]	..	..	..	..	..	..
1985 Apr	..	..	..	..	108.1 R	3.2 R	103.3 R	3.2 R	109.3 R	3.7 R	..	..	..	..
May	..	..	..	..	108.4 R	5.2 R	102.7 R	3.2 R	110.0	3.6	..	..	..	..
June	..	..	..	..	108.3 R	5.9 R	104.5 R	3.0 R	110.2	3.8 R	..	..	..	..
July	..	..	..	..	107.2 R	5.8 R	102.4 R	3.1 R	110.9	3.5	..	..	..	..
Aug	..	..	..	..	107.5 R	5.3 R	103.4	2.6 R	..	..	..	..	..	..
Sep	..	..	..	..	[109.1]	[4.3]	[103.2]	[1.7]	..	..	..	..	..	..
Oct	..	..	..	..	..	..	..	..	..	..	..	..	..	..

	Consumer expenditure 1980 prices		Retail sales volume ¹		Fixed investment ⁹			General government consumption at 1980 prices		Stock changes 1980 prices ¹³		Base lending rates ¹⁴		Monetary growth ¹⁵		
	£ billion		1980 = 100		£ billion		£ billion		£ billion		per cent		per cent			
	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100		
1980	137.0	-0.4	100.0	-0.6	41.59	-5.2	7.3	-10.9	8.6	-1.4	48.9	1.3	-2.88	14	19.6	5.6
1981	136.6	-0.3	100.2	0.2	37.70	-9.4	5.7	-22.1	8.4	-2.0	48.8	-0.1	-2.62	14 1/2	13.6	4.4
1982	137.6	0.7	102.2	1.8	40.10	6.4	5.5	-3.2	9.4	11.1	49.3	0.9	-1.04	10-10 1/4	9.6	4.0
1983	143.1	4.0	107.1	4.8	41.95	4.6	5.6	0.7	9.5	1.2	50.2	1.9	-0.74	9	10.9	6.7
1984	145.5	1.7	110.7	3.4	45.39	8.2	6.4	14.7	11.0	15.7	50.7	1.0	0.07	9 1/2-9 3/4	9.1	6.6
1984 Q2	36.4	2.5	110.3	3.5	11.36	11.0	1.5	13.7 R	2.8	18.7 R	12.7	0.5	-0.24	9 1/4	9.2	5.4
Q3	36.2	0.3	111.4	3.4	11.35	9.0	1.6	17.3 R	2.8	22.1 R	12.9	2.7	-0.16	10 1/2	8.8	5.2
Q4	36.7	1.2	112.7	3.4	11.49	5.8	1.7	13.0 R	2.8	13.2 R	12.7	0.7	+0.48	9 1/2-9 3/4	9.1	6.6
1985 Q1	36.6	1.2	113.3	4.7	12.19	8.9	1.8	19.9	3.3	29.2	12.7	1.5	-0.15	13-13 1/2	9.3	5.3
Q2	37.1	2.1	115.0	4.3	11.22	-1.2	1.6 R	3.5	2.7	-0.9 R	12.8	1.1	0.46	12 1/2	12.2	5.2
Q3	37.4	3.3	116.4	4.5	..	..	[1.6]	[0.6]	[2.8]	[-1.4]	..	..	..	11 1/2	14.1	4.2
1985 Apr	..	..	113.5	3.9	..	..	..	..	..	..	..	..	..	12 1/2-12 3/4	12.0	6.0
May	..	..	115.3	4.4	..	..	..	..	..	..	..	..	..	12 1/2	11.6	5.5
June	..	..	116.0	4.2	..	..	..	..	..	..	..	..	..	12 1/2	12.2	5.2
July	..	..	116.0	4.7	..	..	..	..	..	..	..	..	..	12	12.1	5.1
Aug	..	..	117.5	5.4	..	..	..	..	..	..	..	..	..	11 1/2	13.6	4.5
Sep	..	..	115.9	4.5	..	..	..	..	..	..	..	..	..	11 1/2	14.1	4.2
Oct	..	..	114.5	4.0	..	..	..	..	..	..	..	..	..	11 1/2	14.5	3.4

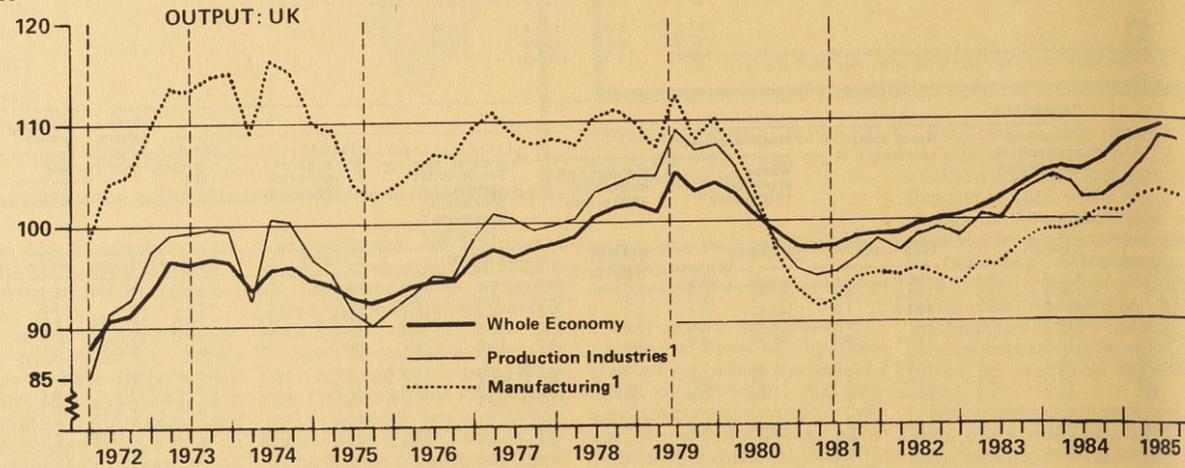
	Visible trade		Balance of payments			Competitiveness		Prices		Producer prices index ^{7, 18, 19}								
	Export volume ¹		Import volume ¹		Visible balance ¹³		Current balance ¹³		Effective exchange rate ^{1, 16}		Relative unit labour costs ^{1, 17}		Tax and prices index ¹⁸		Materials and fuels		Home sales	
	1980 = 100	1980 = 100	1980 = 100	1980 = 100	£ billion	£ billion	1975 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100		
1980	100.0	0.9	100.0	-5.4	1.5	3.6	96.1	10.1	100.0	19.3	132.8	17.3	100.0	8.5	100.0	14.0		
1981	99.3	-0.7	96.3	-3.7	3.4	6.9	95.3	-1.2	104.6	4.6	152.5	14.8	109.2	9.2	109.5	9.5		
1982	101.9	2.7	101.5	5.4	2.3	4.7	90.7	-4.8	100.7	-3.7	167.4	9.8	117.2	7.3	118.0	7.8		
1983	103.8	1.9	109.7	8.1	-0.8	3.2	83.3	-8.2	94.9	-5.8	174.1	4.0	125.3	7.0	124.5	5.5		
1984	112.3	8.2	121.6	10.8	-4.1	0.9	78.8	-5.4	93.9 R	-1.1 R	180.8	3.9	135.5	8.1	132.1	6.1		
1984 Q2	109.2	7.7	119.8	10.7	-1.2	-0.1	79.8	-5.3	94.2 R	-2.3 R	179.5	4.1	134.3	8.7	132.0	6.3		
Q3	110.0	7.2	123.0	12.5	-1.6	-0.4	78.0	-8.1	94.0 R	-2.5 R	181.3	3.5	134.1	7.5	132.8	6.2		
Q4	119.6	10.5	129.4	12.3	-1.3	0.4	75.1	-9.7	91.8 R	-5.0 R	183.8	3.6	140.2	9.2	134.5	6.1		
1985 Q1	120.5	9.2	128.5	12.3	-1.3	-0.5	72.1	-11.8	90.5 R	-5.2 R	186.5	4.4	146.3	9.4	136.6	5.9		
Q2	120.6	10.4	126.0	5.2	-0.2	1.2	78.9	-1.2	99.6	5.7	191.0	6.4	138.8	3.2	139.4	5.6		
Q3	115.0	4.5	123.1	0.1	-0.5	0.8	82.1	5.3	..	..	191.6	5.7	133.2	-0.7	140.1	5.5
1985 Apr	121.8	9.7	130.2	11.7	-0.3	0.2	78.0	-8.4	..	..	190.2	6.4	140.8	5.2	139.1	5.7
May	121.7	11.1	121.0	8.2	0.3	0.7	78.7	-4.5	..	..	191.2	6.5	138.8	3.2	139.5	5.6
June	118.4	10.5	126.9	5.2	-0.2	0.3	79.9	-1.1	..	..	191.7	6.4	136.7	1.7	139.6	5.6
July	116.9	9.2	122.6	6.3	-0.1	0.3	83.2	-1.7	..	..	191.3	6.3	133.9	0.1	139.9	5.6
Aug	113.5	5.1	122.7	3.9	-0.2	0.2	81.7	3.6	..	..	191.8	5.5	132.8	-0.3	140.1	5.7</

C1 LABOUR MARKET INDICATORS

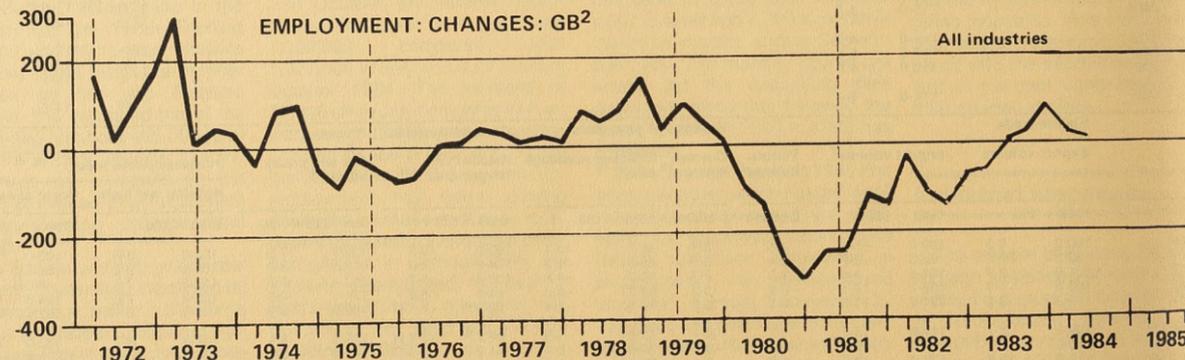
1980 = 100



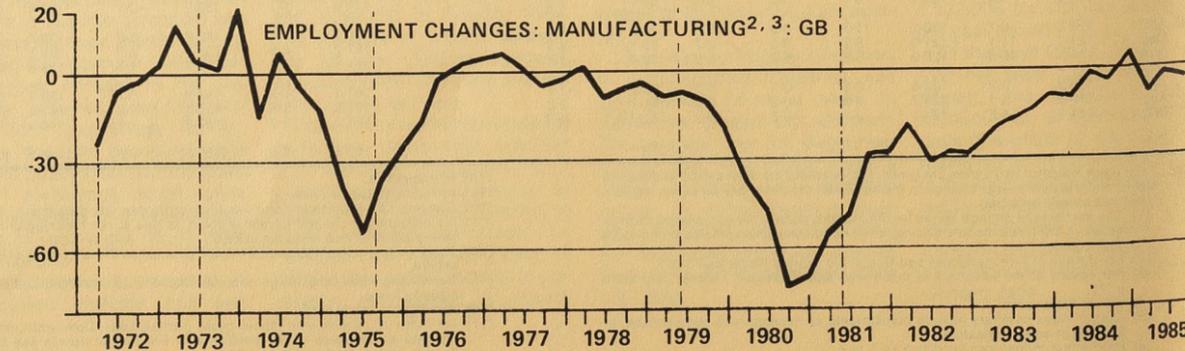
1980 = 100



Quarterly changes: thousand



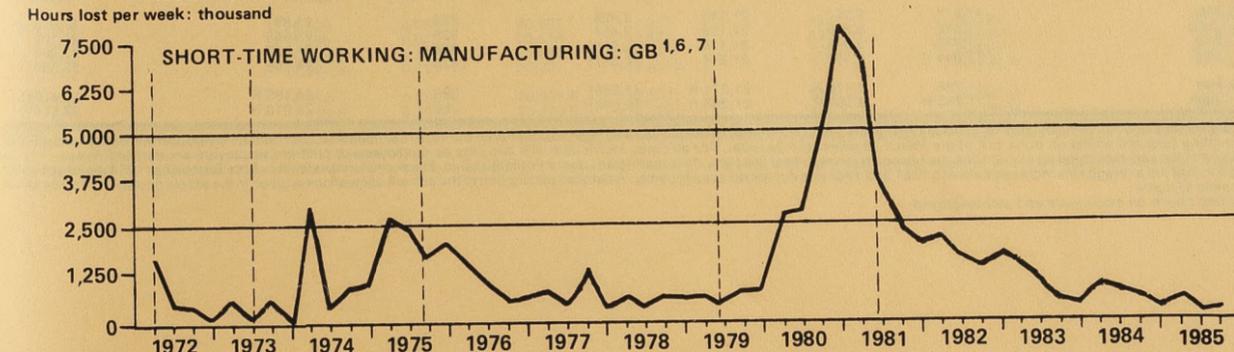
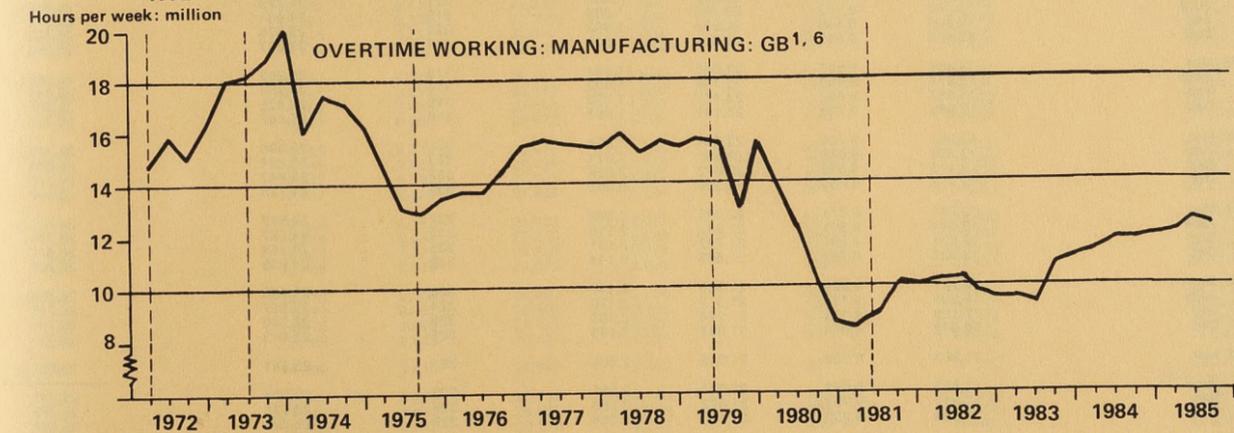
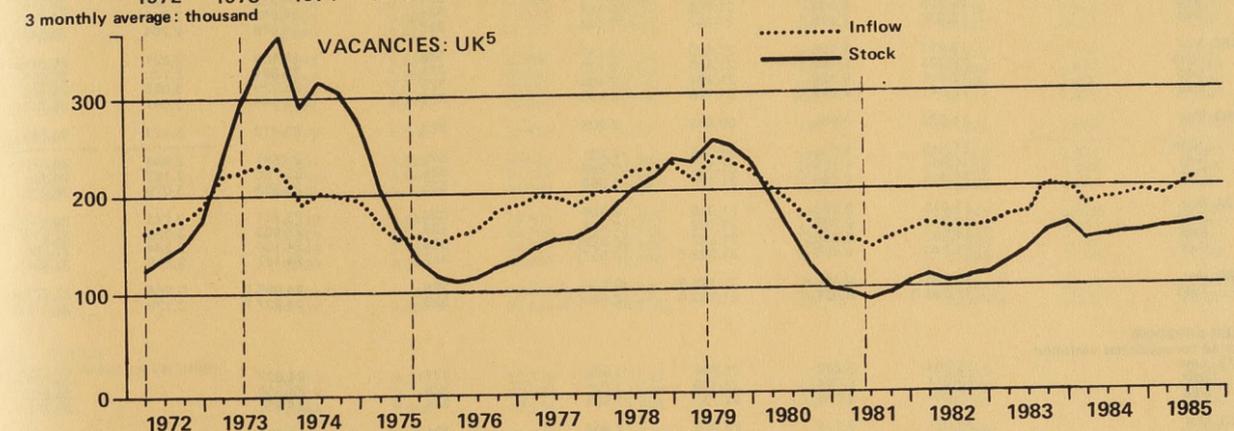
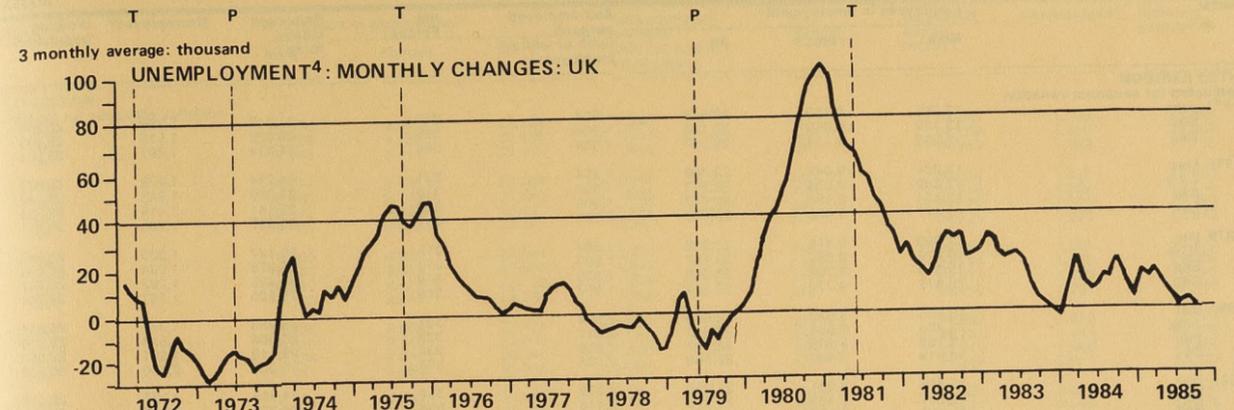
Monthly changes: 3 monthly average
Thousand



NOTES The vertical lines indicate peaks and troughs in the economy as given by the CSO Index of coincident indicators.
All data is seasonally adjusted unless otherwise stated.

1 SIC 1980

LABOUR MARKET INDICATORS C1



4 Unemployment figures are on the new (claimant) basis, and excludes school leavers. They take account of the effects of 1983 Budget provisions. See notes to table 2.1.

5 Notified to Jobcentres.

6 Operatives only.

7 Not seasonally adjusted.

1.1 EMPLOYMENT Working population

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1977 June	13,363	9,256	22,619	1,904	327	24,849	1,359	26,209
Sep	13,129	9,059	22,188	1,904	328	24,420	1,513	25,933
Dec	13,083	9,114	22,197	1,904	324	24,424	1,397	25,821
1978 Mar	13,024	9,046	22,069	1,904	321	24,294	1,379	25,673
June	13,389	9,388	22,777	1,904	318	24,999	1,343	26,342
Sep	13,464	9,453	22,917	1,903	320	25,141	1,418	26,559
Dec	13,477	9,600	23,077	1,903	317	25,297	1,280	26,577
1979 Mar	13,390	9,518	22,908	1,904	315	25,127	1,320	26,447
June	13,476	9,882	23,157	1,903	314	25,375	1,234	26,609
Sep	13,544	9,702	23,246	1,930	319	25,495	1,292	26,787
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
June	13,306	9,666	22,972	2,011	323	25,306	1,513	26,819
Sep	13,180	9,568	22,749	2,038	332	25,118	1,891	27,009
Dec	12,919	9,490	22,409	2,065	334	24,808	2,100	26,908
1981 Mar	12,656	9,301	21,957	2,092	334	24,383	2,333	26,716
June	12,547	9,323	21,870	2,118	334	24,323	2,395	26,718
Sep	12,496	9,303	21,799	2,131	335	24,265	2,749	27,014
Dec	12,326	9,275	21,602	2,144	332	24,078	2,764	26,842
1982 Mar	12,214	9,156	21,370	2,157	328	23,855	2,821	26,676
June	12,203	9,197	21,400	2,170	324	23,894	2,770	26,663
Sep	12,196	9,128	21,324	2,183	323	23,829	3,066	26,896
Dec	12,041	9,088	21,129	2,195	321	23,645	3,097	26,742
1983 Mar	11,923	8,960	20,883	2,208	321	23,412	3,172	26,585
June	11,940	9,108	21,048	2,221	322	23,591	2,984	26,575
Sep	11,984	9,167	21,151	2,289	325	23,766	3,167	26,933
Dec	11,905	9,265	21,170	2,358	325	23,853	3,079	26,932
1984 Mar	11,815	9,203	21,019	2,426	326	23,771	3,143	26,914
June	11,841	9,321	21,162	2,494	326	23,983	3,030	27,012
Sep	11,897	9,356	21,252	2,526	328	24,106	3,284	27,390
Dec	11,840	9,463	21,303 R	2,557	327	24,187	3,219	27,406
1985 Mar	11,738	9,407 R	21,145 R	2,588	326	24,059 R	3,268	27,327 R
June	11,764 R	9,528 R	21,292 R	2,620	326	24,237 R	3,179	27,416 R
UNITED KINGDOM								
Adjusted for seasonal variation								
1977 June	13,364	9,242	22,606	1,904	327	24,837		26,239
Sep	13,074	9,054	22,128	1,904	328	24,360		25,810
Dec	13,064	9,066	22,130	1,904	324	24,358		25,771
1978 Mar	13,091	9,114	22,205	1,904	321	24,429		25,817
June	13,389	9,373	22,762	1,904	318	24,984		26,372
Sep	13,406	9,446	22,852	1,903	320	25,076		26,433
Dec	13,462	9,554	23,016	1,903	317	25,237		26,530
1979 Mar	13,457	9,587	23,045	1,904	315	25,263		26,588
June	13,474	9,664	23,138	1,903	314	25,356		26,646
Sep	13,483	9,692	23,175	1,930	319	25,425		26,656
Dec	13,463	9,728	23,191	1,957	319	25,467		26,737
1980 Mar	13,391	9,700	23,091	1,984	321	25,396		26,766
June	13,303	9,646	22,950	2,011	323	25,284		26,869
Sep	13,115	9,556	22,672	2,038	332	25,042		26,870
Dec	12,915	9,450	22,366	2,065	334	24,765		26,866
1981 Mar	12,721	9,371	22,092	2,092	334	24,518		26,837
June	12,544	9,301	21,845	2,118	334	24,297		26,784
Sep	12,431	9,291	21,722	2,131	335	24,188		26,871
Dec	12,325	9,283	21,563	2,144	332	24,039		26,799
1982 Mar	12,277	9,226	21,503	2,157	328	23,988		26,786
June	12,201	9,173	21,373	2,170	324	23,867		26,745
Sep	12,128	9,115	21,244	2,183	323	23,749		26,745
Dec	12,043	9,054	21,097	2,195	321	23,613		26,703
1983 Mar	11,983	9,029	21,012	2,208	321	23,541		26,687
June	11,939	9,083	21,021	2,221	322	23,564		26,667
Sep	11,917	9,154	21,072	2,289	325	23,686		26,779
Dec	11,908	9,232	21,140	2,358	325	23,823		26,894
1984 Mar	11,874	9,271	21,145	2,426	326	23,897		27,010
June	11,840	9,295	21,135	2,494	326	23,955		27,108
Sep	11,830	9,344	21,174	2,526	328	24,027		27,234
Dec	11,844 R	9,430	21,274	2,557	372	24,158		27,369
1985 Mar	11,796	9,475 R	21,271 R	2,588	326	24,185 R		27,422 R
June	11,763 R	9,501 R	21,265 R	2,620	326	24,210 R		27,514 R

* Estimates of employees in employment up to June 1984 take account of the results of the 1983 and 1984 Labour Force Surveys. Estimates for later periods include an allowance for continued undercounting (see the article on page 114 of the March *Employment Gazette*). For all dates individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid 1984 are based on the results of the 1981, 1983 and 1984 Labour Force Surveys. The provisional estimates from September 1984 are based on the assumption that the average rate increase between 1981 and 1984 has continued subsequently. A detailed description of the current allowances is given in the article on page 114 of the March *Employment Gazette*.
‡ See notes above on employees and self-employed.

EMPLOYMENT 1.1 Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
GREAT BRITAIN								
Unadjusted for seasonal variation								
1977 June	13,076	9,050	22,126	1,843	327	24,295	1,303	25,598
Sep	13,129	9,059	22,188	1,843	328	24,359	1,450	25,808
Dec	13,083	9,114	22,197	1,843	324	24,363	1,339	25,702
1978 Mar	13,024	9,046	22,069	1,843	321	24,233	1,320	25,553
June	13,389	9,173	22,274	1,843	318	24,434	1,282	25,716
Sep	13,173	9,235	22,407	1,842	320	24,570	1,351	25,921
Dec	13,184	9,378	22,561	1,842	317	24,721	1,222	25,943
1979 Mar	13,100	9,295	22,394	1,843	315	24,552	1,261	25,813
June	13,183	9,455	22,638	1,842	314	24,794	1,175	25,969
Sep	13,252	9,476	22,728	1,869	319	24,916	1,226	26,143
Dec	13,180	9,544	22,724	1,896	319	24,940	1,201	26,140
1980 Mar	13,036	9,402	22,438	1,923	321	24,682	1,313	25,995
June	13,018	9,440	22,458	1,950	323	24,731	1,444	26,176
Sep	12,895	9,344	22,240	1,977	332	24,549	1,806	26,355
Dec	12,641	9,269	21,910	2,004	334	24,248	2,011	26,259
1981 Mar	12,384	9,082	21,466	2,031	334	23,831	2,239	26,070
June	12,278	9,107	21,386	2,057	334	23,777	2,299	26,076
Sep	12,229	9,085	21,314	2,070	335	23,719	2,643	26,363
Dec	12,060	9,057	21,117	2,083	332	23,532	2,663	26,195
1982 Mar	11,952	8,939	20,892	2,096	328	23,315	2,718	26,033
June	11,945	8,982	20,927	2,109	324	23,360	2,664	26,023
Sep	11,939	8,912	20,851	2,122	323	23,296	2,950	26,246
Dec	11,787	8,872	20,659	2,134	321	23,114	2,985	26,099
1983 Mar	11,672	8,746	20,418	2,147	321	22,886	3,059	25,945
June	11,691	8,892	20,583	2,160	322	23,065	2,871	25,935
Sep	11,735	8,949	20,684	2,228	325	23,238	3,044	26,282
Dec	11,657	9,046	20,703	2,297	325	23,325	2,961	26,286
1984 Mar	11,570	8,986	20,556	2,365	326	23,247	3,022	26,269
June	11,595	9,105	20,700	2,433	326	23,459	2,911	26,370
Sep	11,649	9,139	20,787	2,465	328	23,580	3,157	26,737
Dec	11,593	9,243	20,836	2,496	327	23,659	3,100	26,759
1985 Mar	11,493 R	9,188 R	20,681 R	2,527	326	23,534 R	3,146	26,680 R
June	11,519 R	9,307 R	20,826 R	2,559	326	23,711 R	3,057	26,768 R
GREAT BRITAIN								
Adjusted for seasonal variation								
1977 June	13,077	9,036	22,113	1,843	327	24,282		25,629
Sep	13,074	9,054	22,128	1,843	328	24,299		25,686
Dec	13,064	9,066	22,130	1,843	324	24,297		25,652
1978 Mar	13,091	9,114	22,205	1,843	321	24,368		25,697
June	13,101	9,158	22,259	1,843	318	24,420		25,747
Sep	13,115	9,227	22,342	1,842	320	24,505		25,794
Dec	13,170	9,332	22,501	1,842	317	24,661		25,895
1979 Mar	13,167	9,364	22,531	1,843	315	24,689		25,953
June	13,181	9,438	22,619	1,842	314	24,775		26,006
Sep	13,192	9,466	22,658	1,869	319	24,846		26,012
Dec	13,171	9,500	22,672	1,896	319	24,887		26,096
1980 Mar	13,103	9,473	22,576	1,923	321	24,820		26,127
June	13,015	9,421	22,436					

1.3 EMPLOYMENT

Employees in employment*: index of production and construction industries

GREAT BRITAIN SIC 1980	Division class or group	THOUSAND											
		Sep 1984			[July 1985 R]			[Aug 1985 R]			[Sep 1985]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Production and construction industries	1-5	5,269.3	1,760.4	7,029.8	5,159.9	1,751.5	6,911.4	5,153.2	1,750.5	6,903.7	5,153.8	1,754.3	6,908.1
Production industries	1-4	4,417.9	1,642.2	6,060.0	4,353.9	1,631.8	5,985.6	4,347.3	1,630.6	5,978.0	4,348.1	1,634.3	5,982.4
All manufacturing industries	2-4	3,882.6	1,560.1	5,442.7	3,845.2	1,551.1	5,396.4	3,844.0	1,550.4	5,394.5	3,846.0	1,553.6	5,399.6
Energy and water supply	1	535.3	82.0	617.3	508.6	80.6	589.3	503.3	80.2	583.5	502.1	80.6	582.8
Coal extraction and solid fuels	111	216.8	10.0	226.8	197.5	9.6	207.1	194.2	9.6	203.8	192.5	9.6	202.0
Electricity	1610	124.3	29.2	153.5	121.7	29.3	151.0	121.7	29.3	151.1	121.8	29.3	151.1
Gas	1620	71.8	24.2	96.0	69.1	23.8	93.0	69.0	23.9	92.9	69.0	23.9	92.9
Water supply	1700	53.7	9.9	63.6	53.0	9.4	62.3	51.7	9.1	60.8	52.0	9.4	61.4
Other mineral and ore extraction and processing	2	638.4	153.1	791.5	633.2	149.1	782.3	630.3	148.6	778.9	632.2	147.1	779.3
Metal manufacturing	22	192.3	16.9	209.3	191.5	14.2	205.7	191.1	13.7	204.7	191.8	13.4	205.2
Iron and steel	2210	89.3	4.7	94.0	89.0	3.9	92.9	88.3	3.6	92.0	89.5	3.6	93.1
Steel tubes, drawing, cold rolling and forming	2220/223	47.2	5.4	52.6	47.4	4.5	51.9	47.1	4.6	51.6	47.1	4.3	51.4
Non-ferrous metals	224	55.8	6.8	62.7	55.1	5.7	60.8	55.7	5.5	61.1	55.2	5.5	60.7
Extraction of metals, ores and minerals n.e.s.	21/23	38.5	2.8	41.4	38.7	2.6	41.3	38.7	2.5	41.3	38.7	2.5	41.3
Non-metallic mineral products	24	164.2	32.9	197.1	162.6	31.6	194.2	161.6	31.5	193.1	163.2	29.3	192.4
Building products of concrete, cement etc	243	37.5	3.8	41.2	37.6	3.8	41.4	37.7	3.9	39.6	36.1	3.6	39.7
Chemical industry	25	230.3	98.4	328.7	227.7	98.8	326.5	226.7	99.1	325.7	226.5	100.0	326.5
Basic industrial chemicals	251	98.3	19.9	118.1	97.0	20.3	117.3	96.9	20.4	117.4	97.4	20.5	117.9
Pharmaceutical products	2570	45.7	35.7	81.4	45.8	36.1	81.8	45.9	36.3	82.2	45.7	36.4	82.2
Soap and toilet preparations	258	19.4	18.3	37.7	19.3	18.0	37.2	19.0	18.2	37.1	19.4	19.0	38.4
Metal goods, engineering and vehicles	3	2,031.8	537.2	2,568.9	2,020.9	535.6	2,556.5	2,021.0	533.9	2,554.9	2,023.3	535.0	2,558.3
Metal goods n.e.s.	31	295.9	86.3	382.2	296.2	86.3	382.5	297.8	85.1	382.9	297.1	85.4	382.5
Foundries	311	61.6	8.3	69.9	62.2	8.4	70.6	63.0	8.1	71.1	62.6	8.2	70.8
Bolts, nuts, springs etc	313	35.3	11.9	47.2	35.6	11.6	47.2	36.2	11.4	47.6	36.3	11.7	48.0
Hand tools and finished metal goods	316	161.7	57.7	219.5	162.5	57.4	219.8	162.6	56.8	219.3	162.9	57.0	220.0
Mechanical engineering	32	651.7	121.2	773.0	658.2	123.9	782.1	656.0	124.2	780.1	658.0	124.1	782.1
Industrial plant and steelwork	320	65.9	8.9	74.8	65.4	9.4	74.8	65.6	9.5	75.1	65.2	9.2	74.4
Machinery for agriculture, food, chemical industries etc	321/324	67.3	10.7	77.9	70.3	12.8	83.1	67.5	12.5	80.1	67.8	12.7	80.5
Metal working machine tools etc	322	65.2	13.3	78.5	67.0	13.3	80.3	67.3	13.3	80.5	67.3	13.7	80.9
Mining machinery, construction equipment etc	325	72.7	10.1	82.8	72.2	10.1	82.4	72.2	10.2	82.4	71.3	10.0	81.3
Mechanical power transmission equipment	326	24.3	4.7	28.9	24.1	4.7	28.8	24.6	4.7	29.3	24.6	4.7	29.3
Other machinery and mechanical equipment	328	305.7	58.8	364.4	309.3	59.3	368.7	309.1	59.9	369.0	312.2	59.7	371.9
Office machinery and data processing equipment	33	55.3	18.3	73.7	55.9	18.8	74.6	57.1	19.0	76.1	56.5	18.9	75.4
Electrical and electronic equipment	34	440.5	211.1	651.6	439.4	208.0	647.5	440.3	206.9	647.2	441.8	207.0	648.8
Basic electrical equipment	3420	86.6	27.1	113.7	86.1	26.8	112.9	86.6	27.3	113.8	86.6	27.0	113.7
Industrial equipment, batteries etc	343	64.5	28.8	93.3	64.6	29.8	94.4	65.4	29.9	95.3	65.2	29.4	94.6
Telecommunications equipment	344	139.0	63.6	202.6	137.2	61.7	198.9	137.2	60.7	197.9	138.9	61.1	200.0
Other electronic equipment	345	76.7	57.6	134.3	76.8	55.5	132.3	76.6	55.0	131.6	76.8	55.1	131.9
Domestic-type electric appliances	3460	30.8	14.5	45.3	30.6	14.1	44.7	30.7	14.0	44.7	30.9	14.4	45.4
Motor vehicles and parts	35	252.7	32.9	285.7	246.2	32.8	279.0	245.4	32.6	278.0	245.4	33.3	278.8
Motor vehicles and engines	3510	95.4	8.7	104.1	95.1	8.8	103.9	94.4	8.8	103.2	94.6	9.0	103.7
Parts	3530	111.0	20.4	131.4	106.0	20.3	126.3	106.4	19.8	126.2	106.2	20.5	126.7
Other transport equipment	36	260.5	31.3	291.8	248.4	30.2	278.6	247.7	30.4	278.1	247.5	30.3	277.9
Shipbuilding and repairing	3610	87.5	7.9	95.4	79.9	7.7	87.6	79.7	7.6	87.2	78.6	7.5	86.1
Railway and tramway vehicles	3620	30.1	1.3	31.5	29.3	1.3	30.6	29.2	1.3	30.6	29.2	1.3	30.5
Aerospace equipment	3640	135.9	19.6	155.5	133.2	19.0	152.2	132.9	19.1	152.0	134.0	19.1	153.1
Instrument engineering	37	75.1	35.9	111.0	76.7	35.6	112.2	76.8	35.8	112.5	77.0	36.0	112.9
Other manufacturing industries	4	1,212.4	869.9	2,082.3	1,191.1	866.4	2,057.5	1,192.8	867.9	2,060.6	1,190.5	871.6	2,062.1
Food drink and tobacco	41/42	361.4	256.5	617.9	354.8	252.4	607.2	354.7	252.9	607.6	351.8	252.6	604.4
Slaughtering, meat, meat products and organic oils and fats	411/412	60.7	41.7	102.4	60.8	43.3	104.1	61.2	42.3	103.5	60.6	42.2	102.8
Milk and milk products	4130	31.2	11.1	42.3	31.0	10.8	41.8	30.7	10.8	41.5	30.9	10.8	41.6
Fruit and vegetable processing	4147	18.1	19.0	37.1	17.7	17.6	35.2	17.9	18.0	35.9	17.8	18.2	35.9
Grain milling, starch, bread, biscuits and flour confectionery	4160/4180/419	77.6	70.8	148.4	75.6	70.7	146.4	77.3	71.7	149.0	77.3	72.8	150.0
Cocoa, chocolate, sugar confectionery etc	421	30.9	34.0	64.9	29.8	33.1	62.8	29.4	32.6	61.9	28.9	32.7	61.6
Animal feeding stuffs and miscellaneous foods	422/4239	43.6	33.7	77.3	42.6	32.9	75.5	43.4	34.3	77.7	42.8	33.4	76.3
Spirit distilling, wines, brewing and malting	4240/4261/4270	59.0	19.2	78.2	58.0	18.9	76.9	57.2	18.8	76.0	56.6	18.9	75.4
Textiles	43	119.2	112.9	232.1	117.7	110.5	228.2	117.3	109.6	226.9	117.5	110.9	228.3
Woolen and worsted	4310	25.2	16.5	41.7	25.2	16.5	41.6	25.2	16.3	41.6	24.9	16.2	41.1
Cotton and silk	432	23.6	15.8	39.4	23.4	15.2	38.6	23.7	14.9	38.6	23.4	15.1	38.5
Hosiery and other knitted goods	436	24.6	57.7	82.3	24.3	56.6	80.9	23.9	56.1	80.1	24.7	57.2	81.8
Textile finishing etc	4338/4340/4350/4370	22.8	8.8	31.7	22.3	8.6	30.9	22.1	8.5	30.6	22.2	8.5	30.7
Footwear and clothing	45	68.2	200.9	269.1	67.7	202.0	269.7	68.2	201.2	269.5	66.7	202.2	268.9
Footwear	4510	22.3	27.3	49.7	21.4	26.2	47.6	21.2	25.9	47.2	21.2	26.2	47.3
Clothing, hats and gloves and fur goods	453/4560	36.3	157.9	194.2	36.4	159.7	196.0	37.5	159.7	197.2	36.0	160.2	196.2
Timber and wooden furniture	46	163.1	40.4	203.5	158.8	40.7	199.6	159.3	40.8	200.1	161.0	41.0	202.0
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	4610/4620/4630/467	60.6	9.8	70.5	59.7	10.0	69.7	60.5	9.9	70.4	60.7	9.9	70.6
Wooden and upholstered furniture etc	467	82.5	21.7	104.2	79.4	21.8	101.2	79.2	21.8	101.0	80.8	22.1	102.8
Paper, paper products, printing and publishing	47	324.2	162.8	487.0	322.9	166.1	489.1	323.1	167.2	490.3	323.9	169.2	493.1
Pulp, paper and board	4710	31.7	6.6	38.3	31.4	6.4	37.8	31.2	6.5	37.7	31.2	6.4	37.6
Conversion of paper and board	472	66.3	40.6	106.8	66.0	40.3	106.3	65.8	40.6	106.3	65.5	40.6	106.1
Printing and publishing	475	226.3	115.6	34									

1.8 EMPLOYMENT

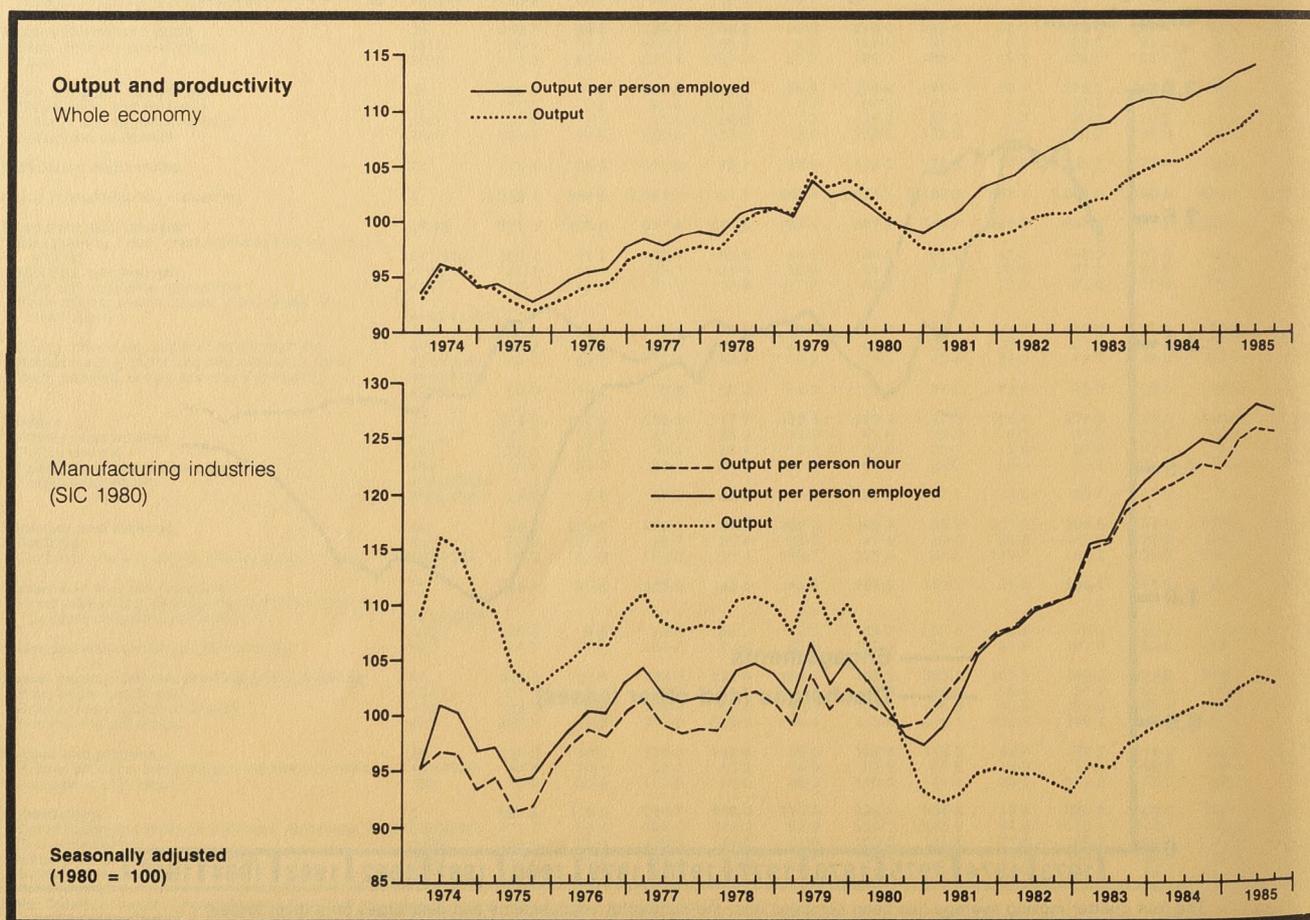
Indices of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.8	99.4	100.4	103.2	105.4	97.8	109.7	106.1	103.4	100.8
1979	103.0	100.7	102.2	107.1	104.7	102.3	109.5	105.3	104.0	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3	96.6	101.8	96.6	91.5	105.6	94.0	90.9	103.5	104.8
1982	100.1	94.6	105.8	98.4	86.7	113.4	94.2	86.0	109.6	109.7
1983	103.1	93.9	109.8	101.9	83.0	122.8	96.9	82.2	118.0	117.1
1984	106.2	95.2	111.5	103.1	81.7	126.2 R	100.6	81.2	123.9	122.0
1978 Q1	97.7	98.9	98.8	100.5	105.6	95.1	108.1	106.4	101.7	98.9
Q2	99.7	99.2	100.6	103.4	105.4	98.0	110.5	106.2	104.2	101.7
Q3	100.8	99.5	101.3	104.4	105.3	99.2	110.6	106.0	104.4	101.9
Q4	101.0	100.0	101.0	104.4	105.2	99.1	109.6	105.9	103.5	100.9
1979 Q1	100.5	100.3	100.3	104.6	105.1	99.6	107.4	105.7	101.6	99.1
Q2	104.4	100.6	103.8	109.2	104.9	104.1	112.4	105.6	106.5	103.6
Q3	103.2	100.9	102.3	107.2	104.7	102.4	108.3	105.4	102.9	100.8
Q4	103.7	101.1	102.6	107.4	104.2	103.1	110.0	104.7	105.2	102.5
1980 Q1	102.6	101.0	101.6	105.2	103.1	102.1	106.8	103.5	103.3	101.3
Q2	100.7	100.6	100.1	101.2	101.5	99.7	102.4	101.6	100.8	100.0
Q3	99.1	99.9	99.3	97.8	99.0	98.9	97.4	98.9	98.6	99.2
Q4	97.7	98.7	99.0	95.7	96.4	99.3	93.3	95.9	97.4	99.6
1981 Q1	97.6	97.7	100.0	95.1	94.0	101.3	92.7	93.5	99.2	101.8
Q2	97.8	96.8	101.1	95.7	92.0	104.0	93.2	91.5	101.9	103.6
Q3	98.7	96.2	102.7	97.2	90.7	107.2	94.9	90.0	105.6	106.1
Q4	98.9	95.7	103.4	98.4	89.5	109.9	95.3	88.8	107.3	107.6
1982 Q1	99.2	95.3	104.1	97.4	88.5	110.1	94.8	87.8	108.0	108.1
Q2	100.0	94.9	105.4	98.7	87.4	112.9	94.9	86.7	109.6	109.7
Q3	100.4	94.4	106.4	99.1	86.2	115.0	94.0	85.4	110.2	110.4
Q4	100.7	93.9	107.3	98.3	84.9	115.8	93.1	84.1	110.7	110.6
1983 Q1	101.7	93.6	108.7	100.4	83.9	119.7	95.8	83.1	115.5	115.2
Q2	102.0	93.6	109.0	100.4	83.1	120.8	95.5	82.3	116.1	115.6
Q3	103.7	93.9	110.5	102.8	82.6	124.5	97.4	81.9	119.1	118.1
Q4	104.9	94.4	111.1	103.9	82.3	126.4	98.7	81.6	121.2	119.6
1984 Q1	105.5	94.8	111.3	104.3 R	81.9	127.4	99.7	81.3	122.7 R	120.8 R
Q2	105.4	95.1	110.9	102.3	81.8	125.2	100.2 R	81.3	123.4 R	121.5 R
Q3	106.4	95.3	111.7	102.4	81.7	125.3	101.3	81.2	124.9	123.1 R
Q4	107.5	95.8	112.3	103.5	81.6	126.8 R	101.3 R	81.2	124.8 R	122.5 R
1985 Q1	108.7	96.0	113.3	106.0	81.4	130.2	102.7	81.0	126.8	124.6 R
Q2	109.8	96.1	114.2	108.3 R	81.1	133.4 R	103.5 R	80.8	128.1 R	126.0 R
Q3	110.3			107.9	80.9	133.4	103.0	80.8	127.6	125.5

‡ Gross domestic product for whole economy.

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



EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(8)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		
	Thousand																	
Civilian labour force																		
1983 Q2	26,345	6,972	3,296	..	12,186	..	..	27,049 R	..	..	22,676	58,797	..	2,030	13,106	4,381	3,172 R	111,172
Q3	26,454	6,984	3,294	..	12,245	..	..	27,055 R	..	..	22,594	58,972	..	2,037	13,210	4,380	3,173 R	112,052
Q4	26,569	7,023	3,298	..	12,224	..	..	27,048 R	..	..	22,712	58,942	..	2,032	13,265	4,369	3,175 R	112,100
1984 Q1	26,684	7,048	3,352	..	12,282	..	..	27,057 R	..	..	22,902	58,947	..	2,042	13,260	4,374	3,174 R	112,650
Q2	26,782	7,107	3,343	..	12,355	..	..	27,055 R	..	..	22,666	59,129	..	2,023	13,177	4,359	3,174 R	113,514
Q3	26,906	7,124	3,372	..	12,452	..	..	27,107 R	..	..	22,784	59,475	..	2,023	13,247	4,418	3,173 R	113,754
Q4	27,042	7,151	3,384	..	12,498	..	..	27,157 R	..	..	22,867	59,525	..	2,035	13,283	4,415	3,184	114,185
1985 Q1	27,096 R	7,192	3,349	..	12,536	..	..	27,239 R	..	..	22,899	59,670	..	2,055	13,298	4,422	3,188	115,158
Q2	27,189 R	7,218	..	..	12,624	..	..	27,271	..	..	22,881	59,474	..	2,035	13,245	4,394	3,192	115,176
Civilian employment																		
1983 Q2	23,242	6,254	3,160	..	10,693	..	..	24,795 R	..	..	20,370	57,252	..	1,959	10,825	4,230	3,146 R	99,889
Q3	23,361	6,266	3,159	..	10,824	..	..	24,782 R	..	..	20,369	57,383	..	1,970	10,848	4,218	3,143 R	101,582
Q4	23,498	6,359	3,172	..	10,864	..	..	24,759 R	..	..	20,390	57,393	..	1,975	10,805	4,223	3,141 R	102,591
1984 Q1	23,571	6,379	3,211	..	10,881	..	..	24,773 R	..	..	20,395	57,332	..	1,979	10,592	4,233	3,140 R	103,768
Q2	23,629	6,472	3,220	..	10,949	..	..	24,808 R	..	..	20,284	57,516	..	1,962	10,503	4,222	3,138 R	104,985
Q3	23,699	6,494	3,254	..	11,054	..	..	24,833 R	..	..	20,469	57,854	..	1,959	10,507	4,279	3,139 R	105,306
Q4	23,831	6,540	3,255	..	11,108	..	..	24,873 R	..	..	20,523	57,956	..	1,979	10,382	4,284	3,148	105,951
1985 Q1	23,859 R	6,589	3,224	..	11,140	..	..	24,895 R	..	..	20,431	58,139	..	1,997	10,341	4,290	3,156	106,732
Q2	23,884 R	6,612	..	..	11,267	..	..	24,965	..	..	20,509	57,953	..	1,993	10,321	4,266	3,161	106,758
LATEST ANNUAL FIGURES: 1984 unless stated																		
	Thousand																	
Civilian Labour Force: Male	15,864	4,412	2,029	2,499	7,169	1,460	13,405	..	2,510	906	14,685	35,800	3,822	1,159	9,227	2,330	2,002 R	63,835
Female	10,817	2,697	1,334	1,631	5,231	1,240	9,855 R	..	1,298	389	8,125	23,470	1,908	872	4,056	2,061	1,175 R	49,709
All	26,681	7,109	3,363	4,123	12,399	2,701	23,260	27,088 R	3,808	1,295	22,810	59,271	5,730	2,031	13,283	4,391	3,177 R	113,544
Civilian Employment: Male	13,744	4,027	1,949	2,239	6,367	1,301	12,333	..	2,362	765	13,670	34,850	3,272	1,125	7,341	2,261	1,982 R	59,091
Female	9,907	2,444	1,286	1,338	4,633	1,088	8,608	..	1,146	346	6,747	22,820	1,657	844	3,041	1,994	1,160 R	45,915
All	23,651	6,471	3,235	3,577	11,000	2,389	20,941	24,822 R	3,508	1,111	20,418	57,660	4,929	1,970	10,382	4,255	3,142 R	105,005
Civilian employment: proportions by sector																		
	Per cent																	
Male:																		
Agriculture	3.7	7.6	8.5	3.8	6.9	..	..	..	25.2	..	11.6	7.6	..	9.2	18.8	7.1	7.8 R	4.7
Industry	43.3	36.1	48.7	40.3	34.5	..	..	..	34.1	..	39.4	38.9	..	40.4	39.1	43.6	47.0 R	37.4
Services	53.0	56.3	42.8	56.0	58.6	..	..	..	40.7	..	49.1	53.5	..	50.2	42.1	49.3	45.2 R	57.9
Female:																		
Agriculture	1.1	4.0	10.7	1.6	3.2	..	..	..	39.8	..	12.5	10.8	..	4.3	16.0	2.9	4.8 R	1.5
Industry	18.5	14.8	22.2	15.3	14.1	..	..	..	17.3	..	24.7	28.6	..	12.2	17.2	14.1	21.6 R	17.0
Services	80.4	81.2	67.0	83.1	82.8	..	..	..	42.9	..	62.8	60.6	..	83.3	66.8	82.9	73.5 R	81.5
All:																		
Agriculture	2.6	6.2	9.4	3.0	5.3	7.4	7.9	5.6	30.0	17.0	11.9	8.9	5.1	7.1	18.0	5.1	6.7 R	3.3
Industry	32.9	28.1	38.1	30.9	25.9	28.4	33.0	41.3 R	28.6	29.8	34.5	34.8	27.8	28.3	32.7	29.8	37.7 R	28.5
Services	64.4	65.7	52.4	66.1	68.8	64.3	59.1	53.1 R	41.4	53.2	53.6	56.3	67.1	64.4	49.3	65.1	55.7 R	68.2

Sources and definitions: The international data are taken from publications of the *Organisation for Economic Co-operation and Development* ("Labour Force Statistics" and "Quarterly Labour Force Statistics") and the *Statistical Office of the European Communities* ("Employment and Unemployment"). They are intended to conform to the internationally agreed definitions, namely:

Civilian Labour Force: Employees in employment; the self-employed, employers and some family workers; and the unemployed.
Civilian Employment: Civilian Labour Force excluding the unemployed. **Agriculture, Industry and Services:** Major divisions 1, 2-5, and 6-0 respectively of the International Standard Industrial Classification. However, differences exist between countries in general concepts, classification and methods of compilation, and international comparisons must be approached with caution. Some of the differences are indicated in the footnotes below, but for details of the definitions, and of the national sources of the data, the reader is referred to the OECD and SOEC publications.

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

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1983.

[7] Annual figures relate to second quarter.

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

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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

1.10

EMPLOYMENT Administrative, technical, clerical and operative: manufacturing industries: September 1985

SIC 1980	GREAT BRITAIN Employees in employment (Thou)												
	Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)			
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
Metal manufacturing	22	151.9	7.4	159.3	39.9	6.0	45.9	191.8	13.4	205.2	20.8	45.1	22.4
Non-metallic mineral products	24	131.1	20.2	151.2	32.1	9.1	41.2	163.2	29.3	192.4	19.7	31.2	21.4
Chemical industry	25	145.4	56.6	202.0	81.1	43.4	124.5	226.5	100.0	326.5	35.8	43.4	38.1
Production of man-made fibres	26	9.0	0.9	9.9	3.0	1.0	4.0	12.0	1.9	13.9	25.2	53.1	29.0
Metal goods not elsewhere specified	31	238.3	60.9	299.2	58.8	24.5	83.3	297.1	85.4	382.5	19.8	28.7	21.8
Mechanical engineering	32	478.4	63.7	542.1	179.6	60.4	240.0	658.0	124.1	782.1	27.3	48.7	30.7
Office machinery, data processing equipment	33	25.8	10.3	36.1	30.7	8.6	39.3	56.5	18.9	75.4	54.3	45.3	52.0
Electrical and electronic engineering	34	262.0	148.0	410.0	179.8	59.0	238.8	441.8	207.0	648.8	40.7	28.5	36.8
Motor vehicles and parts	35	192.1	20.6	212.8	53.3	12.7	66.0	245.4	33.3	278.8	21.7	38.1	23.7
Other transport equipment	36	163.8	12.3	176.2	83.7	18.0	101.7	247.5	30.3	277.9	33.8	59.3	36.6
Instrument engineering	37	48.1	26.0	74.0	28.9	10.0	38.9	77.0	36.0	112.9	37.5	27.8	34.4
Food, drink and tobacco	41/42	275.5	201.3	476.8	76.3	51.3	127.6	351.8	252.6	604.4	21.7	20.3	21.1
Textiles	43	94.5	94.8	189.2	23.0	16.1	39.1	117.5	110.9	228.3	19.6	14.5	17.1
Leather and leather goods	44	11.6	8.0	19.6	2.7	1.3	4.0	14.3	9.3	23.6	19.1	13.5	16.9
Footwear and clothing	45	49.7	182.8	232.5	17.0	19.4	36.4	66.7	202.2	268.9	25.5	9.6	13.5
Timber and wooden furniture	46	133.6	25.7	159.3	27.4	15.3	42.7	161.0	41.0	202.0	17.0	37.4	21.1
Paper, printing and publishing	47	238.4	102.5	340.9	85.5	66.7	152.2	323.9	169.2	493.1	26.4	39.4	30.9
Rubber and plastics	48	92.7	36.9	129.7	25.5	12.3	37.8	118.2	49.2	167.5	21.6	24.9	22.6
Other manufacturing	49	27.1	27.1	54.2	10.0	10.0	20.0	37.1	37.1	74.2	27.0	26.9	27.0
All manufacturing industries		2,803.7	1,113.9	3,917.6	1,042.3	439.7	1,482.0	3,846.0	1,553.6	5,399.6	27.1	28.3	27.4

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (i.e. foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

1.10

EMPLOYMENT Administrative, technical, clerical and operative: manufacturing industries: September 1984

SIC 1980	GREAT BRITAIN Employees in employment (Thou)												
	Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)			
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
Metal manufacturing	22	149.4	8.7	158.2	42.9	8.2	51.1	192.3	16.9	209.3	22.3	48.4	24.4
Non-metallic mineral products	24	133.0	23.3	156.3	31.2	9.6	40.8	164.2	32.9	197.1	19.0	29.2	20.7
Chemical industry	25	141.2	52.2	193.4	89.1	46.2	135.3	230.3	98.4	328.7	38.7	46.9	41.2
Production of man-made fibres	26	10.1	1.0	11.0	3.1	1.0	4.1	13.2	2.0	15.1	23.4	50.3	26.9
Metal goods not elsewhere specified	31	237.9	60.7	298.6	58.0	25.6	83.6	295.9	86.3	382.2	19.6	29.6	21.9
Mechanical engineering	32	469.2	59.7	529.0	182.5	61.5	244.0	651.7	121.2	773.0	28.0	50.7	31.6
Office machinery, data processing equipment	33	21.5	9.0	30.6	33.8	9.3	43.1	55.3	18.3	73.7	61.0	50.7	58.4
Electrical and electronic engineering	34	262.1	153.3	415.4	178.4	57.8	236.2	440.5	211.1	651.6	40.5	27.4	36.3
Motor vehicles and parts	35	194.3	19.6	214.0	58.4	13.3	71.7	252.7	32.9	285.7	23.1	40.5	25.1
Other transport equipment	36	171.4	12.5	183.9	89.1	18.8	107.9	260.5	31.3	291.8	34.2	60.2	37.0
Instrument engineering	37	46.9	25.5	72.4	28.2	10.4	38.6	75.1	35.9	111.0	37.5	28.9	34.7
Food, drink and tobacco	41/42	272.9	202.1	475.0	88.5	54.4	142.9	361.4	256.5	617.9	24.5	21.2	23.1
Textiles	43	95.7	96.3	192.0	23.5	16.6	40.1	119.2	112.9	232.1	19.7	14.7	17.3
Leather and leather goods	44	12.3	8.5	20.9	2.5	1.3	3.8	14.8	9.8	24.7	16.9	12.9	15.3
Footwear and clothing	45	50.7	181.8	232.5	17.5	19.1	36.6	68.2	200.9	269.1	25.7	9.5	13.6
Timber and wooden furniture	46	134.1	24.1	158.2	29.0	16.3	45.3	163.1	40.4	203.5	17.8	40.4	22.3
Paper, printing and publishing	47	232.4	95.1	327.6	91.8	67.7	159.5	324.2	162.8	487.0	28.3	41.6	32.7
Rubber and plastics	48	95.2	38.3	133.5	28.4	12.1	40.5	123.6	50.4	174.0	23.0	24.0	23.3
Other manufacturing	49	26.3	26.5	52.7	11.6	9.8	21.4	37.9	36.3	74.1	30.6	27.0	28.8
All manufacturing industries		2,787.7	1,106.1	3,893.8	1,094.9	454.0	1,548.9	3,882.6	1,560.1	5,442.7	28.2	29.1	28.5

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (i.e. foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries *

SIC 1980	GREAT BRITAIN OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (million)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
All manufacturing industries	1,329.1	35.1	9.0	11,932.5	5.6	225.4	36.6	356.5	9.8	42.2	1.1	581.9	13.8
Week ended March 16, 1985													
Metal manufacturing (22)	61.4	39.0	9.7	598.8	0.2	6.3	1.3	17.1	13.1	1.5	0.9	23.4	16.0
Iron and steel (221)	22.6	33.0	9.3	209.9	—	—	0.3	3.4	10.9	0.3	0.5	3.4	10.9
Non-ferrous metals (224)	18.1	37.6	9.5	172.0	0.1	5.0	0.8	10.9	13.6	0.9	1.6	16.0	17.8
Non-metallic mineral products (24)	61.3	38.9	9.5	582.7	0.3	12.5	1.2	11.6	10.0	1.5	0.9	24.1	16.3
Chemical industry (25)	64.2	34.3	9.9	632.1	0.2	6.2	0.5	7.2	15.8	0.6	0.3	13.4	22.0
Basic industrial chemicals (251)	25.3	34.3	10.5	266.4	—	—	0.5	7.1	14.2	0.5	1.3	7.1	14.2
Metal goods (31)	113.6	40.5	8.9	1,009.4	0.3	13.1	2.3	27.5	11.7	2.7	1.0	40.5	15.2
Foundries (311)	28.5	55.1	9.0	257.0	—	1.1	1.2	14.1	11.8	1.3	2.5	15.2	11.7
Hand tools, finished metal goods (316)	61.1	41.2	9.1	556.4	0.2	10.8	0.4	5.5	13.8	0.7	0.5	16.3	23.3
Mechanical engineering (32)	226.2	44.1	9.1	2,064.4	0.5	20.2	2.3	35.8	15.7	2.8	0.5	56.0	20.1
Metal-working machine tools etc (322)	28.4	49.5	8.4	238.5	—	0.2	0.5	6.9	13.8	0.5	0.8	7.1	14.2
Other machinery and mechanical equipment (328)	109.0	44.6	9.0	982.6	0.2	9.9	0.6	9.3	15.5	0.8	0.4	19.2	24.0
Manufacture of office machinery and data (33)	10.4	35.7	9.8	102.2	—	—	—	—	—	—	—	—	—
Electrical and electronic engineering (34)	129.4	33.0	8.5	1,096.9	0.1	3.6	4.1	40.9	9.9	4.2	1.1	44.4	10.6
Basic electrical equipment (342)	27.0	38.5	8.8	236.5	0.1	2.5	1.0	12.7	13.2	1.0	1.5	15.2	14.8
Industrial equipment, batteries etc (343)	23.1	36.1	8.3	191.0	—	—	2.4	19.6	8.2	2.4	4.3	19.6	8.2
Telecommunication equipment (344)	33.4	34.1	8.0	268.6	—	—	0.2	2.4	12.0	0.2	0.5	2.4	12.0
Motor vehicles and engines (35)	71.7	33.1	8.4	602.3	1.4	55.2	2.0	17.3	8.9	3.3	1.5	72.5	21.7
Vehicle parts (353)	26.3	31.3	8.5	222.5	—	0.8	0.1	1.3	17.8	0.1	0.1	2.1	22.5
Other transport equipment (359)	34.7	36.4	8.6	297.6	1.4	54.4	1.5	13.1	8.7	2.9	3.0	67.5	23.6
Shipbuilding and repairing (36)	74.2	40.1	9.8	725.7	0.3	13.8	0.2	2.7	16.4	0.5	0.3	16.5	32.3
Aerospace equipment (364)	35.7	50.9	11.4	407.0	0.3	13.8	—	—	—	0.3	0.5	13.8	40.0
Instrument engineering (37)	33.7	42.1	8.3	278.2	—	—	—	—	1.0	—	—	—	0.5
Food, drink and tobacco (41-42)	24.0	34.9	7.8	186.0	—	1.0	0.3	4.4	15.6	0.3	0.4	5.3	17.5
Textile industry (41-429)	158.3	35.5	9.4	1,480.6	0.5	21.3	3.3	26.7	8.1	3.8	0.9	48.0	12.6
Footwear and clothing (45)	65.9	31.3	8.9	585.7	0.5	19.6	3.8	31.0	8.1	4.3	2.0	50.6	11.8
Clothing (453)	36.4	14.2	6.1	221.9	0.2	8.0	9.9	87.0	8.8	10.1	3.9	95.0	9.4
Timber and wooden furniture (46)	22.3	12.0	5.9	131.2	0.1	4.2	3.1	40.7	13.1	3.1	1.7	44.8	14.5
Paper, printing and publishing (47)	58.4	36.2	8.9	518.4	0.8	31.4	2.3	18.3	8.1	3.0	1.9	49.7	16.3
Rubber and plastics (48)	101.1	32.6	8.7	883.6	0.1	3.0	1.2	9.5	7.9	1.3	0.4	12.5	9.8
Paper and paper products (47, 48)	34.0	32.9	9.2	312.6	—	—	0.8	5.5	6.9	0.8	1.1	5.5	6.9
Printing and publishing (475)	67.2	32.4	8.5	571.0	0.1	3.0	0.4	4.0	10.0	0.5	0.4	7.0	14.0
Rubber and plastics (48)	48.1												

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries *

GREAT BRITAIN	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost	Average per operative on short-time
1980	1,422	29.5	8.3	11.76	21	823	258	3,183	12.1	279	5.9	4,006	14.3
1981	1,137	26.6	8.2	9.37	16	621	320	3,720	11.4	335	7.8	4,352	12.6
1982	1,198	29.8	8.3	9.98	8	320	134	1,438	10.7	142	3.5	1,769	12.4
1983	1,209	31.5	8.5	10.30	6	244	71	741	10.2	77	2.0	985	12.9
1984	1,311	34.3	8.9	11.59	6	231	38	387	10.4	43	1.5	619	14.4
Week ended													
1984 April 14	1,311	34.5	8.7	11.36	4	144	44	395	9.2	48	1.3	554	11.5
May 19	1,335	35.1	8.9	11.79	4	179	41	361	8.8	45	1.2	540	11.7
June 16	1,328	34.9	8.9	11.79	7	281	39	394	10.2	46	1.2	675	14.8
July 14	1,304	34.1	9.0	11.71	7	271	33	317	9.7	39	1.0	587	15.1
Aug 18	1,234	32.2	9.0	11.05	8	316	31	333	10.8	39	1.0	649	16.6
Sep 15	1,290	33.6	9.0	11.55	7	284	32	334	10.6	39	1.0	618	16.0
Oct 13	1,376	35.6	9.0	12.73	5	189	31	343	11.2	36	0.8	532	15.1
Nov 10	1,380	35.9	8.9	12.27	7	266	35	348	10.0	41	1.1	615	14.8
Dec 8	1,391	36.4	9.0	12.49	3	122	32	357	11.0	35	0.9	479	13.5
1985 Jan 12	1,214	32.0	8.5	10.33	5	186	30	317	10.4	34	0.9	503	14.6
Feb 16	1,337	35.2	8.9	11.87	6	236	34	360	10.7	40	1.0	596	15.0
Mar 16	1,329	35.1	9.0	11.93	6	225	37	357	9.8	42	1.1	582	13.8
April 13	1,220	32.3	8.3	10.15	4	162	19	211	10.5	23	0.6	373	15.8
May 18	1,395	36.8	8.9	12.38	4	143	25	247	10.2	28	0.8	389	13.9
June 15	1,383	36.5	9.1	12.56	3	108	22	213	9.9	24	0.6	321	13.2
July 13 R	1,350	35.4	9.1	12.23	3	138	19	235	13.0	22	0.6	373	17.3
Aug 17 R	1,271	33.4	9.0	11.60	3	108	18	205	12.0	20	0.4	312	15.4
Sept 14	1,333	34.5	9.2	12.30	5	185	17	155	9.4	21	0.5	340	16.0
SIC 1980													
Week ended													
June 15, 1985													
Metal manufacturing	61.6	39.5	9.6	594.0	0.1	2.3	0.8	7.8	10.2	0.8	0.5	10.2	12.3
Iron and steel (221)	23.1	34.1	9.5	219.6	—	0.8	0.3	2.8	9.5	0.3	0.5	3.6	11.6
Non-ferrous metals (224)	18.3	38.6	9.3	170.9	—	1.0	0.4	4.2	10.5	0.4	1.1	5.2	13.0
Non-metallic mineral products	66.5	41.9	10.2	679.4	0.3	11.2	0.9	10.5	11.9	1.2	0.7	21.7	18.7
Chemical industry	66.6	35.6	9.8	650.8	—	1.4	0.6	5.9	10.2	0.6	0.3	7.3	11.9
Basic industrial chemicals (251)	26.8	36.2	10.1	271.0	—	—	0.1	1.1	11.0	0.1	0.3	1.1	11.0
Metal goods nes	120.6	42.8	9.1	1,095.1	0.1	4.3	2.4	25.5	10.6	2.5	0.9	29.8	11.8
Foundries (311)	29.3	55.7	8.9	261.8	—	—	1.2	10.6	8.8	1.2	2.3	10.6	8.8
Hand tools, finished metal goods (316)	63.3	38.9	9.2	584.5	—	3.2	1.0	12.7	12.7	1.2	0.7	15.9	13.3
Mechanical engineering	241.9	47.3	9.4	2,282.4	0.1	4.2	1.9	19.1	9.9	2.0	0.4	23.3	11.4
Metal-working machine tools etc (322)	28.8	49.6	8.4	242.5	—	—	0.1	1.6	16.0	0.1	0.4	1.6	16.0
Other machinery and mechanical equipment (328)	113.3	46.3	9.1	1,030.5	0.1	3.0	1.6	15.0	9.4	1.6	0.7	18.1	11.3
Manufacture of office machinery and data	11.3	38.6	9.2	103.7	—	0.8	—	—	—	—	0.1	0.8	40.0
Electrical and electronic engineering	125.3	32.2	8.3	1,037.4	0.4	14.9	1.3	11.6	9.0	1.7	0.4	26.5	15.9
Basic electrical equipment (342)	26.9	38.4	8.7	234.0	—	—	0.6	5.8	9.6	0.6	0.9	5.8	9.6
Industrial equipment, batteries etc (343)	23.0	35.9	8.0	183.5	0.1	3.7	0.1	0.7	7.0	0.2	0.3	4.4	22.0
Telecommunication equipment (344)	31.2	32.5	7.4	231.0	0.3	10.9	0.4	3.4	8.5	0.7	0.8	14.3	20.4
Motor vehicles	77.4	35.8	8.6	664.3	0.2	6.4	0.7	7.3	9.8	0.9	0.4	13.7	15.2
Motor vehicles and engines (351)	26.3	31.5	7.9	208.6	0.1	3.5	0.1	0.7	8.2	0.2	0.2	4.2	24.6
Vehicle parts (353)	40.0	41.9	9.0	360.8	0.1	3.0	0.4	4.0	10.1	0.5	0.5	7.0	14.8
Other transport equipment	70.5	38.6	9.5	669.5	0.3	13.0	0.4	3.3	8.4	0.7	0.4	16.4	22.6
Shipbuilding and repairing (361)	30.5	44.8	11.4	348.1	0.3	13.0	—	0.2	9.3	0.3	0.5	13.2	38.4
Aerospace equipment (364)	35.9	45.1	8.1	290.9	—	—	0.3	2.5	8.0	0.3	0.4	2.5	8.0
Instrument engineering	22.2	32.3	8.2	181.8	—	0.2	0.5	7.0	13.2	0.5	0.8	7.2	13.5
Food, drink and tobacco (411-429)	165.9	36.9	9.5	1,580.0	0.6	25.3	1.5	12.1	7.8	2.2	0.5	37.5	17.2
Textile industry	69.9	33.0	8.6	603.3	0.2	9.1	1.7	14.9	8.9	1.9	0.9	24.0	12.6
Footwear and clothing	38.0	14.9	5.8	220.5	0.1	2.2	6.2	59.9	9.6	6.3	2.5	62.1	9.9
Clothing (453)	21.7	11.6	5.6	121.5	—	1.2	2.8	38.8	13.9	2.8	1.5	40.1	14.3
Timber and wooden furniture	62.2	38.4	8.6	536.7	0.2	6.0	1.7	20.1	12.2	1.8	1.1	26.1	14.5
Paper, printing and publishing	107.3	34.5	9.1	976.1	0.2	6.2	0.2	1.7	10.5	0.3	0.1	7.9	25.2
Paper and paper products (471, 472)	36.7	35.6	9.6	351.4	0.1	3.8	0.1	1.5	15.0	0.2	0.2	5.3	26.5
Printing and publishing (475)	70.7	34.0	8.8	624.8	0.1	2.4	—	0.1	14.3	0.1	—	2.5	25.0
Rubber and plastics	49.3	37.1	9.3	459.6	—	0.7	0.6	4.3	7.3	0.6	0.5	5.0	8.3
Other manufacturing	16.4	31.1	7.7	126.5	—	—	0.1	0.9	6.3	0.2	0.3	0.9	6.2
All manufacturing	1,382.7	36.5	9.1	12,555.4	2.7	108.3	21.6	213.1	9.9	24.3	0.6	321.4	13.2

Notes: Owing to shortage of space the September 1985 analysis will appear in a later Gazette. Figures in brackets after the industrial headings show the Standard Industrial Classification group numbers of the industries included.

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 manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
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 R	86.8 R	89.5 R	94.2 R	98.7	98.9	98.8 R	101.5	99.0 R
1982	84.4	84.0 R	80.9 R	85.7 R	90.1 R	100.5	100.9	100.9	103.9	99.6
1983	82.1	82.0 R	76.5 R	86.5 R	88.2 R	101.5	102.0	103.2 R	105.5	100.2
1984	82.1	83.0 R	74.1 R	86.0 R	84.6 R	102.7 R	103.7 R	105.3 R	105.7 R	100.2 R
Week ended										
1983 July 16	82.2					101.5				
Aug 13	82.4					101.7				
Sep 10	82.7	82.3 R	76.8 R	87.1 R	87.3 R	101.9	102.2 R	103.7 R	105.5 R	100.5 R
Oct 15	82.6					102.1				
Nov 12	83.0					102.6 R				
Dec 15	82.8	83.2 R	75.5 R	87.1 R	88.5 R	102.4	103.4	104.4 R	106.2	100.4 R
1984 Jan 14	81.7					102.5				
Feb 11	81.9					102.6 R				
Mar 10	81.8	82.6 R	74.9 R	84.5 R	84.0 R	102.4 R	103.4 R	104.9 R	106.6 R	100.1 R
Apr 14	81.9					102.7 R				
May 19	82.0					102.6 R				
Jun 16	82.2	82.9 R	73.5 R	85.7 R	84.8 R	102.6 R	103.6 R	104.4 R	106.0 R	100.4
July 14	82.3					102.5 R				
Aug 18	81.9					102.5 R				
Sep 15	82.3	82.9 R	73.2 R	85.6 R	84.8 R	102.5 R	103.0 R	105.1 R	104.9 R	100.5 R
Oct 13	82.3					102.9 R				
Nov 10	82.5					103.0 R				
Dec 8	82.7	83.7 R	74.9 R	88.2 R	84.8 R	103.2 R	104.6	106.9 R	105.3 R	99.9 R
1985 Jan 12	81.3					102.9 R				
Feb 16	81.7					103.0 R				
Mar 16	81.6	86.2 R	72.1 R	80.7 R	83.5 R	102.9 R	103.5 R	106.8 R	105.9 R	99.6 R
Apr 13	80.8					102.1 R				
May 18	81.8					103.0 R				
Jun 15	82.1	86.4 R	72.2 R	80.2 R	84.4 R	103.2 R	103.9 R	107.4 R	105.4 R	99.6 R
July 13	82.1 R		</							

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	UNEMPLOYED		School leavers included in unemp-loyed	Non-claimant school leavers:	Actual	Seasonally adjusted*		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
	Number	Per cent				Number	Per cent					
1980	1,664.9	6.8	104.1	..	1,560.8	1,487.1	6.1					
1981	2,520.4	10.4	100.6	..	2,419.8	2,307.3	9.5					
1982	2,916.0	12.1	123.5	..	2,793.4	2,669.0	11.0					
1983+††	Annual averages	3,104.7	12.9	134.9	..	2,969.7	2,912.1	12.1				
1984	3,159.8	13.1	113.0	..	3,046.8	3,046.8	12.6					
1983	Oct 13	3,094.0	12.9	168.1	..	2,925.9	2,944.8	12.3	0.4	2.3	361	
	Nov 10	3,084.4	12.8	137.7	..	2,946.7	2,947.2	12.3	2.4	3.8	317	
	Dec 8	3,079.4	12.8	118.1	..	2,961.3	2,958.3	12.3	11.1	4.6	291	
1984	Jan 12	3,199.7	13.2	116.8	..	3,082.9	2,975.3	12.3	10.2	308	2,642	
	Feb 9	3,186.4	13.2	105.5	..	3,080.9	2,999.4	12.4	24.1	17.4	295	
	Mar 8	3,142.8	13.0	94.8	..	3,048.0	3,013.6	12.5	14.2	18.4	260	
	April 5	3,107.7	12.8	85.3	..	3,022.4	3,012.0	12.5	-1.6	12.2	272	
	May 10	3,084.5	12.8	104.2	..	2,980.3	3,026.2	12.5	14.2	8.9	277	
	June 14	3,029.7	12.5	95.3	123.6	2,934.5	3,031.8	12.5	5.6	6.1	267	
	July 12	3,100.5	12.8	92.4	166.7	3,008.1	3,049.4	12.6	17.6	12.5	365	
	Aug 9	3,115.9	12.9	89.9	160.1	3,025.9	3,066.3	12.7	16.9	13.4	308	
	Sep 13	3,283.6	13.6	181.9	..	3,101.7	3,090.6	12.8	24.3	19.6	478	
	Oct 11	3,225.1	13.3	150.6	..	3,074.6	3,093.6	12.8	3.0	14.7	371	
	Nov 8	3,222.6	13.3	127.9	..	3,094.7	3,097.1	12.8	3.5	10.3	325	
	Dec 6	3,219.4	13.3	111.3	..	3,108.1	3,106.4	12.8	9.3	5.3	293	
1985	Jan 10	3,341.0	13.8	109.4	..	3,231.5	3,123.9	12.9	17.5	10.1	302	
	Feb 14	3,323.7	13.7	97.8	..	3,225.9	3,144.0	13.0	20.1	15.6	299	
	Mar 14	3,267.6	13.5	88.0	..	3,179.6	3,148.0	13.0	4.0	13.9	264	
	April 11	3,272.6	13.5	83.7	..	3,188.9	3,176.2	13.1	28.2	17.4	293	
	May 9	3,240.9	13.4	107.7	..	3,133.2	3,177.0	13.1	0.8	11.0	305	
	June 13	3,178.6	13.1	106.9	104.1	3,071.7	3,168.9	13.1	-8.1	7.0	285	
	July 11**	3,235.0	13.4	104.6	134.5	3,130.5	3,175.8	13.1	6.9	-0.1	380	
	Aug 8**	3,240.4	13.4	99.9	126.6	3,140.5	3,182.9	13.2	7.1	2.0	328	
	Sep 12	3,346.2	13.8	156.8	..	3,189.4	3,179.1	13.1	-3.8	3.4	447	
	Oct 10	3,276.9	13.5	131.3	..	3,145.6	3,174.8	13.1	-4.3	-0.3	367	

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	UNEMPLOYED		School leavers included in unemp-loyed	Non-claimant school leavers:	Actual	Seasonally adjusted*		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
	Number	Per cent				Number	Per cent					
1980	1,590.5	6.7	97.8	..	1,492.7	1,420.4	6.0					
1981	2,422.4	10.2	94.0	..	2,328.4	2,217.7	9.4					
1982	2,808.5	11.9	117.3	..	2,691.3	2,568.7	10.9					
1983+††	Annual averages	2,987.6	12.7	130.7	..	2,856.8	2,800.0	11.9				
1984	3,038.4	12.9	109.7	..	2,928.7	2,928.7	12.4					
1983	Oct 13	2,974.2	12.7	162.8	..	2,811.4	2,829.8	12.1	0.9	1.8	351	
	Nov 10	2,964.7	12.6	133.1	..	2,831.6	2,831.5	12.1	1.7	3.3	308	
	Dec 8	2,960.9	12.6	114.3	..	2,846.7	2,842.6	12.1	11.1	4.6	283	
1984	Jan 12	3,077.4	13.0	113.2	..	2,964.3	2,859.2	12.1	16.6	9.8	299	
	Feb 9	3,063.8	13.0	102.2	..	2,961.7	2,881.8	12.2	22.6	16.8	286	
	Mar 8	3,021.9	12.8	91.9	..	2,930.0	2,895.7	12.3	13.9	17.7	252	
	April 5	2,987.6	12.7	82.7	..	2,904.9	2,894.2	12.3	-1.5	11.7	264	
	May 10	2,963.9	12.6	100.6	..	2,863.3	2,907.8	12.3	13.6	8.7	268	
	June 14	2,910.8	12.3	92.3	120.9	2,818.6	2,913.7	12.3	5.9	6.0	258	
	July 12	2,978.9	12.6	89.7	163.0	2,889.2	2,930.8	12.4	17.1	12.2	355	
	Aug 9	2,995.2	12.7	87.4	156.0	2,907.8	2,947.7	12.5	16.9	13.3	300	
	Sep 13	3,156.6	13.4	176.6	..	2,979.9	2,971.2	12.6	23.5	19.2	462	
	Oct 11	3,103.2	13.1	146.5	..	2,956.7	2,975.2	12.6	4.0	14.8	360	
	Nov 8	3,101.6	13.1	124.5	..	2,977.0	2,978.9	12.6	3.7	10.4	316	
	Dec 6	3,100.0	13.1	108.6	..	2,991.4	2,988.6	12.7	9.7	5.8	285	
1985	Jan 10	3,217.9	13.6	107.0	..	3,110.9	3,005.7	12.7	17.1	10.2	294	
	Feb 14	3,200.7	13.6	95.6	..	3,105.1	3,024.7	12.8	19.0	15.3	290	
	Mar 14	3,145.9	13.3	86.1	..	3,059.8	3,028.0	12.8	3.3	13.1	256	
	April 11	3,150.3	13.3	81.9	..	3,068.4	3,055.5	12.9	27.5	16.6	285	
	May 9	3,120.0	13.2	105.3	..	3,014.7	3,056.8	12.9	1.3	10.7	297	
	June 13	3,057.2	13.0	104.8	101.5	2,952.4	3,047.4	12.9	-9.4	6.5	276	
	July 11	3,116.2	13.2	102.7	131.5	3,013.5	3,053.7	12.9	6.3	-0.6	369	
	Aug 8**	3,120.3	13.2	98.1	123.3	3,022.2	3,059.4	13.0	5.7	0.9	320	
	Sep 12	3,219.7	13.6	152.6	..	3,067.1	3,054.8	12.9	-4.6	2.5	431	
	Oct 10	3,155.0	13.4	128.1	..	3,026.9	3,050.2	12.9	-4.6	-1.2	356	

Note: 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.

** There is a discontinuity between the June and August figures for unemployed claimants in Northern Ireland. The monthly count is based on the Northern Ireland Department of Economic Development's computer records; a reconciliation with information on claims for benefit held in DHSS Social Security offices has shown some people included in the monthly count who were no longer claiming benefit and some (a smaller number) who had not yet been included in the count even though they were claiming benefit. The net result was that the unadjusted July and August figures for Northern Ireland, were 5,700 and 5,150 less respectively than they would have been without the reconciliation. If the figures had continued to be recorded as in June and earlier months there would have been increases in unemployment of about 3,150 in July and 650 in August. To assist in the interpretation of current trends, the discontinuity has been taken into account in producing the seasonally adjusted estimates. For the time being this has been done by adding the effect back into the seasonally adjusted figures. In due course monthly estimates of the accumulating discrepancy since the present computer system was set up in October 1982 will be calculated and incorporated in a revised seasonally adjusted series, so that it is consistent with the more accurate coverage of the current unadjusted data.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE				FEMALE				MARRIED	UNITED KINGDOM			
	UNEMPLOYED		School leavers included in unemp-loyed	UNEMPLOYED EXCLUDING SCHOOL LEAVERS		UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	Number	Per cent		Actual	Seasonally adjusted*	Number	Per cent	Actual			Seasonally adjusted*		
1980	1,180.6	8.3	55.0	1,125.6	1,051.9	7.4	484.3	4.8	49.1	435.2	4.3	1980	
1981	1,843.3	12.9	55.6	1,787.8	1,675.1	11.7	677.0	6.8	45.0	632.0	6.3	1981	
1982	2,133.2	15.0	70.1	2,063.2	1,938.7	13.6	783.6	7.9	53.4	730.2	7.4	1982	
1983+††	Annual averages	2,218.6	15.8	77.2	2,141.4	2,083.8	14.8	886.0	8.9	57.7	828.3	8.3	1983+††
1984	2,197.4	15.7	65.0	2,132.4	2,132.3	15.3	962.5	9.4	48.0	914.5	8.9	1984	
	Oct 13	2,162.4	15.4	95.7	2,066.6	2,091.8	14.9	931.6	9.4	72.4	859.2	8.6	1983
	Nov 10	2,159.0	15.3	78.9	2,080.1	2,087.6	14.8	925.4	9.3	58.8	866.6	8.6	1983
	Dec 8	2,166.9	15.4	68.1	2,098.8	2,092.0	14.9	912.4	9.2	50.0	862.5	8.7	1983
	Jan 12	2,245.4	16.1	66.9	2,178.4	2,098.1	15.0	954.3	9.3	49.8	904.5	8.6	1984
	Feb 9	2,238.9	16.0	60.6	2,176.3	2,112.5	15.1	949.5	9.3	44.9	904.6	8.7	1984
	Mar 8	2,205.1	15.8	54.5	2,150.6	2,119.5	15.2	937.7	9.2	40.4	897.3	8.7	1984
	April 5	2,180.1	15.6	49.2	2,130.9	2,115.4	15.2	927.6	9.1	36.2	891.5	8.8	1984
	May 10	2,161.1	15.5	60.2	2,100.9	2,122.6	15.2	923.3	9.0	44.0	879.3	8.8	1984
	June 14	2,119.6	15.2	55.1	2,064.5	2,121.5	15.2	910.1	8.9	40.2	870.0	8.9	1984
	July 12	2,150.1	15.4	53.3	2,096.9	2,129.9	15.3	950.4	9.3	39.2	911.2	9.0	1984
	Aug 9	2,151.1	15.4	52.3	2,098.8	2,137.9	15.3	964.8	9.4	37.7	927.1	9.1	1984
	Sep 13	2,245.6	16.1	103.9	2,141.7	2,153.8	15.4	1,038.0	10.2	78.0	960.0	9.2	1984
	Oct 11	2,218.0	15.9	86.1	2,131.9	2,156.9	15.4	1,007.1	9.8	64.5	942.6	9.2	1984
	Nov 8	2,222.7	15.9	73.5	2,149.2	2,158.0	15.5	999.9	9.8	54.3	945.6	9.2	1984
	Dec 6	2,232.5	16.0	64.4	2,168.1	2,162.0	15.5	986.9	9.7	47.0	939.9	9.2	1984
	Jan 10	2,316.0	16.6	63.4	2,252.6	2,172.4	15.6	1,024.9	10.0	46.0	978.9	9.3	1985
	Feb 14	2,309.9	16.5	58.8	2,253.1	2,188.8	15.7	1,013.8	9.9	40.9			

2.3 UNEMPLOYMENT Regions

		NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
		All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted†		Change since previous month	Average change over 3 months ended	Male	Female	
										Number	Per cent					
SOUTH EAST																
1981	Annual averages	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0							
1982		664.6	490.8	173.8	22.4	8.5	10.8	5.3	642.3							
1983††		721.4	514.5	206.9	24.5	9.3	11.4	6.3	696.9							
1984	Annual averages	748.0	511.0	236.5	20.1	9.5	11.3	7.0	727.4							
1984 Oct 11		767.4	516.5	250.9	27.9	9.7	11.5	7.4	739.5	742.1	9.4	0.6	4.4	506.7	235.4	
1984 Nov 8		767.5	517.3	250.2	23.7	9.7	11.5	7.4	743.7	744.1	9.4	2.0	3.4	507.1	237.0	
1984 Dec 6	766.1	519.6	246.6	20.4	9.7	11.5	7.3	745.8	747.7	9.5	3.5	2.1	2.1	508.9	238.8	
1985 Jan 10	795.6	541.8	253.8	18.5	10.1	12.0	7.5	777.1	753.9	9.5	6.2	3.9	5.1	513.7	240.2	
1985 Feb 14	797.0	544.7	252.3	16.4	10.1	12.1	7.4	780.6	761.2	9.6	7.3	5.7	5.7	519.9	241.3	
1985 Mar 14	784.0	534.7	249.2	14.7	9.9	11.9	7.4	769.3	761.2	9.6	0.0	4.5	4.5	518.3	242.9	
1985 Apr 11	784.2	533.2	251.0	13.9	9.9	11.8	7.4	770.3	768.6	9.7	7.4	4.9	4.9	521.4	247.2	
1985 May 9	772.2	523.7	248.5	16.5	9.8	11.6	7.3	755.7	767.8	9.7	-0.8	2.2	2.2	519.7	248.1	
1985 Jun 13	756.2	512.0	244.2	16.0	9.6	11.4	7.2	740.2	765.0	9.7	-2.8	1.3	1.3	516.6	248.4	
1985 Jul 11	773.6	518.7	254.9	15.4	9.8	11.5	7.5	758.1	767.6	9.7	2.6	-0.3	-0.3	517.3	250.3	
1985 Aug 8	782.5	521.1	261.4	14.2	9.9	11.6	7.7	768.2	771.7	9.8	4.1	1.3	1.3	519.4	252.3	
1985 Sep 12	798.2	528.8	269.5	23.4	10.1	11.7	8.0	774.8	769.3	9.7	-2.4	1.4	1.4	517.6	251.7	
1985 Oct 10	785.4	522.1	263.4	21.1	9.9	11.6	7.8	764.4	768.1	9.7	-1.2	0.2	0.2	516.7	251.4	
GREATER LONDON (included in South East)																
1981	Annual averages	263.5	195.8	67.6	9.0	6.9	8.7	4.3	254.5							
1982		323.3	238.5	84.8	10.7	8.5	10.5	5.4	312.6							
1983††		359.9	258.8	101.1	12.0	9.5	11.6	6.4	347.9							
1984	Annual averages	380.6	265.4	115.2	10.2	9.9	11.9	7.2	370.4							
1984 Oct 11		392.2	270.3	121.9	13.6	10.2	12.1	7.6	378.6	379.0	9.9	1.3	2.7	264.5	114.5	
1984 Nov 8		391.1	270.3	120.8	12.1	10.2	12.1	7.5	379.0	380.8	9.9	1.8	2.5	265.7	115.1	
1984 Dec 6	390.8	271.2	119.6	10.6	10.2	12.2	7.5	380.2	382.9	10.0	2.1	1.7	2.6	266.9	116.0	
1985 Jan 10	400.1	278.0	122.1	9.6	10.4	12.5	7.6	390.5	385.3	10.1	2.4	2.1	2.1	268.5	116.8	
1985 Feb 14	400.8	279.3	121.5	8.6	10.5	12.5	7.6	392.2	387.5	10.1	2.2	2.2	2.2	270.5	117.0	
1985 Mar 14	398.4	277.9	120.5	7.9	10.4	12.5	7.5	390.5	389.1	10.2	1.6	2.1	2.1	271.3	117.8	
1985 Apr 11	400.7	279.2	121.6	7.4	10.5	12.5	7.6	393.3	392.9	10.3	3.8	2.5	2.5	273.5	119.4	
1985 May 9	397.7	276.6	121.1	8.4	10.4	12.4	7.6	398.4	393.3	10.3	0.4	1.9	1.9	273.2	120.1	
1985 Jun 13	393.1	273.7	119.3	7.9	10.3	12.3	7.4	385.2	393.9	10.3	0.6	1.6	1.6	273.7	120.2	
1985 Jul 11	402.2	277.5	124.7	7.7	10.5	12.4	7.8	394.6	396.2	10.3	2.3	1.1	1.1	274.4	121.8	
1985 Aug 8	407.5	279.4	128.1	7.2	10.6	12.5	8.0	400.4	398.4	10.4	2.2	1.7	1.7	275.6	122.9	
1985 Sep 12	415.2	283.1	132.1	10.9	10.8	12.7	8.2	404.3	399.1	10.4	0.7	1.7	1.7	275.9	123.3	
1985 Oct 10	408.6	280.1	128.5	10.6	10.7	12.6	8.0	398.0	399.4	10.4	0.3	1.1	1.1	276.7	122.7	
EAST ANGLIA																
1981	Annual averages	61.4	45.9	15.5	2.0	8.3	10.3	5.2	59.4							
1982		72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8							
1983††		77.5	54.8	22.6	2.7	10.3	12.2	7.4	74.7							
1984	Annual averages	77.3	52.0	25.3	2.2	10.1	11.7	8.0	75.1							
1984 Oct 11		77.2	50.7	26.5	2.9	10.1	11.4	8.4	74.2	75.4	9.9	-0.5	0.0	50.4	25.0	
1984 Nov 8		77.7	51.3	26.5	2.4	10.2	11.5	8.4	75.3	75.7	9.9	0.3	0.0	50.5	25.2	
1984 Dec 6	78.5	52.1	26.4	2.1	10.3	11.7	8.4	76.4	76.3	10.0	0.5	0.1	0.1	50.7	25.6	
1985 Jan 10	83.2	55.2	28.0	1.9	10.9	12.4	8.9	81.3	77.1	10.1	0.9	0.6	0.6	51.2	26.0	
1985 Feb 14	84.5	56.4	28.1	1.7	11.1	12.6	8.9	82.8	78.2	10.3	1.1	0.8	0.8	52.0	26.3	
1985 Mar 14	82.2	54.6	27.6	1.6	10.8	12.2	8.7	80.6	77.9	10.2	-0.3	0.5	0.5	51.5	26.4	
1985 Apr 11	82.4	54.6	27.8	1.6	10.8	12.2	8.8	80.8	79.0	10.4	1.1	0.6	0.6	52.1	26.9	
1985 May 9	81.0	53.2	27.8	2.0	10.6	11.9	8.8	79.0	79.5	10.4	0.5	0.4	0.4	52.3	27.2	
1985 Jun 13	78.9	51.7	27.2	2.1	10.3	11.6	8.6	76.8	80.0	10.5	0.5	0.7	0.7	52.6	27.4	
1985 Jul 11	79.0	51.4	27.6	2.0	10.4	11.5	8.7	77.0	79.8	10.5	-0.2	+0.3	0.4	52.4	27.4	
1985 Aug 8	78.3	50.6	27.7	1.8	10.3	11.4	8.8	76.5	79.7	10.4	-0.1	-0.1	-0.1	52.2	27.5	
1985 Sep 12	80.7	51.6	29.0	3.0	10.6	11.6	9.2	77.7	79.6	10.4	-0.1	-0.1	-0.1	51.9	27.7	
1985 Oct 10	80.2	51.6	28.6	2.5	10.5	11.6	9.0	77.7	79.0	10.4	-0.6	-0.3	-0.3	51.6	27.4	
SOUTH WEST																
1981	Annual averages	155.6	112.0	43.6	4.4	9.2	11.3	6.3	151.2							
1982		179.0	128.0	51.0	5.7	10.6	13.1	7.2	173.3							
1983††		188.6	129.3	59.3	6.2	11.2	13.2	8.4	182.3							
1984	Annual averages	193.7	127.2	66.5	5.0	11.4	13.0	9.1	188.7							
1984 Oct 11		200.3	129.9	70.4	7.1	11.7	13.3	9.6	193.2	193.6	11.3	0.5	1.7	127.3	66.3	
1984 Nov 8		203.5	132.1	71.4	5.9	11.9	13.5	9.8	197.6	194.4	11.4	0.8	1.4	128.0	66.5	
1984 Dec 6	204.4	133.6	70.8	5.1	12.0	13.7	9.7	199.4	195.0	11.4	0.6	0.6	1.2	128.1	66.9	
1985 Jan 10	213.2	139.5	73.7	4.7	12.5	14.3	10.1	208.6	196.9	11.5	1.9	1.1	1.1	129.1	67.8	
1985 Feb 14	213.7	140.4	73.3	4.2	12.5	14.4	10.0	209.6	199.1	11.7	2.2	1.6	1.6	131.0	68.2	
1985 Mar 14	208.1	136.3	71.9	3.8	12.2	13.9	9.8	204.3	198.7	11.6	-0.4	1.2	1.2	130.3	68.4	
1985 Apr 11	205.5	135.0	70.6	3.5	12.0	13.8	9.7	202.0	200.5	11.7	1.8	1.2	1.2	131.4	69.1	
1985 May 9	200.8	131.5	69.3	4.4	11.8	13.5	9.5	196.4	201.0	11.8	0.5	0.6	0.6	131.3	69.7	
1985 Jun 13	192.3	125.5	66.8	4.3	11.3	12.8	9.2	188.0	200.0	11.7	-1.0	0.4	0.4	129.9	70.1	
1985 Jul 11	196.1	126.7	69.4	4.3	11.5	13.0	9.5	191.8	200.6	11.8	0.6	0.0	0.0	129.8	70.8	
1985 Aug 8	197.9	127.1	70.8	4.1	11.6	13.0	9.7	193.8	201.7	11.8	1.1	0.2	0.2	130.3	71.4	
1985 Sep 12	206.8	131.8	75.0	6.9	12.1	13.5	10.3	199.9	202.2	11.8	0.5	0.7	0.7	130.4	71.7	
1985 Oct 10	206.0	131.4	74.6	5.8	12.1	13.5	10.2	200.2	201.0	11.8	-1.1	0.1	0.1	129.8	71.2	

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

UNEMPLOYMENT Regions 2.3 THOUSAND

		NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
		All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted†		Change since previous month	Average change over 3 months ended	Male	Female	
										Number	Per cent					
WEST MIDLANDS																
1981	Annual averages	290.6	213.9	76.6	12.3	12.5	15.2	8.3	278.3							
1982		337.9	249.9	87.9	14.8	14.7	17.9	9.8	323.1							
1983††		354.7	257.3	97.4	16.0	15.7										

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				Male		Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female		
NORTH															
1981	192.0	141.1	50.9	8.9	14.7	17.9	9.9	183.0							
1982	214.6	158.8	55.8	10.9	16.6	20.3	10.9	203.9							
1983++	225.7	164.7	61.0	11.8	17.9	21.8	12.0	213.9							
1984	230.5	165.9	64.6	9.8	18.3	22.5	12.3	220.7							
1984 Oct 11	236.6	168.4	68.2	13.4	18.8	22.9	13.0	223.2	224.3	17.8	0.2	0.9	162.1	62.3	
Nov 8	237.9	170.0	67.9	11.4	18.9	23.1	13.0	226.5	225.6	17.9	1.2	1.0	163.1	62.5	
Dec 6	236.5	169.8	66.7	10.0	18.8	23.1	12.7	226.5	225.7	17.9	0.1	0.5	162.8	62.9	
1985 Jan 10	242.5	174.0	68.5	9.1	19.2	23.6	13.1	233.4	225.8	17.9	0.1	0.5	162.7	63.1	
Feb 14	237.1	169.9	67.2	8.0	18.8	23.1	12.8	229.1	225.3	17.9	-0.5	-0.1	162.2	63.2	
Mar 14	233.6	167.5	66.1	7.2	18.5	22.8	12.6	226.4	226.1	17.9	0.8	0.1	162.7	63.4	
Apr 11	236.5	169.9	66.6	6.9	18.8	23.1	12.7	229.6	229.2	18.2	3.1	1.1	164.8	64.5	
May 9	237.3	169.5	67.8	11.6	18.8	23.0	12.9	225.7	228.1	18.1	-1.1	0.9	163.6	64.5	
Jun 13	233.7	166.5	67.2	12.2	18.5	22.6	12.8	221.5	226.9	18.0	-1.2	0.3	162.4	64.5	
Jul 11	237.5	168.3	69.2	12.0	18.9	22.9	13.2	225.6	228.0	18.1	1.1	-0.4	163.0	65.0	
Aug 8	236.4	167.4	69.0	11.4	18.8	22.7	13.2	225.0	228.7	18.2	0.7	0.2	163.7	65.0	
Sep 12	244.7	171.9	72.8	15.3	19.4	23.4	13.9	229.4	227.6	18.1	-1.1	0.2	163.2	64.4	
Oct 10	238.2	168.9	69.2	12.0	18.9	23.0	13.2	226.1	227.5	18.1	-0.1	-0.2	163.4	64.1	
WALES															
1981	145.9	106.8	39.1	6.5	13.5	16.3	9.2	139.4							
1982	164.8	120.9	43.8	7.7	15.4	18.8	10.3	157.1							
1983++	170.4	122.9	47.5	8.3	16.0	19.4	11.0	162.1							
1984	173.3	123.2	50.1	6.8	16.3	19.8	11.3	166.5							
1984 Oct 11	178.9	126.1	52.8	9.6	16.8	20.3	11.9	169.3	170.2	16.0	0.0	1.2	121.6	48.6	
Nov 8	180.0	127.0	53.0	8.0	16.9	20.4	12.0	172.0	170.8	16.0	0.6	1.0	121.8	49.0	
Dec 6	180.4	128.1	52.3	6.9	16.9	20.6	11.8	173.5	171.5	16.1	0.7	0.4	122.4	49.1	
1985 Jan 10	185.9	131.9	53.9	6.6	17.4	21.2	12.2	179.3	171.8	16.1	0.3	0.5	122.6	49.2	
Feb 14	183.8	130.9	52.9	5.8	17.3	21.0	12.0	178.0	172.4	16.2	0.5	0.5	123.1	49.3	
Mar 14	180.5	128.7	51.8	5.2	16.9	20.7	11.7	175.4	172.8	16.2	0.4	0.4	123.6	49.2	
Apr 11	180.0	128.1	52.0	5.0	16.9	20.6	11.7	175.0	173.7	16.3	0.9	0.6	123.7	50.0	
May 9	178.5	126.8	51.7	6.6	16.8	20.4	11.7	171.8	174.4	16.4	0.7	0.7	124.1	50.3	
Jun 13	173.4	123.5	49.9	6.0	16.3	19.8	11.3	167.5	174.5	16.4	0.1	0.6	124.1	50.4	
Jul 11	176.5	124.8	51.6	5.8	16.6	20.1	11.7	170.7	174.9	16.4	0.4	0.4	124.3	50.6	
Aug 8	175.7	123.4	52.3	5.8	16.5	19.8	11.8	169.9	175.3	16.4	2.4	0.3	124.2	51.1	
Sep 12	187.6	130.6	57.0	11.3	17.6	21.0	12.9	176.2	175.6	16.5	0.3	0.4	124.6	50.9	
Oct 10	182.7	128.2	54.5	9.1	17.2	20.6	12.3	173.7	174.8	16.4	-0.8	0.0	124.1	50.6	
SCOTLAND															
1981	282.8	197.6	85.2	14.6	12.4	15.0	8.9	268.2							
1982	318.0	223.9	94.1	17.8	14.0	17.1	9.8	300.2							
1983++	335.6	232.1	103.4	20.6	14.9	17.9	10.9	315.0							
1984	341.6	235.2	106.4	18.4	15.1	18.4	10.9	323.1							
1984 Oct 11	343.1	235.7	107.4	20.6	15.2	18.4	11.0	322.5	326.2	14.4	-0.2	0.9	226.1	100.1	
Nov 8	343.4	236.7	106.7	17.8	15.2	18.5	10.9	325.6	325.9	14.4	-0.4	0.5	226.2	99.7	
Dec 6	343.1	237.9	105.2	15.8	15.2	18.6	10.7	327.3	326.3	14.4	0.4	0.0	226.2	100.1	
1985 Jan 10	362.2	249.6	112.6	21.6	16.0	19.5	11.5	340.6	328.0	14.5	1.7	0.6	227.0	101.0	
Feb 14	357.2	246.3	110.9	19.5	15.8	19.3	11.3	337.7	329.2	14.6	1.2	1.1	228.0	101.2	
Mar 14	351.9	242.7	109.2	17.5	15.6	19.0	11.1	334.4	331.6	14.7	2.4	1.8	230.0	101.6	
Apr 11	354.7	245.8	108.9	16.2	15.7	19.2	11.1	338.5	338.1	15.0	6.5	3.4	235.4	102.7	
May 9	347.9	241.9	106.1	15.4	15.4	18.9	10.8	332.5	338.4	15.0	0.3	3.1	235.5	102.9	
Jun 13	345.6	239.9	105.7	15.5	15.3	18.8	10.8	330.2	338.9	15.0	0.5	2.4	235.9	103.0	
Jul 11	352.3	241.6	110.7	15.1	15.6	18.9	11.3	337.1	338.9	15.0	0.0	0.3	235.4	103.5	
Aug 8	350.0	240.2	109.9	14.8	15.5	18.8	11.2	335.3	337.5	14.9	-1.4	-0.3	234.2	103.3	
Sep 12	355.8	243.9	111.8	21.8	15.8	19.1	11.4	334.0	336.0	14.9	-1.5	-1.0	233.1	102.9	
Oct 10	353.3	243.6	109.7	18.6	15.6	19.1	11.2	334.7	338.9	15.0	3.0	0.0	235.2	103.7	
NORTHERN IRELAND															
1981	98.0	70.0	27.9	6.6	16.8	20.7	11.5	91.4							
1982	108.3	77.3	31.0	6.2	18.7	23.2	12.6	102.1							
1983++	117.1	85.1	32.0	4.2	20.2	25.5	13.0	112.9							
1984	121.4	87.7	33.7	3.3	20.9	26.3	13.7	118.1							
1984 Oct 11	122.0	87.2	34.8	4.1	21.0	26.3	13.9	117.9	118.4	20.4	-1.0	-0.1	85.6	32.8	
Nov 8	121.0	87.0	34.0	3.3	20.8	26.2	13.6	117.7	118.2	20.3	-0.2	-0.1	85.4	32.8	
Dec 6	119.4	86.7	32.7	2.7	20.5	26.1	13.1	116.7	117.8	20.3	-0.4	-0.5	85.4	32.4	
1985 Jan 10	123.1	89.2	33.9	2.5	21.2	26.9	13.6	120.6	118.2	20.3	0.4	-0.1	85.7	32.5	
Feb 14	123.0	89.8	33.2	2.1	21.2	27.1	13.3	120.8	119.3	20.5	1.1	0.4	86.7	32.6	
Mar 14	121.7	88.9	32.8	1.9	20.9	26.8	13.1	119.8	120.0	20.7	0.7	0.7	87.1	32.9	
Apr 11	122.3	88.9	33.3	1.8	21.0	26.8	13.4	120.5	120.7	20.8	0.7	0.8	87.3	33.4	
May 9	120.9	87.9	33.0	2.4	20.8	26.5	13.2	118.5	120.2	20.7	-0.5	0.3	87.0	33.2	
Jun 13	121.4	87.6	33.8	2.1	20.9	26.4	13.6	119.3	121.5	20.9	1.3	0.5	87.6	33.9	
Jul 11 **	118.9	85.2	33.6	1.8	20.5	25.7	13.5	117.0	122.1	21.0	0.6	0.5	87.9	34.2	
Aug 8 **	120.1	85.8	34.3	1.7	20.7	25.8	13.8	118.3	123.5	21.3	1.4	1.1	88.6	34.9	
Sep 12 **	126.5	89.5	37.0	4.2	21.8	27.0	14.8	122.3	124.3	21.4	0.8	0.9	89.3	35.0	
Oct 10	121.8	87.4	34.4	3.2	21.0	26.3	13.8	118.7	124.6	21.4	0.3	0.8	89.7	34.9	

See footnotes to table 2.1.
 * The seasonally adjusted series has been revised. Past seasonally adjusted figures (up to August 1983) are now available adjusted for discontinuities, in particular for the effect of the 1983 Budget which means that certain men, mainly aged over 60, no longer need to sign on at an unemployment benefit office. Details of the new series are described in an article "Unemployment Adjusted for Discontinuities and Seasonality" in the July issue of the Gazette.
 ** There is a discontinuity in the Northern Ireland figures please see note to table 2.1.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status† and in travel-to-work areas* at October 10, 1985

	Male	Female	All unemployed	Rate per cent		Male	Female	All unemployed	Rate per cent
ASSISTED REGIONS									
South West	9,078	4,636	13,714	21.6	Carlisle	3,907	2,114	6,021	12.0
Development Areas	16,962	10,261	27,223	15.9	Castletford and Pontefract	5,556	2,592	8,148	14.1
Intermediate Areas	105,379	59,684	165,063	11.2	Chard	512	329	841	10.1
Unassisted	131,419	74,581	206,000	12.1	Chelmsford and Braintree	4,744	3,430	8,174	8.1
All					Cheltenham	3,859	2,155	6,014	8.1
West Midlands					Chesterfield	7,124	3,411	10,535	14.4
Development Areas	193,756	83,979	277,735	16.9	Chichester	2,719	1,596	4,315	8.3
Intermediate Areas	47,089	26,152	73,241	11.9	Chippenham	1,515	1,125	2,640	9.0
Unassisted	240,845	110,131	350,976	15.6	Cinderford and Ross-on-Wye	2,681	1,691	4,372	17.0
All									

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at October 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Newark	1,848	1,154	3,002	13.2	Wolverhampton	18,572	7,586	26,158	19.0
Newbury	1,447	834	2,281	7.5	Woodbridge and Leiston	833	507	1,340	7.6
Newcastle upon Tyne	47,977	18,813	66,790	18.6	Worcester	4,367	2,319	6,686	11.8
Newmarket	1,261	833	2,094	9.2	Workington	3,118	1,663	4,781	18.9
Newquay	1,406	975	2,381	24.3	Worksop	2,550	1,230	3,780	15.8
Newton Abbot	2,011	1,134	3,145	13.8	Worthing	3,739	2,016	5,755	8.6
Northallerton	669	458	1,127	9.5	Yeovil	2,172	1,572	3,744	9.5
Northampton	6,501	3,411	9,912	10.1	York	5,574	3,471	9,045	10.1
Northwich	4,201	2,362	6,563	14.4					
Norwich	9,531	4,848	14,379	10.7					
Nottingham	31,241	13,120	44,361	13.6	Wales				
Okehampton	356	195	551	12.6	Aberdare	2,870	1,006	3,876	20.8
Oldham	8,250	3,675	11,925	14.4	Aberystwyth	900	478	1,378	12.0
Oswestry	1,109	647	1,756	14.2	Bangor and Caernarfon	3,754	1,442	5,196	19.3
Oxford	7,996	4,891	12,887	7.6	Brecon	562	270	832	10.9
					Bridgend	6,300	2,907	9,207	17.1
Pendle	2,882	1,608	4,490	14.6	Cardiff	21,655	8,153	29,808	15.0
Pennrhyn	791	582	1,373	10.6	Cardigan	1,085	544	1,629	25.9
Penzance and St. Ives	2,467	1,045	3,512	20.9	Cardigan	1,159	576	1,735	10.3
Peterborough	7,336	3,550	10,886	12.4	Carmarthen	3,019	1,498	4,517	14.8
Pickering and Helmsley	303	208	511	7.9	Conwy and Colwyn	751	451	1,202	13.9
					Denbigh				
Plymouth	11,461	6,980	18,441	15.2	Dolgellau and Barmouth	459	233	692	15.9
Poole	3,939	2,180	6,119	11.0	Ebbw Vale and Abergavenny	5,116	2,037	7,153	20.2
Portsmouth	13,252	6,237	19,489	12.4	Fishguard	510	203	713	22.7
Preston	12,219	6,233	18,452	12.0	Haverfordwest	2,811	1,205	4,016	19.3
Reading	6,850	3,748	10,598	7.9	Holyhead	2,763	1,288	4,051	23.8
Redruth and Camborne	2,895	1,366	4,261	20.7	Lampeter and Aberaeron	812	321	1,133	24.8
Retford	1,575	1,010	2,585	13.0	Llandeilo	334	186	520	15.9
Richmondshire	763	763	1,526	12.7	Llandrindod Wells	661	402	1,063	14.5
Ripon	467	360	827	8.1	Llanelli	4,052	2,001	6,053	18.7
Rochdale	7,344	3,362	10,706	17.5	Machynlleth	376	173	549	18.4
Rotherham and Mexborough	16,034	6,666	22,700	21.7	Merthyr and Rhymney	8,043	2,868	10,911	20.7
Rugby and Daventry	3,202	2,215	5,417	11.5	Monmouth	402	232	634	13.1
Salisbury	2,164	1,489	3,653	9.1	Neath and Port Talbot	5,546	2,603	8,149	16.1
Scarborough and Filey	2,977	1,454	4,431	14.8	Newport	9,048	3,863	12,911	16.0
Scunthorpe	6,308	2,808	9,116	17.7	Newtown	692	338	1,030	12.4
					Pontypool and Cwmbran	4,233	2,001	6,234	16.5
Settle	248	217	465	8.9	Pontypridd and Rhondda	8,178	3,172	11,350	17.7
Shaftesbury	799	464	1,263	8.9	Porthmadoc and Ffestiniog	678	378	1,056	17.4
Sheffield	31,194	13,721	44,915	15.7	Pwllheli	833	369	1,202	22.5
Shrewsbury	3,200	1,830	5,030	11.6	Shotton, Flint and Rhyl	9,239	4,238	13,477	19.9
Sittingbourne and Sheerness	3,606	1,948	5,554	14.5					
					South Pembrokeshire	2,214	919	3,133	23.3
Skegness	1,695	802	2,497	22.8	Swansea	12,901	5,246	18,147	16.2
Skipton	503	393	896	8.4	Welshpool	592	337	929	14.1
Sleaford	693	550	1,243	11.8	Wrexham	5,669	2,579	8,248	18.2
Slough	7,167	4,187	11,354	6.8					
South Molton	292	177	469	11.6					
					Scotland				
South Tyneside	11,553	4,651	16,204	26.7	Aberdeen	6,069	3,590	9,659	6.0
Southampton	13,333	5,854	19,187	11.0	Alloa	2,473	1,017	3,490	19.9
Southerd	22,593	10,786	33,379	14.0	Annan	754	454	1,208	14.8
Spalding and Holbeach	1,233	827	2,060	9.5	Arbroath	1,031	642	1,673	18.1
St. Austell	1,904	1,123	3,027	13.7	Ayr	4,743	2,259	7,002	14.4
					Badenoch	363	209	572	15.7
Stafford	4,079	2,648	6,727	10.4	Banff	471	307	778	10.0
Stamford	1,028	814	1,842	11.2	Bathgate	7,151	3,027	10,178	21.7
Stockton-on-Tees	11,166	4,598	15,764	20.4	Berwickshire	304	242	546	11.4
Stoke	16,098	8,401	24,499	12.8	Blairgowrie and Pitlochry	849	504	1,353	13.7
Stroud	2,318	1,436	3,754	10.7					
					Brechin and Montrose	839	600	1,439	11.2
Sudbury	1,095	619	1,714	11.5	Buckie	393	210	603	15.3
Sunderland	27,479	10,825	38,304	22.2	Campbelltown	524	246	770	17.8
Swindon	5,973	3,632	9,605	11.0	Crieff	275	151	426	12.4
Taunton	2,491	1,580	4,071	10.2	Cumnock and Sanquhar	3,271	1,065	4,336	25.6
Telford and Bridgnorth	8,949	3,650	12,599	21.0					
					Dumbarton	3,826	2,114	5,940	20.3
Thanet	5,431	2,437	7,868	20.0	Dumfries	1,671	891	2,562	10.6
Theftord	1,611	1,028	2,639	13.4	Dundee	11,318	5,611	16,929	17.4
Thirsk	315	226	541	12.4	Dunfermline	4,941	2,836	7,777	15.4
Tiverton	679	406	1,085	11.7	Dunoon and Bute	918	504	1,422	18.4
Torbay	5,135	2,646	7,781	17.9					
					Edinburgh	23,150	10,740	33,890	11.3
Torrington	406	212	618	16.9	Elgin	1,130	779	1,909	12.6
Totnes	543	317	860	14.0	Falkirk	7,292	3,692	10,984	17.9
Trowbridge and Frome	2,569	1,766	4,335	10.2	Forfar	664	496	1,160	10.7
Truro	1,636	900	2,536	12.0	Forres	423	304	727	25.3
Tunbridge Wells	3,688	2,180	5,868	7.0					
					Fraserburgh	525	270	795	13.1
Uttoxeter and Ashbourne	692	447	1,139	11.1	Galashiels	692	448	1,140	7.4
Wakefield and Dewsbury	11,930	4,896	16,826	14.7	Girvan	548	211	759	20.5
Walsall	18,905	7,918	26,823	17.9	Glasgow	82,872	32,131	115,003	17.8
Wareham and Swanage	527	398	925	9.9	Greenock	7,126	3,041	10,167	21.4
Warminster	366	303	669	10.7					
					Haddington	635	429	1,064	9.1
Warrington	6,786	3,228	10,014	13.1	Islay/Mid Argyll	458	225	683	15.0
Warwick	4,677	2,837	7,514	9.7	Keith	378	223	601	11.5
Watford and Luton	17,804	10,021	27,825	8.8	Kelso and Jedburgh	233	191	424	8.5
Wellingborough and Rushden	3,054	1,816	4,870	11.5	Kilmarnock	4,058	1,713	5,771	18.7
Wells	1,373	818	2,191	9.0					
					Kirkcaldy	7,495	3,623	11,118	17.0
Weston-super-Mare	3,351	2,112	5,463	15.2	Lanarkshire	23,375	9,912	33,287	21.3
Whitby	917	432	1,349	21.2	Lochaber	988	501	1,489	18.7
Whitchurch and Market Drayton	1,178	669	1,847	13.9	Lockerbie	338	234	572	14.4
Whitehaven	2,702	1,382	4,084	13.5	Newton Stewart	436	250	686	20.9
Widnes and Runcorn	8,240	3,344	11,584	19.3					
Wigan and St. Helens	24,252	11,413	35,665	19.5					
Winchester and Eastleigh	2,326	1,482	3,808	5.1					
Windermere	305	160	465	7.8					
Wirral and Chester	27,856	11,512	39,368	18.4					
Wisbech	1,788	770	2,558	15.4					

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at October 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
North East Fife	1,035	810	1,845	11.2	Northern Ireland**	2,173	1,109	3,282	15.1
Oban	621	421	1,042	14.6	Ballymena	42,516	18,035	60,551	17.8
Orkney Islands	520	245	765	11.5	Belfast	5,108	1,757	6,865	25.2
Peebles	307	173	480	10.2	Coleraine	1,877	780	2,657	35.7
Perth	2,130	1,041	3,171	9.9	Cookstown	7,509	3,465	10,974	20.2
					Craigavon				
Peterhead	888	594	1,482	11.2	Dungannon	2,722	1,042	3,764	28.3
Shetland Islands	436	261	697	5.9	Enniskillen	3,129	1,113	4,242	26.3
Skye and Wester Ross	634	308	942	19.9	Londonderry	9,639	2,627	12,266	28.4
Stewartry	656	374	1,030	13.7	Magherafelt	1,959	871	2,830	28.7
Stirling	3,126	1,654	4,780	11.5	Newry	5,376	2,050	7,426	31.4
Stranraer	928	445	1,373	16.6	Omagh	2,309	912	3,221	21.8
Sutherland	547	242	789	20.2	Strabane	3,064	680	3,744	37.8
Thurso	456	309	765	12.5					
Western Isles									

2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									
1984 Oct	234.0	374.9	677.5	725.5	449.7	405.7	274.0	83.9	3,225.1
1985 Jan	197.7	374.0	714.5	776.5	483.0	428.2	284.4	82.6	3,341.0
Apr	160.5	351.5	701.3	777.0	486.4	429.5	287.3	75.0	3,272.6
Jul	177.6	335.2	720.3	759.5	470.4	418.9	278.9	74.2	3,235.0
Oct	211.2	344.2	689.8	766.9	475.6	425.4	287.8	76.0	3,276.9
Proportion of number unemployed									
1984 Oct	7.3	11.6	21.0	22.5	13.9	12.6	8.5	2.6	100.0
1985 Jan	5.9	11.2	21.4	23.2	14.5	12.8	8.5	2.5	100.0
Apr	4.9	10.7	21.4	23.7	14.9	13.1	8.8	2.4	100.0
Jul	5.5	10.4	22.3	23.5	14.5	12.9	8.6	2.3	100.0
Oct	6.4	10.5	21.1	23.4	14.5	13.0	8.8	2.3	100.0
MALE									
1984 Oct	134.0	215.4	432.0	501.4	345.5	297.4	209.3	83.0	2,218.0
1985 Jan	113.9	218.9	459.1	539.6	371.9	314.1	217.1	81.4	2,316.0
Apr	92.7	208.1	452.4	537.0	371.8	312.9	218.3	77.6	2,270.7
Jul	102.6	197.1	455.8	518.4	355.9	303.2	210.4	72.9	2,216.2
Oct	122.0	199.3	437.6	519.3	358.3	306.5	216.1	74.8	2,234.0
Proportion of number unemployed									
1984 Oct	6.0	9.7	19.5	22.6	15.6	13.4	9.4	3.7	100.0
1985 Jan	4.9	9.5	19.8	23.3	16.1	13.6	9.4	3.5	100.0
Apr	4.1	9.2	19.9	23.6	16.4	13.8	9.6	3.4	100.0
Jul	4.6	8.9	20.6	23.4	16.1	13.7	9.5	3.3	100.0
Oct	5.5	8.9	19.6	23.2	16.0	13.7	9.7	3.4	100.0
FEMALE									
1984 Oct	99.9	159.5	245.5	224.1	104.2	108.3	64.6	1.0	1,007.1
1985 Jan	83.8	155.0	255.4	236.8	111.1	114.1	67.3	1.3	1,024.9
Apr	67.8	143.5	248.9	240.1	116.7	117.7	69.0	1.4	1,001.8
Jul	75.0	138.1	264.5	241.1	114.5	115.7	68.5	1.2	1,018.8
Oct	89.2	144.9	252.2	247.6	117.3	118.9	71.6	1.1	1,042.9
Proportion of number unemployed									
1984 Oct	9.9	15.8	24.4	22.2	10.3	10.8	6.4	0.1	100.0
1985 Jan	8.2	15.1	24.9	23.1	10.8	11.1	6.6	0.1	100.0
Apr	6.8	14.3	24.8	24.0	11.4	11.6	6.9	0.1	100.0
Jul	7.4	13.6	26.0	23.7	11.2	11.4	6.7	0.1	100.0
Oct	8.6	13.9	24.2	23.7	11.2	11.4	6.9	0.1	100.0

From April 1983 the figures are affected by the provisions announced in the 1983 Budget (see footnotes ** to tables 2-1/2-2). By April 1983 the numbers affected in the 60 and over category were 27,000; the total over all groups was 29,000. A further 123,000 and 9,000 were affected between April and July and October respectively.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								
1984 Oct	205.2	165.3	346.4	232.5	452.7	546.2	1,276.9	3,225.1
1985 Jan	192.2	110.1	253.3	284.7	603.5	581.2	1,316.0	3,341.0
Apr	165.4	127.2	218.1	248.6	490.5	688.5	1,334.2	3,272.6
Jul	221.8	159.1	225.7	238.0	437.6	626.1	1,326.9	3,235.0
Oct	202.7	163.9	322.3	241.3	461.4	533.4	1,351.9	3,276.9
Proportion of number unemployed								
1984 Oct	6.4	5.1	10.7	7.2	14.0	16.9	39.6	100.0
1985 Jan	5.8	3.3	7.6	8.5	18.1	17.4	39.4	100.0
Apr	5.1	3.9	6.7	7.6	15.0	21.0	40.8	100.0
Jul	6.9	4.9	7.0	7.4	13.5	19.4	41.0	100.0
Oct	6.2	5.0	9.8	7.4	14.1	16.3	41.3	100.0
MALE								
1984 Oct	130.8	103.6	208.5	149.6	289.4	356.4	979.7	2,218.0
1985 Jan	120.0	71.9	108.2	186.1	382.7	376.5	1,010.7	2,316.0
Apr	104.7	82.4	139.7	159.4	319.0	441.6	1,023.8	2,270.7
Jul	132.7	97.4	142.2	148.7	278.1	400.7	1,016.5	2,216.2
Oct	127.9	101.3	193.2	153.5	288.5	341.1	1,028.4	2,234.0
Proportion of number unemployed								
1984 Oct	5.9	4.7	9.4	6.7	13.0	16.1	44.2	100.0
1985 Jan	5.2	3.1	7.3	8.0	16.5	16.3	43.6	100.0
Apr	4.6	3.6	6.2	7.0	14.1	19.4	45.1	100.0
Jul	6.0	4.4	6.4	6.7	12.5	18.1	45.9	100.0
Oct	5.7	4.5	8.7	6.9	12.9	15.3	46.0	100.0
FEMALE								
1984 Oct	74.4	61.8	137.9	82.9	163.3	189.8	297.1	1,007.1
1985 Jan	72.2	38.2	85.1	98.6	220.8	204.7	305.3	1,024.9
Apr	60.7	44.9	78.3	89.2	171.5	247.0	310.4	1,001.8
Jul	89.1	61.6	83.5	89.2	159.5	225.4	310.4	1,018.8
Oct	74.8	62.6	129.1	87.8	173.0	192.3	323.4	1,042.9
Proportion of number unemployed								
1984 Oct	7.4	6.1	13.7	8.2	16.2	18.8	29.5	100.0
1985 Jan	7.0	3.7	8.3	9.6	21.5	20.0	29.8	100.0
Apr	6.1	4.5	7.8	8.9	17.1	24.7	31.0	100.0
Jul	8.7	6.0	8.2	8.8	15.7	22.1	30.5	100.0
Oct	7.2	6.0	12.4	8.4	16.6	18.4	31.0	100.0

See footnote to tables 2-1, 2-2 and 2-5.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts* at October 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
SOUTH EAST									
Bedfordshire	14,384	8,254	22,638	10.5	West Sussex	10,894	6,810	17,704	7.1
Luton	6,809	3,280	10,089		Adur	1,086	578	1,664	
Mid Bedfordshire	1,605	1,314	2,919		Arundel	2,372	1,326	3,698	
North Bedfordshire	3,545	2,006	5,551		Chichester	1,560	961	2,521	
South Bedfordshire	2,425	1,654	4,079		Crawley	1,276	938	2,214	
Berkshire	14,533	8,325	22,858	7.3	Horsham	1,303	1,010	2,313	
Bracknell	1,693	1,164	2,857		Mid Sussex	1,392	1,034	2,426	
Newbury	1,926	1,225	3,151		Worthing	1,905	963	2,868	
Reading	4,551	2,063	6,614		Greater London	280,102	128,493	408,595	10.7
Slough	3,033	1,518	4,551		Barking and Dagenham	6,081	2,513	8,594	
Windsor and Maidenhead	1,961	1,257	3,218		Barnet	7,088	3,922	11,010	
Wokingham	1,369	1,098	2,467		Bexley	5,250	3,259	8,509	
Buckinghamshire	11,781	6,835	18,616	8.2	Brantford	11,266	5,144	16,410	
Aylesbury Vale	2,076	1,403	3,479		Bromley	6,558	3,426	9,984	
Chiltern	1,051	705	1,756		Camden	10,508	4,857	15,365	
Milton Keynes	5,362	2,818	8,180		City of London	82	35	117	
South Buckinghamshire	789	467	1,256		City of Westminster	10,297	4,385	14,682	
Wycombe	2,503	1,442	3,945		Croydon	8,932	4,680	13,612	
East Sussex	19,371	9,717	29,088	11.9	Ealing	9,605	5,156	14,761	
Brighton	6,770	3,166	9,936		Enfield	7,110	3,519	10,629	
Eastbourne	2,056	936	2,992		Greenwich	10,274	4,785	15,059	
Hastings	3,029	1,319	4,348		Hackney	15,173	5,988	21,161	
Hove	2,972	1,531	4,503		Hammersmith and Fulham	8,808	3,797	12,605	
Lewes	1,518	951	2,469		Haringey	11,120	5,597	17,717	
Rother	1,468	802	2,270		Harrow	3,885	2,408	6,293	
Wealden	1,558	1,012	2,570		Havering	6,298	3,122	9,420	
Essex	40,985	22,168	63,153	12.1	Hillingdon	4,415	2,810	7,225	
Basildon	5,880	2,741	8,621		Hounslow	5,810	3,602	9,412	
Braintree	2,271	1,729	4,000		Islington	11,620	4,965	16,585	
Brentwood	1,311	738	2,049		Kensington and Chelsea	6,624	3,109	9,733	
Castle Point	2,196	1,202	3,398		Kingston-upon-Thames	2,556	1,371	3,927	
Chelmsford	2,442	1,799	4,241		Lambeth	19,303	7,942	27,245	
Colchester	3,725	2,388	6,113		Lewisham	12,731	5,345	18,076	
Epping Forest	2,424	1,361	3,785		Merton	4,300	2,183	6,483	
Harlow	2,435	1,530	3,965		Newham	12,502	4,715	17,217	
Maldon	1,108	684	1,792		Redbridge	6,148	3,228	9,376	
Rochford	1,560	826	2,386		Richmond-upon-Thames	3,193	1,888	5,081	
Southend-on-Sea	5,896	2,508	8,404		Southwark	15,786	5,872	21,658	
Tendring	3,889	1,789	5,678		Sutton	3,224	1,943	5,167	
Thurrock	5,033	2,267	7,300		Tower Hamlets	12,409	3,857	16,266	
Uttlesford	815	606	1,421		Waltham Forest	8,517	3,971	12,488	
Hampshire	39,416	20,923	60,339	9.9	Wandsworth	11,629	5,099	16,728	
Basingstoke and Deane	2,308	1,636	3,944		EAST ANGLIA				
East Hampshire	1,388	855	2,243		Cambridgeshire	14,826	8,493	23,319	9.4
Eastleigh	1,756	1,197	2,953		Cambridge	2,503	1,274	3,777	
Fareham	1,861	1,261	3,122		East Cambridgeshire	724	588	1,312	
Gosport	2,111	1,504	3,615		Fenland	2,251	1,183	3,434	
Hart	778	653	1,431		Huntingdon	2,264	1,863	4,127	
Havant	4,436	1,825	6,261		Peterborough	5,902	2,598	8,500	

Unemployment in counties and local authority districts* at October 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
Gloucestershire	13,939	7,914	21,853	10.1	Nottinghamshire	40,700	17,961	58,661	13.2
Cheltenham	2,724	1,390	4,114		Ashfield	3,954	1,566	5,520	
Cotswold	1,118	743	1,861		Bassetlaw	3,901	2,121	6,022	
Forest of Dean	2,435	1,529	3,964		Broxtowe	3,150	1,605	4,755	
Gloucester	3,682	1,723	5,405		Gedling	2,969	1,638	4,607	
Stroud	2,316	1,471	3,787		Mansfield	4,002	1,708	5,710	
Tewkesbury	1,664	1,058	2,722		Newark	2,987	1,824	4,811	
					Nottingham	17,288	6,078	23,366	
Somerset	10,715	6,789	17,504	10.8	Rushcliffe	2,449	1,421	3,870	
Mendip	2,053	1,277	3,330						
Sedgemoor	2,715	1,557	4,272						
Taunton Deane	2,408	1,515	3,923						
West Somerset	886	522	1,408						
Yeovil	2,653	1,918	4,571						
					YORKSHIRE AND HUMBERSIDE				
Wiltshire	12,265	8,287	20,552	9.9	Humberside	39,144	16,859	56,003	16.6
Kennet	1,124	935	2,059		Beverly	2,375	1,597	3,972	
North Wiltshire	2,032	1,583	3,615		Boothferry	2,076	1,247	3,323	
Salisbury	2,098	1,422	3,520		Cleethorpes	2,825	1,288	4,113	
Thamesdown	4,836	2,783	7,619		East Yorkshire	2,086	1,261	3,347	
West Wiltshire	2,175	1,564	3,739		Glanford	2,038	1,140	3,178	
					Great Grimsby	4,869	1,828	6,697	
					Holderness	1,405	845	2,250	
WEST MIDLANDS					Kingston-upon-Hull	17,586	6,242	23,828	
Hereford and Worcester	20,728	11,588	32,316	13.8	Scunthorpe	3,884	1,411	5,295	
Bromsgrove	2,845	1,531	4,376						
Hereford	1,733	1,040	2,773		North Yorkshire	16,826	10,431	27,257	10.7
Leominster	1,029	575	1,604		Craven	871	650	1,521	
Malvern Hills	2,148	1,067	3,215		Hambledon	1,560	1,051	2,611	
Redditch	3,069	1,761	4,830		Harrrogate	2,814	1,899	4,713	
South Herefordshire	1,266	790	2,056		Richmondshire	782	769	1,551	
Worcester	3,060	1,433	4,493		Ryedale	1,389	1,026	2,415	
Wychavon	2,251	1,494	3,745		Scarborough	3,863	1,845	5,708	
Wyre Forest	3,327	1,897	5,224		Selby	1,833	1,379	3,212	
					York	3,714	2,012	5,726	
Shropshire	15,349	7,024	22,373	16.4	South Yorkshire	69,957	30,393	100,350	17.9
Bridgnorth	1,520	826	2,346		Barnsley	11,794	5,084	16,878	
North Shropshire	1,344	754	2,098		Doncaster	15,783	7,177	22,960	
Oswestry	945	559	1,504		Rotherham	13,343	5,820	19,163	
Shrewsbury and Atcham	2,893	1,464	4,357		Sheffield	29,037	12,312	41,349	
South Shropshire	1,034	514	1,548						
The Wrekin	7,613	2,907	10,520		West Yorkshire	86,230	37,631	123,861	14.1
					Bradford	22,351	8,470	30,821	
Staffordshire	35,224	19,456	54,680	14.0	Calderdale	6,520	3,289	9,809	
Cannock Chase	3,620	2,042	5,662		Kirkstall	13,742	6,787	20,529	
East Staffordshire	3,042	1,687	4,729		Leeds	30,362	13,246	43,608	
Lichfield	2,652	1,619	4,271		Wakefield	13,255	5,839	19,094	
Newcastle-under-Lyme	3,738	1,972	5,710						
South Staffordshire	3,456	1,951	5,407		NORTH WEST				
Stafford	3,109	1,979	5,088		Cheshire	35,533	17,863	53,396	13.6
Staffordshire Moorlands	2,167	1,518	3,685		Chester	4,733	2,294	7,027	
Stoke-on-Trent	10,346	4,971	15,317		Congleton	1,683	1,297	2,980	
Tamworth	3,094	1,721	4,815		Crewe and Nantwich	3,142	1,819	4,961	
					Ellesmere Port and Neston	4,139	1,873	6,012	
Warwickshire	14,377	8,852	23,229	12.5	Halton	7,723	3,032	10,755	
North Warwickshire	1,812	1,188	3,000		Macclesfield	3,294	2,057	5,351	
Nuneaton and Bedworth	4,490	2,545	7,035		Vale Royal	4,033	2,263	6,296	
Rugby	2,605	1,718	4,323		Warrington	6,786	3,228	10,014	
Stratford-on-Avon	1,999	1,408	3,407						
Warwick	3,471	1,993	5,464		Lancashire	52,233	25,471	77,704	14.0
					Blackburn	6,778	2,882	9,660	
West Midlands	155,167	63,211	218,378	16.7	Blackpool	6,897	2,914	9,811	
Birmingham	66,614	25,680	92,294		Burnley	3,944	1,923	5,867	
Coventry	17,897	8,105	26,002		Chorley	2,810	1,646	4,456	
Dudley	13,618	6,284	19,902		Fylde	1,599	946	2,545	
Sandwell	18,752	7,612	26,364		Hyndburn	2,762	1,383	4,145	
Solihull	7,345	3,601	10,946		Lancaster	4,555	2,546	7,101	
Walsall	14,578	5,514	20,092		Pendle	2,882	1,608	4,490	
Wolverhampton	16,363	6,415	22,778		Preston	6,376	2,539	8,915	
					Ribble Valley	781	590	1,371	
EAST MIDLANDS					Rossendale	1,955	1,050	3,005	
Derbyshire	32,867	15,925	48,792	13.6	South Ribble	2,770	1,785	4,555	
Amber Valley	3,183	1,497	4,680		West Lancashire	5,200	2,197	7,397	
Bolsover	2,696	1,243	3,939		Wyre	2,924	1,462	4,386	
Chesterfield	4,334	1,971	6,305						
Derby	10,391	4,266	14,657		Greater Manchester	125,866	54,529	180,395	15.5
Erewash	3,779	1,724	5,503		Bolton	11,973	5,509	17,482	
High Peak	2,356	1,559	3,915		Bury	6,060	3,236	9,296	
North East Derbyshire	3,283	1,843	5,126		Manchester	33,425	11,721	45,146	
South Derbyshire	1,582	974	2,556		Oldham	9,006	4,214	13,220	
West Derbyshire	1,263	848	2,111		Rochdale	9,798	4,463	14,261	
					Salford	14,147	5,190	19,337	
Leicestershire	25,863	13,919	39,782	10.5	Stockport	9,506	4,752	14,258	
Blaby	1,307	990	2,297		Tameside	9,162	4,359	13,521	
Hinkley and Bosworth	1,927	1,295	3,222		Trafford	8,521	3,725	12,246	
Charnwood	2,969	1,886	4,855		Wigan	14,268	7,360	21,628	
Harborough	952	728	1,680						
Leicester	14,242	6,142	20,384		Merseyside	101,103	39,061	140,164	21.1
Melton	917	626	1,543		Knowsley	14,852	5,370	20,222	
North West Leicestershire	2,200	1,229	3,429		Liverpool	41,432	15,439	56,871	
Oadby and Wigston	817	580	1,397		St Helens	10,436	4,269	14,705	
Rutland	532	443	975		Sefton	15,311	6,565	21,876	
					Wirral	19,072	7,418	26,490	
Lincolnshire	17,650	9,314	26,964	13.4					
Boston	1,638	816	2,454		NORTH				
East Lindsey	3,999	2,068	6,067		Cleveland	40,362	14,635	54,997	22.4
Lincoln	4,231	1,619	5,850		Hartlepool	7,094	2,477	9,571	
North Kesteven	1,712	1,151	2,863		Langbaugh	9,661	3,667	13,328	
South Holland	1,296	865	2,161		Middlesbrough	12,441	3,893	16,334	
South Kesteven	2,604	1,589	4,193		Stockton-on-Tees	11,166	4,598	15,764	
West Lindsey	2,170	1,215	3,385						
					Cumbria	14,538	8,634	23,172	12.5
Northamptonshire	15,947	9,006	24,953	11.7	Allerdale	3,675	2,030	5,705	
Corby	3,174	1,514	4,688		Barrow-in-Furness	2,099	1,611	3,710	
Daventry	1,066	871	1,937		Carlisle	3,421	1,801	5,222	
East Northamptonshire	1,081	781	1,862		Copeland	2,829	1,430	4,259	
Kettering	1,811	1,025	2,836		Eden	927	690	1,617	
Northampton	5,827	2,848	8,675		South Lakeland	1,587	1,072	2,659	
South Northamptonshire	880	798	1,678						
Wellingborough	2,108	1,169	3,277						

Unemployment in counties and local authority districts* at October 10, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
Durham	29,634	12,279	41,913	18.7	Dumfries and Galloway region	5,130	2,819	7,949	13.9
Chester-le-Street	2,302	993	3,295		Annandale and Eskdale	1,092	688	1,780	
Darlington	4,614	2,038	6,652		Nithsdale	2,018	1,062	3,080	
Derwentside	5,552	2,157	7,709		Stewartry	656	374	1,030	
Durham	3,097	1,490	4,587		Wigton	1,364	695	2,059	
Easington	4,890	1,966	6,856						
Sedgefield	4,706	1,904	6,610		Fife region	13,728	7,416	21,144	15.8
Teesdale	795	372							

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies* at October 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
SOUTH EAST											
Bedfordshire											
Luton South	4,394	2,055	6,449	Epsom and Ewell	1,237	659	1,896				
Mid Bedfordshire	1,649	1,304	2,953	Esher	989	552	1,541				
North Bedfordshire	3,022	1,604	4,626	Guildford	1,350	715	2,065				
North West Bedfordshire	2,919	1,634	4,553	Mole Valley	1,019	610	1,629				
South West Bedfordshire	2,400	1,657	4,057	North West Surrey	1,327	904	2,231				
Berkshire											
East Berkshire	2,068	1,367	3,435	Reigate	1,254	751	2,005				
Newbury	1,597	950	2,547	South West Surrey	1,095	579	1,674				
Reading East	2,769	1,247	4,016	Spelthorne	1,468	925	2,393				
Reading West	2,364	1,250	3,614	Woking	1,443	957	2,400				
Slough	3,033	1,518	4,551	West Sussex							
Windsor and Maidenhead	1,586	1,054	2,640	Arundel	2,004	1,115	3,119				
Wokingham	1,116	939	2,055	Chichester	1,560	961	2,521				
Buckinghamshire											
Aylesbury	1,574	1,035	2,609	Crawley	1,486	1,135	2,621				
Beaconsfield	1,086	643	1,729	Horsham	1,303	1,010	2,313				
Buckingham	1,643	1,024	2,667	Mid Sussex	1,182	837	2,019				
Chesham and Amersham	1,033	716	1,749	Shoreham	1,454	789	2,243				
Milton Keynes	4,557	2,423	6,980	Worthing	1,905	963	2,868				
Wycombe	1,888	994	2,882	Greater London							
East Sussex											
Bexhill and Battle	1,316	737	2,053	Barking	2,936	1,153	4,089				
Brighton Kempdown	3,459	1,517	4,976	Battersea	4,844	1,974	6,818				
Brighton Pavilion	3,311	1,649	4,960	Beckenham	2,195	1,122	3,317				
Eastbourne	2,206	1,020	3,226	Bethnal Green and Stepney	6,089	1,662	7,751				
Hastings and Rye	3,341	1,479	4,820	Bexley Heath	1,366	974	2,340				
Hove	2,972	1,531	4,503	Bow and Poplar	6,230	2,195	8,425				
Lewes	1,585	976	2,561	Brent East	4,579	2,048	6,627				
Wealden	1,181	808	1,989	Brent North	2,077	1,111	3,188				
Essex											
Basildon	4,583	1,909	6,492	Brent South	4,610	1,985	6,595				
Billerica	2,269	1,457	3,726	Brentford and Isleworth	2,746	1,600	4,346				
Braintree	1,999	1,523	3,522	Carshalton and Wallington	1,954	1,020	2,974				
Brentwood and Ongar	1,565	882	2,447	Chelsea	2,813	1,262	4,075				
Castle Point	2,196	1,202	3,398	Chingford	1,812	933	2,745				
Chelmsford	1,889	1,344	3,233	Chipping Barnet	1,315	834	2,149				
Epping Forest	1,911	1,045	2,956	Chislehurst	1,588	732	2,320				
Harlow	2,694	1,702	4,396	Croydon Central	2,548	1,079	3,627				
Harwich	3,339	1,494	4,833	Croydon North East	2,449	1,383	3,832				
North Colchester	2,667	1,583	4,250	Croydon North West	2,628	1,406	4,034				
Rochford	1,838	1,085	2,923	Croydon South	1,307	812	2,119				
Saffron Walden	1,362	1,008	2,370	Dagenham	3,145	1,360	4,505				
South Colchester and Maldon	2,716	1,784	4,500	Dulwich	3,400	1,578	4,978				
Southend East	3,465	1,366	4,831	Ealing North	2,543	1,340	3,883				
Southend West	2,431	1,142	3,573	Ealing Acton	3,346	1,476	4,822				
Thurrock	4,061	1,642	5,703	Ealing Southall	3,716	2,340	6,056				
Hampshire											
Aldershot	1,692	1,308	3,000	Edmonton	2,843	1,286	4,129				
Basingstoke	1,907	1,332	3,239	Eltham	2,502	1,162	3,664				
East Hampshire	1,493	999	2,492	Enfield North	2,449	1,200	3,649				
Eastleigh	2,508	1,571	4,079	Enfield Southgate	1,818	1,033	2,851				
Fareham	2,028	1,304	3,332	Erith and Crayford	2,752	1,500	4,252				
Gosport	2,283	1,679	3,962	Feltham and Heston	3,064	2,002	5,066				
Havant	3,821	1,556	5,377	Finchley	1,876	1,099	2,975				
Isle of Wight	2,431	2,247	4,678	Fulham	3,834	1,804	5,638				
New Forest	1,587	746	2,333	Greenwich	3,409	1,462	4,871				
North West Hampshire	1,384	1,010	2,394	Hackney North and Stoke Newington	7,355	2,889	10,244				
Portsmouth North	3,231	1,545	4,776	Hackney South and Shoreditch	7,818	3,099	10,917				
Portsmouth South	5,136	2,463	7,599	Hammersmith	4,974	1,993	6,967				
Romsey and Waterside	2,142	1,195	3,337	Hampstead and Highgate	4,102	2,201	6,303				
Southampton Itchen	4,700	1,841	6,541	Harrow East	2,186	1,355	3,541				
Southampton Test	4,081	1,563	5,644	Harrow West	1,699	1,053	2,752				
Winchester	1,423	811	2,234	Hayes and Harlington	1,723	1,144	2,867				
Hertfordshire											
Broxbourne	1,783	1,108	2,891	Hendon North	1,995	956	2,951				
Hertford and Stortford	1,288	936	2,224	Hendon South	1,902	1,033	2,935				
Hertsmere	1,672	834	2,506	Holborn and St Pancras	6,406	2,656	9,062				
North Hertfordshire	2,195	1,372	3,567	Hornchurch	2,104	1,113	3,217				
South West Hertfordshire	1,466	925	2,391	Hornsey and Wood Green	5,112	2,693	7,805				
St Albans	1,564	876	2,440	Ilford North	1,895	1,035	2,930				
Stevenage	2,383	1,642	4,025	Ilford South	2,787	1,411	4,198				
Watford	2,021	1,130	3,151	Islington North	6,531	2,797	9,328				
Welwyn Hatfield	1,776	1,110	2,886	Islington South and Finsbury	5,089	2,168	7,257				
West Hertfordshire	2,057	1,371	3,428	Kensington	3,811	1,847	5,658				
Kent											
Ashford	2,431	1,399	3,830	Kingston-upon-Thames	1,584	852	2,436				
Canterbury	2,709	1,376	4,085	Lewisham East	3,288	1,487	4,775				
Dartford	2,261	1,335	3,596	Lewisham West	3,691	1,687	5,378				
Dover	2,851	1,443	4,294	Lewisham Deptford	5,752	2,171	7,923				
Faversham	3,448	1,864	5,312	Layton	3,803	1,700	5,503				
Folkestone and Hythe	3,015	1,533	4,548	Mitcham and Morden	2,485	1,167	3,652				
Gillingham	3,326	1,802	5,128	Newham North East	4,008	1,692	5,700				
Gravesham	3,294	1,684	4,978	Newham North West	4,267	1,548	5,815				
Maidstone	2,463	1,303	3,766	Newham South	4,227	1,475	5,702				
Medway	3,340	1,853	5,193	Norwood	6,687	2,775	9,462				
Mid Kent	3,075	1,749	4,824	Old Bexley and Sidcup	1,132	785	1,917				
North Thanet	1,567	871	2,438	Orpington	1,519	791	2,310				
Sevenoaks	3,023	1,469	4,492	Peckham	6,709	2,423	9,132				
South Thanet	1,853	1,131	2,984	Putney	2,869	1,294	4,163				
Tonbridge and Malling	1,767	934	2,701	Ravensbourne	1,256	781	2,037				
Tunbridge Wells	1,767	934	2,701	Richmond-upon-Thames and Barnes	1,740	1,009	2,749				
Oxfordshire											
Banbury	1,868	1,384	3,252	Romford	1,960	1,005	2,965				
Henley	1,168	746	1,914	Ruislip-Northwood	1,008	723	1,731				
Oxford East	2,911	1,361	4,272	Southwark and Bermondsey	5,677	1,871	7,548				
Oxford West and Abingdon	1,858	1,180	3,038	Streatham	4,891	2,138	7,029				
Wantage	1,334	930	2,264	Surbiton	972	519	1,491				
Witney	1,479	1,192	2,671	Sutton and Cheam	1,270	923	2,193				
Surrey											
Chertsey and Walton	1,309	765	2,074	The City of London							
East Surrey	991	657	1,648	and Westminster South	3,896	1,549	5,445				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies* at October 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed				
Staffordshire Moorlands											
Stafford	2,726	1,677	4,403	Staffordshire Moorlands							
Staffordshire Moorlands	2,167	1,518	3,685	Stoke-on-Trent Central	4,115	1,791	5,906				
Stoke-on-Trent Central	4,115	1,791	5,906	Stoke-on-Trent North	3,726	1,848	5,574				
Stoke-on-Trent North	3,726	1,848	5,574	Stoke-on-Trent South	3,211	1,759	4,970				
Stoke-on-Trent South	3,211	1,759	4,970	Warwickshire							
Warwickshire											
North Warwickshire	3,217	2,029	5,246	Nuneaton	3,324	1,864	5,188				
Nuneaton	3,324	1,864	5,188	Rugby and Kenilworth	2,801	1,891	4,692				
Rugby and Kenilworth	2,801	1,891	4,692	Stratford-on-Avon	1,999	1,408	3,407				
Stratford-on-Avon	1,999	1,408	3,407	Warwick and Leamington	3,036	1,660	4,696				
Warwick and Leamington	3,036	1,660	4,696	West Midlands							
West Midlands											
Aldridge-Brownhills	2,910	1,397	4,307	Birmingham Edgbaston	3,783	1,743	5,526				
Birmingham Edgbaston	3,783	1,743	5,526	Birmingham Erdington	6,055	2,408	8,463				
Birmingham Erdington	6,055	2,408	8,463	Birmingham Hall Green	4,309	1,906	6,215				
Birmingham Hall Green	4,309	1,906	6,215	Birmingham Hodge Hill	5,751	2,105	7,856				
Birmingham Hodge Hill	5,751	2,105	7,856	Birmingham Ladywood	6,372	2,806	9,178				
Birmingham Ladywood	6,372	2,806	9,178	Birmingham Northfield	4,481	2,360	6,841				
Birmingham Northfield	4,481	2,360	6,841	Birmingham Perry Barr	6,177	2,329	8,506				
Birmingham Perry Barr	6,177	2,329	8,506	Birmingham Small Heath	8,170	2,518	10,688				
Birmingham Small Heath	8,170	2,518	10,688	Birmingham Sparkbrook	7,737	2,280	10,017				
Birmingham Sparkbrook	7,737	2,280	10,017	Birmingham Yardley	3,626	1,726	5,352				
Birmingham Yardley	3,626	1,726	5,352	Birmingham Selly Oak	4,832	2,064	6,896				
Birmingham Selly Oak	4,832	2,064	6,896	Coventry North East	6,192	2,600	8,792				
Coventry North East	6,192	2,600	8,792	Coventry North West	5,013	1,747	6,760				
Coventry North West	5,013	1,747	6,760	Coventry South East	5,017	2,035	7,052				
Coventry South East	5,017	2,035	7,052	Coventry South West	5,732	2,336	8,068				
Coventry South West	5,732	2,336	8,068	Dudley East	4,418	2,252	6,670				
Dudley East	4,418	2,252	6,670	Dudley West	3,468	1,696	5,164				
Dudley West	3,468	1,696	5,164	Halesowen and Stourbridge	5,124	2,220	7,344				
Halesowen and Stourbridge	5,124	2,220	7,344	Meriden	2,221	1,381	3,602				
Meriden	2,221	1,381	3,602	Solihull	2,335	1,435	3,770				
Solihull	2,335	1,435	3,770	Sutton Coldfield	6,175	1,989	8,164				
Sutton Coldfield	6,175	1,989	8,164	Walsall North	5,493	2,128	7,621				
Walsall North	5,493	2,128	7,621	Walsall South	5,042	2,043	7,085				
Walsall South	5,042	2,043	7,085	Warley East	4,141	1,794	5,935				
Warley East	4,141	1,794	5,935	Warley West	4,422	1,776	6,198				
Warley West	4,422	1,776	6,198	West Bromwich East	5,147	1,999	7,146				
West Bromwich East	5,147	1,999	7,146	West Bromwich West	6,390	2,428	8,818				
West Bromwich West	6,390	2,428	8,818	Wolverhampton North East							

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies* at October 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
North Yorkshire				Stockport	3,326	1,509	4,835
Harrogate	2,147	1,265	3,412	Stretford	6,869	2,481	9,350
Richmond	2,165	1,689	3,854	Wigan	4,818	2,374	7,192
Ryedale	1,803	1,292	3,095	Worsley	4,165	1,899	6,064
Scarborough	3,531	1,642	5,173	Merseyside			
Selby	1,928	1,447	3,375	Birkenhead	7,614	2,389	10,003
Skipton and Ripon	1,538	1,084	2,622	Bootle	8,409	2,789	11,198
York	3,714	2,012	5,726	Crosby	3,669	1,971	5,640
South Yorkshire				Knowsley North	7,451	2,375	9,826
Barnsley Central	4,163	1,649	5,812	Knowsley South	7,401	2,995	10,396
Barnsley East	4,007	1,652	5,659	Liverpool Broadgreen	5,952	2,577	8,529
Barnsley West and Penistone	3,624	1,783	5,407	Liverpool Garston	5,969	2,207	8,176
Don Valley	4,767	2,302	7,069	Liverpool Mossley Hill	5,204	2,259	7,463
Doncaster Central	5,269	2,385	7,654	Liverpool Riverside	9,249	2,979	12,228
Doncaster North	5,747	2,490	8,237	Liverpool Walton	7,752	2,904	10,656
Rother Valley	3,810	1,955	5,765	Liverpool West Derby	7,306	2,513	9,819
Rotherham	5,110	1,982	7,092	Southport	3,233	1,805	5,038
Sheffield Central	7,574	2,525	10,099	St Helens North	4,756	2,152	6,908
Sheffield Attercliffe	4,027	1,878	5,905	St Helens South	5,680	2,117	7,797
Sheffield Brightside	5,624	2,112	7,736	Wallasey	5,552	2,097	7,649
Sheffield Hallam	3,082	1,783	4,865	Wirral South	2,843	1,512	4,355
Sheffield Heeley	4,941	1,992	6,933	Wirral West	3,063	1,420	4,483
Sheffield Hillsborough	3,789	2,022	5,811				
Wentworth	4,423	1,883	6,306	NORTH			
West Yorkshire				Cleveland			
Batley and Spen	3,587	1,584	5,171	Hartlepool	7,094	2,477	9,571
Bradford North	5,875	1,979	7,854	Langbaurgh	5,872	2,266	8,138
Bradford South	4,669	1,698	6,367	Middlesbrough	8,522	2,578	11,100
Bradford West	6,608	2,180	8,788	Redcar	6,538	2,290	8,828
Calder Valley	2,645	1,643	4,288	Stockton North	6,806	2,542	9,348
Coine Valley	2,698	1,622	4,320	Stockton South	5,530	2,482	8,012
Dewsbury	3,819	1,899	5,718	Cumbria			
Elmet	2,307	1,286	3,593	Barrow and Furness	2,346	1,852	4,198
Halifax	3,875	1,646	5,521	Carlisle	2,814	1,355	4,169
Hemsworth	3,787	1,588	5,375	Copeland	2,829	1,430	4,259
Huddersfield	3,848	1,882	5,730	Penrith and the Borders	2,063	1,463	3,526
Keighley	2,644	1,341	3,985	Westmorland and Lonsdale	1,430	905	2,335
Leeds Central	5,735	2,020	7,755	Workington	3,056	1,629	4,685
Leeds East	5,727	2,001	7,728	Durham			
Leeds North East	3,371	1,606	4,977	Bishop Auckland	5,075	1,912	6,987
Leeds North West	2,932	1,463	4,395	City of Durham	3,097	1,490	4,587
Leeds West	4,164	1,786	5,950	Darlington	4,316	1,858	6,174
Morley and Leeds South	3,487	1,472	4,959	Easington	4,179	1,743	5,922
Normanton	2,414	1,329	3,743	North Durham	4,947	2,045	6,992
Pontefract and Castleford	3,796	1,709	5,505	North West Durham	4,431	1,750	6,181
Pudsey	2,083	1,305	3,388	Sedgefield	3,589	1,481	5,070
Shipley	2,555	1,272	3,827	Northumberland			
Wakefield	3,814	1,520	5,334	Berwick-upon-Tweed	2,061	1,209	3,270
NORTH WEST				Blyth Valley	3,596	1,357	4,953
Cheshire				Hexham	1,493	993	2,486
City of Chester	3,992	1,755	5,747	Wansbeck	3,365	1,408	4,773
Congleton	1,784	1,376	3,160	Tyne and Wear			
Crewe and Nantwich	3,041	1,740	4,781	Blaydon	3,477	1,597	5,074
Edisbury	3,369	1,843	5,212	Gateshead East	5,265	2,027	7,292
Ellesmere Port and Neston	4,470	2,120	6,590	Houghton and Washington	5,989	2,556	8,545
Halton	5,637	2,420	8,057	Jarrow	6,066	2,316	8,382
Macclesfield	1,995	1,360	3,355	Newcastle upon Tyne Central	4,253	1,881	6,134
Tatton	2,373	1,409	3,782	Newcastle upon Tyne East	5,454	2,023	7,477
Warrington North	4,589	1,944	6,533	Newcastle upon Tyne North	4,723	1,990	6,713
Warrington South	4,283	1,896	6,179	South Shields	5,487	2,335	7,822
Lancashire				Sunderland North	8,687	2,940	11,627
Blackburn	5,768	2,180	7,948	Sunderland South	6,321	2,513	8,834
Blackpool North	3,444	1,414	4,858	Tyne Bridge	7,619	2,196	9,815
Blackpool South	3,453	1,500	4,953	Tynemouth	4,711	1,931	6,642
Burnley	3,944	1,923	5,867	Wallsend	5,837	2,394	8,231
Chorley	2,946	1,772	4,718	WALES			
Fylde	1,775	1,069	2,844	Clywd			
Hyndburn	2,762	1,383	4,145	Alyn and Deeside	3,197	1,521	4,718
Lancaster	2,282	1,238	3,520	Clywd North West	3,767	1,763	5,530
Morecambe and Lunesdale	2,501	1,486	3,987	Clywd South West	2,561	1,296	3,857
Pendle	2,882	1,608	4,490	Delyn	3,909	1,750	5,659
Preston	5,700	2,083	7,783	Wrexham	3,562	1,656	5,218
Ribble Valley	1,281	923	2,204	Dyfed			
Rossendale and Darwen	2,965	1,752	4,717	Carmarthen	2,753	1,350	4,103
South Ribble	2,770	1,785	4,555	Ceredigion and Pembroke North	2,842	1,377	4,219
West Lancashire	5,064	2,071	7,135	Llanelli	3,334	1,646	4,980
Wyre	2,696	1,284	3,980	Pembroke	5,099	2,155	7,254
Greater Manchester				Gwent			
Altrincham and Sale	2,147	1,157	3,304	Blaenau Gwent	4,061	1,497	5,558
Ashton-under-Lyne	3,444	1,651	5,095	Islwyn	2,640	1,182	3,822
Bolton North East	3,937	1,667	5,604	Morrmouth	2,343	1,254	3,597
Bolton South East	4,745	2,062	6,807	Newport East	3,622	1,480	5,102
Bolton West	3,291	1,780	5,071	Newport West	3,952	1,622	5,574
Bury North	3,058	1,582	4,640	Torfaen	3,787	1,733	5,520
Bury South	3,002	1,654	4,656	Gwynedd			
Cheadle	1,644	1,074	2,718	Caernarfon	2,972	1,154	4,126
Davyhulme	3,362	1,431	4,793	Conwy	2,691	1,092	3,783
Denton and Reddish	3,971	1,816	5,787	Meirionnydd nant Conwy	1,361	723	2,084
Eccles	4,009	1,764	5,773	Ynys Mon	3,410	1,634	5,044
Hazel Grove	2,261	1,259	3,520	Mid Glamorgan			
Heywood and Middleton	4,141	1,941	6,082	Bridgend	2,811	1,350	4,161
Leigh	4,310	2,091	6,401	Caerphilly	4,531	1,625	6,156
Littleborough and Saddleworth	2,382	1,371	3,753	Cynon Valley	3,217	1,163	4,380
Makerfield	4,150	2,360	6,510	Merthyr Tydfil and Rhymney	4,374	1,499	5,873
Manchester Central	9,263	2,851	12,114	Ogmore	3,466	1,308	4,774
Manchester Blackley	4,886	1,723	6,609	Pontypridd	3,461	1,484	4,945
Manchester Gorton	5,221	1,926	7,147	Rhondda	3,985	1,436	5,421
Manchester Withington	5,008	2,202	7,210				
Manchester Wythenshawe	5,190	1,675	6,865				
Oldham Central and Royton	4,367	1,736	6,103				
Oldham West	3,097	1,632	4,729				
Rochdale	4,817	1,997	6,814				
Salford East	6,963	2,062	9,025				
Stalybridge and Hyde	4,022	1,802	5,824				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies* at October 10, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
Powys				Strathclyde region			
Brecon and Radnor	1,669	914	2,583	Argyll and Bute	2,372	1,303	3,675
Montgomery	1,395	735	2,130	Ayr	3,460	1,711	5,171
South Glamorgan				Carrick, Cumnock and Doon Valley	4,755	1,653	6,408
Cardiff Central	4,682	1,973	6,655	Clydebank and Milngavie	3,296	1,345	4,641
Cardiff North	1,935	831	2,766	Clydesdale	3,239	1,740	4,979
Cardiff South and Penarth	4,476	1,435	5,911	Cumbernauld and Kilsyth	3,150	1,612	4,762
Cardiff West	4,768	1,531	6,299	Cunninghame North	3,688	1,735	5,423
Vale of Glamorgan	3,614	1,746	5,360	Cunninghame South	4,600	1,765	6,365
West Glamorgan				Dumbarton	3,826	2,114	5,940
Aberavon	3,408	1,422	4,830	East Kilbride	3,209	1,992	5,201
Gower	2,506	1,287	3,793	Eastwood	2,269	1,194	3,463
Neath	2,908	1,564	4,472	Glasgow Cathcart	3,201	1,265	4,466
Swansea East	4,515	1,550	6,065	Glasgow Central	5,524	1,819	7,343
Swansea West	4,633	1,779	6,412	Glasgow Garscadden	4,983	1,478	6,461
SCOTLAND				Glasgow Govan	4,632	1,683	6,315
Borders region				Glasgow Hillhead	3,738	1,874	5,612
Roxburgh and Berwickshire	1,043	716	1,759	Glasgow Maryhill	5,838	2,078	7,916
Tweeddale, Ettrick and Lauderdale	999	621	1,620	Glasgow Pollock	6,025	1,780	7,805
Central region				Glasgow Provan	7,278	2,103	9,381
Clackmannan	3,238	1,410	4,648	Glasgow Rutherglen	5,217	1,878	7,095
Falkirk East	3,559	1,659	5,218	Glasgow Shettleston	4,921	1,625	6,546
Falkirk West	3,073	1,580	4,653	Glasgow Springburn	6,556	2,146	8,702
Stirling	2,683	1,464	4,147	Greenock and Port Glasgow	6,343	2,444	8,787
Dumfries and Galloway region				Hamilton	4,571	1,958	6,529
Dumfries	2,547	1,421	3,968	Kilmarnock and Loudoun	4,058	1,713	5,771
Galloway and Upper Nithsdale	2,583	1,398	3,981	Monklands East	4,383	1,764	6,147
Fife region				Monklands West	3,549	1,551	5,100
Central Fife	3,670	1,821	5,491	Motherwell North	4,749	1,969	6,718
Dunfermline East	3,144	1,644	4,788	Motherwell South	4,029	1,578	5,607
Dunfermline West	2,216	1,315	3,531	Paisley North	3,885	1,781	5,666
Kirkcaldy	3,277	1,547	4,824	Paisley South	3,948	1,678	5,626
North East Fife	1,421	1,089	2,510	Renfrew West and Inverclyde	2,439	1,392	

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Oct 11	9,853	5,247	814	2,042	2,617	1,656	2,096	3,429	1,126	1,296	3,817	28,746	2,043	30,789
Nov 8	2,320	1,472	213	360	553	450	432	865	225	296	773	6,487	—	6,487
Dec 6	1,600	1,221	47	171	168	140	138	215	96	121	217	2,913	—	2,913
1985 Jan 10	7,064	2,981	677	1,972	1,142	894	2,887	2,137	816	1,099	1,065	19,753	567	20,320
Feb 14	639	292	52	159	186	127	158	220	89	111	324	2,065	—	2,065
Mar 14	584	307	57	379	182	113	153	210	95	101	228	2,102	—	2,102
Apr 11	15,118	6,418	1,178	3,459	2,769	3,056	5,743	4,562	2,202	2,653	4,491	45,231	886	46,117
May 9	1,523	915	108	442	413	312	425	522	243	246	789	5,023	—	5,023
Jun 13	2,658	1,446	1,007	553	999	590	888	1,746	748	483	8,183	17,855	4,001	21,856
Jul 11	41,549	17,571	5,022	11,177	14,714	10,197	16,885	22,935	9,344	10,987	23,340	166,150	9,204	175,354
Aug 8	49,913	22,182	4,867	12,661	16,203	10,882	16,833	24,358	10,264	11,506	23,185	180,672	9,384	190,056
Sept 12	57,122	24,618	5,486	14,440	18,222	13,180	19,216	28,538	11,102	13,193	24,455	204,954	10,683	215,637
Oct 10	10,794	5,138	804	2,214	2,128	1,475	2,556	3,391	1,047	1,385	4,355	30,149	3,790	33,939

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Oct 11	1,309	1,098	62	384	1,698	941	3,104	1,020	770	894	1,764	11,946	756	12,702
Nov 8	1,110	531	114	227	1,034	1,219	3,162	965	926	977	2,015	11,747	907	12,654
Dec 6	1,260	180	172	367	1,198	1,229	3,293	4,673	847	888	2,309	16,236	943	17,179
1985 Jan 10	725	200	389	260	1,446	1,167	3,218	1,313	937	1,068	2,500	13,023	1,123	14,146
Feb 14	954	292	407	496	2,636	1,678	3,642	1,911	1,534	1,629	3,016	17,903	1,558	19,461
Mar 14	815	208	269	374	2,533	991	2,209	1,372	1,150	1,023	2,540	13,276	1,166	14,442
Apr 11	579	250	204	376	2,369	1,196	1,343	1,166	754	775	2,058	10,820	1,042	11,862
May 9	403	153	114	229	2,034	582	1,243	848	581	698	1,765	8,497	925	9,422
Jun 13	334	119	108	163	984	435	1,078	787	354	401	1,703	6,347	849	7,196
Jul 11	381	166	85	140	1,543	379	664	608	302	330	1,519	5,951	759	6,710
Aug 8	329	157	73	167	534	602	592	683	283	330	1,542	5,135	872	6,007
Sept 12	247	93	118	139	661	381	769	515	338	224	1,091	4,483	954	5,437
Oct 10	242	111	76	398	681	295	1,464	830	409	484	1,310	6,189	977	7,166

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

2.18 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 States ^{xx}	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1980	1,665	1,561	409	53	322	865	184	1,451	889	37	102	1,776	1,140	325	22.3	1,277	86 ^{oo}	6.3	7,637	
1981	2,520	2,420	394	69	392	898	241	1,773	1,272	42	128	1,993	1,259	480	28.4	1,566	108	5.9	8,273	
1982	2,917	2,793	495	105	457	1,314	258	2,008	1,833	51	157	2,379	1,359	655	41.4	1,873	137	13.2	10,678	
1983	3,105	2,970	697	127	505	1,448	281	2,041	2,258	62	193	2,707	1,561	801	63.6	2,207	151	26.3	10,717	
1984	3,160	3,047	642	130	513	1,399	275	2,310	2,265	71	214	2,955	1,608	822	66.6	2,476	137	32.1	8,539	
Quarterly averages																				
1984 Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	60	211	2,935	1,637	813	63.3	2,414	127	32.4	8,420	
Q3	3,167	3,045	607	93	519	1,345	251	2,281	2,183	52	213	2,866	1,577	826	66.4	2,455	147	29.7	8,382	
Q4	3,222	3,092	592	138	509	1,325	261	2,522	2,220	88	218	3,025	1,507	799	61.1	2,591	129	32.0	7,945	
1985 Q1	3,311	3,021	668	188	530	1,495	293	2,482	2,568	109	233	2,966	1,633	793	65.7	2,659	136	33.7	8,886	
Q2	3,231	3,131	610	118	477	1,353	241	2,281	2,219	71	227	2,891	1,543	741	51.5	2,627	115	26.7	8,305	
Q3				100	458	1,236		2,335	2,197		232			765			134		8,239	
Monthly																				
1984 Oct	3,225	3,075	579	117	511	1,305	262	2,516	2,145	63	212	2,968	1,590	803	60.2	2,577	138	29.6	7,989	
Nov	3,223	3,095	571	139	510	1,355	258	2,525	2,189	92	217	3,033	1,510	798	58.3	2,591	125	32.3	7,869	
Dec	3,219	3,108	627	157	506	1,316	262	2,525	2,325	109	225	2,825	1,420	796	64.8	2,604	123	34.1	7,978	
1985 Jan	3,341	3,232	658	198	530	1,483	301	2,542	2,619	117	234	2,955	1,520	804	70.3	2,626	149	36.2	9,131	
Feb	3,324	3,226	674	194	534	1,455	301	2,485	2,611	107	234	2,970	1,640	802	67.9	2,669	130	33.9	8,902	
Mar	3,268	3,180	672	171	526	1,546	276	2,420	2,474	102	230	2,973	1,740	773	59.0	2,681	129	30.9	8,625	
Apr	3,273	3,189	614	143	495	1,437	257	2,338	2,305	84	228	2,933	1,570	748	55.8	2,662	120	29.2	8,150	
May	3,241	3,133	608	114	481	1,329	241	2,283	2,193	69	224	2,886	1,530	737	52.5	2,627	112	26.7	8,011	
Jun	3,179	3,072	607	96	456	1,293	224	2,223	2,160	61	228	2,855	1,530	738	46.1	2,593.3	113	24.2	8,753	
Jul	3,235	3,130	566	87	463	1,272	210	2,259	2,221	61	231	2,922	1,450	761	50.2	2,568	122	23.6	8,682	
Aug	3,240	3,141	571	98	458	1,253	226	2,310	2,217	60	235		1,480	777			135	22.9	8,051	
Sep	3,346	3,189		104	452	1,183		2,436	2,152		230			758			144		7,984	
Oct	3,277	3,146									226									
Percentage rate latest month																				
	13.5		7.9	3.6	16.4	9.3	8.4	12.7	8.6	3.5	17.4	12.9	2.5	16.2	2.4	21.4	3.2	0.8 e	6.9	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1984 Q2		3,023	657	140	512	1,406	273	2,298	2,273	68	212	2,516	1,597	840	66.5	2,437	135		8,529	
Q3		3,069	632	128	525	1,402	270	2,351	2,296	68	216	2,191	1,643	821	69.0	2,537	135		8,447	
Q4		3,099	614	130	508	1,390	258	2,387	2,262	85	219	2,375	1,610	791	60.3	2,553	135		8,233	
1985 Q1		3,139	616	142	518	1,396	261	2,423	2,313	87 e	227	2,411	1,513	781	59.7	2,581	131		8,426	
Q2		3,174	616	136	486	1,338	253	2,404	2,323	79 e	228	2,391	1,503 e	768	53.9	2,660	123		8,417	
Q3				135	460	1,301		2,408	2,305		235			760			125		8,284	
Monthly																				
1984 Oct		3,094	615	130	516	1,403	263	2,373	2,272	75	217	2,375	1,650	803	62.0	2,578	144		8,367	
Nov		3,097	621	131	513	1,411	256	2,383	2,263	86	219		1,620	793	58.5	2,542	134		8,142	
Dec		3,106	608	130	495	1,356	253	2,406	2,252	94	222		1,560	777	60.4	2,538	128		8,191	
1985 Jan		3,124	614	141	518	1,400	258	2,433	2,307	85	226	2,411	1,460	780	60.1	2,539	141		8,484	
Feb		3,144	603	139	518	1,383	264	2,421	2,307	83	228		1,530	783	60.1	2,575	123		8,399	
Mar		3,148	632	141	519	1,405	261	2,416	2,324	88	226		1,550	779	59.0	2,629	128		8,396	
Apr		3,176	613	139	498	1,372	259	2,393	2,317	80	227	2,391	1,450	774	54.7	2,634	129		8,426	
May		3,177	608	134	490	1,322	251	2,412	2,327	70	227		1,510	773	52.5	2,671	126		8,413	
Jun		3,169	629	134	471	1,319	249	2,408	2,324	77	231		1,540	756	54.6	2,675	114		8,413	
Jul		3,176	599	130	461	1,314	247	2,414	2,310	78	234		1,530	763	50.8	2,661	120		8,451	
Aug		3,183	602	136	463 e	1,307	244	2,425	2,306	77 e	237		1,550	763			121		8,127	
Sep		3,179		138 e	457 e	1,282		2,384	2,298		235			753			135		8,274	
Oct		3,174									230									
Percentage rate:																				
latest month		13.1	8.3	4.8 e	16.6 e	10.1	9.1	12.4	9.2	4.5 e	17.7	10.4	2.6	16.1	2.5	22.2	3.0		7.1	
latest three months																				
change on previous three months		NC	-0.2	NC	-0.9	-0.3	-0.4	NC	-0.1	-0.1	+0.3	-0.1	+0.1	-0.2	-0.3	+0.5	+0.1		-0.1	

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.

^{oo} Average of 11 months.

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

^{oo} 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*

THOUSAND

UNITED KINGDOM		INFLOW†											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year‡‡	All	School leavers‡	Excluding school leavers	Change since previous year‡‡	All	Married	School leavers‡	Excluding school leavers	Change since previous year‡‡
1984 Oct 11	446.3	32.0	414.3	-4.7	281.2	17.9	263.3	-3.7	165.1	57.5	14.1	151.0	-1.0
Nov 8	391.0	15.0	376.0	+3.9	250.1	8.4	241.6	0.0	140.9	55.4	6.5	134.4	+3.9
Dec 6	353.8	10.7	343.1	+3.5	231.6	6.1	225.6	-1.1	122.2	50.7	4.6	117.6	+4.7
1985 Jan 10	343.4	13.8	329.6	-7.3	217.8	7.9	209.9	-5.9	125.6	50.7	5.9	119.8	-1.5
Feb 14	378.5	14.5	364.0	+16.4	247.4	8.2	239.3	+12.7	131.0	54.9	6.3	124.7	+3.8
Mar 14	326.1	9.6	316.4	+8.5	209.3	5.6	203.7	+3.0	116.8	52.4	4.1	112.7	+5.5
Apr 11	342.1	9.0	333.1	+13.3	219.2	5.2	214.0	+4.0	122.9	56.7	3.8	119.1	+9.3
May 9	368.2	44.5	323.7	+18.5	231.6	25.8	205.9	+8.5	136.6	55.6	18.8	117.8	+9.9
June 13	342.5	22.9	319.6	+16.3	216.3	13.2	203.1	+5.9	126.2	54.9	9.8	116.4	+10.3
July 11**	451.0	23.3	427.7	+23.4	273.9	12.7	261.1	+8.5	177.1	57.7	10.6	166.6	+14.9
Aug 8**	408.0	19.1	388.9	+38.9	251.0	11.0	240.0	+20.1	157.1	61.7	8.1	149.0	+18.9
Sep 12	502.2	76.6	425.6	+14.9	301.9	43.9	257.9	+5.6	200.3	60.9	32.7	167.6	+9.2
Oct 10	457.5	29.7	427.8	+13.5	285.0	16.8	268.2	+4.9	172.5	62.2	12.9	159.6	+8.6

UNITED KINGDOM		OUTFLOW†											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year‡‡	All	School leavers‡	Excluding school leavers	Change since previous year‡‡	All	Married	School leavers‡	Excluding school leavers	Change since previous year‡‡
1984 Oct 11	509.7	54.5	455.1	-4.9	311.0	30.6	280.4	-11.2	198.6	55.1	23.9	174.8	+6.0
Nov 8	393.8	30.7	363.1	+3.9	245.0	17.0	228.0	-4.6	148.8	51.8	13.7	135.1	+8.6
Dec 6	357.3	20.7	336.6	+4.5	221.0	11.4	209.6	-1.6	136.2	49.9	9.3	126.9	+6.1
1985 Jan 10	238.0	9.3	228.8	-9.4	145.3	5.1	140.2	-10.4	92.7	37.5	4.2	88.5	+7.0
Feb 14	393.5	16.4	377.1	+19.5	252.8	9.0	243.8	+10.4	140.7	56.0	7.4	133.3	+9.1
Mar 14	386.8	12.9	374.0	+23.3	253.3	7.3	246.0	+13.2	133.5	53.4	5.6	128.0	+10.1
Apr 11	336.7	8.7	328.0	-26.5	217.7	4.9	212.8	-22.7	119.1	48.6	3.8	115.3	-3.7
May 9	402.4	14.2	388.3	+42.0	260.8	8.3	252.6	+26.7	141.6	59.3	5.9	135.7	+15.4
June 13	396.6	17.5	379.0	+29.6	256.9	9.9	247.0	+14.5	139.6	59.0	7.6	132.0	+15.1
July 11**	389.9	19.8	370.1	+40.3	252.9	11.1	241.8	+21.1	137.0	52.5	8.7	128.3	+19.2
Aug 8**	402.2	17.4	384.8	+48.6	257.1	9.4	247.6	+26.7	145.2	51.8	8.0	137.2	+22.0
Sep 12	410.5	25.3	385.2	+41.3	251.7	14.4	237.2	+22.7	158.8	58.5	10.9	148.0	+18.6
Oct 10	532.6	47.0	485.6	+30.5	322.5	26.7	295.7	+15.3	210.1	62.3	20.2	189.9	+15.1

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4½ week month.

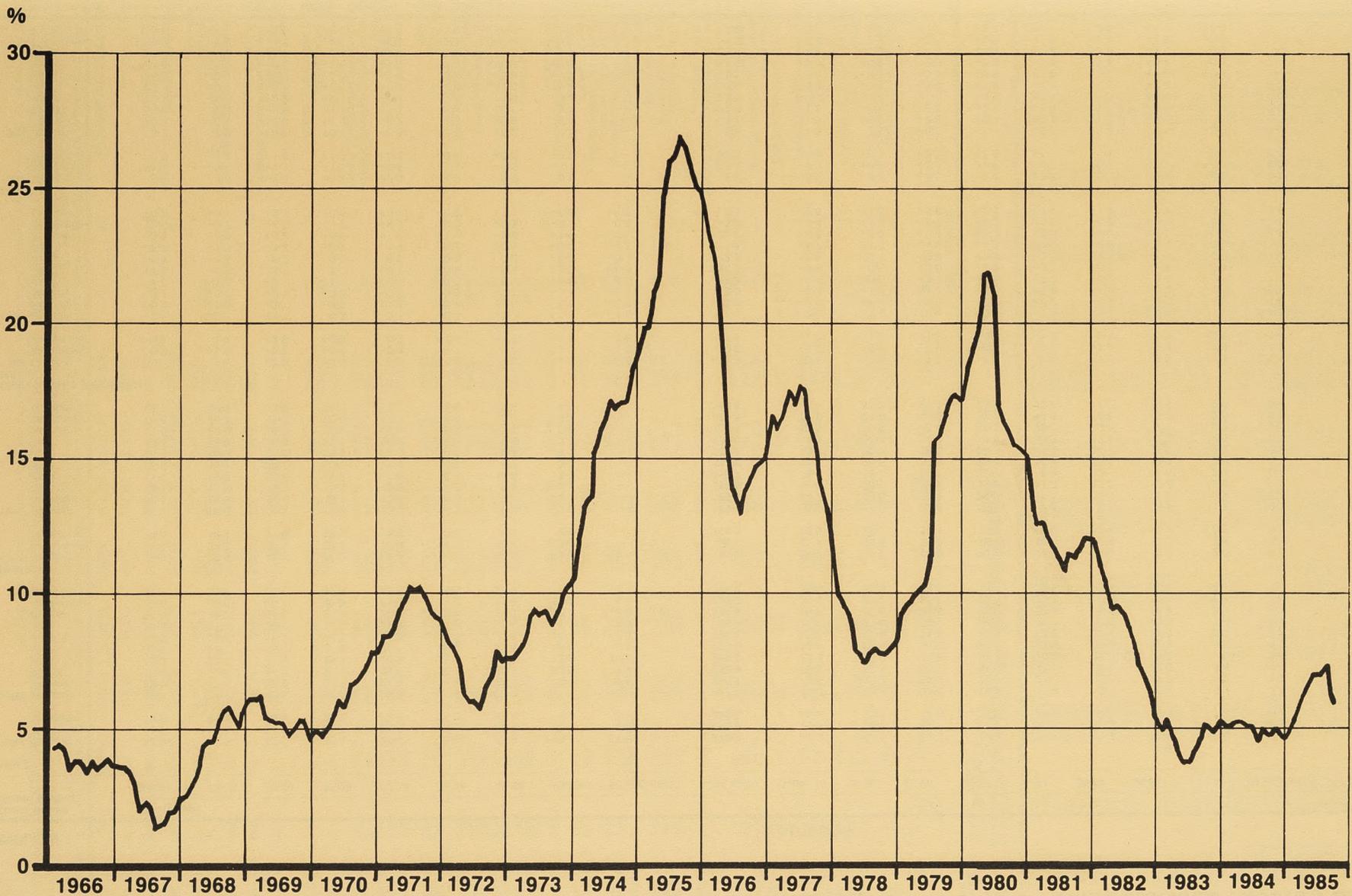
** The unemployment flows for July and August have been affected by the discontinuity in the Northern Ireland figures (see notes ** table 2.1). Without this discontinuity the total inflow figure for July above would have been about 2,000 lower and the total outflow about 8,000 lower, and the total inflow for August would have been 500 lower.

† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

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

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

‡‡‡ Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers. Adjustments were made to the April to August 1983 outflows to allow for the effects of the provisions announced in the 1983 Budget for certain older men; see footnote ‡‡ to table 2.1.



UNEMPLOYMENT

Flows by age; standardised^{**}; not seasonally adjusted, computerised records only

2.20

THOUSAND

INFLOW											OUTFLOW										
Great Britain Month ending	Age group										All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59 [§]	60 and over [§]	All ages
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59 [§]	60 and over [§]												
MALE																					
1984 October	32.9	35.5	62.0	33.4	23.4	35.4	25.3	13.7	11.6	273.2	40.3	47.5	67.8	31.6	21.7	31.9	20.1	8.3	10.1	279.2	
November	23.2	28.5	54.1	31.7	23.1	35.4	25.2	12.1	9.8	243.0	26.9	28.6	51.2	27.4	19.6	29.2	19.1	7.7	10.5	220.1	
December	19.7	25.3	49.8	30.5	22.6	34.2	23.8	11.0	8.6	225.5	20.9	25.5	46.8	25.5	18.2	27.5	18.0	7.3	10.4	200.2	
1985 January	19.2	23.2	46.8	27.7	20.7	31.8	22.0	11.1	9.2	211.7	10.3	15.4	31.0	17.2	12.4	18.9	12.7	5.3	7.5	130.6	
February	22.0	27.1	52.9	32.8	24.0	37.3	24.8	10.7	8.6	240.1	18.6	25.2	51.3	30.3	22.0	33.3	21.5	8.2	11.2	221.7	
March	16.6	22.3	44.7	27.5	20.0	30.7	22.1	10.6	8.4	202.9	16.9	26.5	53.1	31.9	23.2	35.6	22.0	8.4	10.3	227.9	
April	15.3	22.1	47.4	28.3	20.9	32.6	24.1	12.8	10.3	213.8	12.3	23.2	45.8	27.4	19.8	30.8	19.7	7.8	9.0	195.7	
May	36.3	22.7	45.4	27.9	20.1	30.8	22.1	10.8	8.6	224.8	16.0	26.4	54.4	31.7	23.0	35.6	22.8	9.0	9.9	229.0	
June	24.8	23.4	47.1	26.7	19.2	29.1	20.8	10.1	7.8	209.1	17.6	27.5	55.9	31.9	22.9	35.1	22.4	8.9	9.5	231.6	
July	24.8	31.4	82.6	31.7	21.3	31.0	22.5	11.6	8.5	265.3	18.6	27.4	55.2	30.1	21.1	32.5	20.7	7.9	8.8	222.3	
August	24.0	28.7	61.8	31.6	21.8	32.0	23.3	12.1	8.9	244.3	16.8	27.0	60.5	30.0	20.6	30.6	19.9	7.7	8.7	221.9	
September	58.0	46.0	60.1	30.9	21.4	31.9	22.3	12.1	8.7	292.0	23.4	27.2	61.6	30.0	20.3	30.3	19.1	7.5	8.3	227.8	
October	32.7	35.6	64.1	35.0	23.6	36.0	26.4	13.4	10.4	277.3	38.3	49.0	73.6	33.7	22.8	33.1	20.2	8.1	9.3	288.1	
FEMALE																					
1984 October	26.3	29.9	41.2	21.3	11.6	15.0	10.5	3.9	—	159.6	31.7	41.6	48.0	20.9	11.6	14.6	8.4	2.6	0.1	179.6	
November	17.9	22.3	36.5	20.3	10.9	14.7	10.4	3.6	—	136.5	21.8	25.6	36.9	18.9	10.6	12.9	7.8	2.4	0.1	137.0	
December	14.5	18.4	31.8	18.5	9.8	13.2	9.1	2.9	—	118.3	16.9	22.7	35.1	18.1	10.0	12.4	7.4	2.2	0.1	125.0	
1985 January	15.3	19.0	32.3	17.9	10.4	14.3	9.2	3.0	—	121.4	8.5	14.0	23.6	13.6	7.5	9.5	5.7	1.7	0.1	84.3	
February	16.5	19.5	32.8	19.6	11.0	14.4	9.7	3.1	—	126.6	14.7	20.8	35.1	20.3	11.1	13.6	8.1	2.4	0.1	126.2	
March	12.1	15.9	29.0	18.2	10.6	14.2	9.5	3.1	—	112.6	12.6	20.5	33.9	19.2	11.0	13.8	8.3	2.5	0.1	121.8	
April	11.1	15.8	30.8	19.2	11.5	16.1	10.6	3.6	—	118.7	9.5	18.1	31.1	17.7	9.8	12.1	7.4	2.4	0.1	108.2	
May	26.5	16.1	30.7	20.0	11.0	14.5	9.7	3.3	—	131.8	11.7	20.5	35.9	20.8	11.9	15.8	9.3	2.6	0.1	128.5	
June	18.0	16.9	31.0	18.6	10.5	14.1	9.1	3.1	—	121.2	13.7	20.6	35.5	20.3	11.4	14.4	8.8	2.8	0.1	127.7	
July	19.4	25.9	61.8	21.5	12.0	16.5	9.8	3.3	—	170.4	14.3	20.4	34.8	18.9	10.3	13.0	7.9	2.3	0.1	121.9	
August	17.6	22.0	44.6	21.8	12.8	18.3	11.3	3.6	—	152.1	13.6	20.9	40.4	19.2	10.2	12.6	7.7	2.3	0.1	127.2	
September	43.6	40.7	41.7	22.0	12.4	16.9	10.9	4.3	—	192.5	17.9	21.8	45.5	20.7	12.3	16.8	9.1	2.6	0.1	146.7	
October	25.5	28.8	44.2	23.3	12.7	16.9	11.4	4.0	—	166.8	29.4	41.3	52.1	23.5	13.3	17.2	9.5	2.9	0.1	189.3	
Changes on a year earlier																					
MALE																					
1984 October	-10.3	-1.8	+4.3	+0.6	-0.5	-1.0	-1.5	-1.3	-0.3	-11.9	-10.7	+2.8	+1.7	-1.3	-1.8	-1.9	-2.3	-1.1	-1.3	-16.0	
November	-0.9	+1.6	+2.6	+0.2	-0.4	-0.1	-1.0	-1.3	-1.5	-0.9	-5.8	+0.6	+1.6	-0.4	-1.2	-1.9	-2.3	-1.3	-1.7	-12.5	
December	-0.5	+1.4	+2.9	+0.8	-0.2	-1.0	-1.5	-1.8	-1.8	-1.7	-2.7	+1.0	+1.8	-0.1	-0.6	-0.7	-1.5	-0.9	-1.4	-5.0	
1985 January	-2.1	-0.1	+1.1	-0.3	-0.7	-0.4	-1.7	-1.6	-1.3	-7.1	-2.0	-1.0	+0.4	-0.9	-1.1	-1.6	-1.6	-1.0	-1.3	-9.2	
February	+0.4	+1.8	+5.1	+2.9	+1.3	+3.0	+0.5	-1.1	-0.9	+12.9	-2.0	+1.4	+4.2	+2.3	+0.9	+1.9	+0.3	-0.5	-1.0	+5.3	
March	-0.7	+0.9	+2.7	+0.8	-0.2	0.0	-0.1	-0.4	-0.5	+2.5	-1.2	+1.3	+4.2	+2.3	+0.9	+1.9	+0.3	-0.2	-0.6	+8.9	
April [†]	+4.0	+1.3	+3.1	+1.1	+0.1	+0.9	+0.4	-0.3	-0.3	+10.3	-3.4	-0.5	+3.0	+0.8	-0.2	+0.2	-0.5	-0.4	-1.1	+0.9	
May [†]	+4.0	+1.3	+3.1	+1.1	+0.1	+0.9	+0.4	-0.3	-0.3	+10.3	-3.4	-0.5	+3.0	+0.8	-0.2	+0.2	-0.5	-0.4	-1.1	+0.9	
June	+6.4	+1.5	+3.2	+0.7	0.0	0.0	-0.5	-0.7	-0.7	+10.7	+2.3	+1.1	+5.7	+1.9	+0.5	+1.1	+0.1	0.0	-1.4	+11.3	
July	+5.3	+1.7	+4.4	+0.7	0.0	-0.3	+0.1	+0.3	+0.8	+11.2	+4.7	+1.7	+4.9	+1.3	+0.3	+0.6	-0.1	-0.3	-1.3	+11.9	
August	+5.4	+3.0	+6.2	+3.0	+1.4	+1.4	+1.8	+1.5	0.0	+22.7	+4.6	+2.6	+7.4	+2.4	+0.5	+1.0	+0.1	+0.2	-0.5	+18.3	
September	-12.5	-0.7	+4.5	+1.7	+0.3	+0.3	+0.3	-0.2	-0.6	-6.8	+3.4	+1.8	+5.7	+2.2	+0.8	+1.2	+0.3	0.0	-0.5	+14.8	
October	-0.2	+0.1	+2.1	+0.6	+0.2	+0.6	+1.1	-0.3	-1.2	+4.1	-2.0	+1.5	+5.8	+2.1	+1.1	+1.2	+0.1	-0.2	-0.8	+8.9	
FEMALE																					
1984 October	-9.3	-3.8	+1.8	+1.4	+0.9	+1.0	+0.5	0.0	—	-7.7	-10.1	+3.3	+3.5	+2.0	+0.7	+0.8	-0.2	-0.2	0.0	-0.1	
November	-1.4	+0.4	+1.1	+1.1	+0.8	+1.1	+0.5	-0.1	—	+3.4	-4.9	+0.5	+2.4	+1.9	+1.2	+0.7	+0.1	-0.2	0.0	+1.8	
December	-0.9	+0.4	+1.8	+1.3	+0.5	+0.9	+0.3	-0.2	—	+4.2	-2.9	+0.3	+2.3	+1.6	+1.1	+1.1	+0.4	-0.3	0.0	+3.6	
1985 January	-3.2	-2.0	+0.1	+0.4	+0.5	+1.0	+0.2	-0.2	—	+3.3	-1.5	-0.9	+0.3	+1.1	+0.3	+0.4	-0.1	-0.3	0.0	-0.5	
February	-0.2	-0.1	+0.8	+1.0	+0.7	+1.0	+0.6	0.0	—	+3.7	-1.6	+0.2	+2.6	+2.3	+1.1	+1.0	+0.2	-0.1	0.0	+5.6	
March	-0.6	-0.3	+0.9	+1.4	+1.1	+1.4	+0.7	+0.1	—	+4.9	-1.2	+0.3	+2.8	+2.2	+1.5	+1.7	+0.6	+0.1	0.0	+7.9	
April [†]	+3.1	-0.1	+2.2	+2.1	+0.3	+2.0	+1.0	+0.4	—	+12.4	-0.7	+1.1	+1.5	+1.9	+1.1	+1.5	+0.4	0.0	0.0	-4.6	
May [†]	+3.1	-0.1	+2.2	+2.1	+0.3	+2.0	+1.0	+0.4	—	+12.4	-0.7	+1.1	+1.5	+1.9	+1.1	+1.5	+0.4	0.0	0.0	-4.6	
June	+5.0	+0.9	+1.8	+2.0	+1.4	+2.1	+0.8	+0.2	—	+14.1	+2.0	+0.1	+3.2	+2.6	+1.9	+2.2	+1.0	+0.4	—	+13.4	
July	+4.8	+1.7	+4.6	+2.0	+1.4	+2.4	+0.8	+0.3	—	+18.1	+3.8	+0.9	+2.6	+2.0	+1.4	+1.8	+0.7	+0.1	—	+13.3	
August	+3.6	+2.2	+4.7	+2.4	+2.0	+3.5	+1.8	+0.4	—	+20.6	+3.9	+1.5	+4.3	+2.4	+1.6	+2.0	+1.0	+0.2	—	+17.1	
September	-10.9	-2.8	+4.4	+2.6	+1.5	+2.1	+0.9	+0.2	—	-1.9	+2.6	-0.2	+3.0	+2.2	+1.6	+2.6	+1.0	+0.3	—	+13.4	
October	-0.8	-1.1	+3.0	+2.0	+1.1	+1.9	+0.9	-0.1	—	+7.2	+2.3	-0.3	+4.1	+2.6	+1.7	+2.6	+1.1	+0.3	—	+9.7	

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

^{**} Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4½ week month.

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

R Revised

CONFIRMED REDUNDANCIES* 2.30

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	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	57,178	493,704
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984	42,074 R	23,812 R	2,356	14,758	25,675	20,643	26,570	37,935	25,727	195,738 R	11,441	30,164	237,343 R
1984 Q2	11,691	5,129	282	3,917	6,550	4,840	6,537	9,175	9,359	52,351	2,319	10,031	64,701
Q3	11,980	8,525	974	3,817	8,193	5,714	6,409	8,274	5,620	50,981	3,356	7,715	62,052
Q4	9,945 R	6,052 R	286	3,738	5,022	5,638	5,236	10,348	4,661	44,874 R	2,735	4,655	52,264 R
1985 Q1 R	8,729	5,528	1,143	2,950	7,919	4,217	4,213	7,125	6,646	42,942	2,748	6,970	52,660
Q2 R	7,276	5,234	1,121	2,584	7,335	3,619	5,224	8,761	6,578	42,498	3,109	7,295	52,902
1984 Oct	3,475	2,661	14	1,014	1,687	2,059	1,803	3,168	840	14,060	943	1,302	16,305
Nov	2,678 R	1,621 R	21	1,222	1,604	1,572	1,338	3,293	1,605	13,333 R	649	1,958	15,940 R
Dec	3,792 R	1,770 R	251	1,502	1,731	2,007	2,095	3,887	2,216	17,481 R	1,143	1,395	20,019 R
1985 Jan R	2,787	2,167	91	666	1,626	1,546	1,175	2,403	1,693	11,987	724	1,702	14,413
Feb R	1,887	1,353	422	766	1,421	891	1,287	1,914	1,955	10,543	874	2,074	13,491
Mar R	4,055	2,008	630	1,518	4,872	1,780	1,751	2,808	2,998	20,412	1,150	3,194	24,756
Apr R	3,189	2,149	279	916	2,042	959	1,386	2,471	2,059	13,301	1,102	3,031	17,434
May R	1,976	1,506	528	1,155	3,688	1,875	1,525	3,024	2,118	15,889	1,318	2,069	19,276
June R	2,111	1,579	314	513	1,605	785	2,313	3,266	2,401	13,308	689	2,195	16,192
July	3,036	2,536	96	763	1,879	1,312	2,867	2,919	1,754	14,626	559	1,897	17,082
Aug	3,087	2,357	73	682	1,527	1,120	3,767	2,516	1,288	14,060	1,480	1,311	16,851
Sep†	(2,465)	(1,550)	(329)	(1,054)	(2,238)	(1,545)	(3,071)	(2,599)	(915)	(14,216)	(968)	(1,284)	(16,468)
Oct†	(1,886)	(1,224)	(261)	(753)	(788)	(1,045)	(1,433)	(1,540)	(976)	(8,682)	(559)	(1,103)	(10,344)

CONFIRMED REDUNDANCIES* 2.31

Industry

SIC 1980	Division	Class or Group	1983††	1984	1984 Q2	Q3	Q4	1985 Q1 R	Q2 R	1985 Aug	Sep †	Oct †
Agriculture, forestry and fishing	0	01-03	874	222	42	14	96	62	188	0	(2)	(0)
Agriculture, forestry and fishing			874	222	42	14	96	62	188	0	(2)	(0)
Coal extraction and coke		11-12	11,407	7,449	2,304	1,561	765	1,358	4,712	3,071	(2,494)	(1,135)
Mineral oil and natural gas extraction		13	144	209	0	53	61	14	42	14	(15)	(0)
Mineral oil processing		14	373	679	95	138	324	0	393	144	(148)	(43)
Nuclear fuel production		15	540	0	0	0	0	0	0	0	(0)	(0)
Gas, electricity and water		16-17	2,376	988	138	346	249	115	52	43	(111)	(228)
Energy and water supply industries	1		14,841	9,325	2,537	2,098	1,399	1,487	5,199	3,272	(2,768)	(1,406)
Extraction of other minerals and ores		21, 23	217	359	22	86	202	49	26	20	(45)	(39)
Metal manufacture		22	20,248	8,508	3,176	1,811	1,227	807	1,013	654	(553)	(163)
Manufacture of non-metallic products		24	6,193	3,715	839	671	743	839	1,289	476	(205)	(75)
Chemical industry		25	8,267	5,184	1,049	1,226	1,330	805	928	329	(240)	(149)
Production of man-made fibres		26	1,409	275	66	70	9	258	26	697	(323)	(25)
Extraction of minerals and ores other than fuel; manufacture of metal, mineral products and chemicals	2		36,334	18,041	5,152	3,864	3,511	2,758	3,262	2,176	(1,366)	(451)
Shipbuilding and repairing		30	7,398	7,111	1,386	1,579	959	1,784	461	123	(0)	(18)
Manufacture of metal goods		31	18,098	8,978	1,999	2,953	2,246	1,940	2,150	356	(539)	(395)
Mechanical engineering		32	44,975	30,069	10,029	5,925	6,447	5,104	6,010	1,051	(1,288)	(1,372)
Manufacture of office machinery and data processing equipment		33	1,678	1,842	869	309	214	296	665	172	(165)	(146)
Electrical and electronic engineering		34	18,186	13,798	4,412	3,539	2,676	6,208	3,354	1,881	(1,466)	(660)
Manufacture of motor vehicles		35	15,054	13,380	2,780	4,627	3,612	2,829	1,420	553	(415)	(552)
Manufacture of aerospace and other transport equipment		36	12,044	9,670	4,323	1,824	1,804	784	1,482	176	(245)	(124)
Instrument engineering		37	5,621	1,150	180	279	259	360	179	291	(42)	(30)
Metal goods and engineering and vehicles industries	3		123,054	85,998	25,978	21,035	18,217	19,305	15,721	4,603	(4,160)	(3,297)
Food, drink and tobacco		41-42	22,040	16,986 R	5,789	3,471	4,097 R	4,385	3,134	720	(1,587)	(624)
Textiles		43	9,957	5,545	1,539	1,155	1,328	1,916	1,430	387	(135)	(236)
Leather, footwear and clothing		44-45	9,054	8,130	2,335	2,479	1,615	2,445	1,791	353	(391)	(76)
Timber and furniture		46	3,206	3,721	587	877	1,624	762	923	206	(253)	(103)
Paper, printing and publishing		47	9,409	5,985	1,441	1,333	1,895	1,551	1,343	410	(234)	(115)
Other manufacturing		48-49	8,689	5,743	1,199	1,098	1,709	1,161	4,394	930	(510)	(438)
Other manufacturing industries	4		62,355	45,855 R	12,890	10,413	12,268 R	12,220	13,015	3,006	(3,110)	(1,592)
Construction		50	23,621	22,572	5,867	5,547	5,953	3,410	4,012	788	(1,325)	(812)
Construction	5		23,621	22,572	5,867	5,547	5,953	3,410	4,012	788	(1,325)	(812)
Wholesale distribution		61-63	7,080	7,234	1,829	1,841	1,499	1,845	1,572	507	(680)	(647)
Retail distribution		64-65	16,235	13,194	3,003	4,525	2,712	4,462	2,857	551	(784)	(512)
Hotel and catering		66	4,000	3,117	999	572	802	530	1,323	133	(157)	(181)
Repair of consumer goods and vehicles		67	706	817	128	206	253	392	150	70	(0)	(20)
Distribution, hotels and catering, repairs	6		28,021	24,362	5,959	7,144	5,266	7,229	5,902	1,261	(1,621)	(1,360)
Transport		71-77	9,171	6,191	1,071	2,117	1,511	1,962	1,128	432	(268)	(180)
Telecommunications		79	6,469	585	200	146	76	131	12	9	(55)	(0)
Transport and communication	7		15,640	6,756	1,271	2,263	1,587	2,093	1,140	441	(323)	(180)
Insurance, banking, finance and business services		81-85	4,986	6,443	1,724	2,269	1,403	1,118	1,199	186	(410)	(354)
Banking, finance, insurance, business services and leasing	8		4,986	6,443	1,724	2,269	1,403	1,118	1,199	186	(410)	(354)
Public administration and defence		91-94	8,956	13,188	1,940	6,318	1,967	1,425	1,655	1,059	(697)	(319)
Medical and other health services		95	2,096	1,599	393	492	194	984	1,331	0	(274)	(313)
Other services n.e.s.		96-99, 00	5,861	2,727	948	595	403	569	278	59	(412)	(260)
Other services	9		16,913	17,514	3,281	7,405	2,564	2,978	3,264	1,118	(1,383)	(892)
All production industries	1-4		236,583	159,474 R	46,557	37,410	35,295 R	35,770	37,197	13,057	(11,404)	(6,746)
All manufacturing industries	2-4		221,743	150,149 R	44,020	35,312	33,996 R	34,283	31,998	9,785	(8,636)	(5,340)
All service industries	6-9		65,560	55,075	12,235	19,081	10,820	13,418	11,505	3,006	(3,737)	(2,786)
ALL INDUSTRIES AND SERVICES	0-9		326,638	237,343 R	64,701	62,052	52,264 R	52,660	52,902	16,851	(16,468)	(10,344)

Notes: * Figures are based on reports (ES95's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*.

** Included in the South East.

† Provisional figures as at November 1, 1985; final figures are expected to be higher than this. The final total for Great Britain is projected to be about 18,000 in September and 16,000 in October.

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

R=Revised.

3.1 VACANCIES** UK vacancies at jobcentres: seasonally adjusted (excluding Community Programme Vacancies)

UNITED KINGDOM		Unfilled vacancies			INFLOW		OUTFLOW		of which PLACINGS		THOUSAND
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	
1980	Annual averages	134.2			176.6		186.1		133.6		
1981		91.1			149.9		148.5		114.4		
1982		113.9			166.0		165.0		127.7		
1983		137.3			181.7		179.5		137.0		
1984		150.2			193.9		193.7		149.8		
1983		123.7	3.0	2.6	173.4	3.7	170.5	3.4	131.8	2.7	
		125.9	2.1	2.3	169.4	0.8	167.3	1.1	127.1	0.1	
		131.3	5.5	3.5	173.7	-0.3	172.6	0.6	131.3	-0.3	
		130.2	-1.2	2.2	174.6	0.4	173.5	1.0	131.9	0.1	
		136.2	6.0	3.4	181.9	4.2	174.9	2.5	134.0	2.3	
		141.3	5.1	3.3	183.0	3.1	177.7	1.7	135.3	1.3	
		146.9	5.6	5.6	196.2	7.2	190.9	5.8	145.7	4.6	
		147.4	0.4	3.7	185.9	1.3	184.9	3.3	141.7	2.5	
		149.8	2.5	2.8	187.2	1.4	186.1	2.8	141.4	2.0	
		148.1	-1.7	0.4	191.3	-1.6	194.0	1.0	146.6	0.3	
		146.2	-1.9	-0.4	189.0	1.1	191.5	2.2	145.7	1.4	
1984		146.0	-0.2	-1.3	184.8	-0.8	183.5	-0.9	141.0	-0.1	
		145.2	-0.8	-1.0	187.8	-1.2	188.5	-1.8	142.4	-1.4	
		146.9	1.7	0.2	186.2	-0.9	184.5	-2.3	140.9	-1.6	
		144.5	-2.4	-0.5	193.5	2.9	192.1	2.9	149.0	2.7	
		151.2	6.7	2.0	194.9	2.4	193.5	1.7	150.1	2.6	
		150.4	-0.8	1.2	189.2	1.0	190.0	1.8	145.5	1.5	
		152.6	2.2	2.7	196.3	0.9	194.5	0.8	151.0	0.7	
		150.0	-2.6	-0.4	192.2	-0.9	195.5	0.7	151.2	0.4	
		153.7	3.6	1.1	196.3	2.4	194.1	1.4	151.7	2.1	
		154.0	0.3	0.5	200.3	1.3	201.5	2.3	157.1	2.0	
		154.1	0.1	1.3	203.1	3.6	203.4	2.6	159.9	2.9	
		153.5	-0.6	-0.1	202.2	2.0	202.9	2.9	157.8	2.1	
1985		151.7	-1.8	-0.8	191.3	-3.0	192.4	-3.0	149.2	-2.6	
		153.1	1.4	-0.3	193.8	-3.1	192.5	-3.6	148.6	-3.8	
		156.1	3.0	0.9	199.0	-1.1	195.6	-2.4	151.9	-2.0	
		161.0	4.9	3.1	191.8	0.2	186.4	-2.0	140.3	-3.0	
		160.7	-0.3	2.5	193.4	-0.2	188.1	-1.5	141.5	-2.4	
		163.4	2.7	2.4	201.7	0.9	199.6	1.3	153.9	0.7	
		163.0	-0.4	0.7	205.7	4.6	206.4	6.7	159.0	6.2	
		162.9	-0.1	0.7	208.8	5.1	209.3	7.1	163.4	7.3	
		167.3	4.4	1.3	206.4	1.5	203.4	1.3	158.1	1.4	
		172.6	5.3	3.2	212.8	2.4	209.2	0.9	161.3	0.8	

Notes: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about 1/3 of all vacancies are notified to jobcentres; and about 1/4 of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month.
* The statistics of vacancy stocks were distorted in April and May because of a change in MSC's Employment Divisions administrative arrangements. This led to an artificial increase in the April (March 29) level of unfilled vacancies, but the recorded stocks of unfilled vacancies for May should be nominally affected.
** The methods used for compiling vacancy statistics have changed this month; see Employment Topics.

3.2 VACANCIES** Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

	THOUSAND													
	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1984														
	56.0	24.8	5.4	13.0	10.6	8.1	8.8	14.0	6.3	7.1	14.7	143.9	1.3	145.2
	56.6	25.1	5.6	13.0	10.4	8.2	8.7	14.2	6.6	7.0	15.2	145.5	1.3	146.9
	56.5	25.4	5.3	12.7	10.4	8.2	8.0	13.6	6.2	7.0	15.2	143.1	1.4	144.5
	59.2	25.9	5.7	14.2	10.5	8.0	8.3	14.7	6.5	7.6	15.0	149.7	1.5	151.2
	59.7	26.3	5.5	13.5	10.7	7.9	8.2	14.8	6.6	7.5	14.3	148.7	1.6	150.4
	61.8	26.9	5.3	13.9	10.9	8.1	8.3	14.5	6.8	7.2	14.3	151.0	1.6	152.6
	60.1	26.3	5.1	13.3	10.5	8.0	7.8	14.5	6.8	7.4	14.9	148.4	1.7	150.0
	62.5	27.0	5.5	14.4	10.7	7.1	8.0	14.8	7.1	7.3	14.8	152.1	1.6	153.7
	60.4	25.9	5.3	14.2	11.2	9.2	7.9	15.0	6.5	7.3	15.3	152.3	1.6	154.0
	61.8	26.7	5.6	13.9	11.2	8.3	7.8	15.1	6.5	7.2	14.7	152.2	1.8	154.1
	61.8	27.4	5.6	14.1	10.8	8.3	8.0	14.8	6.6	7.3	14.8	152.0	1.5	153.5
1985														
	60.0	27.0	5.4	14.0	10.7	8.3	7.8	14.9	6.7	7.6	15.1	150.3	1.4	151.7
	60.2	27.0	5.4	14.3	11.0	8.2	7.8	15.0	6.9	7.8	14.9	151.7	1.5	153.1
	60.9	26.9	5.6	14.9	11.7	8.4	8.2	15.0	7.2	8.1	14.4	154.5	1.7	156.1
	62.4	27.1	5.8	15.8	12.3	8.8	8.9	15.7	8.0	7.7	14.1	159.3	1.7	161.0
	63.0	27.0	5.9	15.5	12.2	8.8	8.3	15.6	8.0	7.4	14.2	158.9	1.8	160.7
	64.0	27.3	6.0	15.8	12.2	9.3	9.0	15.7	7.8	7.7	14.3	161.7	1.7	163.4
	61.7	25.8	5.9	16.6	11.5	9.3	9.6	15.8	7.9	8.1	15.0	161.4	1.6	163.0
	62.1	25.8	6.1	17.0	11.8	9.2	8.5	16.1	7.8	8.2	14.5	161.4	1.6	162.9
	62.7	26.1	6.2	16.9	12.7	9.3	8.7	17.3	8.7	8.3	15.1	165.7	1.6	167.3
	64.9	26.6	6.3	17.8	13.8	9.6	9.0	17.4	8.5	8.4	15.2	171.0	1.6	172.6

See notes to table 3.1.
* See notes to table 3.1.
† included in South East.

VACANCIES** 3.3 Regions: vacancies at jobcentres and careers offices

	THOUSAND													
	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total (including Community Programme vacancies)														
1980	58.7	29.9	4.8	10.3	7.6	7.3	7.8	10.6	5.9	5.9	15.7	134.6	1.0	135.6
1981	34.1	16.2	3.5	7.8	6.0	5.5	5.6	8.3	4.3	5.1	12.2	92.4	0.7	93.1
1982	42.5	19.6	4.4	10.8	7.4	7.3	7.4	10.7	5.4	6.2	13.7	115.8	1.0	116.8
1983	52.9	22.9	5.3	13.6	11.5	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984	62.5	27.5	5.8	14.8	12.5	8.8	10.3	16.6	8.2	8.2	16.5	164.1	1.5	165.6
1984														
	69.4	31.4	5.9	15.9	14.7	10.6	11.2	17.9	8.7	8.3	18.7	181.3	1.7	183.0
	65.1	29.2	5.9	14.5	13.6	9.3	10.2	17.2	8.0	7.6	17.3	168.7	1.8	170.5
	59.7	26.5	5.4	13.2	11.9	8.3	9.0	15.4	7.3	6.8	15.3	152.3	1.4	153.7
1985														
	56.7	25.7	5.1	12.7	11.7	8.0	8.4	14.8	7.0	7.5	14.5	146.4	1.2	147.6
	57.2	25.8	5.4	13.5	11.8	8.0	8.4	15.0	7.3	7.9	14.4	148.9	1.3	150.2
	59.3	25.8	5.7	15.4	12.8	8.9	9.1	15.9	8.3	8.9	14.8	159.0	1.6	160.6
	65.0	28.3	6.5	17.8	14.0	9.7	10.3	18.2	9.5	9.7	16.3	177.1	1.7	178.8
	68.8	29.5	6.7	18.9	14.1	10.1	10.4	18.7	10.0	9.4	17.1	184.1	1.9	186.0
	72.9	31.3	6.9	19.3	14.9	10.8	11.8	19.1	9.8	9.8	17.8	193.0	1.9	194.9
	67.8	28.2	6.7	19.6	14.0	10.0	12.3	18.6	10.3	10.0	18.0	187.3	1.8	189.1
	66.2	27.1	6.7	19.7	14.7	9.9	10.9	18.1	10.0	9.8	17.5	183.6	1.7	185.3
	71.0	29.7	7.1	20.2	16.4	10.7	12.0	20.4	11.6	9.9	18.7	198.1	1.7	199.8
	74.6	32.2	7.0	20.4	17.9	11.3	12.3	20.7	11.3	10.0	19.2	204.7	1.6	206.4
Community Programme vacancies**														
1980	0.1	0.1	0.0	0.0	0.1	0.0	0.1	0.2	0.1	0.1	0.4	1.4	..	1.4
1981	0.1	0.1	0.0	0.1	0.1	0.0	0.3	0.4	0.3	0.2	0.6	2.1	..	2.1
1982	0.3	0.2	0.0	0.1	0.2	0.1	0.2	0.7	0.4	0.3	0.6	2.9	..	2.9
1983	2.1	0.8	0.2	0.9	1.9	0.7	1.8	2.0	1.7	0.9	1.7	14.0	..	14.0
1984	3.0	1.5	0.3	1.2	1.8	0.7	2.0	2.1	1.6	0.9	1.7	15.4	..	15.4
1984														
	3.5	1.7	0.3	1.4	2.4	0.8	2.6	2.1	1.7	1.2	2.5	18.5		

4.1 INDUSTRIAL DISPUTES

Stoppages of work*

Stoppages: Oct 1985

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	89	190,400	224,000
Beginning in month	69	77,200†	116,000
Continuing from earlier months	20	113,200‡	108,000

† Includes 74,200 directly involved.
‡ Includes 3,400 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 Oct 1985		Beginning in the first ten months of 1985	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay-wage-rates and earnings levels -extra-wage and fringe benefits	32	13,500	281	215,700
Duration and pattern of hours worked	3	35,600	13	48,200
Redundancy questions	9	4,300	72	88,100
Trade union matters	3	1,200	32	13,100
Working conditions and supervision	5	2,700	70	29,900
Manning and work allocation	6	8,500	111	33,800
Dismissal and other disciplinary measures	11	8,500	88	57,200
All causes	69	74,200	699	496,600

Stoppages—industry

United Kingdom	Jan to Oct 1985			Jan to Oct 1984				
	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		
Coal extraction	140	187,200	4,220,000	75	280,700	18,276,000		
Coke, mineral oil and natural gas	3	400	1,000	3	600	1,000		
Electricity, gas, other energy and water	2	4,400	53,000	15	5,900	34,000		
Metal processing and manufacture	24	5,100	25,000	21	3,700	19,000		
Mineral processing and manufacture	12	4,300	43,000	30	5,500	26,000		
Chemicals and man-made fibres	8	1,100	5,000	29	17,400	57,000		
Metal goods not elsewhere specified	30	4,600	43,000	46	7,400	64,000		
Engineering	76	19,900	141,000	135	75,300	385,000		
Motor vehicles	39	40,800	51,000	148	202,500	530,000		
Other transport equipment	36	64,700	238,000	43	77,000	472,000		
Food, drink and tobacco	24	9,600	108,000	62	23,900	193,000		
Textiles	13	5,100	18,000	19	3,800	17,000		
Footwear and clothing	7	1,200	6,000	15	6,100	46,000		
Timber and wooden furniture	6	1,400	28,000	11	2,000	24,000		
Paper, printing and publishing	22	9,800	60,000	46	9,500	121,000		
Other manufacturing industries	6	500	4,000	29	4,600	46,000		
Construction	26	6,200	58,000	30	16,600	263,000		
Distribution, hotels and catering, repairs and transport services	14	1,100	6,000	31	3,700	14,000		
and communication	92	92,100	133,000	134	131,500	252,000		
Supporting and miscellaneous transport services	25	2,700	14,000	38	52,800	379,000		
Banking, finance, insurance, business services and leasing	5	3,200	6,000	7	11,100	19,000		
Public administration, education and health services	74	184,500	681,000	141	400,200	637,000		
Other services	15	6,400	31,000	25	6,100	18,000		
All industries and services	699	656,200	5,974,000	1,095	1,348,400	21,994,000		

§ Some stoppages which affected more than one industry group have been counted under each of the industries but only one in the total for all industries and services.

4.2 Stoppages of work*: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666‡	668‡	3,284	78	1,977	65	570	132	481
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	4,593	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830‡	834‡	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101‡	2,103‡	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1982	1,528	1,538	2,101‡	2,103‡	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573‡	574‡	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1983 Oct	118	153	47	70	303	62	141	1	2	45	53
Nov	147	195	71	89	366	109	101	6	5	61	83
Dec	54	86	32	68	153	40	15	2	1	34	61
1984 Jan	143	158	117	146	288	96	67	3	4	12	107
Feb	139	186	335	401	542	149	90	6	6	26	240
Mar	128	175	263	283	2,174	1,808	149	9	35	53	119
Apr	106	143	122	279	2,684	1,033	2	43	24	109	109
May	98	134	178	398	2,981	2,604	107	5	24	40	201
June	106	147	61	241	2,749	2,303	172	3	30	58	183
July	85	126	60	214	2,535	2,103	111	4	28	218	72
Aug	83	116	65	225	2,351	2,004	209	1	24	69	44
Sep	94	129	56	218	2,608	2,203	205	2	22	122	54
Oct	113	153	62	224	3,082	2,606	259	1	46	8	162
Nov	76	119	75	244	3,041	2,404	430	3	50	19	136
Dec	35	64	40	191	2,100	1,802	155	—	22	16	104
1985 Jan	59	73	19	149	2,132	2,008	13	2	20	15	73
Feb	78	108	87	210	2,002	1,815	42	4	13	8	120
Mar	73	100	91	226	521	308	47	1	1	10	154
Apr	83	100	76	152	190	19	41	5	—	45	79
May	82	101	34	123	242	54	—	13	3	150	150
June	53	74	15	78	159	4	31	—	3	3	117
July	75	93	30	63	127	5	33	—	1	7	81
Aug	59	77	30	40	107	11	25	1	—	8	61
Sep	68	88	58	184	271	16	116	4	2	8	125
Oct	69	89	81	190	224	13	96	5	4	40	67

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

EARNINGS 5.1

Average earnings index: all employees; main industrial sectors

GREAT BRITAIN	Whole economy (Divisions 0-9)		Manufacturing industries (Revised definition) (Divisions 2-4)		Production industries (Revised definition) (Divisions 1-4)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
	% change over previous 12 months		% change over previous 12 months		% change over previous 12 months	
SIC 1980						
1980	111.4		109.1		109.4	
1981	125.8		123.6		124.1	
1982	137.6		137.4		138.2	
1983	149.2		149.7		150.0	
1984	158.3		162.8		158.5	
Annual averages						
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	115.7	116.5	116.4	117.3
Feb	119.3	120.7	117.3	118.2	117.8	118.7
Mar	121.2	121.3	118.9	118.9	119.9	119.4
April	121.9	122.6	118.4	119.2	119.1	119.7
May	123.5	123.6	121.0	120.0	121.5	120.5
June	126.0	124.8	122.5	122.6	125.2	123.5
July	126.9	125.8	122.4	124.2	126.2	124.8
Aug	129.0	128.9	126.0	126.9	126.3	127.3
Sep	129.4	129.5	126.2	127.4	126.6	127.9
Oct	130.0	130.2	128.6	129.4	128.9	129.9
Nov	131.4	130.8	130.8	129.9	130.9	130.0
Dec	133.1	131.7	130.8	130.2	130.9	130.5
1982 Jan	131.2	132.8	131.1	132.0	131.6	132.6
Feb	132.8	134.3	131.8	132.8	133.7	134.7
Mar	134.6	134.7	134.4	134.4	135.2	134.6
April	134.5	135.4	134.8	136.0	135.2	136.1
May	136.5	136.7	137.5	136.5	137.8	136.9
June	138.3	137.0	138.8	136.7	139.6	137.6
July	140.7	139.5	139.2	137.8	140.1	138.5
Aug	138.8	138.6	137.6	138.4	138.4	139.3
Sep	138.7	138.9	137.9	139.3	138.7	140.2
Oct	139.6	139.8	140.0	140.9	139.9	141.1
Nov	142.4	141.7	142.5	141.6	143.7	142.8
Dec	143.6	142.0	143.2	142.7	144.0	143.8
1983 Jan	142.6	144.5	142.9	144.0	143.5	144.6
Feb	145.4	147.2	143.7	144.8	144.1	145.2
Mar	146.1	146.3	145.1	145.0	145.9	145.3
April	146.0	147.0	146.7	148.1	147.4	148.5
May	148.3					

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980	117.7	106.1	104.4	116.2	**	109.1	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	125.0	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.9	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	131.8
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
1984	169.6	67.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1980 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	124.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	124.1	124.7	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	137.2	136.3	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	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7	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	164.7	148.6	146.0	156.8	146.0	147.9	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	149.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.1
1984 June	171.2	51.6	162.0	170.1	162.6	164.8	167.5	167.5	167.5	147.7	163.4	151.7	162.1	156.7
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	186.1	51.0	162.1	172.3	164.6	158.6	171.3	155.3	166.2	147.0	152.6	150.6	159.4	152.6
1984 Sep	188.6	57.5	163.9	174.0	163.7	164.2	164.8	156.5	168.3	151.3	158.3	153.0	162.8	155.5
1984 Oct	181.3	57.6	162.7	177.0	176.1	162.6	166.0	161.2	170.7	147.7	174.1	154.7	164.2	158.2
1984 Nov	168.2	67.1	164.3	176.6	164.4	165.2	179.0	162.7	172.9	153.1	161.7	157.3	169.5	159.5
1984 Dec	163.5	68.5	165.7	170.7	167.4	179.5	163.9	163.9	176.8	151.4	163.8	157.6	171.6	158.3
1985 Jan	163.9	74.0	170.5	174.9	177.5	163.0	170.8	164.2	173.8	171.0	161.8	156.7	167.5	163.1
1985 Feb	170.3	78.2	173.1	175.9	169.7	165.5	170.4	165.5	175.6	162.3	164.6	158.7	170.0	164.2
1985 Mar	170.4	122.5	173.6	175.9	175.8	168.5	173.1	169.1	181.4	167.8	168.5	161.9	167.9	166.6
1985 April	175.4	137.9	173.5	173.8	188.0	170.0	173.8	168.9	185.3	167.2	168.1	161.6	171.9	167.0
1985 May	173.6	139.5	178.3	175.9	174.9	170.4	174.6	170.6						

5.4

EARNINGS AND HOURS Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
(a) SIC 1968 October												
MALE (full-time on adult rates)												
Weekly earnings												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09
Hours worked												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
1983	45.3	45.3	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1
Hourly earnings												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0
FEMALE (full-time on adult rates)												
Weekly earnings												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41
Hours worked												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6
Hourly earnings												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	236.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9
(b) SIC 1980 October Class												
	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)		
MALE (full-time on adult rates)												
Weekly earnings												
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	120.66	£	
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59	£	
Hours worked												
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9	pence	
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0	pence	
Hourly earnings												
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	274.7	£	
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2	£	
FEMALE (full-time on adult rates)												
Weekly earnings												
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	77.56	£	
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97	£	
Hours worked												
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1	pence	
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4	pence	
Hourly earnings												
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	203.7	£	
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8	£	

5.5

EARNINGS Index of average earnings: non-manual workers Full-time adults*

Great Britain April of each year	Manufacturing Industries								
	Weights	1978	1979	1980	1981	1982	1983†	1984†	1985†
Men	689	287.3	328.5	404.0	451.4	506.2	547.3	604.5	657.5
Women	311	353.4	402.4	494.1	559.5	625.3	681.4	743.9	807.2
Men and women	1,000	298.1	340.6	418.7	469.1	525.6	569.3	627.3	682.0

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

EARNINGS AND HOURS Average earnings and hours: manual workers: by industry

5.4

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	All industries covered
(a) SIC 1968										(a) SIC 1968
MALE (full-time on adult rates)										
Weekly earnings										
1980	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77
1981	98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19
1982	106.59	141.91	124.38	162.63	124.08	134.26	138.54	131.53	157.69	150.67
1983	113.70	154.28	135.47	183.28	138.06	147.23	150.14	140.40	169.12	162.46
Hours worked										
1980	40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1
1981	41.1	43.6	42.2	42.5	41.8	42.0	46.0	43.8	40.1	46.9
1982	41.4	44.2	43.0	41.2	41.8	42.0	47.9	43.8	40.0	46.7
1983	41.5	44.5	43.5	42.1	43.0	42.6	47.4	43.6	40.8	46.7
Hourly earnings										
1980	226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8
1981	240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6
1982	257.5	321.1	289.3	394.7	296.8	319.7	289.2	300.3	394.2	322.6
1983	274.0	346.7	311.4	435.3	321.1	345.6	316.8	322.0	414.5	347.9
FEMALE (full-time on adult rates)										
Weekly earnings										
1980	58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14
1981	64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76
1982	69.58	85.78	90.75	102.44	78.51	83.17	—	69.33	103.22	114.12
1983	73.22	92.51	99.65	111.70	86.80	90.29	—	78.57	111.72	123.32
Hours worked										
1980	36.4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3
1981	36.5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8
1982	37.5	38.3	38.2	37.7	38.1	37.8	—	37.9	35.1	42.6
1983	37.0	38.4	38.2	38.4	38.6	38.1	—	39.2	35.8	41.7
Hourly earnings										
1980	161.0	190.4	201.1	215.1	174.1	183.4	—	159.6	220.9	217.8
1981	175.4	211.0	216.9	248.2	188.2	201.9	—	170.1	272.9	247.1
1982	185.5	224.0	237.6	271.7	206.1	220.0	—	182.9	294.1	267.9
1983	197.9	240.9	260.9	290.9	224.9	237.0	—	200.4	312.1	295.7
(b) SIC 1980										
	Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication* (71-72, 75-77,79)	All industries covered (b) SIC 1980 (21-79)	
Weekly earnings										
1983	113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	148.63	£
1984	119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30	£
Hours worked										
1983	42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3	pence
1984	41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4	pence
Hourly earnings										
1983	271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	343.5	£
1984	286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7	£
FEMALE (full-time on adult rates)										
Weekly earnings										
1983	73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	91.26	£
1984	78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34	£
Hours worked										
1983	37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2	pence
1984	37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2	pence
Hourly earnings										
1983	198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	239.1	£
1984	212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9	£

* Except sea transport.

EARNINGS Index of average earnings: non-manual workers Fixed weighted: April 1970 = 100

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)	
	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
April of each year										
FULL-TIME MEN†										
Manual occupations										
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†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
1985	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	356.8
Non-manual occupations										
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	177.9	178.9	38.2	462.5	462.3
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1985	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
1985	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2
All occupations										
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	151.5	154.5	41.7	365.6	364.6
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1985	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
1985	187.2	192.6	42.9	444.3	438.6	187.9	192.4	41.9	452.5	449.9
FULL-TIME WOMEN†										
Manual occupations										
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1984	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1985	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1985	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
1985	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9
Non-manual occupations										
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	97.0	97.4	37.2	259.8	258.5	104.3	104.9	36.5	283.0	282.2
1984	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1985	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
1985	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6
All occupations										
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	97.5	99.0	37.1	263.1	262.1
1984	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
1985	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1985	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
1985	110.6	114.7	38.8	294.4	291.5	123.9	126.4	37.3	334.0	332.4
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
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	323.7	134.1	136.5	40.2	334.6	332.1
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
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	132.1	134.5	40.2	329.3	326.7
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7

Notes: * New Earnings Survey estimates.
 † Results for manufacturing industries for 1979-81 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 to 1985 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
 ‡ Results for 1979-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 and 1985 and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968		Manu- facturing		Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy	
		Pence per hour							
Labour costs	1975	161.68	249.36	156.95	217.22	166.76			
	1978	244.54	365.12	222.46	324.00	249.14			
	1979	295.1	431.1	263.9	377.1	298.9			
	1980	361.0	532.7	333.6	495.1	368.6			
	1981	394.34	603.34	357.43	595.10	405.57			
	1982	432.8	691.1	386.8	682.0	446.6			
	1983	466.1	736.4	416.1	731.6	480.5			
	1984	503.5	...	441.5	760.7	...			
Percentage shares of labour costs *		Percent							
Wages and salaries	1978	84.3	76.2	86.8	78.2	83.9			
	1981	82.1	73.3	85.0	75.8	81.6			
	1982	82.7	72.3	85.5	75.8	82.0			
	1983	83.1	71.4	86.0	75.5	82.3			
	1984	83.9	...	86.3	76.6	...			
of which Holiday, sickness, injury and maternity pay	1978	9.2	9.3	6.8	11.2	9.0			
	1981	10.0	8.7	7.8	11.5	9.7			
	1982	10.2	8.5	7.9	11.9	9.9			
	1983	10.4	8.4	8.0	11.8	10.1			
	1984	10.5	...	8.0	12.0	...			
Statutory National Insurance contributions	1978	8.5	6.7	9.1	6.9	8.4			
	1981	9.0	7.0	9.9	7.0	8.9			
	1982	8.3	6.3	9.1	6.4	8.1			
	1983	7.6	5.7	8.4	5.8	7.5			
	1984	7.3	...	8.1	5.6	...			
Private social welfare payments	1978	4.8	9.4	2.3	12.2	5.1			
	1981	5.2	10.1	2.8	13.1	5.6			
	1982	5.3	10.3	3.0	13.5	5.9			
	1983	5.5	10.7	3.1	13.9	6.0			
	1984	5.8	...	3.3	14.6	...			
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2.3	7.7	1.9	2.6	2.6			
	1981	3.7	9.6	2.3	4.1	3.9			
	1982	3.7	11.1	2.4	4.3	4.0			
	1983	3.8	12.2	2.5	4.8	4.1			
	1984	3.0	...	2.3	3.2	...			
SIC 1980		Manufacturing	Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy	% change over a year earlier	

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

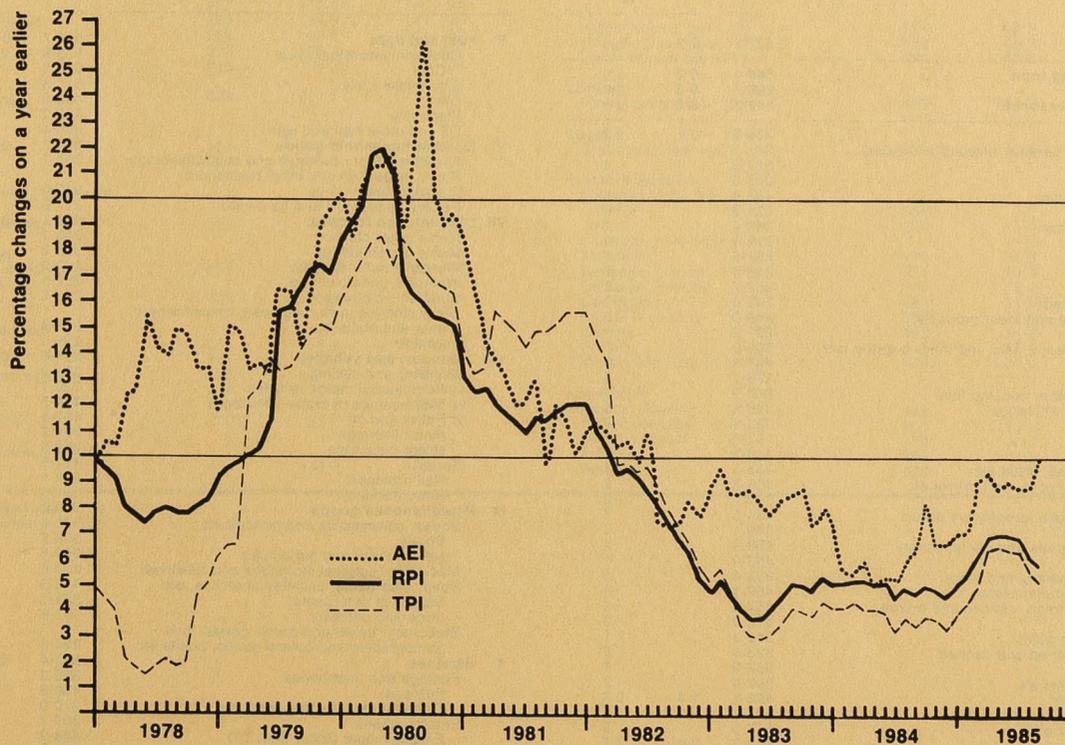
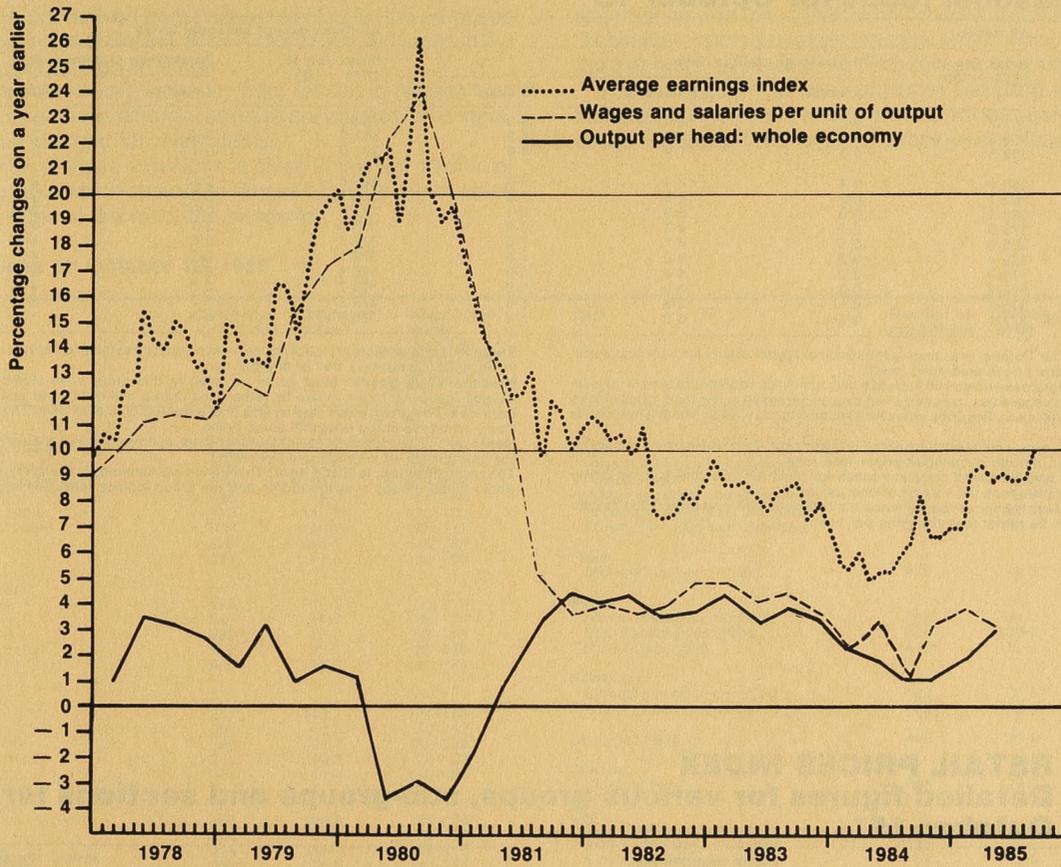
EARNINGS

5.9

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Indices 1980 = 100																	
Annual averages																	
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	..	62.4	87.1	66
1976	58.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	..	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	105.6	103	110	122.6	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	130.0	110	170	133	144.1	110.7	110	121	142.0	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	144.9	114	203	149	172.3	115.0	113	132	163.4	128.6	119.2	121
1984	149.3	123.7	128	136	134.4	156.7	117	256	164	192.0	120.3	114	146	182.5	140.9	..	126
Quarterly averages																	
1984 Q2	146.8	123.3 R	127	136	135.6	155.3	116	254	163	188.6	120.6	114	141	178.8	141.3	..	126
Q3	150.6	122.8 R	126	137	135.3	158.3	118	263	166	193.6	119.5	115 R	146	184.3	141.2	..	126
Q4	154.6	125.9 R	133	138	136.9	160.2	118	272	170	197.1	121.6	115	148 R	178.2	144.5	..	128
1985 Q1	158.2	128.5	129	140	137.2	162.7	119	..	174	206.2	123.5	119 R	149 R	196.9	146.1	..	130
Q2	161.5	131.5	131	141	140.6	165.1	123	..	..	210.8	126.3	119	154	..	151.0	..	130
Monthly																	
1985 Feb	157.0	127.3	..	140	137.3	..	..	..	..	207.0	123.7	119 R	..	..	146.2	..	130
Mar	159.4	127.1	129	141	137.3	..	..	..	174	207.3	123.7	119 R	..	..	147.2	..	130
Apr	162.9	131.1	..	141	137.9	165.1	123	..	..	207.4	125.0	119	..	..	149.8	..	130
May	159.9	135.4	..	141	141.4	..	..	..	..	212.5	123.7	120	..	..	152.1	..	130
Jun	161.1	128.0	131	141	142.4	..	..	..	..	212.5	130.2	120	..	..	151.1	..	131
Jul	163.4	..	..	141	..	..	..	..	..	..	121.0	120	..	..	152.0	..	131
Aug	163.3	..	..	..	..	..	..	..	..	..	..	120	..	..	..	..	130
Increases on a year earlier																	
Per cent																	
Annual averages																	
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	12	5	27	16	24	6	3	10	23	11	5	9
1982	11	6	11	12	10	16	5	33	15	17	5	7	10	16	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	4
1984	9	5	5	5	5	8	3	26	10	11	4	..	11	12	10	..	4
Quarterly averages																	
1984 Q2	8	4	6	6	5	8	2	29	12	16	5	1	8	13	10	..	4
Q3	9	3	4	6	4	8	3	28	11	11	4	2	9	10	10	..	3
Q4	8	6	5	5	5	7	3	24	8	10	4	2	9	13	11	..	4
1985 Q1	9	6	3	4	5	6	3	..	9	11	4	4	10	14	7	..	4
Q2	10	7	3	4	4	6	6	..	..	12	5	4	9	..	7	..	4
Monthly																	
1985 Feb	8	2	..	5	6	..	..	..	..	10	4	4	..	..	7	..	4
Mar	9	5	3	4	4	..	..	..	10	11	3	4	..	..	8	..	4
Apr	11	6	..	4	2	6	6	..	..	11	4	4	..	..	7	..	4
May	9	6	..	4	4	..	..	..	..	12	4	5	..	..	8	..	4
Jun	9	6	3	4	5	..	..	..	..	12	6	5	..	..	7	..	4
Jul	9	..	..	4	..	..	..	..	..	..	1	4	..	..	6	..	4
Aug	9	..	..	..	..	..	..	..	..	..	..	5	..	..	..	..	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.



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for October 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
1984 Oct	357.7	0.6	2.9	5.0	360.0	0.6	2.8	
Nov	358.8	0.3	2.2	4.9	361.3	0.4	2.8	
Dec	358.5	-0.1	1.9	4.6	361.0	-0.1	2.4	
1985 Jan	359.8	0.4	2.4	5.0	361.8	0.2	2.6	
Feb	362.7	0.8	2.2	5.4	364.7	0.8	2.3	
Mar	366.1	0.9	3.0	6.1	367.8	0.9	2.8	
Apr	373.9	2.1	4.5	6.9	375.5	2.1	4.3	
May	375.6	0.5	4.7	7.0	377.3	0.5	4.4	
June	376.4	0.2	5.0	7.0	378.1	0.2	4.7	
July	375.7	-0.2	4.4	6.9	378.5	0.1	4.6	
Aug	376.7	0.3	3.9	6.2	379.7	0.3	4.1	
Sep	376.5	-0.1	2.8	5.9	379.5	-0.1	3.4	
Oct	377.1	0.2	0.9	5.4	380.0	0.1	1.2	

The rise in the index for October was mainly the result of higher prices for beer and some items of clothing. Petrol prices continued to fall.

Food: The index for potatoes showed an increase this month but small decreases in several items, including fresh vegetables, resulted in an overall decrease in the food index of less than a quarter of one per cent. The price index for seasonal foods rose by about a half of one per cent.

Alcoholic drink: The group index rose by about one per cent. This was caused mainly by higher prices for beer, though some spirit prices also rose.

Durable household goods: Small price increases for most items resulted in the group index increasing by rather less than a half of one per cent.

Clothing and footwear: Higher prices for women's outerwear were recorded this month. The group index rose by rather less than one per cent.

Transport and vehicles: Petrol prices have continued to fall and this has caused the group index to fall by nearly a half of one per cent.

Miscellaneous goods: Most items included in this group rose slightly in price which caused the group index to rise by rather less than a half of one per cent.

Services: The group index rose by less than a quarter of one per cent. This was the result of small increases in the prices of some items.

Meals out: Price increases for restaurant meals, sandwiches and snacks caused the rise in the group index of a half of one per cent.

Tobacco, housing, fuel and light: There were no increases in the average levels of prices within these groups over the month and the group indices remained unchanged.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for October 15*

	Index Jan 1974 = 100		Percentage change over (months)			Index Jan 1974 = 100		Percentage change over (months)	
	1	12	1	12		1	12	1	12
All items	377.1	0.2	5.4		V Fuel and light	504.7	0.0	4.5	
All items excluding food	388.4	0.2	6.0		Coal and smokeless fuels	523.9		6	
Seasonal food	299.7	0.5	0.9		Coal	529.3		5	
Food excluding seasonal	342.7	-0.2	3.2		Smokeless fuels	511.3		7	
I Food	335.5	-0.1	2.9		Gas	408.6		5	
Bread, flour, cereals, biscuits and cakes	348.3		3		Electricity	522.2		4	
Bread	327.9		4		Oil and other fuel and light	680.4		4	
Flour	268.3		2		VI Durable household goods	267.3	0.3	3.4	
Other cereals	433.4		6		Furniture, floor coverings and soft furnishings	288.7		5	
Biscuits	324.8		0		Radio, television and other household appliances	210.0		1	
Meat and bacon	269.4		1		Pottery, glassware and hardware	397.5		7	
Beef	319.4		0		VII Clothing and footwear	228.1	0.8	5.5	
Lamb	252.6		3		Men's outer clothing	245.2		7	
Pork	248.0		-2		Men's underclothing	325.2		7	
Bacon	252.7		2		Women's outer clothing	167.0		6	
Ham (cooked)	243.6		2		Women's underclothing	302.8		5	
Other meat and meat products	249.0		2		Children's clothing	266.2		2	
Fish	297.2		9		Other clothing, including hose, haberdashery, hats and materials	255.4		6	
Butter, margarine, lard and other cooking fats	365.0		2		Footwear	235.0		5	
Butter	441.1		0		VIII Transport and vehicles	394.6	-0.4	3.9	
Margarine	276.7		3		Motoring and cycling	381.2		4	
Lard and other cooking fats	262.9		6		Purchase of motor vehicles	320.7		2	
Milk, cheese and eggs	345.8		5		Maintenance of motor vehicles	444.5		7	
Cheese	388.9		7		Petrol and oil	467.5		3	
Eggs	197.8		7		Motor licences	398.2		11	
Milk, fresh	413.1		5		Motor insurance	362.6		8	
Milk, canned, dried etc	408.5		1		Fares	491.5		5	
Tea, coffee, cocoa, soft drinks etc	409.3		2		Rail transport	510.1		6	
Tea	500.7		-2		Road transport	484.0		4	
Coffee, cocoa, proprietary drinks	454.5		5		IX Miscellaneous goods	398.0	0.3	7.4	
Soft drinks	349.1		3		Books, newspapers and periodicals	570.5		10	
Sugar, preserves and confectionery	458.9		4		Books	628.5		13	
Sugar	433.0		1		Newspapers and periodicals	552.5		10	
Jam, marmalade and syrup	338.4		4		Medicines, surgical etc goods and toiletries	403.6		10	
Sweets and chocolates	459.1		5		Soap, detergents, polishes, matches, etc	416.3		6	
Vegetables, fresh, canned and frozen	357.0		-2		Soap and detergents	361.2		5	
Potatoes	416.9		-3		Soda and polishes	491.5		6	
Other vegetables	318.2		-1		Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	324.6		5	
Fruit, fresh, dried and canned	323.6		8		X Services	385.4	0.2	7.0	
Other food	352.9		4		Postage and telephones	395.3		6	
Food for animals	290.4		2		Postage	480.9		1	
II Alcoholic drink	423.5	1.0	6.6		Telephones, telemessages, etc	370.0		7	
Beer	507.1		8		Entertainment	307.7		7	
Spirits, wines etc	317.6		5		Entertainment (other than TV)	468.2		6	
III Tobacco	540.0	0.0	7.1		Other services	483.8		8	
Cigarettes	541.9		7		Domestic help	492.6		5	
Tobacco	517.4		6		Hairdressing	488.5		8	
IV Housing	457.0	0.0	8.6		Boot and shoe repairing	437.9		2	
Rent	411.9		8		Laundry	440.4		6	
Owner-occupiers' mortgage interest payments	446.5		10		XI Meals bought and consumed outside the home	420.7	0.5	5.6	
Rates and water charges	540.0		10						
Materials and charges for repairs and maintenance	422.6		4						

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

6.3 RETAIL PRICES

Average retail prices of items of food

Average retail prices on October 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 October 15, 1985

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p			p	p
Beef: home-killed				Bread			
Chuck (braising steak)	526	168.6	150-189	White, per 800g wrapped and sliced loaf	467	40.2	31-47
Sirloin (without bone)	498	299.4	226-360	White, per 800g unwrapped loaf	293	48.1	44-52
Silverside (without bone) †	534	211.1	186-238	White, per 400g loaf, unsliced	341	31.3	28-34
Best beef mince	493	118.3	94-150	Brown, per 400g loaf, unsliced	357	32.8	32-34
Fore ribs (with bone)	416	150.0	120-186				
Brisket (without bone)	507	150.2	126-177	Flour			
Rump steak †	529	285.5	246-325	Self-raising, per 1½ kg	478	42.3	34-54
Stewing steak	521	147.6	130-168				
Lamb: home-killed				Butter			
Loin (with bone)	493	178.1	150-210	Home-produced, per 500g	448	104.8	96-118
Breast †	441	48.7	36-74	New Zealand, per 500g	404	100.6	94-106
Best end of neck	390	119.0	68-180	Danish, per 500g	430	112.0	104-122
Shoulder (with bone)	476	99.7	80-138				
Leg (with bone)	478	158.3	140-183	Margarine			
Lamb: imported				Standard quality, per 250g	93	21.9	20-24
Loin (with bone)	251	140.1	124-165	Lower priced, per 250g	72	19.9	19-21
Breast †	207	40.0	30-52				
Best end of neck	190	98.7	62-138	Lard, per 500g	495	38.5	34-44
Shoulder (with bone)	242	82.9	74-92				
Leg (with bone)	261	141.8	120-159	Cheese			
Pork: home-killed				Cheddar type	506	125.4	104-140
Leg (foot off)	465	109.8	90-148				
Belly †	500	81.7	72-94	Eggs			
Loin (with bone)	544	139.2	126-165	Size 2 (65-70g), per dozen	369	100.9	90-110
Fillet (without bone)	388	178.5	130-265	Size 4 (55-60g), per dozen	324	85.6	78-94
				Size 6 (45-50g), per dozen	55	73.6	60-88
Bacon				Milk			
Collar †	226	111.8	92-130	Ordinary, per pint	470	22.7	—
Gammon †	287	173.8	140-198				
Middle cut †, smoked	286	134.9	118-150	Tea			
Back, smoked	269	163.2	144-189	Higher priced, per 125g	214	53.3	49-58
Back, unsmoked	322	155.1	138-171	Medium priced, per 125g	888	48.6	43-56
Streaky, smoked	218	106.3	92-130	Lower priced, per 125g	491	43.6	40-52
Ham (not shoulder)	420	211.8	153-260	Coffee			
				Pure, instant, per 100g	509	141.7	136-150
Sausages				Sugar			
Pork	531	78.8	66-90	Granulated, per kg	539	47.8	46-50
Beef	382	71.4	58-88				
Pork luncheon meat, 12 oz can	316	48.8	40-58	Fresh vegetables			
Corned beef, 12 oz can	478	89.8	76-108	Potatoes, old loose			
				White	385	7.6	6-9
Chicken: roasting				Red	198	8.5	7-10
Frozen (3lb), oven ready	297	63.4	58-72	Potatoes, new loose			
Fresh or chilled				Tomatoes	483	37.8	30-46
(4lb), oven ready	429	80.8	72-88	Cabbage, greens	377	20.3	12-32
Fresh and smoked fish				Cabbage, hearted	396	19.2	11-29
Cod fillets	261	158.9	138-186	Cauliflower	383	31.0	18-42
Haddock fillets	261	162.4	134-186	Brussels sprouts	388	23.7	16-32
Haddock, smoked whole	226	157.9	130-186	Carrots	498	14.3	10-20
Plaice fillets	234	170.8	144-204	Onions	511	17.2	12-24
Herrings	213	70.0	56-86	Mushrooms, per ¼ lb	484	28.0	25-32
Kippers, with bone	270	93.7	80-110	Fresh fruit			
Canned (red) salmon, half-size can	424	139.3	122-159	Apples, cooking	488	27.9	21-34
				Apples, dessert	505	30.9	24-39
				Pears, dessert	474	30.7	25-38

6.4 RETAIL PRICES

General index of retail prices†

UNITED KINGDOM	ALL ITEMS	FOOD*							All items except food	All items except items of food of which show significant seasonal variations	UNITED KINGDOM	
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption				Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All					
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3	
1976	1,000	228	39.2-42.0	186.0-189.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8	
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6	
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6	
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6	
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9	
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	52.8-53.3	87.0-88.2	47.7	36.7-38.4	794	965.7-967.6	
1983	1,000	203	25.9-28.5	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	971.5-974.1	
1984	1,000	201	31.3-33.9	167.1-169.8	33.7-34.3	54.9-55.3	88.6-89.4	45.4	33.1-34.9	799	966.1-968.7	
1985	1,000	190	[28.9]	[161.2]	[32]	[53.1]	[85.1]	42.0	[34.0]	810	[971.1]	
Jan 15, 1974=100												
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8	
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	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	265.9	265.3	
1981	295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	298.8	298.9	
1982	320.4	299.3	276.9	303.5	315.8	331.9	325.4	299.6	258.3	326.2	322.0	
1983	335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	342.4	337.1	
1984	351.8	326.1	319.0	327.8	342.2	362.4	354.3	317.2	280.7	358.9	353.1	
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5	
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	142.6	147.9	147.6	
1977 Jan 18	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9	
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2	
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3	
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2	
1981 Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3	
1982 Jan 12	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5	
1983 Jan 11	325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6	328.5	
July 12	336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3	338.7	
Aug 16	338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9	340.2	
Sep 13	339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9	341.0	
Oct 11	340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9	342.1	
Nov 15	341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0	343.1	
Dec 13	342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4	343.7	
1984 Jan 10	342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9	343.5	
Feb 14	344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3	344.8	
Mar 13	345.1	323.8	331.9	322.6	338.7	356.8	349.5	312.1	274.8	351.0	345.8	
Apr 10	349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9	350.1	
May 15	351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0	351.3	
June 12	351.9	330.6	339.9	329.2	342.8	363.2	355.0	320.1	282.1	357.8	352.5	
July 17	351.5	328.5	325.3	329.5	342.5	364.9	355.9	319.8	281.6	358.0	352.7	
Aug 14	354.8	326.9	311.5	330.3	344.2	365.6	357.0	319.8	282.9	362.5	356.5	
Sep 11	355.5	324.9	295.8	330.9	344.6	365.9	357.3	320.5	283.8	364.0	357.9	
Oct 16	357.7	326.2	296.9	332.1	347.3	367.0	359.1	320.8	284.8	366.4	360.0	
Nov 13	358.8	326.6	294.0	333.2	347.1	367.7	359.4	321.4	287.8	367.6	361.3	
Dec 11	358.5	327.6	292.6	334.4	346.7	369.1	360.1	322.8	289.7	367.0	361.0	
1985 Jan 15	359.8	330.6	306.9	335.6	348.7	371.6	362.4	321.6	291.7	367.8	361.8	
Feb 12	362.7	332.5	313.3	336.6	349.6	373.7	364.0	320.6	293.7	371.0	364.7	
Mar 12	366.1	335.4	325.8	337.6	350.5	375.6	365.5	320.9	294.4	374.6	367.8	
Apr 16	373.9	338.8	333.7	340.0	352.6	376.9	367.1	326.1	295.6	383.5	375.5	
May 14	375.6	339.3	333.2	340.8	351.8	379.2	368.2	326.3	296.2	385.5	377.3	
June 11	376.4	340.1	334.5	341.5	352.3	380.6	369.3	326.8	296.4	386.3	378.1	
July 16	375.7	335.3	303.6	341.9	355.0	381.6	370.9	325.8	295.7	386.7	378.5	
Aug 13	376.7	335.5	299.1	342.7	355.2	383.1	371.9	327.2	295.5	388.0	379.7	
Sep 10	376.5	335.8	298.2	343.4	356.7	384.0	373.1	328.4	294.9	387.6	379.5	
Oct 15	377.1	335.5	299.7	342.7	357.8	383.5	373.2	326.3	294.2	388.4	380.0	

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

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

6.4 RETAIL PRICES

General index of retail prices

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
80	70	43	124	52	64	91	135	63	54	51	1974
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
91	83	46	112	58	63	82	139	71	54	45	1977
96	85	48	113	60	64	80	140	70	56	51	1978
93	77	44	120	59	64	82	143	69	59	51	1979
93	82	40	124	59	69	84	151	74	62	41	1980
104	79	36	135	62	65	81	152	75	66	42	1981
99	77	41	144	62	64	77	154	72	65	38	1982
109	78	39	137	69	69	74	159	75	63	39	1983
102 Feb-Nov	75	36	149	65	69	70	158	76	65	36	1984
87 Dec-Jan	75	37	153	65	65	75	156	77	62	45	1985
Jan 15, 1974 = 100											
108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974
147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975
185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976
208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977
227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1978
246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979
307.9	261.8	290.1	289.5	313.2	226.3	205.4	288.7	276.9	262.7	290.0	1980
368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981
417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7	1982
440.9	366.5	440.9	387.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0	1983
454.9	387.7	489.0	400.7	478.8	256.7</						

6.5

RETAIL PRICES

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

Per cent

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

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

6.6

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3		360.7	369.0	368.7		353.0	361.8	362.6	

JAN 15, 1974 = 100

6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
GENERAL INDEX OF RETAIL PRICES											
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.1	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8

JAN 15, 1974 = 100

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

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
Indices 1980 = 100																			
Annual averages																			
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8
1978	74.7	83.2	90.7	89.8	83.2	81	79.9	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.2	126.1	132.0
Quarterly averages																			
1984 Q3	134.2	139.9	123.4	134.9	138.3	141	150.6	118.3	216.1	170.9	175.5	111.9	120.0	147	165.9	144	119.2	126.9	132.7
Q4	135.9	141.9	124.1	136.1	139.2	143	152.7	119.2	228.1	172.1	179.7	113.3	121.3	148	168.4	147	120.5	127.8	134.2
1985 Q1	137.6	143.9	126.0	138.6	140.9	144	154.8	120.5	238.4	175.3	184.9	113.4	121.6	151	173.8	151	122.7	128.6	135.7
Q2	142.3	147.3	126.8	140.4	142.4	147	157.6	121.2	249.1	177.6	189.3	114.4	122.8	153	177.1	154	123.3	130.2	137.7
Q3	143.7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly																			
1985 May	142.4	147.3	126.6	140.5	142.3	147	157.7	121.2	248.2	177.6	189.4	114.5	122.9	153	177.4	154	123.3	130.2	137.8
June	142.7	...	127.0	140.5	143.1	147	158.3	121.3	252.7	...	190.4	114.6	122.8	154	177.1	154	123.2	130.6	138.2
July	142.5	130.9	127.1	141.3	143.5	146	158.9	121.1	250.9	...	190.8	114.7	122.6	155	178.1	154	123.0	130.8	138.4
Aug	142.9	149.3	127.1	141.3 R	143.7	146	159.1 R	120.7	251.6 R	180.2	191.9 R	113.6	122.6 R	154	179.2	154	123.0	131.1	138.5
Sep	142.8	...	127.3	146.6	144.0	146	159.3	120.9	264.0	...	192.2	114.7	123.2	156	178.8	155	123.4	131.5	139.0
Oct	143.0	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Increases on a year earlier																			
Annual averages																			
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3
1984	5.0	3.9	5.7	6.3	4.3	6.1	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.3
Quarterly averages																			
1984 Q3	4.7	3.6	5.7	5.9	3.8	6.4	7.3	1.8	18.4	7.9	10.5	2.2	2.9	6.5	12.1	7.6	2.8	4.2	5.2
Q4	4.8	2.6	5.2	5.4	3.7	5.9	6.8	2.1	18.0	6.7	9.4	2.3	3.0	5.7	9.8	7.3	3.0	4.1	5.1
1985 Q1	5.5	4.4	3.4	5.4	3.8	5.1	6.5	2.4	18.5	6.2	9.3	2.0	2.4	5.6	9.6	7.9	3.8	3.6	4.7
Q2	7.0	6.7	3.6	5.2	3.9	5.8	6.4	2.5	17.3	5.2	9.4	2.1	2.5	5.5	9.7	8.5	3.6	3.7	4.8
Monthly																			
1985 May	7.0	7.0	3.8	5.3	3.9	5.5	6.5	2.5	17.0	5.2	9.4	1.6	2.6	5.7	10.2	8.2	3.8	3.7	4.8
June	7.0	...	3.2	5.1	4.1	4.9	6.4	2.3	17.2	...	9.4	2.5	2.5	5.9	9.0	8.1	3.4	3.7	4.8
July	6.9	6.7	3.5	5.1	3.8	4.6	6.1	2.3	16.7	...	9.4	2.4	2.3	5.8	7.9	7.7	3.4	3.6	4.7
Aug	6.2	6.7	2.6	4.6	4.0	4.1	5.6	2.1	17.8	5.5	9.5	2.3	2.3	5.6	7.9	6.9	3.0	3.4	4.5
Sep	5.9	...	2.9	4.6	4.1	3.9	5.3	2.2	20.1	...	8.8	1.7	2.3	5.8	7.4	6.7	3.4	3.2	4.3
Oct	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

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	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier
	£	£	Index (1975=100)	£	£	£	Index (1975=100)	£
Annual averages								
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	0.1
1981	125.41	13.4	105.5	0.5	45.96	12.6	108.7	0.0
1982*	134.01	6.9	103.3	-2.1	49.73	8.2	107.8	-0.8
	142.58				53.65			
1983*	141.03	6.4	103.3	—	53.06	8.0	109.3	1.4
	151.97				57.98			
1984*		7.8	106.5	3.0		9.3	114.3	4.5
Quarterly averages								
1982 Q1	125.04	4.7	102.7	-0.6	46.06	6.2	106.9	0.3
Q2	135.08	8.0	104.0	1.2	48.66	7.4	105.7	-1.1
Q3	137.56	9.4	105.2	1.2	50.95	9.5	109.6	3.7
Q4*	138.51				53.44			
	138.11	5.3	101.3	-3.7	53.28	9.9	109.0	-0.6
1983 Q1*	132.61	...	102.7	1.4	49.30	...	108.0	-1.0
Q2*	138.87	...	101.6	-1.1	52.60	...	108.7	0.7
Q3*	141.90	...	103.8	2.2	53.39	...	109.9	1.1
Q4*	150.36	8.9	105.1	1.2	56.89	6.8	110.8	0.8
1984 Q1*	140.35	5.8	104.1	-1.0	53.27	8.0	111.8	0.8
Q2*	156.90	11.8	108.8	4.5	60.86	15.8	119.1	6.6
Q3*	147.49	-6.0	103.6	-4.8	55.99	4.9	110.7	-7.1
Q4*	163.48	8.7	109.3	5.6	62.02	10.8	115.5	4.3

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) and Sep 85 (p. 374).

7.2 HOUSEHOLD SPENDING

Composition of expenditure

UNITED KINGDOM	All items	Commodity or service											Miscellaneous**
		Housing*		Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	
		Gross	Net	£	£	£	£	£	£	£	£	£	
Annual averages													
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*	134.01	23.31	22.39	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
	142.58		23.98										
1983*	141.03	25.34	22.43	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58
	151.97		24.06										
1984*		27.41	24.06	9.42	31.43	7.25	4.37	11.10	11.57	11.94	22.77	17.41	0.64
Quarterly averages													
1982 Q1	125.04	21.36	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	23.16	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	24.72	23.83	7.39	28.12	6.27	3.96	9.21	9.94	10.08	21.19	17.04	0.53
Q4*	138.51	24.04	23.03	7.66	28.24	6.90	3.99	12.11	11.56	12.05	19.29	12.95	0.74
	138.11		22.63										
1983 Q1*	132.61	24.02	22.13	9.72	28.26	6.08	4.15	8.05	9.87	9.44	19.42	14.97	0.53
Q2*	138.87	24.59	21.38	10.41	29.16	6.81	4.36	9.05	10.01	10.22	20.66	16.36	0.47
Q3*	141.90	26.05	22.83	8.35	29.61	6.86	4.12	9.80	9.10	10.28	22.24	18.24	0.47
Q4*	150.36	26.64	23.33	8.46	31.17	7.86	4.19	13.01	12.05	13.21	21.46	14.78	0.83
1984 Q1*	140.35	26.12	22.72	10.20	30.25	6.21	4.08	8.55	11.12	10.47	21.05	15.08	0.63
Q2*	156.90	29.79	26.37	10.28	31.38	6.94	4.26	11.31	10.38	10.86	22.13	22.53	0.47
Q3*	147.49	26.74	23.39	8.77	31.05	7.16	4.40	9.93	10.25	11.45	23.62	16.91	0.55
Q4*	163.48	27.52	23.92	8.38	33.10	8.75	4.74	14.65	14.55	15.02	24.38	15.07	0.92
Standard error: per cent													
1984 Q4	2.0	3.8	4.5	1.9	1.4	3.3	3.5	3.7	7.5	2.7	4.9	3.4	13.5
Percentage increase in expenditure on a year earlier													
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	6.4	8.7	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	5.9	4.7	8.3
1984	7.8	8.2	7.3	2.2	6.3	4.9	3.8	10.9	12.7	10.5	8.7	8.2	11.5
1984 Q1	5.8	8.7	2.3	4.9	7.1	2.1	1.7	6.3	12.7	11.0	8.4	-0.7	20.3
Q2	13.0	21.2	23.3	-1.2	7.6	1.8	-2.4	25.0	3.7	6.3	7.1	37.7	-0.4
Q3	3.9	2.7	2.4	5.0	4.9	4.4	6.8	1.4	12.7	11.4	6.2	-7.3	16.2
Q4	8.7	3.3	2.5	-1.0	6.2	11.3	13.1	12.6	20.8	13.7	13.6	1.9	11.1
Percentage of total expenditure													
1982	100		16.7	6.2	21.0	4.6	2.9	7.2	7.2	7.5	14.8	11.5	0.4
1983	100		16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	14.7	11.3	0.4
1984	100		15.8	6.2	20.7	4.8	2.9	7.3	7.6	7.9	15.0	11.4	0.4

Source: Family Expenditure Survey.

* Under the Housing Benefit Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households receiving supplementary benefit were eliminated, leading to identically reduced levels of both recorded expenditure and income. For the period up to 1983 Q4 a series was produced covering the same transactions as in earlier periods whether or not expressed as cash expenditure to indicate the underlying level of housing expenditure. From the beginning of 1984, net housing expenditure has been calculated net of all allowances, benefits and rebates, with comparable figures for 1983 to indicate the scale of discontinuity. Figures are also given back to 1982 of gross expenditure, ie. before deducting all allowances, benefits and rebates. The latter series is unaffected by changes in the administration of housing benefits but is very uncertain because it is measured indirectly working back from the net figure and housing benefits. The net figure is included in the 'all items' figure of household expenditure.

** 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 1983 FES Report).

† For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or annex A of the 1983 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

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:

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

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job opportunity notified by an employer to a Jobcentre or Careers Office (including Community Programme vacancies; and 'self employed' opportunities created by employers) 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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Redundancies (cont.) population	Frequency	Latest issue	Table number or page
Working population: GB and UK				<i>Detailed analysis</i>	A	May 85:	202
Quarterly series	M (Q)	Nov 85:	1-1	<i>Advance notifications</i>	Q (M)	Oct 85:	410
Labour force estimates, and projection		July 85:	255	<i>Payments:</i>			
Employees in employment				GB latest quarter	Q	July 85:	287
<i>Industry: GB</i>				Industry	A	May 85:	202
All industries: by Division class or group	Q	Oct 85:	1-4	Earnings and hours			
Time series, by order group	M	Nov 85:	1-2	Average earnings			
Manufacturing: by Division class or group	M	Nov 85:	1-3	<i>Whole economy (new series) index</i>			
Occupation				Main industrial sectors	M	Nov 85:	5-1
Administrative, technical and clerical in manufacturing	A	Nov 85:	1-10	Industry	M	Nov 85:	5-3
Local authorities manpower	Q	Sep 85:	1-7	Underlying trend		Feb 84:	82
Occupations in engineering	D	Oct 82:	421	New Earnings Survey (April estimates)			
<i>Region: GB</i>				Latest key results	A	Oct 85:	385
Sector: numbers and indices	Q	Oct 85:	1-5	Time series	M (A)	Nov 85:	5-6
Self employed, 1981: by region		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
: by industry		June 83:	257	Manufacturing and certain other industries			
Census of Employment: Sep 1981				Summary (Oct)	M (A)	Nov 85:	5-4
GB and regions by industry on SIC 1980 (provisional)		Feb 83:	61	Detailed results	A	Feb 85:	47
GB and regions by industry on SIC 1980 (final)		Dec 83:	Supp 2	Manufacturing			
UK by industry on SIC 1980 (final)				Indices of hours	D	Apr 84:	5-8
<i>International comparisons</i>	M	Nov 85:	1-9	International comparisons of wages per head	M	Nov 85:	5-9
<i>Apprentices and trainees by industry:</i>		Dec 83:	Supp 2	Aerospace	A	Aug 85:	335
Manufacturing industries	A	June 85:	1-14	Agriculture	A	Feb 85:	281
<i>Apprentices and trainees by region:</i>				Coal mining	A	Feb 84:	82
Manufacturing industries	A	June 85:	1-15	Average earnings: non-manual employees	M (A)	Nov 85:	5-5
Registered disabled in the public sector	A	Feb 85:	73	Basic wage rates, (manual workers) wage rates and hours (index)	D	Apr 84:	5-8
<i>Exemption orders from restrictions to hours worked: women and young persons</i>		July 83:	315	Normal weekly hours	A	Apr 85:	155
Labour turnover in manufacturing	Q	Nov 85:	1-6	Holiday entitlements	A	Apr 85:	156
Trade union membership	A	Jan 85:	28	Overtime and short-time: manufacturing			
Unemployment and vacancies				Latest figures: industry	M	Nov 85:	1-11
Unemployment				Region: summary	Q	Nov 85:	1-13
Summary: UK	M	Nov 85:	2-1	Hours of work: manufacturing	M	Nov 85:	1-12
GB	M	Nov 85:	2-2	Output per head			
<i>Age and duration: UK</i>	M (Q)	Nov 85:	2-5	Output per head: quarterly and annual indices	M (Q)	Nov 85:	1-8
Broad category: UK	M	Nov 85:	2-1	Wages and salaries per unit of output			
Broad category: GB	M	Nov 85:	2-2	Manufacturing index, time series	M	Nov 85:	5-7
Detailed category: GB, UK	Q	Sep 85:	2-6	Quarterly and annual indices	M	Nov 85:	5-7
Region: summary	Q	Sep 85:	2-6	Labour costs			
Age time series UK	M (Q)	Nov 85:	2-7	Survey results 1981	Triennial	May 83:	188
: estimated rates	Q	Nov 85:	2-15	Recent trends	A	July 85:	280
Duration: time series UK	M (Q)	Nov 85:	2-8	Per unit of output	M	Nov 85:	5-7
<i>Region and area</i>				Retail prices			
Time series summary: by region	M	Nov 85:	2-3	<i>General index (RPI)</i>			
: assisted areas, travel-to-work areas	M	Nov 85:	2-4	Latest figures: detailed indices	M	Nov 85:	6-2
: counties, local areas (formerly table 2-4)	M	Nov 85:	2-9	percentage changes	M	Nov 85:	6-2
: Parliamentary constituencies	M	Nov 85:	2-10	Recent movements and the index excluding seasonal foods	M	Nov 85:	6-1
Age and duration: summary	Q	Sep 85:	2-6	Main components: time series and weights	M	Nov 85:	6-4
<i>Flows:</i>				Changes on a year earlier: time series	M	Nov 85:	6-5
GB, time series	D	Mar 84:	2-19	Annual summary	A	Mar 85:	95
UK, time series	M	Nov 85:	2-19	Revision of weights	A	Mar 85:	103
GB, Age time series	M	Nov 85:	2-20	<i>Pensioner household indices</i>			
GB Regions	Q	Oct 85:	2-23/2-24/2-26	All items excluding housing	M (Q)	Nov 85:	6-6
GB Age	Q	Oct 85:	2-21/2-22/2-25	Group indices: annual averages	M (A)	Nov 85:	6-7
<i>Students: by region</i>	M	Nov 85:	2-13	Revision of weights	A	Apr 85:	147
Minority group workers: by region	D	Sep 82:	2-17	<i>Food prices</i>	M	Nov 85:	6-3
Disabled workers: GB	M	Nov 85:	455	London weighting: cost indices	D	June 82:	267
<i>International comparisons</i>	M	Nov 85:	2-18	<i>International comparisons</i>	M	Nov 85:	6-8
Ethnic Origin		June 84:	260	Household spending			
Temporarily stopped: UK				All expenditure: per household	Q	Nov 85:	7-1
Latest figures: by region	M	Nov 85:	2-14	: per person	Q	Nov 85:	7-1
Vacancies (new definition)				Composition of expenditure			
UK Unfilled, inflow outflow and placings seasonally adjusted	M	Nov 85:	3-1	: quarterly summary	Q	Nov 85:	7-2
Region unfilled excluding Community Programme seasonally adjusted	M	Nov 85:	3-2	: in detail	Q (A)	Sep 85:	7-3
Region unfilled unadjusted	M	Nov 85:	3-3	Household characteristics	Q (A)	Sep 85:	7-3
Vacancies (previous definition)				Industrial disputes: stoppages of work			
Industry UK	Q	Aug 85:	3-3	Summary: latest figures	M	Nov 85:	4-1
Occupation by broad sector and unit groups: UK	(Q)	Sep 85:	3-4	: time series	M	Nov 85:	4-2
Occupation region summary	Q	Sep 85:	3-6	Latest year and annual series	A	Aug 85:	296
Redundancies				<i>Industry</i>			
<i>Confirmed:</i>				Monthly			
GB latest month	M	Nov 85:	2-30	Broad sector: time series	M	Nov 85:	4-1
Regions	M	Nov 85:	2-30	Annual			
Industries	M	Nov 85:	2-31	Detailed	A	Aug 85:	297
				Prominent stoppages	A	Aug 85:	301
				<i>Main causes of stoppage</i>			
				Cumulative	M	Nov 85:	4-1
				Latest year for main industries	A	Aug 85:	299
				<i>Size of stoppages</i>	A	Aug 85:	300
				Days lost per 1,000 employees in recent years by industry	A	Aug 85:	298
				<i>International comparisons</i>	A	Apr 85:	149

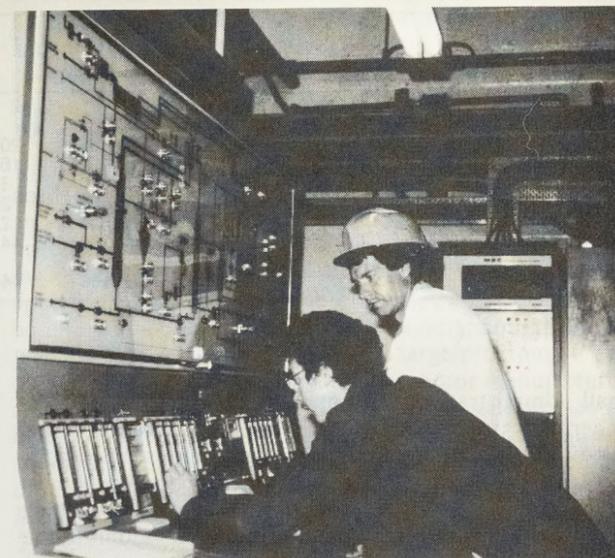
Notes: * Frequency of publication, frequency of compilation shown in brackets (if different). A Annual. Q Quarterly. M Monthly. D Discontinued.

SPECIAL FEATURE

The Teaching Company Scheme — a partnership

by
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manager*



Teaching Company Scheme associates working on the Loughborough University/Fisons programme.

The Teaching Company Scheme is making a contribution to helping UK manufacturing industry improve performance and competitiveness.

The Teaching Company Scheme is currently funded by the Science and Engineering Research Council, the Department of Trade and Industry, the Economic and Social Research Council and private industry. The Scheme enables universities and polytechnics to play a more effective role in the vital task of increasing the competitiveness of UK manufacturing industry.

The main aims of the scheme are:

- to raise the level of industrial performance by the effective use of academic resources
- to improve manufacturing and industrial methods by the effective implementation of advanced technology
- to train able graduates for accelerated careers in industry
- to develop and retrain existing company and academic staff
- to give academic staff broad and direct involvement with industry to benefit research and improve the relevance of teaching.

The scheme seeks to fulfil these aims by setting up partnerships between companies and university or polytechnic academic departments. In such a company/academic partnership—called a programme—an academic department links with an engineering based company to help in the implementation of a corporate plan for technical and managerial change. A typical programme is set up for three years initially, although many prove to be so successful that they are continued after that period.

A company participating in the scheme will have identified major changes necessary in its manufacturing operations. These will be based primarily on available company resources but able to benefit from specialist and general contributions from academic personnel. They will also be centred on manufacturing but include relevant aspects of

associated functions, such as innovation, design, finance, marketing and industrial relations. Additionally, they will be on a large enough scale to provide a challenging experience and absorb and implement the contributions of a significant team over about three years.

Academics

Academic staff work with and reinforce company management and help guide the company's business plans. Although technology transfer is an important aspect of the scheme, the academics need not always have in-depth expertise of the industry in question as personal ability and enthusiasm to analyse, communicate and extract knowledge from diverse sources is often valuable. As part of the management team they can often bring a new dimension and fresh ideas to the business plan and if appropriate have the opportunity to help implement the results of their research in a commercial environment. The Teaching Company associates are usually engineering or science graduates with an upper second class degree or better. The normal age range is 22-28 and they are recruited jointly by the company and the university/polytechnic for an initial period of two years. Although formally employed by the academic institution, they work nearly full-time in the company and their salaries are at industrial levels. They work on a number of well-defined and linked projects which together make up the programme.

It is important to remember that they are not students but spend up to 10 per cent of their time at the university/polytechnic or elsewhere on supporting studies to develop their managerial and technical knowledge. The associates are jointly supervised by senior company and academic staff.

The scheme is the responsibility of the Teaching Company management committee, made up of part-time members who are senior industrialists or academics. This Committee approves expenditure on programmes and other related activities and advises a director, who with his staff in the Teaching Company Directorate, has executive responsibility for the scheme. The Directorate consists of a

Table 1 Typical budget for an associate programme

Year				Total contribution				
	1	2	3	All	Teaching Company Directorate	Per cent	Industrial	Per cent
Number of Associates	2	4	2	All	Teaching Company Directorate		Industrial	
	£	£	£	£	£		£	
Teaching Company Associate (TCA) salaries at £10,039 p.a. gross	20,078	40,156	20,078	80,312	64,250	80	16,062	20
Senior assistant at £16,452 p.a. gross	16,452	16,452	16,452	49,356	39,485	80	9,871	20
Secretarial assistance	3,000	3,000	3,000	9,000	7,200	80	1,800	20
Travel and subsistence	2,000	4,000	2,000	8,000	6,400	80	1,600	20
Other costs (unallocated)	2,500	3,500	2,500	8,500	6,800	80	1,700	20
Recurrent total	44,030	67,108	44,030	155,168	124,135	80	31,073	20
Equipment	14,000			14,000	7,000	50	7,000	50
All	58,030	67,108	44,030	169,168	131,135		38,033	

small administrative unit based at the Science and Engineering Research Council in Swindon, and a number of part-time consultants, all with extensive industrial experience. Their role is to advise on the preparation of new programme proposals for consideration by the Teaching Company Management Committee and to monitor the operation of current programmes.

Financing the scheme

Each programme is financed partly by the partner company and partly by a grant from the Directorate. The programme budget provides funds for employing associates, travel, secretarial help, and other costs such as advertising of posts, attendance at specialist courses, etc. There is also provision for an additional member of staff ("senior assistant") to be recruited into the university/polytechnic for the duration of the programme. This post can be used in a number of ways as an extra resource for the programme, for example by taking over some of the teaching or administrative work of the academic staff involved. In some programmes, funds are awarded for the purchase of equipment, but company overheads are not covered. A typical budget for an average four associate programme is shown in Table 1. The total budget for the scheme is currently £10 million per annum, supporting nearly 200 programmes.

Programmes provide opportunities for academics and associates to make effective contributions to company performance and to appreciate the interaction of financial, industrial relations, design, and many other factors.

Typically, programmes may encompass:

- the conception, development, planning and implementation of new manufacturing processes and plant;
- improvements in the utilisation, efficiency, and performance of plant and manufacturing systems;
- the development and application of management systems such as quality and materials management, work patterns and wage systems, manufacturing planning and control, etc;
- the introduction of new products, including market appreciation, design for production, industrial relations implications, etc.

The scheme encourages academic participation in all stages of a programme from analysis and planning to implementation and operational audit. The adoption and resourcing of the recommendations are entirely company decisions but the Directorate may be able to advise on the availability of further financial assistance to the company under the Science and Technology, and Industry Acts and of SERC research grants to the university.

Management

The conditions of the grant require a local management committee to meet at three-monthly intervals. A committee is usually made up of two or three members each from the company and from the university, plus a member of the Directorate. A senior company executive, usually the managing director, is the chairman. These committees monitor the activities within the programme supported by the scheme and identify and discuss any critical aspects. As well as specifying action, the committees indicate additional needs for industrial, academic and government support. Another remit is to recommend the recruitment of associates and authorise their appointments. Another committee function is assessing and meeting the associates' academic needs and last, but not least, monitoring expenditure.



The Teaching Company partnership between Ferranti Scottish Group and Heriot-Watt University is now entering its sixth year. To date, ten associates have been involved in the programme, working as members of Ferranti's own multi-disciplinary teams. Hamish Holt is pictured (right) at the CAM-X workstation with fellow associate John Hanley (centre) and Howard Linton of Heriot-Watt's CAE Centre.

A programme at work

To illustrate the operation of a programme, the following example is a composite in which details are based on several actual programmes.

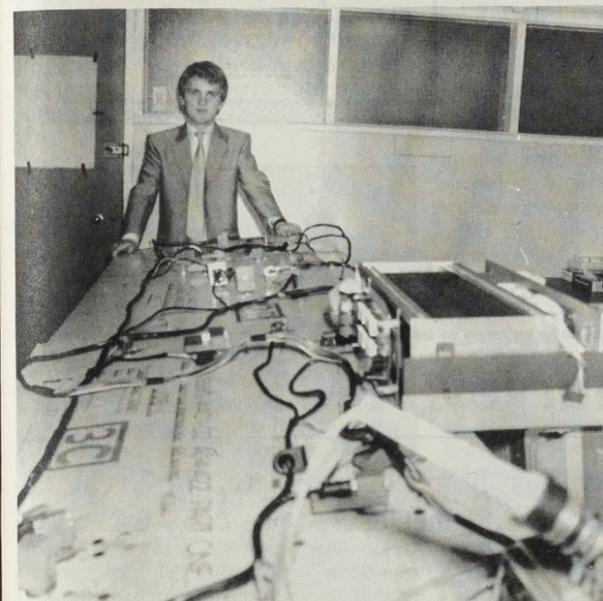
A small company makes specialist microprocessor based industrial weighing and metering equipment. The company has a small but significant share of the domestic and export market, based on the advanced technical design and quality of its products. These were introduced several years ago by the two founding partners, who are now the managing and technical directors. Against growing competition the com-

pany is using the scheme to extend and improve its product range, and to become more efficient. Three projects are under way:

- (1) The introduction of computer-aided engineering to the design and manufacturing of printed-circuit boards
- (2) the introduction of computer-based production and inventory control including automatic testing
- (3) improvement of product reliability.

The grant has provided for two small computers for development and testing work in projects 1 and 2. The three projects are linked by a general need to standardise on components and sub-assemblies. Projects 1 and 2 are the responsibility of a recently appointed production director, and project 3 is in the hands of the technical director. The whole programme has been approved by the board, and the managing director chairs the Local Management Committee meetings. Of the three associates in post, two are electrical engineers, and one a physicist (project 2).

The academic lead is from the Department of Electrical and Control Engineering within the university and this is strong in many of the technical areas associated with project 3. The Department of Mechanical and Production Engineering has a particular interest in project 2, because it contains some novel elements connected with sub-assembly testing during manufacturing.



Teaching Company associate Robin Hunter with a Saltest unit and test rig from the Salford University/Volex programme.

Informally, the Business School has used the company development for case study material, and will be involved in an extension to the programme now being considered. All three activities have generated MSc projects, and modelling of stability and noise rejection (project 3) has produced some undergraduate laboratory demonstrations. Project 3 is also associated with an SERC CASE (Co-operative award in science and engineering) award. Partial implementation of project 1 has already speeded up initial design procedures, and allows the company to quote more quickly and realistically; new orders worth £5 million have been obtained since these improvements were introduced.

Project 2 is incomplete, but has already reduced the value of work in progress by 50 per cent, partly by reducing rejection and rework rates. Project 3 is longer term, but is planned to at least double the present small market share, and enable the company to approach more demanding markets requiring higher performance.

Who gains?

Companies benefit from the contributions of the academic staff and associates to their business objectives and from the application of advanced technology to their problems. They also gain from the identification and training of able and ambitious associates for potential senior appointments. For example through the implementation of an integrated minicomputer based manufacturing system, a single associate's project within a large programme was able to save a division within a large motor manufacturer £400,000 per annum in sheet steel wastage and reduce its inventory holding from £4 million to just under £1 million. In another example the introduction of improved procedures gave a foundry a saving of around 18 per cent on its £700,000 per annum energy costs.

The academics extend their research and postgraduate and post-experience teaching beyond the classroom and laboratory to operating companies with manufacturing facilities. The associates go through an unusual and rewarding experience while significantly contributing to the programme of change in the company. They will often work directly to senior management and academics and are given a unique opportunity to implement and manage technology transfer. Although initially employed on two-year contracts, these appointments should lead to a permanent post in industry often with accelerated progress to substantial responsibility, prospects and rewards.

The UK benefits from the short and long-term advantages of the application of academic resources to industry and the demonstration of opportunities in manufacturing industry for high calibre young men and women who may not otherwise have chosen such careers.

The future

The scheme has its roots in the mechanical and electrical/electronic sectors of manufacturing industry and about 80 per cent of current programmes are in these sectors. However, in recent times, the scheme has experimented by setting up programmes in the chemical and process industries and more recently the civil engineering and construction industries. It has become apparent that the Teaching Company mechanism is applicable to a large number of industrial sectors and to all functions from design through to marketing. It is anticipated that the scheme will continue to perform well in its traditional areas, but expansion to cover the full range of industrial activity is the ultimate aim.

For additional information on the scheme, contact the Directorate office at:

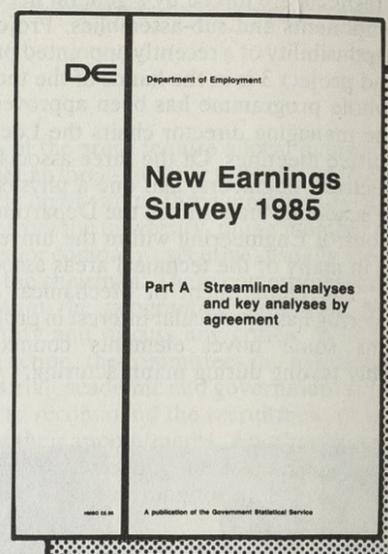
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The results of the New Earnings Survey 1985 are being published in six separate parts, forming a comprehensive report on the survey. The parts will be available, at intervals of a few weeks from the end of October 1985, from Her Majesty's Stationery Office, price £8.50 each net. Subscriptions for the set of six, including postage, £50.00.

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- **Part B** (available November 1985):
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Summary analyses for broad categories of employees irrespective of their particular industries, occupations etc;
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Description of survey method, classifications, terminology etc.
- **Part C** (available mid December 1985);
Earnings and hours of particular industries.
- **Part D** (available January 1986);
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- **Part E** (available January 1986);
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Gazette Reports

on the 1985 annual conference of the Institute of Personnel Management held at Harrogate in October

IPM at Harrogate

The Institute of Personnel Management's annual national conference in Harrogate was attended by 1,450 delegates. There were nine main seminars and 48 sectional meetings. The opening address was given by Mr Roy Hattersley, deputy leader of the Opposition and principal opposition spokesman on Treasury and Economic Affairs. Secretary of State Lord Young gave the closing address, and a summary of his speech appeared in last month's *Employment Gazette*. Some of the papers and addresses presented at Harrogate are reported here.

Learning how to learn

The overall objective of management development training and education was largely to help managers to learn. Yet the learning process was never identified or discussed with individuals on training programmes.

Professor Alan Mumford, International Management Centre, Buckinghamshire said: "It seems to me a paradox that we can presume to engage managers on a process designed to help them learn without actually discussing the learning process."

Professor Mumford has been engaged in a "learning how to learn" survey, part of a report to be published next year by the Manpower Services Commission.

The aim of the report will be to provide practical help and to stimulate action in helping managers "learn how to learn". But he admitted that most managers were not interested in learning either as a process or as an end result. "We must, therefore," he urged his audience, "attach our efforts to help them learn how to learn to some issue which they will believe to be crucial to their own success."

How to test employee involvement

While the Government could provide a legal framework, only employers themselves could build a constructive relationship with their workforce, said Employment Minister Peter Bottomley.

The Minister said that in the same legislation that made unions liable for unlawful acts, directors of large companies were required to provide a statement in their annual report of what had been done to involve their employees. First reports presented a mixed picture.

"But what is it that management know that they don't want their workers to know? And what is it that senior management know that they don't want their junior managers to know? What is it about the work situation that people can be allowed to spin around in the dark, allowing rumours to spread or anxieties to build up, or even worse—complacency?"

Mr Bottomley told his Harrogate audience that if they wanted to run a test on the effectiveness of their employee involve-

ment, they should examine the company's "rank-related absence figure". They should question those cases where the percentage of absenteeism was higher at the bottom than at the top of the workforce structure.

Mr Bottomley spoke about the value of management communication and information techniques, including briefing groups and the role of first line supervisors. These were not related to industrial relations law.

While strikes were the lowest for 50 years, they were still running at ten times the level of some of Britain's industrial competitors. "But how can one get informed consensus between either employer and trade union or supervisor and the supervised, without relevant information being available?"

The Minister said that if they wished to see industrial relations practice move away from disputes to more productive areas, there had to be forward planning. Fences should be built around firms—not through the middle.

Employment Minister Peter Bottomley (right) on the Employment Gazette stand at Harrogate with IPM president John Crosby.



The centre-stage role of personnel managers—IPM President

During his address Mr Peach said: "Success is a journey not a destination", wrote the Swedish philosopher Swedenborg, and it seems to me that it is the continued involvement of employees and the full knowledge that their interests are being considered in the process of change, which makes for the success of that journey.



Outgoing IPM president Len Peach.

Business objectives

"I believe personnel management must be identified with the objectives of the business to obtain the recognition and influence it deserves and needs," said Mr Peach in his presidential address.

Mr Peach, who was IPM president from 1983 to 1985, said that 'personnel' should be directly concerned with profit and business success. It should establish itself as a key to the strategic management of company affairs. It should also create for itself the technology to support its role and organisational performance.

But stressing personnel management's efficiency and competence did not mean losing sight of its compassion.

"We live in a society which has many problems, of which the greatest is unemployment. There is no one answer, nor are

there easy answers to produce the solution. The creation of an entrepreneurial culture within the United Kingdom may be a major approach. There are many others which may serve to diminish the problem."

Mr Peach said that the combination of many small efforts might be substantial. Again personnel management would be centre stage. "One of the major problems," he continued, "is the mismatch between the

skills available and the skills sought, and industrialists have traditionally blamed the education system for failing to produce recruits of the right quality, knowledge and skills to fill the posts which they have available."

Industry Year

Next year had been designated Industry Year with the intention of increasing the awareness of industry and its contribution in society at large, strengthening the links between education and industry and stimulating action within industry itself.

"Personnel managers should take advantage of this drive to strengthen links with schools and to strengthen links with their own employees. After all, there are 23 million people in employment, and it is their attitudes which may ultimately influence their children in the choice of career and skills. Industry Year should be an interesting test of whether industrialists are prepared to make available the resources to create the new attitudes which they have demanded for so long."

Social responsibility

Mr Peach said that a recent report on racial discrimination had highlighted the importance of the personnel manager in helping to solve social problems. He said it was easy to formulate a policy of no discrimination. It was much more difficult to ensure discrimination did not take place in practice.

"We in personnel management are committed to a meritocracy which is concerned with what an individual can contribute, not with the colour of his skin. It behoves all of us to ensure that our practice equals our policy, in the realisation that the exercise of fairness and social responsibility makes good business sense."

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Industry and the press

One of Britain's leading industrial journalists, Mr Geoffrey Goodman, spoke about and answered delegates questions on whether the media "can be fair to industrial problems". Mr Goodman, who is the Mirror Group Newspapers Ltd group industrial editor and assistant editor commented on the important role of company newspapers.



He also asked his audience to think about the possibility of inviting press representatives into industry to "see problems for themselves".

It had been tried in Japan with journalists spending anything from a week to six months in companies. "I would like to see

an experiment like this in this country. It is not a magic wand but I think it is worth trying," he said.

ACAS director makes a case for conciliation

The ACAS Code of Practice on disciplinary issues has been a positive influence in resisting the encroachment of "legalism" said ACAS director Mr Peter Parker.

Mr Parker said that the Code was written in plain language and designed to be "readily understood" by line managers, employees, union officers and the courts themselves.

He continued: "We are now engaged in revising and developing this Code to cover issues such as incapacity and absenteeism. We hope that this revised Code (which is subject to several stages of discussion and development) will become a primary source of reference free from legal technicality and

obscurity. But perhaps the increase of legalism in industrial tribunals is an inevitable function of the increase of legislation itself.

"At the end of 1984 the Government issued a consultative document on the protection of wages which suggested that ACAS may have a future role to play in complaints about deductions from pay. The Home Secretary's words of May 20, 1985 (speaking in the debate on the Auld Report) also pointed to a possible new employment right: 'I will look sympathetically at the best way of ensuring that established shop workers cannot be compelled to work on Sundays.'"

Mr Parker said that the TUC had recently

shown some interest in the notion of local voluntary arbitration as an alternative means of resolving complaints about employment rights. He said it was interesting to note that when IPM members had been asked about local arbitration, they were "almost evenly divided for and against the idea". However, there was notably less support in favour of compulsory arbitration for minor cases: only 32 per cent of comments received supported this proposition.

Voluntary arbitration

The voluntary arbitration services of ACAS were already available to parties where required. It seemed unlikely that the idea of extending local arbitration would be taken up by Government in the near future.

"What is the case for conciliation?" asked the ACAS director. "I submit that the record shows that both applicants and respondents want it: that the settlements it promotes can withstand the scrutiny of interested and disinterested parties alike."

It was in the public interest that some 70 per cent of tribunal complaints should continue to be resolved on a voluntary basis without need for the time and expense of a tribunal hearing. In the resolution of individual disputes, conciliation had been shown to be accessible, speedy, inexpensive and informal.

Priestland on creative conflict

"There is more helplessness than hypocrisy in the human condition", claimed Gerald Priestland, author and broadcaster on religion. "The extent to which people felt in conflict with the organisations which employed them should not be exaggerated. But where conflict arose it was often because the organisation had no human face to which the individual with a conscience could relate. The employee was liable to feel helplessness in the shadow of an impersonal entity concerned only with its own survival.

Morality was a natural phenomenon and had less to do with religion than many supposed. However, there was no such thing as a clear-cut moral issue any more than there was perfect competition in the market. Issues of conscience were bound to be a battle but they could be creative. It was a mistake for organisations to get hysterical about such challenges and to treat all criticism as blasphemy.

Known to millions of TV viewers and radio listeners, Gerald Priestland has spent 33 years with the BBC, becoming religious affairs correspondent in 1976. At Harrogate he took part in the seminar "Meeting the motivational needs of managers". His contribution was called "Individual values v organisational objectives". In his opening remarks he said that the BBC and the Church were "both essentially mystical bodies".

Commitment

Mr Priestland condemned the trend towards polarising all arguments.

Creative conflict often began as a clash between the organisation and the conscientious objector (who might be speaking for many other less courageous individuals). Ideas had to be embodied in individuals.

With production increasingly robotised the jobs that survived would demand more—not less—creative input and commitment from the individual, thus increasing the risk of conflict between values and the organisations' objectives. The organisation would have to be frank about "what it was up to" and must be embodied in leaders and managers with whom subordinates could relate and communicate.



Consultation

But an IPM survey of personnel practitioners showed respondents felt the growing trend towards legalism was forcing legal representation on applicant and respondent in order to improve chances of success. The results of the survey were revealed at the conference. This marked the end of a consultation process which had involved discussions with the Presidents of Industrial Tribunals, the Department of Employment, ACAS and the CBI as well as members and branches.

Legal expertise

Many personnel managers were particularly concerned that the profession lacked the legal expertise to deal with the "complex demands" of industrial tribunals. Training needs which have been identified include presentation skills, practise in case preparation and role-playing. The IPM will be considering these and other matters before the full report and Institute recommendations are published in 1986.

"Vast changes for the better"—ACAS chairman

ACAS chairman Sir Pat Lowry, recovering from hospital treatment, was unable to be present at the IPM conference and his speech was read for him by Eric Norcross, an ACAS director.

Constructive developments

After a review of the industrial relations scene over the last 12 months, Sir Pat Lowry, the ACAS chairman, had commented in his speech that while the political uncertainties were as great as ever, he had a "gut feeling" things were changing for the better.

"It's not just that the number of man days lost through strikes is at its lowest level for decades. Perhaps the absence of strikes means that the industrial correspondents are having to turn to the reporting of more constructive developments.

"Every week I read or learn of yet another agreement that breaks new ground and I know from the huge demand for the very limited resources that ACAS has available, how much attention is being given to industrial relations improvements, not just to settle disputes but to prevent their recurrence in future.

"Our economic system has had to take some hard knocks and there is considerable disagreement as to the extent that some of them were necessary. But at least our complacency has been shattered.

"There are probably some managers and some trade union officials who will never change their spots. They are hooked on the soft drug of mutual antipathy and are not unwilling at times to partake of the harder stuff of confrontation and conflict.

"But they are the exception. The majority of managers and of employees want industrial peace and harmony and there has never been a more opportune time than the present for making or consolidating those changes that are so essential if we are to bring about a more constructive relationship between management and employees.

Opportune

"It is at the level of the enterprise that the mood and determination to make those changes will be largely generated. There should not be an enterprise in the country in which the management has not just reviewed what has to be done but has actually drawn up an agenda and timetable to ensure that a plan becomes a reality. That task should be regarded as a major boardroom responsibility at this time to which the personnel function should be making its own unique contribution.

No time for pessimism

"This is not the time for pessimism about our industrial relations. We certainly still have some problems but there is surely nobody in this room who lived through the industrial relations traumas of the 1960's and the 1970's who will not acknowledge the vast changes for the better that have taken place.

"Let us all make sure that we keep it that way."

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The "pace-setters"

Individual employees had become more central to a company's operations, said Dr James McFarlane, Director General of the Engineering Employers' Federation.

The trend was to be welcomed—even though it made for more complications than dealing with large collective bodies.

He believed that managements now had the opportunity to be pace-setters and should note a number of important trends in developing policies.

The most important of these were trends towards:

- personal interest rather than collective interest
- litigation rather than mass action
- integrated management rather than specialist functions
- pragmatism rather than idealism

More rights

"Individual employees," said Dr McFarlane, "have more rights against their employers and against their trades unions than they had in the past and they are becoming more accustomed to exercising them". He added that this showed the move towards adjudication by tribunals or the courts and away from the industrial battlefields and the disproportionate economic damage that they caused.

People now had come to understand—much more clearly than before—that their security and prosperity depended, not upon a government or a union, but upon the successful operation of the enterprise in which they worked.

Voluntary involvement

Turning to employee involvement, Dr McFarlane said: "This new outlook is one which any sensible management wants to foster and it ranks highly among our positive management policies. We shall continue to do the utmost to encourage the practice of voluntary employee involvement—believing that the foundations of co-operation which it lays down in companies, and the incentive that it gives to more rational collective bargaining, would not altogether disappear, even if conditions became more favourable for the exercise of collective employee bargaining power.

"We do not believe that a 'participative' style of management is the only sensible way to handle a workforce which is progressively shedding its less skilled and less educated components and becoming more critical of its management."

Selection tests—then and now

Ability and temperament tests could be traced back to the Old Testament, a speaker told a seminar entitled "The value of occupational testing in the 80's".

He was Dr Peter Saville, director of Saville and Holdsworth Ltd. Gideon, he said, faced with too many volunteers for his army, reduced the numbers by telling them how dangerous war could be. He then instructed the remaining group to drink at the nearest stream. Those who knelt down to lap the water failed. Those who kept alert by cupping the water as they drank were selected.

In ancient China, the selection of civil servants was undertaken by written tests which required candidates to show verbal creativity by completing rhyming couplets. In the 17th century, Samuel Pepys on becoming Clerk of the Acts of the King's Ships, introduced a test for Navy lieutenants. He knew that many rich, but unmotivated, young men would fail.



National Portrait Gallery, London

Samuel Pepys. Tests for navy.

A present-day definition of a psychological test was: "a standardised sample of behaviour which can be described by a numerical scale or category system."

Performance tests

Two main families of psychological tests could be distinguished. There were tests of maximum performance or ability and tests of typical performance, which covered personality and interest inventories.

Some ability tests, said Dr Saville, were designed to assess the results of formal education and training (attainment tests) and others the ability to acquire further

knowledge or skills (aptitude tests). Attainment and aptitude tests were in fact very difficult to distinguish in terms of content alone. This was because measures of aptitude always rested, to some extent, on prior knowledge.

Aptitude tests

Numerical aptitude tests usually assumed that candidates understood the basics of the number system. Aptitude tests tried to avoid very specialist knowledge which few candidates would have had the opportunity to acquire.

There had been a very strong tradition in British psychology to produce tests of a generalised nature. American psychologists had evolved tests of a more specific or differential nature.

The differential approach, especially when linked to a vigorous analysis of the skills required in a job was proving more relevant and powerful in selection than the generalised IQ test of the past.

"In-tray" exercises

The main categories of modern ability tests used in occupational selection were: verbal, numerical, diagrammatic, mechanical, spatial, clerical, dexterity and sensory. In addition to psychometric pencil and paper tests, simulations such as "in-tray" exercises were becoming increasingly popular especially at more senior management levels, said Dr Saville.

"In-trays," consisted of letters, memos and items of background information and give scores on such abilities as organising, forecasting, decision-making and written communication.

Personality questionnaires

The credit for the first personality questionnaire to be devised as a placement or selection tool could be attributed to Woodworth's Personal Data Sheet. This was used as a screening device on soldiers in the US Army during the 1914-18 war. It was used to detect soldiers likely to break down during combat. It enabled thousands of candidates to be processed very quickly.

More recently, Saville and Holdsworth Ltd with the assistance of some 50 major British organisations in the public and private sectors, had developed a range of questionnaires—the Occupational Personality Questionnaires (OPQ)—specifically for use in assessment at work.

There was strong evidence that tests predicted job success more than any other method of selection, said Dr Saville.

YTS changes build on existing strengths

Preparations were well in hand for the development and extension of the Youth Training Scheme from next April, Mr Ken Atkinson, the Manpower Services Commission's Director of Youth Training, told the conference.

Mr Atkinson said that from April 1986 the new two-year Scheme would seek to provide all 16 and 17 year-old school leavers with the opportunity to obtain a vocational qualification.

Coherent system

"Side by side with these developments on YTS, a major review of the structure of vocational qualifications is in hand. Here the aim is to ensure that we have a coherent system for assessing and certifying vocational competence which does justice to the significance of work-based learning."

Outlining some of the achievements of the Youth Training Scheme, now in its third year, he said: "Structured work-based training has been developed where none existed before. Young people have had access to broad-based foundation training, including an introduction to information technology. Many have already been able to gain vocational qualifications through integrated programmes of off-the-job learning and practical training.



"These developments have all helped the move towards ensuring that skill and knowledge are measured against standards of competence. We have built up a network of 5,000 Managing Agents and as a reminder of the scale of the operation, we are expecting the one millionth trainee to enter the Scheme shortly.

"The changes from next April will build on these strengths. First and foremost, we want to develop the quality of the training provided, with the emphasis on the outcomes or results, rather than just the process.

"If the Scheme is to be soundly based,

these changes cannot be made overnight. Some will take time to develop. From 1987 we want to see providers of high quality training given the new status of 'Approved Training Organisations'—which will not be awarded lightly. The criteria and procedures for approving training organisations will be of particular interest to managing agents and a consultation paper will be published very shortly.

"Other developments include the introduction of a training agreement which will clarify the roles and responsibilities of trainer and trainee. We also plan to strengthen the part the Commission can play by building up a new Training Standards Advisory Service—a small cadre of professionals, mainly recruited from industry and education, who through in-depth studies of schemes can help to identify weaknesses and ways of countering them."

Benefits to employers

Employers, said Mr Atkinson, would have good reason to find these developments helpful as they stood to gain from the following benefits:

- all 16 and 17 year-old school leavers will progress from broad-based foundation training into more occupationally relevant training which pays regard to labour market trends and emerging skill needs
- all will have the opportunity to seek vocational qualifications
- training provision and the associated qualifications will increasingly be based on workplace learning
- employers will have the chance to see how young people are shaping up—and young people can consider whether a particular opening suits them, without obligation either way
- the scheme can cover both employees and non-employed
- there will be a sizeable government contribution towards training costs of up to two years for 16 year-olds and 12 months for 17 year-olds.

"Britain is now poised for a major advance in the training and education of young labour market entrants. Much remains to be done. Employers and others concerned may well still be looking at the fine print of the new arrangements. But there can be no doubt about the benefits, both to the economy and to young people, of a permanent system of structured training based on standards of competence."

How to be a superboss

What is a "superboss"? Conference speaker Dr David Fremantle gave delegates his own definition.

"The superboss gets little things right, knows how to say thank you for a good job done, how to listen, and how to care for people," he said.

Recognising a superboss who can motivate people to achieve top class results could not be done merely by studying a career history on professional achievements. Those who had been successful in their professions did not always demonstrate an equivalent skill when managing people.



"Experience shows," said Dr Fremantle, "that the successful manager has a very clear framework of principles and beliefs which enable him or her to make effective decisions, no matter how big or small those decisions."

The idea was not new. It had already been demonstrated and expounded in books, but Dr Fremantle said that the lesson was clear. "We need to help companies to establish a very clear set of management principles and beliefs and then ensure we genuinely understand them before selecting managers on this basis and training them accordingly."

Baroness Platt calls for good equal opportunity practices

It was very important that senior management at the highest level should be seen to be actively supporting the new Code of Practice, said Baroness Platt, chairman of the Equal Opportunities Commission.

Companies should state their commitment to the Code publicly. They should also have a senior manager in charge of implementation to whom employees could go to for advice. Employees should also be made aware of the Code.

This year was significant in two ways. It represented the end of the first decade of the EOC. It was also the year in which the Commission's Code of Practice for employers was approved by Parliament.



Baroness Platt

The Code had been developed over a period of time by taking into account the views of all those involved in employment. It would need to be adapted in different ways to suit the size and structure of different firms.

The Code would be valuable to:

- Employers to clarify the law and show them how to develop equal opportunities for men and women in a positive, practical and reasonable way.
- Employees who felt they had been subjected to discrimination as it would be admissible in evidence before an Industrial Tribunal.

It was intended to deal with a problem which required considerable effort by personnel officers, managers and industrial relations experts. It was to be treated as seriously as health and safety and employ-

ment protection. It was essential that equal opportunities be integrated into all management, personnel and employment practices.

Employers' responsibility

Baroness Platt said: "The primary responsibility at law rests with the employer. Individual employees and trade unions must be made aware of their responsibilities also. We therefore advise that employers involve employees and trade unions in the development of good equal opportunity practices."

The Code was designed to eliminate discriminations in employment on both grounds of sex and marriage. It related to both direct and indirect discrimination.

"People find it much more difficult to interpret the principle of indirect discrimination and therefore, are more likely to carry out practices which indirectly discriminate against women, particularly those with family responsibilities.

"Understanding indirect discrimination will be improved by this Code as people in positions of responsibility study it. It can, of course, be used as the basis of staff training at all levels," said the EOC chairman.

"Home truths" for managers in new MSC video

Delegates were challenged with some "home truths" from disabled workers during the showing of a new 21-minute video launched by the Manpower Services Commission.

In the video, *It Worked Fine*, disabled employees and their supervisors told their own stories about aspects of recruitment, becoming disabled, and career development or the lack of it.

Brian Swindell, head of the MSC's Disabled People's Services urged delegates to respond to the challenges contained in the programme. "Armed with some of the best examples of good management highlighted by the video, and with the MSC's recently introduced Code of Good Practice there is no reason why managers should not now make the best practices the norm," said Mr Swindell.

"But it will not happen unless managers are prepared to ensure that all the video's 'messages' get home to everyone who has responsibility for managing people."

Among those present at the launch were John Duffy, a welder in a wheelchair, and personnel officer Bob Davison, both from Marconi Instruments who featured in the video.

The Code had been designed as one document in that all of it was admissible in evidence at an Industrial Tribunal. But there were three parts:

- Part One showed how to operate in a way which would eliminate unlawful discriminatory practices
- Part Two showed how employers could promote policies which would result in real progress towards genuine equality of opportunity.
- Part Three was the legal background to the Sex Discrimination Act and the Equal Pay Act.

Recruitment procedures

Discussing recruitment procedures, Baroness Platt said that managers and supervisors were not required to evaluate and pass judgement on whether a female applicant had made satisfactory arrangements to look after her dependents or plan her family—any more than they would for a male. It was important to treat applications from men and women in exactly the same way. This was particularly important at the interview stage.



Employment minister Peter Bottomley shows keen interest in the Vincent work station used by blind audio typist, Freda Wilson. It is a British design based on the BBC micro with a speech output facility.

The video is available on loan and can be obtained by writing to the Video Unit, Room W1030, MSC, Moorfoot, Sheffield S1 4BR.



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procedures in employment

No 2 Disclosure of information
to trade unions for collective
bargaining purposes

No 3 Time off for trade union
duties and activities (Codes of Practice
are available on sale from HMSO bookshops)

Industrial Relations Handbook
(HMSO price £5)

ADVISORY BOOKLETS

A series on employment and personnel
matters:

- 1 Job evaluation
- 2 Introduction to payment systems
- 3 Personnel records
- 4 Labour turnover
- 5 Absence
- 6 Recruitment and selection
- 7 Induction of new employees
- 8 Workplace communications
- 9 The company handbook
- 10 Employment policies

ACAS ANNUAL REPORTS

First Annual Report 1975 (Available from HMSO price £1.20)

Annual Reports 1976 onward are available from ACAS.

ACAS WORK RESEARCH UNIT

WRU Publicity Leaflet (PL722)

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 in twelve British organisations (PL688)

Alternative views of people at work

Summary of publications: a listing of WRU published papers and other literature, regularly updated.

QUESTIONS IN PARLIAMENT

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

Burdens on business

Mr Peter Thurnham (Bolton North East) asked Mr Paymaster General, what reactions he had received from small businesses following the publication of the White Paper, "Lifting the Burden".

Mr Geraint Howells (Ceredigion and Pembroke North): asked Mr Paymaster General, what representations he had received on the White Paper, "Lifting the Burden".

Mr Clarke: I have received extensive representations from businesses following the publication of the White Paper *Lifting the Burden*. These responses welcome the Government's commitment to the reduction of unnecessary administrative and legislative burdens on business which divert scarce resources from wealth and employment creating activities.

My Right Hon and Noble Friend and I propose to publish a further White Paper in the spring to describe progress on the proposals and reviews announced in *Lifting the Burden*. Departments are now setting up their own mechanisms to review all new regulations for their costs to businesses. The Enterprise and Deregulation Unit in my department continues to act as the co-ordinating focus for this important work across government. We shall continue to give priority to our work with our European partners in reducing EC burdens of regulation.

(October 23)

Community Programme

Mr Tony Baldry (Banbury) asked Mr Paymaster General, if he would make a statement on the latest progress towards increasing the number of places on the Community Programme.

Mr Clarke: The Community Programme is being expanded by 100,000 places to 230,000 filled places by the end of May 1986 with an interim target for December 1985 of 180,000 filled places. We are making good progress towards meeting these targets. The latest available figures show that 185,700 places have now been authorised of which 150,930 are filled.

(October 28)

Department of Employment Ministers



Secretary of State: Lord Young

Paymaster General: Kenneth Clarke

Parliamentary Under-Secretaries of
State:

Peter Bottomley
Alan Clark
David Trippier



Lord Young

Employment Transfer Scheme

Mr Robert N. Wareing (Liverpool, West Derby) asked Mr Paymaster General, if he would take steps to seek to increase the effectiveness of the working of the Employment Transfer Scheme as regards applicants from the north of England and Scotland seeking jobs in the south of England.

Mr Clark: The purpose of the Employment Transfer Scheme is to help employers to fill vacancies which cannot be filled locally by encouraging and assisting unemployed people and those threatened with redundancy to move to take them when they would not otherwise have done so. The scheme is not intended to provide financial assistance to all unemployed people who move to jobs in other parts of the country. Offering such assistance where vacancies can be filled by local unemployed people would be a waste of taxpayers' money. We are piloting a revised approach in the south west region which ties the scheme more closely to those vacancies which employers cannot fill locally. This new approach is simpler to administer than the existing employment transfer scheme and will enable unemployed people who are considering taking jobs in other areas to be told more quickly than is possible under the existing arrangements whether they are eligible for assistance.

The Government will be reviewing the future of the scheme in the light of the results of the pilot and other factors.

(October 28)

Job Release Scheme

Mr James Pawsey (Rugby and Kenilworth) asked Mr Paymaster General, how many men had taken advantage of the Job Release Scheme since its inception; and if any plans exist to extend its scope.

Mr Clark: Since its inception in January 1977, 293,000 people have taken advantage of the Job Release Scheme. Figures are not available to show how many of these people were men. However, of the 57,000 participants in the scheme at the end of August 1985, 52,000 were men.

The scope of the Job Release Scheme is kept under review.

(October 21)

QUESTIONS IN PARLIAMENT



Kenneth Clarke

Productivity

Mr Eric Deakins (Walthamstow) asked Mr Paymaster General, if the definitions of productivity in use in his Department makes any distinction between a firm achieving higher output with an unchanged labour force and a firm maintaining output with a reduced labour force; and if he would make a statement.

Mr Clark: The national estimates of productivity are made using the most suitable information available on output and employment. The data for each component is to a large extent collected separately and estimates are prepared independently. It is therefore not possible to provide national estimates of productivity which distinguish between those improvements for firms which arise entirely from increases in output and those which have come about solely because of reductions in labour.

The employed labour force is estimated to have increased by nearly three per cent between the first quarter of 1983 and the second quarter of 1985; at the same time output rose by eight per cent and hence productivity for the whole economy increased by five per cent.

(October 21)

Youth Training Scheme

Mr Tony Baldry (Banbury) asked Mr Paymaster General, if he would make a statement on progress being made towards the implementation of a two-year Youth Training Scheme.

Mr Trippier: Following consultations with interested parties, the Manpower Services Commission has recently finalised and published details of the main funding and administrative arrangements for the two-year Youth Training Scheme, including transitional provision for ex-mode B1 schemes. During the next few months guidance about the design and content and other aspects of two-year training courses will be issued; and staff in the Manpower Services Commission's area offices will be discussing with potential training providers how they might be involved in the two-year scheme.

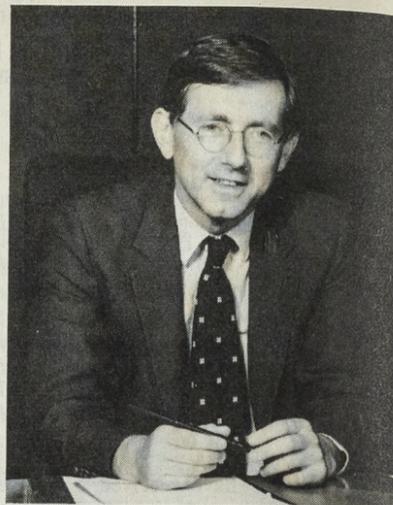
(October 24)

Self-employed

Mr Phillip Oppenheim (Amber Valley) asked Mr Paymaster General, what had been the change in the number of self-employed since 1979.

Mr Clark: It is estimated that there was an increase of 717,000 in the number of self-employed between June 1979 and June 1985, the latest date for which figures are available. The estimate for June 1985 is provisional.

(October 21) Alan Clark



Peter Bottomley

Jobclubs

Mr Tony Baldry (Banbury) asked Mr Paymaster General, if he would make a statement on Jobclubs, with particular reference to their funding and terms of reference.

Mr Clark: The purpose of Jobclubs is to coach groups of long-term unemployed people in job finding techniques, provide them with facilities for intensive job hunting, and motivate and support them in looking for work.

The Manpower Services Commission is currently operating 29 Jobclubs and I have asked them to expand rapidly, should evaluation confirm the very encouraging results so far, to around 200 by the end of 1986.

Jobclubs are being funded out of existing MSC resources. The majority of Jobclubs are housed in Jobcentres, and all are run by Jobcentre staff.

(October 28)

Disabled people

Mr Ralph Howell (North Norfolk) asked Mr Paymaster General, how many disabled persons were included in the latest unemployment figures.

Mr Clark: According to the 1984 Labour Force Survey approximately 16 per cent of claimants included in the unemployment count had health problems or disabilities that would limit the kind of work they could do.

(October 28)

Numbers employed

Mr Eric Deakins (Walthamstow) asked Mr Paymaster General, which industrial sectors had lost: (a) more than 30 per cent and (b) more than 20 per cent, respectively, of total numbers employed in May 1979.

Mr Clark: The following tables list those industries in Great Britain which have shown the specified net decreases in numbers of employees in employment between June 1979 (figures are not available for May) and June 1985, the latest date for which figures are available.

Table 1

Industries in which there has been a net decrease in employees in employment of more than 30 per cent between June 1979 and June 1985 (1980 Standard Industrial Classification)

Metal manufacturing (Class 22)
Production of man-made fibres (Class 26)
Manufacture of motor vehicles and parts thereof (Class 35)
Textile industry (Class 43)
Manufacture of leather and leather goods (Class 44)
Footwear and clothing industries (Class 45)
Other manufacturing industries (Class 49)
Sea transport (Class 74)

Table 2

Industries* in which there has been a net decrease in employees in employment of more than 20 per cent between June 1979 and June 1985 (1980 Standard Industrial Classification)

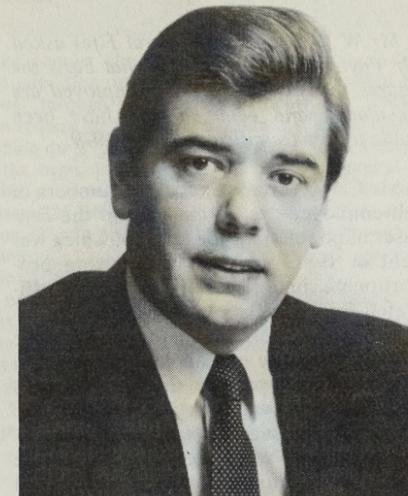
Coal extraction and manufacture of solid fuels (Class 11)
Mineral oil processing (Class 14)
Manufacture of non-metallic mineral products (Class 24)
Manufacture of metal goods not elsewhere specified (Class 31)
Mechanical engineering (Class 32)
Manufacture of other transport equipment (Class 36)
Processing of rubber and plastics (Class 48)
Construction (Class 50)
Air Transport (Class 75)
Supporting services to transport (Class 76)

*Additional to those in Table 1.

(October 21)

Information technology

Mr Chris Smith (Islington South & Finsbury) asked Mr Paymaster General, what plans he currently had for the development of training schemes and job creation measures specifically related to information technology.



David Trippier

Mr Trippier: The Government intends to continue its programme of pump-priming support for training which aims to meet skill needs of the labour market. Priority is given to new technology skills including information technology and to computer-based learning techniques. These include the Open Tech programme, priority skills training and local training grants to employers. We are continuing to provide access to information technology training through Skillcentre New Technology Access Centres, Information Technology Centres and the access to the Information Technology Scheme.

(October 30)



Small firms

Mr Paddy Ashdown (Yeovil) asked Mr Paymaster General, what steps had been taken in his Department to improve the reliable collection of data concerning the small business sector; and if he would make a statement.

Mr Trippier: The Department recognises the importance of reliable data concerning the small business sector. However, any special large-scale exercise to collect information would be expensive and would represent an additional burden on those who run small firms.

We are therefore considering what more can be done by using existing sources of data, both official and non-official. We intend to strike a balance between our need for better information and the need to avoid increasing the burdens on small businesses.

(November 12)



Apprenticeships

Mr Nicholas Soames (Crawley) asked Mr Paymaster General, what steps his Department were taking to increase the number of apprenticeships.

Mr Trippier: Industry's skill requirements are changing, and apprenticeships are no longer the only route to full skills training. The level and nature of initial skills training is primarily a matter for employers. However the Government are encouraging employers to make apprenticeship training more flexible, cost-effective and relevant to the needs of industry. In addition the Government has provided support through the Youth Training Scheme for the first year of recognised apprenticeship training and this support will be extended to two years when the new scheme is introduced in April 1986.

(November 8)

Gas explosions

Mr Bill Michie (Sheffield, Heeley) asked Mr Paymaster General, if he would give figures for the number of gas explosions reported: (a) in the home and (b) in the gas supply in the past three years.

Mr Bottomley: The information is not available in the form requested. The number of incidents involving fires and/or explosions reported by the British Gas Corporation in the last three years is as follows:

Year	No of incidents (Fires/explosions)
1982	150
1983	134
1984	130

(November 11)



Employment topics

Adult training

Mr Barry Sheerman (Huddersfield) asked the Paymaster General, if he would make a statement on the progress of the adult training strategy.

Mr Trippier: In addition to pursuing the adult training campaign and measures to improve the operation of the training market, we have made good progress in making our adult training programmes more relevant to current and future skill needs.

In order to develop the job creation potential of small firms and enterprise, we have now asked the Chairman of the Manpower Services Commission for proposals to focus adult training programmes more sharply on the needs of small firms, on promoting enterprise and self-employment and to further promote and exploit the advantages of open learning.

(November 12)



Pay increases

Clare Short (Birmingham, Ladywood) asked Mr Paymaster General, what was the average increase in pay for each of the past 10 years for: (a) the lowest paid 10 per cent of men and women, (b) the lowest paid 25 per cent of men and women, (c) the highest paid 10 per cent of men and women and (d) the highest paid 25 per cent of men and women.

Mr Clark: The following table sets out the available information on the annual percent-

Percentage increases in gross weekly earnings of full-time adult employees⁽¹⁾ at decile and quartile points of the earnings distribution

Year to April	Lowest decile ⁽²⁾		Lower quartile ⁽³⁾		Upper quartile ⁽⁴⁾		Upper decile ⁽⁵⁾	
	Males ⁽⁶⁾	Females ⁽⁷⁾	Males ⁽⁶⁾	Females ⁽⁷⁾	Males ⁽⁶⁾	Females ⁽⁷⁾	Males ⁽⁶⁾	Females ⁽⁷⁾
	1976	18.7	21.7	18.1	22.3	18.0	24.8	18.9	25.1
1977	10.8	15.0	10.1	13.5	9.8	9.8	8.7	8.3
1978	11.2	11.2	12.2	10.4	13.0	11.1	13.6	9.9
1979	13.0	13.4	14.1	12.4	14.5	12.0	13.7	10.8
1980	20.7	21.9	20.3	22.8	22.0	25.3	24.3	26.0
1981	11.0	12.9	11.2	12.8	14.2	17.0	15.8	21.6
1982	8.2	7.7	8.9	8.1	10.2	9.2	10.2	7.1
1983	7.4	9.0	7.7	9.8	8.0	10.1	9.1	9.3
1984	6.7	6.8	7.0	6.3	8.7	7.6	9.1	6.7
1985	6.2	7.1	7.2	7.1	8.0	8.4	7.6	6.6

Source: New Earnings Survey.

- whose earnings were not affected by absence.
- the point below which the earnings of 10 per cent of employees lie.
- the point below which the earnings of 25 per cent of employees lie.
- the point above which the earnings of 25 per cent of employees lie.
- the point above which the earnings of 10 per cent of employees lie.
- the figures to 1983 relate to males aged 21 and over; those for 1984 and 1985 relate to males on adult rates of pay.
- the figures to 1983 relate to females aged 18 and over; those for 1984 and 1985 relate to females on adult rates of pay.

(November 8)

Self-employed

Mr W W Hamilton (Central Fife) asked Mr Paymaster General, on what basis the figures for the numbers self-employed are calculated; and what changes have been made in this classification since 1979.

Mr Clark: Estimates for the numbers of self-employed are obtained from the censuses of population, the latest of which was held in 1981, updated by applying proportionate changes in self-employed as estimated from the Labour Force Survey.

The first change in methodology since 1979 was the use of Labour Force Survey (LFS) results to produce the new estimates for 1975 to 1979 which were published in the January 1982 issue of *Employment Gazette*. The LFS data were used in place of the discontinued information from the national insurance card count.

At that time the level of self-employment was assumed by convention not to have changed since the date of the latest available survey data. When this convention was reviewed, in 1983, it was considered un-

realistic. The reasons for this were set out in an article in the June 1983 edition of *Employment Gazette*. This article introduced a "supplementary" series which assumed that the rate of growth observed between the latest two surveys for which data were available had continued thereafter.

This series was revised—and the term "supplementary" dropped—in July 1984 using results from the 1983 LFS.

The most recent revision was published in the March 1985 edition of *Employment Gazette*. This revision used the 1984 LFS results, and revised results for 1983. These estimates showed an exceptional growth in self-employment between 1983 and 1984 and the Department's statisticians considered it inappropriate to assume that this rate had continued. The estimates for dates after June 1984, which will be reviewed when the 1985 LFS data become available next year, incorporate the assumption that the average rate of increase between 1981 and 1984 is continuing.

(October 29)



Married women in work

Mr Michael Hancock (Portsmouth South) asked Mr Paymaster General, what was the percentage of married women in work: (a) full-time and (b) part-time in each year since 1970.

Mr Clark: The information requested is available from the census of population and labour force surveys and is therefore restricted to the years shown in the following table:

	Percentage of all married women who were	
	(a) Working full time*	(b) Working part time
	April 1971**	19.7	19.1
April 1981†	22.0	23.0
Spring 1983‡	21.1	23.5
Spring 1984‡	21.1	25.8

* Except where indicated, persons in employment are shown as working full-time or part-time according to whether they described their job as a full-time or part-time job.

† Source: 1971 Census of Population. Persons in employment are classified as full time if they usually worked more than 30 hours per week, excluding overtime and meal breaks, and as part-time if they usually worked not more than 30 hours per week.

‡ Source: 1981 Census of Population.

§ Source: Labour Force Surveys.

(October 25)

QUESTIONS IN PARLIAMENT

Youth Training Scheme

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

YTS planned entrants were based on assumptions about:

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

It has also been necessary to make assumptions about the num-

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

Between the beginning of April 1985 and the end of September 1985, there were 286,476 entrants to YTS of whom 221,814 had entered Mode A schemes.

The Mode A figure represents 77 per cent of the total number of entrants to training.

There were 317,143 young people in training at the end of September, an increase of 26,136 since the end of August. Of those in training, 246,351 (78 per cent) were on Mode A schemes.

Region	Planned entrants April 85-March 86	Entrants to training April 85-Sept 85	In training at Sept 30, 1985
Scotland	42,522	25,491	34,391
Northern	25,579	21,070	22,232
North West	57,699	48,014	49,619
Yorks & Humberside	40,019	30,057	33,055
Midlands	80,491	66,963	68,409
Wales	22,915	16,435	18,912
South West	27,489	20,975	24,412
South East	60,042	43,151	48,114
London	27,089	14,320	17,999
Great Britain	384,295	286,476	317,143

Dichloromethane—new exposure limits

A control limit for dichloromethane (methylene chloride) has been adopted by the Health and Safety Commission acting on the advice of its Advisory Committee on Toxic Substances (ACTS).

With effect from January 1, 1986, occupational exposure to airborne dichloromethane should be controlled so as not to exceed 100 parts per million (ppm) 8-hour time weighted average (TWA). In line with Commission policy for all toxic substances, exposure should be reduced as far below this control limit as is reasonably practicable.

gical effects on the central nervous system including narcosis, analgesia, giddiness, faintness, headache and inability to concentrate. In severe cases, unconsciousness, narcosis and, occasionally, death have occurred. Liquid dichloromethane is a severe skin and eye irritant. Eye irritation can also occur after exposure to high levels of the vapour. Dichloromethane is broken down in the body to carbon monoxide and carbon dioxide. Following daily repeated doses there is evidence of an increase in the levels of carboxyhaemoglobin in the blood which can impair the oxygen carrying ability of the blood.

Review

ACTS will continue to keep occupational exposure to dichloromethane under review as any new data on toxicology becomes available.

The new control limit replaces the current 8-hour TWA recommended limit of 200 ppm.

The present short-term exposure limit for dichloromethane of 250 ppm measured over 10 minutes is retained as a recommended limit.

Dichloromethane has three main toxic effects. It has major toxicolo-

The low boiling point and ease of evaporation of dichloromethane, together with its high solvency for oils, fats and organic chemicals but poor solvency for waxes and most synthetic resins, makes it of considerable industrial importance. Its main industrial uses in the UK are paint stripping, aerosol formulations, process solvent used in a number of industrial applications, the dewaxing of lubrication oil fractions in crude oil refining, as an extraction solvent, in formulated products and as a metal cleaner.

Disabled jobseekers

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

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

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

Returns of disabled jobseekers Jobcentres (October 4, 1985)

Registered for employment at October 4, 1985	74,679
Employment registrations taken from September 9, 1985 to October 4, 1985	7,410
Placed into employment by Jobcentre advisory service September 9, 1985 to October 4, 1985	3,301

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

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

Thousand

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Un-registered disabled	Registered disabled	Un-registered disabled
1984 June of whom unemployed	38.0	61.3	5.4	3.3
Sept of whom unemployed	33.5	51.2	4.9	2.8
Dec of whom unemployed	34.6	59.6	5.1	2.9
1985 March of whom unemployed	30.6	49.4	4.6	2.4
July§ of whom unemployed	32.8	55.1	4.9	2.8
1985 March of whom unemployed	28.8	44.9	4.4	2.3
July§ of whom unemployed	31.3	53.6	4.8	2.6
1985 July§ of whom unemployed	27.6	43.8	4.3	2.2
1985 July§ of whom unemployed	30.0	52.4	4.6	3.0
1985 July§ of whom unemployed	26.3	43.1	4.2	2.6

§ From April 1, 1985 MSC Employment Division's quarterly statistical dates changed to April, July, October and January.

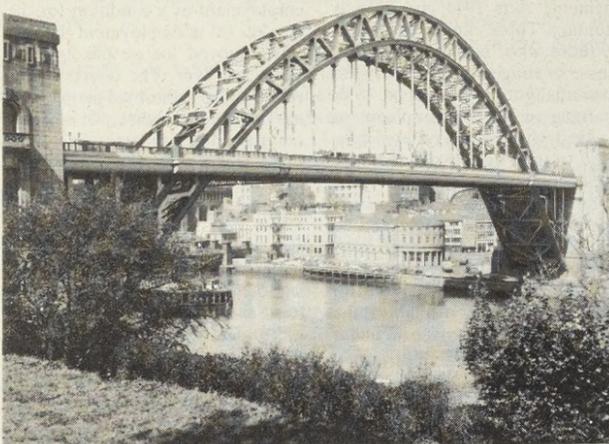
National Dock Labour Board appointment

Lord Young, Secretary of State for Employment, has appointed Mr John R Smith as a member of the National Dock Labour Board.

He will replace Mr Donald Stringer, OBE, Deputy Chairman and Joint Managing Director of Associated British Ports, who retired on October 31.

Mr Smith is Director of Personnel for Associated British Ports. His appointment to the NDLB is for the remainder of his predecessor's period of appointment until July 31, 1987 and is made under the Dock Work Regulation Act 1976, following consultation with the National Joint Council for the Port Transport Industry.

Taking tourism to Newcastle



The Tyne Bridge.

Jobs created in tourism are every bit as real as those in any other sector of the economy and there is no reason why Newcastle should not establish itself as a tourist centre. Employment Secretary Lord Young told the Tyne and Wear Chamber of Commerce and Industry.

"Next year's Tall Ships Race and later on the Garden Festival will provide continuous opportunities to attract tourists," he said. "But tourists are not just people who visit the seaside or the country or Westminster Abbey. If industrial towns such as Manchester, Glasgow and Bradford can become tourist centres, so can Tyneside."

Lord Young said the Newcastle CAT-City Action Team—had already given an excellent lead. For the first time all the Government Departments involved in the area were working together to coordinate policies designed to foster tourism.

He stressed the Government's commitment to economic regenera-

tion of the region. "Since 1979 regional policy measures have benefited the North East by over £1 billion. The effects of this and other policies are apparent in the region's shift from reliance on declining traditional industries to investment and employment in expanding sectors of the economy."

Applauding the record of efficiency and competitiveness which has led to new investment, new export contracts and new jobs in the North East, Lord Young said the region still needed a stronger and broader economic base if its human and physical resources were to be fully exploited.

"This means stimulating more business starts and more expansion by existing small firms; establishing a network of support and advice for such firms and ensuring that they are not strangled by unnecessary red tape; and training the workforce so it can meet the demands of a modern, expanding industrial society."

Handbook for tutors

During the last year, the Manpower Services Commission has sponsored an initiative for women at Hillcroft College, Surbiton. The project set out to meet the needs of women with few or no formal qualifications who wish to review and assess their experience and clarify areas in which they might work or study in the future. As a result, a two-day programme, *Valuing your Experience*, by Anne Hartree and Maggie Martin was developed, and the experience gained, together with the materials used, have now been set out in a handbook for tutors.

Valuing Your Experience is designed as a short course and runs over two days. It aims to provide a progressive, structured framework within which women can assess their experience and abilities, gain in self-confidence, and explore possible areas for future development. The course is built up out of a series of exercises and leads to a personal interview with an adviser.

The Handbook is available free of charge from the MSC to trainers, tutors and consultants. Copies can be obtained from Manpower Services Commission, Room W406, Moorfoot, Sheffield S1 4PQ.

Vocational Education and Training Central Research Body Options

Options for establishing a central body to oversee research and development to improve the effectiveness of vocational education and training are examined in a report from the Manpower Services Commission.

The report contains the results of a survey carried out by the Institute of Manpower Studies to examine the national research and development centres for vocational education and training (VET) which exist in Germany, Japan, and the United States, and to compare them and their functions with the position in Britain. It also analyses the views of 57 organisations consulted about our arrangements and the desirability or otherwise of establishing a centre here.

Options

The report concludes with four possible options for establishing a centre in this country:

- A National Institute for VET (similar to the German model) which would bring together all R and D work on the design, improvement, and implementation of VET policies; and emphasise short and medium term needs of individuals, firms and government;
- A VET Policy Research Foundation (similar to the Japanese model) which would again cover all R and D needs, but with emphasis on the long term national context (more research than development), sub-contracting much of the work;
- A VET Information and Development Centre (as the US model) which would identify and publicise critical short and medium term differences and needs in policies and programmes; and respond to the needs of the market;
- A VET R and D Association which would collect and disseminate the R and D findings of its member organisations and identify for action by members any major gaps in statistics, understanding, policies etc.

"By publishing this report we hope to stimulate debate about whether Britain needs a central focus and if so, of what kind, and how it should be founded and run," said MSC's Director, Geoffrey Holland.

"The Report shows that there is a wide range of opinion on these subjects but also a great deal of common ground. What most people want is someone to turn the mass of data which is available into intelligence and information which can be used by all concerned in vocational education and training to make better decisions. The lack of a credible body to produce and make available this material is clearly seen by many key organisations as impeding progress towards better vocational education and training arrangements here."

Research and Development to Improve Education and Training Effectiveness is available from the Sales Manager, Manpower Services Commission, Room E809, Moorfoot, Sheffield S1 4PQ at £1.50 including postage.

Chemical industry

Chemical companies worried about informing their local communities of potentially hazardous processes have been advised to "put your caution where it belongs; into the process, not into the telling", by Mr John Rimington, Director General of the Health and Safety Executive.

Speaking at the OYEZ International Conference on "The Chemical Industry after Bhopal" Mr Rimington said: "We are one nation where the chemical industry is able to have a constructive relationship with the safety regulators—the Health and Safety Commission and Executive. That is because the industry itself has as good a safety record as any in the world; and because it recognises that strict and sensible public regulation is in its own interest. It helps to fortify public confidence in the industry's effort."

Watching

"The British public is watching the chemical industry closely and rightly expects to be fully and frankly informed about potential hazards. The industry is generally reacting as a great industry should, accepting without quibble the new regulatory measures and by a positive attitude to the provision of information, particularly to people who could be locally at risk. To those who have doubts about taking the public into their confidence as regards possible hazard, however remote, my message is: Put your caution where it belongs; into the process, not into the telling."

Sites containing dangerous substances

Proposals for new regulations on the notification and marking of sites containing dangerous substances are set out in a consultative document from the Health and Safety Commission.

They aim to ensure that:

- authorities responsible for enforcing health and safety legislation and local fire authorities are aware of the locations of sites containing dangerous substances and can take any inspection and advisory action necessary;
- firemen and members of other emergency services arriving at fires or other incidents are warned of the presence of dangerous substances and of the nature of the hazards which those substances present.

Quantity

The proposed new regulations will apply to any site where there is, or is liable to be an aggregate quantity of dangerous substances (as defined in the Classification, Packaging and Labelling of Dangerous Substances Regulations 1984) of 25 tonnes or more.

They will require the notification to the Health and Safety Executive of a short list of information. Notified information will be passed on to local fire brigades. The requirement is intended to complement but not duplicate other notification requirements already in force, such as the notification requirements for major hazard quantities of dangerous substances in the Notification of Installations Handling Hazardous Substances Regulations 1982 and the Control of Industrial Major Accident Hazards Regulations 1984. A full list of exceptions is included in the proposals.

Signs

The proposed regulations will also require the placing of signs at normal access points at sites to warn of the presence, or possible presence, of dangerous substances. The warning signs to be used will be triangular in shape, edged in black with a yellow background, contain a hazard symbol, and incorporate or be supplemented by a text. (This format is consistent with that defined for warning signs in British Standard 5378 Part 1.)

While inviting comments on any aspect of the proposals, the document draws attention to three mat-

ters on which the Commission would particularly welcome views. These are:

- whether the scope of the regulations should extend to the full range of classifications of dangerous substances set out in the Classification, Packaging and Labelling of Dangerous Substances Regulations 1984;
- other options for siting warning signs and for the information to be displayed;
- how best to reconcile the detailed marking scheme operated under the Greater London Council (General Powers) Act 1975 with the proposed national scheme.

Comments on the document, which also includes a draft guidance note giving explanations of the application and operation of the regulations, should be sent by February 28, 1986 to: Mr N Quirke, Hazardous Substances Division-B3, Health and Safety Executive, Room 430, Baynards House, Chestnut Place, London W2 4TF.

Consultative document, Dangerous Substances (Notification and Marking of Sites) Regulations and Guidance Note, HMSO or booksellers, price £3.50. ISBN 0 11 883486 X.

MSC facts and figures

The MSC has published detailed information about its objectives, staffing and expenditure, gathered under the MSC's Corporate Management Information System (COMIS).

The system stems from the Government's Financial Management Initiative, which aims to ensure that managers at all levels within the Civil Service have a precise idea of their objectives and a clearly defined responsibility for the use of the resources at their disposal.

COMIS is designed to promote this by enabling top management to scrutinise each area of activity, measure performance against objectives and examine the efficiency with which resources are deployed.

The MSC had a staff of 20,803 on April 1, 1985 (compared to 21,929 a year earlier) and spent £2,065.8 million in 1984-85. The two main operating divisions—Trading Division and Employment Division—between them account for 75 per cent of the MSC's staff and over 95 per cent of total expenditure. The volume gives a detailed breakdown of staffing and expenditure figures.

Copies of the COMIS report are available, price £5.00 each, from the Sales Manager, Manpower Services Commission, Room E809, Moorfoot, Sheffield S1 4PQ.

Visit by Chinese mining experts



China's head of mining operations, Fu Shirong led a high ranking fact finding mission of five of his country's top mining experts to HM Mines and Quarries Inspectorate.

As well as visiting the Inspectorate's headquarters in Bootle, and district offices in Newcastle-under-Lyme and Cardiff, the delegation toured the Health and Safety Executive's Research Laboratories at Buxton (pictured above) where extensive research into mining safety is conducted. In South Wales they made an underground visit to Cynheidre mine, Pontyates in Dyfed.

The visit was arranged under the auspices of the International Labour Organisation and reciprocated a visit to China last year by a senior member of the Inspectorate.

REPLAN leaflet

A leaflet describing the main aims and objectives of the Government's REPLAN programme has been published by the Department of Education and Science.

REPLAN's purpose is to develop and improve educational opportunities for unemployed adults. It is funded jointly by the DES and the Welsh Office.

New approaches

The leaflet points out that although traditional courses meet the needs of many adults, they may not take special account of the situation of those without a job. New kinds of courses, new approaches to teaching and new ways of publicising opportunities have to be developed. The leaflet also describes how REPLAN will encourage collaboration between those who provide education locally and will spread the word about successful schemes.

REPLAN is also funding a programme of local development projects to enable the problems of providing education for unemployed adults to be explored and new ideas tried out. The projects are being

managed by the National Institute of Adult Continuing Education (NIACE) and the Further Education Unit.

Contact list

A contact list is given in the leaflet including the team of eight field officers appointed by NIACE in England and Wales to give help and guidance to local education providers and to workers in the field.

The leaflet also mentions the programme of staff development which is being organised by the regional advisory councils for further education and the allocation of Education Support Grants to many local authorities to encourage the planning and co-ordination of REPLAN provision.

Single copies of the free REPLAN leaflet can be obtained from the REPLAN Office, Room 7/1, Department of Education and Science, Elizabeth House, York Road, London SE1 7PH. Larger quantities may be obtained from Publications Despatch Centre, DES, Honeypot Lane, Canons Park, Stanmore, Middlesex HA7 1AZ.

Asbestos proposals

□ A requirement that laboratories involved in the monitoring and counting of fibre samples from asbestos removals operations should obtain accreditation under the National Testing Laboratory Accreditation Scheme (NATLAS) has been proposed in a consultative document from the Health and Safety Commission.

Concern has been expressed about the rapidly rising number of laboratories involved in air monitoring of asbestos stripping work. The independence of some of those laboratories and the potential for wide discrepancies in counting has been criticised. NATLAS accreditation would oblige laboratories to meet strict quality control standards and ensure participation in the Regular Inter-laboratory Counting Exchange Scheme (RICE) in which laboratories cross-check their results.

Code of Practice

The consultative document is a draft revised Code of Practice on asbestos insulation and asbestos coating. The existing Code has been substantially unaltered since it was first published in 1981. The revision is designed to take account not only of new and proposed legislation but also of improvements in best working practices.

The main proposals in the consultative document include:

- The proposal that laboratories carrying out fibre-counting should obtain NATLAS accreditation.

- A target clearance level of 0.01 fibres/ml for asbestos removals.

- A requirement that asbestos dust should be contained within the working area and within that area release of dust should be kept to a minimum. Emphasis is placed not only on the separation of the work from its surroundings but also on the actual work methods used; the new Code is firmer on the use of an enclosure as the preferred method of containment.

The new Code of Practice will give practical guidance on the application of the Control of Asbestos at Work Regulations in the area of asbestos removal and will complement a more general approved Code on the asbestos manufacturing industry. The two Codes of Practice will, when enforced, provide similar standards for workers in the manufacturing and stripping sectors of asbestos work but each would be a self-contained set of recommendations. In this way,

guidance on asbestos stripping will be brought into line with the latest requirements and higher standards of protection for workers and the general public will be achieved.

Approved Codes of Practice may be used in criminal proceedings as evidence that a person has failed to discharge their duty under the Health and Safety at Work Act.

Comments on the revised Code of Practice are invited by January 31, 1986 and should be addressed to Dr S N Smith, Hazardous Substances Division, Health and Safety Executive, Baynards House, Chestow Place, London W2.

Copies of *Work with Asbestos Insulation and Asbestos Coating; Draft Revised Code of Practice*, are available from HMSO or booksellers, price £6.75. ISBN 0 11 883485 1.

Special exemption orders

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

During the quarter ended September 30, 1985 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 58,792 women and 4,968 young persons. At the end of the period 181,383 women and 18,359 young persons were covered by 4,040 orders.

New Employee Relations Institute

□ A specialist centre for the study and teaching of employee relations has been launched by Templeton College, Oxford. The new Oxford Institute for Employee Relations sets out to link its research programme closely with the teaching of employee relations to managers and trade union officials. A full programme of seminars, workshops and courses is being organised in the coming year.

The Institute will focus its research and teaching on employee relations, reflecting the changes taking place in British industry and commerce in the way firms seek to manage the human aspects of

business. It is moving beyond the traditional focus on collective bargaining, conflict and arbitration and towards management strategies and practices concerned with control, co-operation and change.

It will explore, analyse and assess management policies and practices in dealing with people at work. In this way the Institute hopes to make a contribution toward improving the management of human resources by first researching and then disseminating best practice in industry.

The Institute has a full-time research staff of five, all funded by research grants and is directed by two Fellows of Templeton College, John Purcell and Roger Undy.

Merseyside Small Firms manager



□ The Small Firms Service has appointed a new manager for the Merseyside region. John Drinkwater becomes head of the Department of Employment's Small Firms Service, based in Liverpool, and covering Merseyside, the Wirral and parts of north Cheshire.

This is a newly created post aimed at helping promote and support the growth of small businesses in the area. Mr Drinkwater, who moves on promotion from the Department of Trade and Industry in Manchester, will be based at Graeme House, Derby Square, Liverpool.

He said: "I am very much looking forward to the challenge of this new job. Obviously there is a great need for new employment in the Merseyside area, and an expansion in the small firms sector is one way of providing this. I will be doing all I can to help any small firms in the area needing assistance or guidance."

People wishing to contact the Small Firms Service, either those already in business or those considering starting a small business, should dial 100 and ask the operator for "Freefone Enterprise".

Guidance on sodium chlorate and similar strong oxidants

□ Revised guidance on the correct storage and use of sodium chlorate which has been widened in scope to include other similar strong oxidants, has been published by the Health and Safety Executive (HSE).

This latest edition varies from its predecessors by providing additional information on:

- the storage conditions necessary for a range of chlorates including sodium, as well as other strong oxidants;
- a quantification of the 'less stringent' conditions for the storage of fire-suppressed sodium chlorate;
- a statement on the need for security following the recent experiences of fires and explosions deliberately started by vandals and intruders;
- an update on storage advice and a recommendation on the preferred type of packaging.

The revised guidance follows publication of HSE's investigation into the incident at B & R Hauliers, Salford in 1982 which recommended that the Executive's advice on the storage and use of sodium chlorate should be reviewed.

Storage and use of sodium chlorate and other similar strong oxidants. HMSO, price £2.00. ISBN 0 11 8835238.

London Guide

□ Homequity's new guide to *Living in London* has been designed and produced to provide expatriates in London with all the essential information needed to acclimatise to London life. There are sections on work permits; buying and renting property, education, health care and medical insurance, driving in Britain, entertaining, shopping, eating and drinking, and public transport.

The Guide, which is provided to Homequity's international clients as part of its relocation information package, offers tips and advice to ease the problems faced by business executives and their families posted to London from abroad.

Differences in customs and culture are explained and vital addresses and telephone numbers of American organisations are given as sources for further advice and help.

Living in London is available from Homequity Ltd, Bridge House, Farnsbury Street, Swindon, SN1 5BB. £6.00 including post and packaging.

Changes in average earnings

□ The following table shows recent changes in the underlying index of average earnings. This series incorporates adjustments for certain temporary influences like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors. The series remains, however, a measure of changes in average weekly earnings and the underlying series still reflects changes in hours worked and in bonuses and similar payments which are linked to the level of economic activity.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series in that article has been regularly updated in later issues of the *Gazette* the most recent issue being August 1985. The figures over the previous 12 months are included in table 5.1 of the Labour Market Data section of *Employment Gazette* with separate figures for the whole economy, manufacturing industries and production industries. Each month the most recent figures for the underlying increases over the latest 12 months are included in the *Commentary on Trends in Labour Statistics*.

Overtime working in the third quarter for operatives in manufacturing was similar to its level in the second quarter but was higher than

in the same quarter of 1984. Higher overtime working in manufacturing industry is estimated to have increased average weekly earnings by nearly 1/2 per cent in the year to the third quarter. In the economy as a whole average weekly earnings may have been increased by up to 1/4 per cent after account is taken of the higher level of police overtime last year arising from the coal-miners industrial action.

Recent temporary factors

The monthly rate of increase in the underlying index between the second and third quarters was between 1/2 per cent and 3/4 per cent, similar to the increase between the first and second quarters. The 12 month underlying increase edged up during the third quarter reflecting the effect of new pay settlements which available evidence suggests have tended recently to be at higher levels than a year ago, and the fairly buoyant overtime working. Until the third quarter of 1985, the effect of higher pay settlements on the underlying annual change in average earnings tended to be offset by changes in other elements of earnings. In particular, the generally slower rate of increase in overtime working after the middle of 1984, together with the reduction in police overtime in the second quarter of 1985 following the end of the miners' strike, tended to reduce the annual increase in overtime earnings. These offsetting factors were not present in the third quarter of 1985.

Whole economy average earnings index: "underlying" series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying (per cent) increase	
		Arrears	Timing* etc		Average in latest 3 months	Over latest 12 months
1983 Jan	144.5	-1.5	+0.3	143.3	1/2-3/4	8
Feb	147.2	-2.9	—	144.3	3/4	8
Mar	146.3	-1.0	-0.4	144.9	3/4	7 3/4
Apr	147.0	-0.6	-0.5	145.9	1/2-3/4	7 1/2
May	148.6	-0.7	-0.6	147.3	1/2-3/4	7 1/2
June	148.2	-0.8	-0.9	146.5	1/2	7 1/2
July	150.3	-0.6	-1.3	148.4	1/2	7 1/2
Aug	150.2	-0.4	-0.5	149.3	1/2	7 3/4
Sep	150.7	-0.3	+0.1	150.5	3/4-1	7 3/4
Oct	152.0	-0.2	-0.3	151.5	3/4	7 3/4
Nov	152.1	-0.2	+0.4	152.3	1/2-3/4	7 3/4
Dec	153.4	-0.2	+0.4	153.6	3/4	8
1984 Jan	154.7	-0.1	-0.1	154.5	3/4	7 3/4
Feb	155.6	-0.4	+0.4	155.6	3/4	7 3/4
Mar	154.4	-0.5	+2.3	156.2	1/2-3/4	7 3/4
Apr	155.8	-0.2	+1.7	157.3	1/2-3/4	7 3/4
May	156.0	-0.4	+3.2	158.8	1/2-3/4	7 3/4
June	156.0	-0.3	+2.2	157.9	1/2	7 3/4
July	158.2	-1.0	+2.5	159.7	1/2	7 1/2
Aug	159.0	-1.4	+3.0	160.6	1/4-1/2	7 1/2
Sep	160.2	-1.6	+3.0	161.6	3/4	7 1/2
Oct	164.5	-3.8	+2.0	162.7	1/2-3/4	7 1/2
Nov	162.0	-0.6	+2.3	163.7	1/2-3/4	7 1/2
Dec	163.5	-0.3	+2.0	165.2	3/4	7 1/2
1985 Jan	165.5	-0.7	+1.1	165.9	1/2-3/4	7 1/2
Feb	166.5	-1.1	+1.9	167.3	3/4	7 1/2
Mar	168.3	-0.7	+0.3	167.9	1/2	7 1/2
Apr	170.6	-0.5	-0.9	169.2	1/2-3/4	7 1/2
May	169.7	-0.6	+1.6	170.7	1/2-3/4	7 1/2
June	170.2	-1.1	+0.6	169.7	1/2	7 1/2
July	172.2	-0.6	+0.1	171.7	1/2	7 1/2
Aug	173.1	-1.1	+0.8	172.8	1/2	7 1/2
(Sep)	176.3	-2.0	-0.3	174.0	3/4	7 3/4

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

New PICKUP agent in Yorkshire and Humberside

□ David Hardy has been appointed regional development agent for Yorkshire and Humberside under the Government's PICKUP (Professional, Industrial and Commercial Updating Programme).

He will support and encourage the aim of PICKUP which is to help colleges, polytechnics and universities expand the work they do in meeting the training needs of employers and their employees, by updating work skills and knowledge.

Such updating is often required in all types of employment, in both large and small companies and at all levels from the shop floor to the boardroom.

Methods of learning can include short courses, training on the firm's premises, open or distance learning programmes for those unable to attend college and training packages 'tailor-made' for particular firms.

Mr Hardy will be based at the PICKUP Office, Yorkshire and Humberside Association for Further and Higher Education, Bowling Green Terrace, Leeds LS11 9SX. Tel: 0532 438634.

Job hunting guide



□ *Facts about Job Hunting* is a guide for 15 and 16 year old school leavers from the Consumers' Association.

The booklet gives information and advice on where to look for vacancies; applying for jobs and filling in application forms; and how to prepare for interviews. There is a section on training schemes and further education and guidance on claiming benefits.

To obtain a copy of *Facts about Job Hunting* send a large sae to Jobs, Consumers' Association, PO Box 44, Hertford SG14 1SH.

Tank work safety

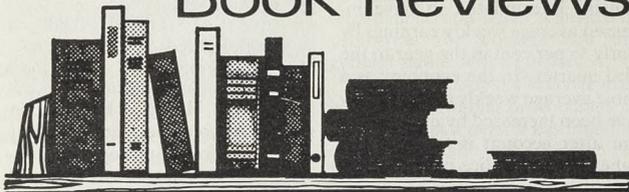
□ The Health and Safety Executive has published two documents aimed at reducing the number of accidents from hot work on tanks, drums and containers in which flammable residues may be found.

A guidance note, gives detailed advice and recommendations on the various methods of gas-freeing and cleaning of such vessels before heat is applied. It also includes a useful diagrammatic summary of those procedures. The Guidance Note will be of particular value to those regularly working in areas of risk.

Accompanying the guidance note, the Executive have issued a free leaflet which set out very briefly the hazards created by hot work and the ways in which the risks can be avoided. The leaflet is aimed at those who may occasionally encounter hot work of this nature such as garage workers and scrap breakers.

Guidance Note CS15, The Cleaning and Gas Freeing of Tanks Containing Flammable Residues is available from HMSO or booksellers, price £2.50; ISBN 0 11 883518 1. The free leaflet, *Hot Work on Tanks and Drums*, is available from any area office of the Health and Safety Executive.

Book Reviews



Graduate Opportunities

□ The 1986 edition of *Graduate Opportunities (GO 86)* is a comprehensive source of information for final-year undergraduates planning their future careers.

The directory's editorial section charts trends in graduate employment and features chapters on the graduate entrepreneur and conversion courses for new skills. Profiles on a selection of undergraduates and graduates at various stages of the job hunt are featured throughout the editorial section, which also includes advice on topics ranging from applications and interviews to disabled students.

With entries from over 600 organisations (industrial and commercial companies/professional firms/overseas employers/professional organisations/charities) *GO 86* can be used to gain detailed information about the major graduate recruiters. A further 1,200 employers are listed in the graduate recruiters section.

Final-year undergraduates considering postgraduate study are also catered for in the directory's postgraduate section which examines study both in Britain and abroad.

In addition there is a matching system which includes detailed job information and indexes listing career opportunities for particular disciplines as well as for geographical location.

Graduate Opportunities (GO 86) (0 86263 099 1) is published by the New Opportunities Press and is available free to final-year undergraduates from careers advisory services, or from bookshops at £14.25.

Public relations

□ "More and more businessmen are beginning to appreciate the importance of public relations... this booklet has been prepared so that you can judge how PR can best be matched to the needs of your company... it could save you time, temper and money."

So says Sir John Hoskyns, Director General, Institute of Directors, in his introduction to *Choosing and Using a P.R. Consultancy*, the new guide from Director Publications, publishers of *The Director*.

The list of contributors—brought together by David Churchill, the *Financial Times* consumer affairs correspondent, include Tony Good, chairman of Good Relations; Roddy Dewe, chairman of Dewe Rogerson; Kevin Traverse-Healy, chief executive of Traverse-Healy Register; Adele Biss, managing director of Biss Lancaster; Anne Dickinson, chairman of Kingsway Public Relations; John Martin, chief executive of Welbeck Public Relations and Angela Heylin, chief executive of Charles Barker Lyons.

Their advice is pitched at the board members of small to medium sized companies who suspect they should reassess their public relations.

Choosing and Using a P.R. Consultancy follows the format of the Director's Guide to *Choosing and Using an Advertising Agency*, and has been sent to the IOD's 30,000 UK members. Copies are also available from the Institute of Directors, 116 Pall Mall, London SW1Y 5ED. (Price £4.95 + 30p. for postage and packing).

Choosing and Using a P.R. Consultancy. Director Publications, 10 Belgrave Square. London SW1X 8PH. (Price £4.95).

Lateral thinking

□ Thinking is like swimming, tennis or cookery, argues Edward de Bono—a skill that can be improved through practice. In his book *Thinking Course* Edward de Bono emphasises the need to understand the practical value of being formal and deliberate about thinking. He reveals how many intelligent people are bad thinkers and how many brilliant minds are wasted by refusing to treat thinking as a skill which can be improved.

Each part of the book covers a crucial aspect of thinking, including decisions, emotions and action. It goes on to demonstrate how the use of such simple tools as frameworks for thinking and the random word technique for creativity can enhance and improve the thinking process.

Edward de Bono has written 22 books and is perhaps best known as the inventor of the term 'lateral thinking'.

De Bono's Thinking Course (£3.95 paperback). 0 563 21194 6. BBC Publications.

Theory and Practice

□ Personnel managers and students will be familiar with Maurice Cuming's *The Theory and Practice of Personnel Management*. It has now been completely revised to bring it up-to-date with current British practice. Mr Cuming has incorporated a wealth of new material, such as the role of personnel management in tackling long-term employment, including patterns of work, the future of remuneration systems, computers in personnel, appraisal, quality circles, assessment centres, training developments and the Government as an employer.

The book combines general principles with relevant examples from actual practice.

The Theory and Practice of Personnel Management by M Cuming is published by William Heineman Ltd. Price £12.95

Two from IPM



□ *Management Methods*, published by the Institute of Personnel Management, is an easy reference guide to techniques practised, and problems encountered, by managers in the widest sense. The book takes the form of 50 action plans for a variety of situations, explaining the what, why and how of dealing with them.

The plans vary from the relatively straightforward task of report writing to the mysteries of dealing with organisational politics, the subtleties of counselling and the statistical precision of sampling methods.

Each topic is treated in a standard four page format: page one provides an introductory background comment; pages two and three cover the explanatory material including checklists, methods of analysis, statistical techniques and sample documents and the final page features practical exercises and suggestions for further reading.

Management Methods aims to provide practical guidance, not by dogmatically stressing 'the right way', but by suggesting effective ways of dealing with problems and

situations. It is based on extensive reading and detailed research among numerous managers from diverse organisations.

Recruitment

Another publication from the IPM, *Recruitment and Selection*, examines the process of recruiting and assessing staff from both a technical and practical standpoint. Author Philip Plumley has written a textbook for both students and managers. Managers are encouraged to review their current recruitment practices, while students are warned that success in this area depends on "sympathetic training, ruthless self criticism and the attempt always to look at the process through the eyes of the candidate".

The book traces the four complementary stages of recruitment—assessing the job, attracting applicants, assessing candidates and final placement and follow-up. The author also sets out a series of fictitious case studies which depict various recruitment situations and draw attention to mistakes which are commonly made.

Recruitment and Selection not only highlights good practice, offers hints to success and signals pitfalls to be avoided, it also aims to provoke constructive thinking. Attitudes towards jobs and careers have changed; people are now more selective in their choice of employer and demand more in terms of personal fulfilment and life style from their work.

Management Methods by Derek Torrington, Jane Weightman, Kirsty Johns, price £10.95 (£8.76 for IPM members) plus £1.08 p&p. ISBN 0 85292 355 4.

Recruitment and Selection by Philip Plumley, price £7.50 (£6.00 for IPM members) plus 67p p&p. ISBN 0 85292 342 2.

Both are available from Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW.

Noise bibliography

□ The Health and Safety Executive have published a select bibliography on noise in the workplace. The bibliography includes references to books, reports, conference proceedings, standards and journal articles from literature published during 1980-84. Most of the references are for English language publications, but some foreign language material has been included.

Noise in the Workplace: a select bibliography 1980-84, price £3.60, ISBN 0 11 883835 0, is available from the Public Enquiry Point, Library and Information Services, Health and Safety Executive, St Hugh's House, Stanley Precinct, Trinity Road, Bootle, Merseyside L20 3QY.

DE Research papers

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

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

Research 1984-85

The Department of Employment's annual report on research is now available.

Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey and the 1981 National Survey of Homeworking

Dr C Hakim, Department of Employment

An analysis of data from two surveys on employers' use of outworkers and home-based workers, setting the results in the context of other studies and the Department's research programme on homeworking. Now available.

Worker directors in private industry in Britain

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

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

Codetermination, communication and control in the workplace: A study of participation in four Midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

Graduate Shortages in Science and Engineering

J Tarsh, Department of Employment

This paper reports the results of a survey of employers with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

Payment structures and smaller firms: women's employment in segmented labour markets

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

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

Unfair dismissal law and employment practices in the 1980's

S Evans, Professor J Goodman, L Hargreaves, University of Manchester Institute of Science and Technology

Based on case studies conducted in three localities this paper explores the recruitment, discipline and dismissal practices of 81 private sector firms of different sizes. It considers the effect of unfair dismissal legislation, including the changes made in 1979-80, and the factors affecting the way employers deal with unfair dismissal claims and industrial tribunal cases. Now available.