

# Employment Gazette

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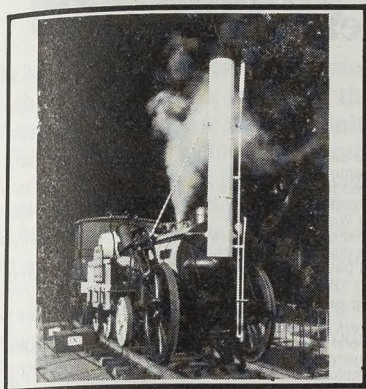
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**Cover picture**

Seems familiar? This replica of Stephenson's "Rocket" was photographed recently for *Employment Gazette* in a park in Sydney, Australia. But two years ago it made headlines for the Youth Opportunities Programme (see page 188) (Picture: David Wood, DE Group)

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**BACKFILE VOLUMES**

Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1979 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 18 Bedford Row, London WC1R 4EJ.

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

- Redundancy Payments Act 1965,*
  - Contracts of Employment Act 1972,*
  - Trade Unions and Labour Relations Acts 1974 and 1976,* and the
  - Employment Protection Act 1975*
- The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:
- Trade Union and Labour Relations Acts 1974 and 1976,*
  - Employment Protection Act 1975,* and the
  - Employment Protection (Consolidation) Act 1978.*

- |   |            |
|---|------------|
| 1 <i>Written statement of main terms and conditions of employment</i>       | PL631(rev) |
| 2 <i>Procedure for handling redundancies</i>                                | PL624(rev) |
| 3 <i>Employees' rights on insolvency of employer</i>                        | PL619(rev) |
| 4 <i>Employment rights for the expectant mother</i>                         | PL652      |
| 5 <i>Suspension on medical grounds under health and safety regulations</i>  | PL668      |
| 6 <i>Facing redundancy? Time off for job hunting or to arrange training</i> | PL620(rev) |
| 7 <i>Union membership rights and the closed shop</i>                        | PL658      |
| 8 <i>Itemised pay statement</i>   | PL633      |
| 9 <i>Guarantee payments</i>   | PL649      |
| 10 <i>Employment rights on the transfer of an undertaking</i>               | PL680      |
| 11 <i>Rules governing continuous employment and a week's pay</i>            | PL670      |
| 12 <i>Time off for public duties</i>  | PL626      |
| 13 <i>Unfairly dismissed?</i>   | PL656      |
| 14 <i>Rights on termination of employment</i>                               | PL667      |
| 15 <i>Union secret ballots</i>  | PL657      |

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| <i>Employment Act 1980—an outline</i>   | PL651 |
| <i>Individual rights of employees—a guide for employers</i>   | PL650 |
| <i>Fair and unfair dismissal—a guide for employers</i>  | PL654 |
| <i>The law on unfair dismissal—Guidance for small firms</i>   | PL685 |
| <i>Recoupment regulations—guidance for employers</i>  |       |
| <i>Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal</i> | RCP1  |

### Other related publications

- |  |          |
|--|----------|
| <i>Code of practice—picketing</i>  |          |
| <i>Code of practice—closed shop agreements and arrangements</i>  |          |
| <i>Employees' rights on insolvency of employer</i>   |          |
| <i>Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver</i> | IL1(rev) |
| <i>Insolvency of employers</i>   |          |
| <i>Safeguard of occupational pension scheme contributions</i>  | IL2      |

### Time off with pay for safety representatives

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

PL634(rev)

### Redundancy payments

*The Redundancy Payments Scheme—March 1980*  
General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the *Employment Protection (Consolidation) Act 1978*

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

RPL6

*The Redundancy Payments Scheme—offsetting pensions against redundancy payments*  
Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments

*The Redundancy Payments Scheme—offsetting pensions against redundancy payments*

RPL1

*Industrial tribunals*  
*Industrial tribunals procedure*  
For parties concerned in industrial tribunal proceedings

ITL1

*Industrial tribunals*  
For appellants with particular reference to industrial training board levy assessments

ITL5

*Determination of question by industrial tribunals*  
For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974

ITL19

*Overseas workers*  
*Employment of overseas workers in the United Kingdom from January 1, 1980*  
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltarians

OW5(1981)

*Employment in the United Kingdom*  
A guide for workers from non EEC countries

OW17(1980)

*Employment of overseas workers in the United Kingdom from January 1, 1980*  
Training and work experience schemes

OW21(1981)

*Employers and employees covered by Wages Councils*  
*Are you entitled to a minimum wage and paid holidays?*  
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations

EDL504

*Statutory minimum wages and holidays with pay*  
The Wages Council Act briefly explained

WCL1(rev)

*Guide to the wages order for hairdressing*

EDL505(rev)

*Guide to the toy manufacturing wages order*

EDL506

*Other wages legislation*  
*The Fair Wages Resolution*  
Information for government contractors

PL538

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

PL673

*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)

*Special employment measures*  
*Temporary Short Time Working Compensation Scheme*  
For firms faced with making workers redundant

PL663(temp)

### Job Release Scheme

For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64  
*Young Workers Scheme*  
Information for employers on a new scheme to create more employment opportunities for young people

PL685

PL678(rev)

### Young people

*The work of the Careers Service*  
A general guide

PL669

*Employing young people*  
For employers

PL604

*What's your job going to be?*  
For young people making a career choice

PL603

*Careers help for your son or daughter*  
For parents of school leavers

PL596

*How did you get on when you started work?*  
Career advice for young people in employment

PL601

*Help for handicapped young people*  
A guide to the help available through the Careers Service

PL675

*The Long Term*  
A leaflet about a film for parents showing the importance of combined parental and Careers Service guidance for young people about to leave school

PL659

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

PL536

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

PL661

*Work Research, Unit—Future Programme 1980 and 1981*  
A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction

PL662

*Work Research Unit—1980 Report of the Tripartite Steering Group on Job Satisfaction*  
This booklet shows that industry and commerce kept up efforts to improve the quality of working life despite economic difficulty

PL676

*Employment agencies*  
*The Employment Agencies Act 1973*  
General guidance on the Act, and regulations for users of employment agency and employment business services

PL594(2nd rev)

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

PL573(rev)

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

*Race relations*  
*The Race Relations*  
*Employment Advisory Service and the multi-racial workforce*  
Background information about some immigrant groups in Britain

PL679

*Filmstrips for better race relations*  
A leaflet describing two filmstrips on race relations for use by employees and management

PL577

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

## Unfair dismissal advice leaflet

A new leaflet on unfair dismissal has just been published by the Department of Employment. Called *The Law on Unfair Dismissal; guidance for small firms* it explains briefly and clearly how the law stands on dismissal, how to approach it and what procedures to follow. It is available free from the Department of Employment, Caxton House, Tothill St, London SW1, and from local Jobcentres, Consumer or Citizens' Advice Bureaux, Libraries and Small Firms Information Centres.

# EMPLOYMENT BRIEF

## MSC unveils the new youth training programme

The Manpower Services Commission (MSC) has published its suggestions for a new youth training scheme, following the setting up of a Task Group to respond to the White Paper on a new training initiative released last year.

The MSC proposals include a guarantee of an early offer of training for all 16 year old school leavers; in 1983-84 this would mean 460,000, including some unemployed 17 year olds too. The following year, that figure would rise to include more 17 year olds, so that by 1985 all 16 and 17 year olds leaving school could go onto the training scheme.

The training schemes should last a year and programmes ought to be approved by the MSC, which will look for those offering training, work experience and relevant education.

The programmes should be run by sponsors—employers, voluntary organisations and local authorities—and the Task Group report suggests that managing agencies should be set up for each locality. Employers can be agents as well as sponsors. Each agency would be paid a fee by the MSC for each trainee taken on.

The fee the Task Group proposes is £1,850 per trainee with most places carrying an additional £100 agency fee. Sponsors would pay trainees their allowance, and the report stresses the need to maintain the present YOP allowance (£1,300 per annum) "at its real value".

Sponsors would not have to pay National Insurance for trainees, who would, as on YOP, be entitled to claim travel expenses of more than £4 per week.

As on YOP, sponsors would not be under any obligation to offer trainees jobs after the programme was finished, though employers could take trainees on as employees at any time during training, if they wished. Training workshops, community projects

or college courses linked to work experience would be funded by the MSC.

Fifty to 60 local boards would keep a list of approved sponsors and a network of managing agencies; they would cover broadly the same areas as local authorities. A National Supervisory Board would head up the whole organisation, superceding the present Special Programmes Board.

The National Supervisory Board would be advised on technical and professional matters by a group of specialists; there would be quality assurance staff assigned within the MSC and the MSC would develop a network of accredited centres for in-service training and refresher courses for supervisors, line managers, instructors and further education staff.

The new strategy would come into operation next year, in time to take in the school leavers of the summer of 1983.

## Scheme will end fear of unemployment

Employment Secretary Norman Tebbit urged employers not to relax their efforts on behalf of young unemployed people while he considers the MSC Task Group report on the new Youth Training Scheme.

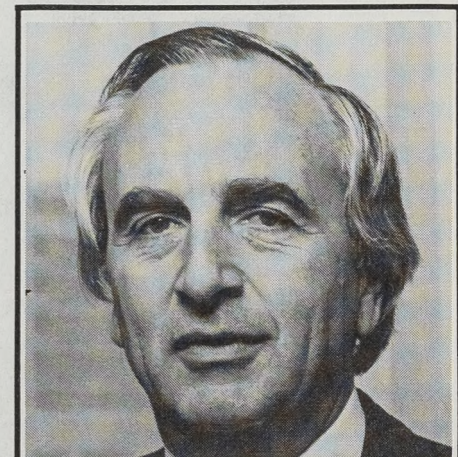
Mr Tebbit, speaking in Bristol recently, welcomed the MSC Task Group's Report on Youth Training. He was awaiting the Select Committee on Employment's views on the scheme but in general terms believed that it was an important step forward towards the aim of providing a comprehensive and enhanced training scheme for all 16-year-old school leavers.

"I believe that all of us working together can ensure that after September 1983 we will have removed the fear of unemployment for every 16-year-old in the country," he said.

From that date 16-year-olds would have the opportunity of either continuing in education, finding a job or joining one of the most comprehensive foundation training schemes anywhere in Europe. "This is an immensely exciting prospect," he said.

Mr Tebbit said the Youth Task Group Report had several features in common with the Government's own new training initiative White Paper:

- it began a move towards education or planned work experience with training for all under 18-year-olds;
- it reflected the Government's aim to



MSC chairman David Young said in his foreword to the Task Group report: "The Commission hopes that the Government can reach decisions on the report by the end of June so that it can make an early start on preparing this major new programme."

guarantee training places for all unemployed 16-year-olds;

- it broadly agreed with the Government's own proposals on matters such as training content including length of the course, off the job training and machinery for delivery.

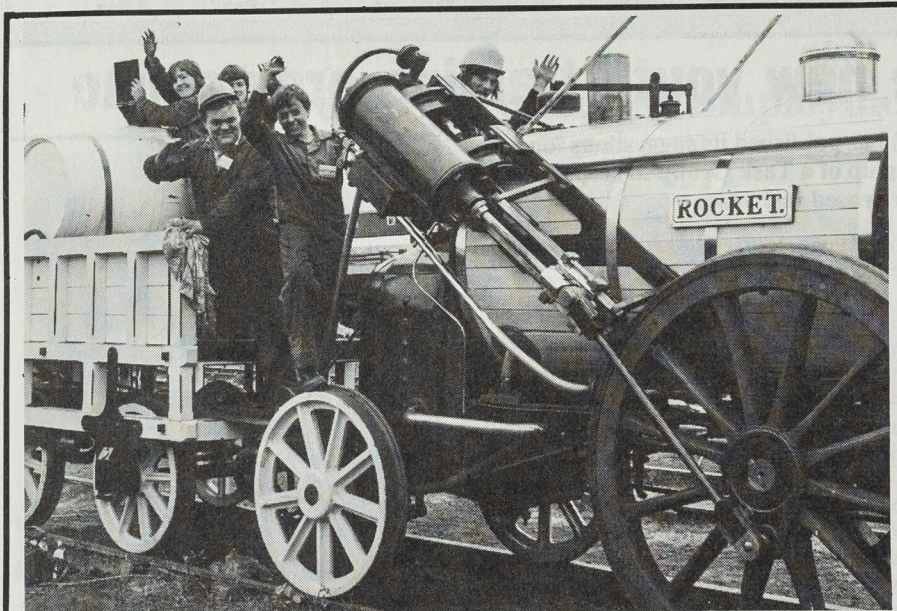
### Supplementary benefit

Mr Tebbit said there was however a separate question of supplementary benefit. The Task Group had rightly treated it as a separate question and it was important not to muddle the two issues.

"The Government did not think it justifiable to provide supplementary benefit to 16-year-olds in their own right and we announced that it would end in 1983.

"When the Youth Training Scheme starts there could be some who would not wish to take part in employment, education or training. That is their decision to make but it is not the duty of Government to provide with taxpayers cash an incentive for them to opt out of working life.

"Supplementary benefit is a safety net for those in need for whom the State needs to provide. It will remain for special groups, such as those disabled young people who are unable to benefit from the guarantee of a training place. It is not meant to be a mattress to support those who prefer opting out," he said.



It took young people working on a YOP scheme two years to build the replica of Stephenson's "Rocket", on which they are photographed above, for the commemorative re-run of the Rainhill Trials two years ago, but their labours are still being rewarded. A Gazette reporter on holiday in Australia found the same replica running Australians down a 200-yard track temporarily laid for it in Sydney's main City Park. The train is much travelled, having been on display in France, Holland and the United States.

### Quality crucial to new training scheme

"The provision of many more high quality places is crucial in the transition to the new Youth Training Scheme," said Mr Peter Morrison, an Employment Minister, in a speech to the CBI Special Programmes Unit in Harrogate recently.

"Such high quality places will be the hallmark of the new scheme, and as we work towards it over the next year we will need the co-ordinated efforts of employers, unions, CBI and Manpower Services Commission," he said.

"The CBI Special Programmes Unit has been set up to encourage larger employers to play a bigger part. It will approach companies at the most senior level to persuade them to sponsor Youth Opportunities schemes, predominantly work experience. And a new unit in the MSC has been set up to help in this approach to big companies to secure our aims in coming months.

"My job and that of my Ministerial colleagues is to help the unit and the MSC to increase sponsorship under YOP and to launch the new scheme. We have embarked on a busy round of meetings with major employers to do just that.

"We recognise the value of the commitment made by many employers to the current Youth Opportunities schemes, particularly in the provision of work experience with a greater training content.

"Proper training for young entrants to the labour market must be a priority. Training must become an everyday part of the

employment of young people. It can no longer remain the preserve of a skilled elite, because tomorrow's world will depend on the skills of us all, not just those of a minority."

### Safety standards

New safety standards for stand-by vessels came into effect on May 1. The Department of Trade is issuing updated *Instructions for guidance of surveyors* which set down minimum performance, manning and equipment requirements for such vessels.

The new standards emphasise tougher manning and training requirements. Arrangements have also been made for monitoring the length of time stand-by vessels spend at an installation.

The new instructions replace previous standards agreed in 1980. Compliance with the standards is not mandatory but the United Kingdom Offshore Operators Association (UKOOA) and the Department of Energy have agreed that only stand-by vessels able to produce a valid Certificate of Survey will be employed.

### Midwife to new bio-tech industry

The Government took a step towards encouraging a new industry to develop in Britain when Mr Kenneth Baker, Minister of State for Information Technology and Industry, announced that an Interdepartmental Committee on Biotechnology had been established to provide a focus for biotechnology in government and to stimulate its development.

The Committee will coordinate the interests of the Department of Industry, which has overall responsibility for encouraging the industrial application of new technology for the maximum benefit of UK industry, and those of other departments which are closely involved with areas such as health.

The Committee will also be a contact point for industry and academics to complement the Research Councils. It will provide a clearing house for ideas or project proposals and will maintain an overview of biotechnological developments and a forum for the exchange of information.

### Sterling buys?

In terms of what £1 buys in the UK, the British shopper compares less badly than is sometimes thought with French and German counterparts spending their marks or francs, though in terms of Gross Domestic Product per head he or she is relatively much poorer, according to recent research by EUROSTAT, the European Community Statistical Office.

For example, based on exchange rates, GDP per head in West Germany in 1980 appears to be 3.15 times greater than that of Greece, whereas in purchasing power terms it is only twice as big.

In 1980 six Community countries (Germany, France, Belgium, Netherlands, Luxembourg and Denmark) had a higher GDP per head than the Americans. But translated into purchasing power the Americans can be seen to be 20 per cent better off than the Europeans, despite a slow decline during the 1970s.

The UK picture also shifts according to the basis of calculation used. Based on exchange rates the difference in GDP between the UK and, say, Germany (90:129) is much greater than when based on purchasing power parities (93:115). Excluding Ireland and Greece, there is rather less divergence between rich and poor in the Community than is sometimes claimed.

### New opportunities in TV industries

"Cable systems will offer major commercial opportunities for this country," said Mr Kenneth Baker, Information Technology Minister, recently. "Large markets could be created not only for the cable equipment suppliers and the consumer electronics industry, but also for the makers of films and television programmes, the suppliers of information services and the marketing and advertising industries. The UK is very good at making entertainment programmes and providing information services, and with a thriving home market brought about by cable this has great potential for increased sales overseas.

"The Government are taking cable systems very seriously indeed. As the Prime Minister said when announcing the publication of the Information Technology Advisory Panel's report (*which urged the Government to press ahead with cable systems*), we are anxious to secure the benefits of the new technology for the United Kingdom.

"What effect would four, 14 or 40 new channels of television programmes have on this service? And how, in these extra channels, can we maintain the high standards of programming to which we have been accustomed? That is why the Home Secretary has asked Lord Hunt of Tamworth to carry out a review of the broadcasting implications of cable systems. We have particularly taken to heart the Advisers' call for speed in coming to decisions. Lord Hunt's enquiry is no Royal Commission spread over a period of three or four years. He has been given just six months to examine these very complex issues.

"Some of the questions that will have to be answered, and on which we would welcome the views of industry are:

- What should the cable system look like technically (copper coaxial and/or fibre optic) and what standards should be laid down?
- What regulatory framework should there be for cable operators and the role British Telecom would play in the development of cabling.
- The method of financing this great enterprise, and the vital need for full private sector participation in it.
- What relationship should there be between the people laying the cable and the providers of programmes and services (that is the printer/publisher).
- How should the country be divided up—each town, county, region?—and who should issue the licences for cable operation in these areas."

### Women give decorative role the brush-off

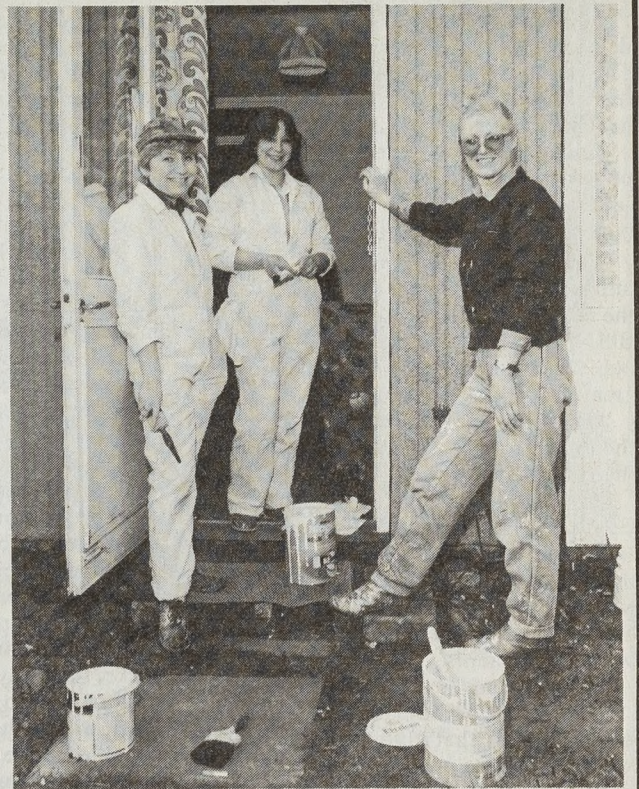
Brushes and gloss don't spell makeup to the women shown in the photograph on the right: they mean work—paintwork.

The three women are members of a female painting and decorating team, lead by Supervisor Maureen Martin (right) and funded under YOP.

"We all really enjoy it," said Maureen Martin. "There have been quite a few girls on the scheme since it started and they have all been really taken by it."

Pensioner Mrs Mary Thompson had her home decorated by Lynn Marshall (centre) and Jacqueline Hornsey (left) under Maureen Martin's direction. "What a surprise I got when the decorators were all girls. They did really well."

Hartlepool YOP Agency Manager Ron Noble said: "I hope this means employers will take on female painters and decorators."



### Government funds for new computer scheme

Information Technology Minister Kenneth Baker has announced a £10 million boost for a new-look Software Products Scheme.

"Following a major review to sharpen the focus of the scheme, an additional £10 million over three years has been allocated and the scheme will be directed by a new advisory committee, whose professional expertise will ensure that the scheme is geared to industry's requirements, channelling finance into new products and areas of innovation," he said.

The Software Products Scheme, originally established to encourage the development of software products and packages, has spent £5 million to date. The scheme is administered on behalf of the Department of Industry by the National Computing Centre (NCC), which will be guided by the Software Products Scheme Advisory Committee.

One of the committee's prime tasks is to identify priority areas for support under the scheme. The aim is to place grants which can help to develop software products and their practical application in key technological areas and to bring forward the development of products in the UK services industry. This will be achieved by reviewing all areas

of product development for all applications running on all ranges of hardware with specific reference to ventures that are technically innovative, but that can prove to provide a practical means of making money.

The Software Products Scheme Advisory Committee plans to hold a public seminar in June when Mr Baker will announce further details of the scheme and committee members will describe the way in which the scheme will operate and the specific areas of support.

### CITB grants up

The Construction Industry Training Board has agreed to modest increases in some of the grants to be paid to employers for the training year August 1, 1982 to July 31, 1983 for employers.

The CITB believes it is important to maintain this assistance for training when the recession has forced a reduction in the numbers being trained.

## Employment Bill has public support says Tebbit

"The Employment Bill is a practical and sustainable measure of union reform which was demanded of me by the majority of the people and, I believe, the majority of union members. This is why I believe this legislation will avoid the fate of some earlier attempts at union reform, and why the ruc's opposition will fail," said Mr Norman Tebbit, Secretary of State for Employment speaking at a Financial Times Conference in London recently.

"Indeed, with the present high level of public support for union reform, I cannot see how it can be in the interest of the ruc to oppose the Bill so vehemently," he said.

"Government has very limited power to impose its will, and it should only move with the consent of the people. That is why this Bill has restricted itself to the changes which public consultation has shown enjoy the greatest support.

"That does not mean that we have closed the book on further reform in the future if this is shown to be necessary and desirable."

Mr Tebbit said that the Engineering Employers' Federation had strongly pressed him to give employers the right to break their contracts at will and lay off employees without pay in the event of industrial action by others, but Mr Tebbit was not persuaded by their arguments.

"All this tends to make me a little sceptical about some of the claims made in recent days by the ruc that a large number of employers—none of whom have been identified, incidentally—will co-operate with the unions in ignoring the balloting provisions of the Bill.

"If there is any threat implied in this claim, I think it is a hollow one. To start with, I've never put much credence on anonymous letters. But more to the point, there is not a single constraint applied by the Bill against any employer—so long as they dismiss no one."

Mr Tebbit also explained that if employers are coerced into dismissing staff the Bill makes it easier to ensure that the compensation is paid by the party who actually brought about the dismissal—the union itself. "And we have given Tribunals discretion to scale down compensatory awards in the light of unreasonable behaviour by the claimant in securing his own dismissal," he said.

"But employers have to make a choice. Will they listen to shop stewards who so frequently in the past have been shown to be totally unrepresentative, or will they consult and listen to their workforces?"

"In order to survive employers have had to manage more effectively than ever before, and in a growing number of cases we can see that they are leading their firms out of recession into greater success by greater productivity, greater competitiveness. This can only be achieved with the co-operation and support of the workforce.

"That link between management and workforce is vital. If management chooses to break that link, by refusing to consult with their workforces and talking instead only to shop stewards, then they will be moving back down the slippery slope. Employee involvement, in my view, is essential to achieve the full potential that workers can offer to their firms—and thereby themselves.

"Employers who allow unions to drive wedges between them and their employees, or between worker and worker, have only themselves to blame if they lose the confidence of their workforces. In recent months there have been examples of plenty of workforces rejecting the unions' call for strike action and voting to work, not to strike, their way to prosperity. If employers do surrender to unreasoning hostility to this Bill it will be their choice, but any financial penalties of the Bill would be nothing but a small marker on their downward decline."

## New training programme proposed for CITB

Ideas for a vigorous programme of action to be undertaken by the Construction Industry Training Board to meet the challenges of the 1980s, were put forward by CITB deputy chairman Mr Ernest Smith.

Speaking in a strictly personal capacity, he told the construction surveyors present that the board might become very involved in the area in which they themselves were especially interested—the training of technicians and technologists who were in management grades.

He also said that a programme for the 1980s could include:

- A more commercial approach by charging firms for "bespoke" training services.
- Bringing in new methods of training for managers and supervisors.
- Training in new areas of technology including microcomputers.
- Taking an active part in the Manpower Services Commission's "Open Tech" and vocational preparation schemes.
- Developing tests to determine standards achieved by trainees.

Mr Smith said that to achieve the aims of such a programme and continue a policy of

## Peddalling their wares



After winning £200 in a newspaper business competition, twins Deen and Darren Kinnersley have set up Cyclone Ltd, refurbishing old bikes with money from the European Social Fund and MSC. Besides getting the business going at Hartlepool Cooperative Centre, the twins both study business management on correspondence courses.

## ACAS report shows pay claims down

The annual report of ACAS, the Advisory, Conciliation and Arbitration Service, has just been published.

The report shows that both the volume and pattern of ACAS' work was affected by economic trends. "Economic restraints and fears of redundancy were factors influencing collective bargaining," it states.

In 80 per cent of all cases, a settlement or progress towards it was achieved. There were nearly 40 requests for collective conciliation each week, which is a high level, but ACAS sees it as encouraging that 36 per cent of the requests came from both parties jointly.

The most frequent issues conciliated (over half of the total) concerned pay, terms and conditions of employment. And in 83 per cent of these cases, no industrial action had been taken before the dispute went to ACAS.

There were 257 cases referred to the arbitration or mediation service.

Pay settlements were in a narrower and lower range than in 1980, the report comments.

ACAS Annual Report is available free from ACAS offices.

## Employment Bill clause changed

The clause on dismissal during industrial action has been altered in the Employment Bill's committee stage, following employers' representations and Government reconsideration.

The clause now omits the warning that employers were to have had to issue to employees whom they intended to sack, since this would be unworkable and would not further protect employees.

It also says that employers may distinguish between employees taking industrial action at different establishments (a term already used in law), which will have to be defined by industrial tribunals.

Some employees dismissed for industrial action can be offered re-employment after three months without others dismissed under the same circumstances being entitled to claim unfair dismissal and so the time limit for unfair dismissal claims, in this context, is to be extended to six months from the complainant's date of dismissal.

The clause also retains the present legislation's coverage, which includes action short of striking.

## Employment info on view

The Department of Employment's Prestel database, announced in February's Gazette, has been expanded. Prestel viewers turning to page 50047 are now offered the latest information on:

- employment law—a guide for employers and workers, based on the Department's legislation booklets
- special employment measures such as the Young Worker's Scheme and the Job Release Scheme
- work permits
- Wages Councils
- regular Department publications and how to obtain them—Employment Gazette, Employment News, Careers Bulletin, and the New Earnings Survey 1981.



## Not just messing about on the river

These four young men in a boat are not just punters! They are an example of how young trainees can help themselves—and each other. Andrew Shepherd (left) and Brian Dixon (right) are members of the team of YOP trainees who made the ten foot boat, Project 1, and Graham Roberts (centre left) and Ken Ashurst (centre right) are from the Finchale Residential Training college for the disabled, to which the boat has been presented.

## Trade unions should support pay restraint to help unemployed says Minister

Trade union leaders can show their concern for the unemployed by acting in support of pay restraint, Mr David Waddington, Parliamentary Under Secretary of State for Employment, said recently.

He told the Coventry Chamber of Commerce that excessive pay increases meant:

- Fewer jobs in the firms that are paying the higher wages—and have to cope with the fact that pay accounts for 60 per cent of industry's costs.
- Fewer jobs in the economy as a whole.
- Fewer jobs in the future because the bigger the share of pay at the expense of profits the less money is available for investment in new technology, new plants and equipment.
- Fewer jobs for young people coming on to the labour market for the first time.

"There is growing recognition that a pay award should be dictated by what can be afforded not by what is necessary to compensate for an increase in the cost of living or to stay in line with the chap down the road employed in a very different type of business."

Pay settlements were now down to about a third of their levels during the summer of

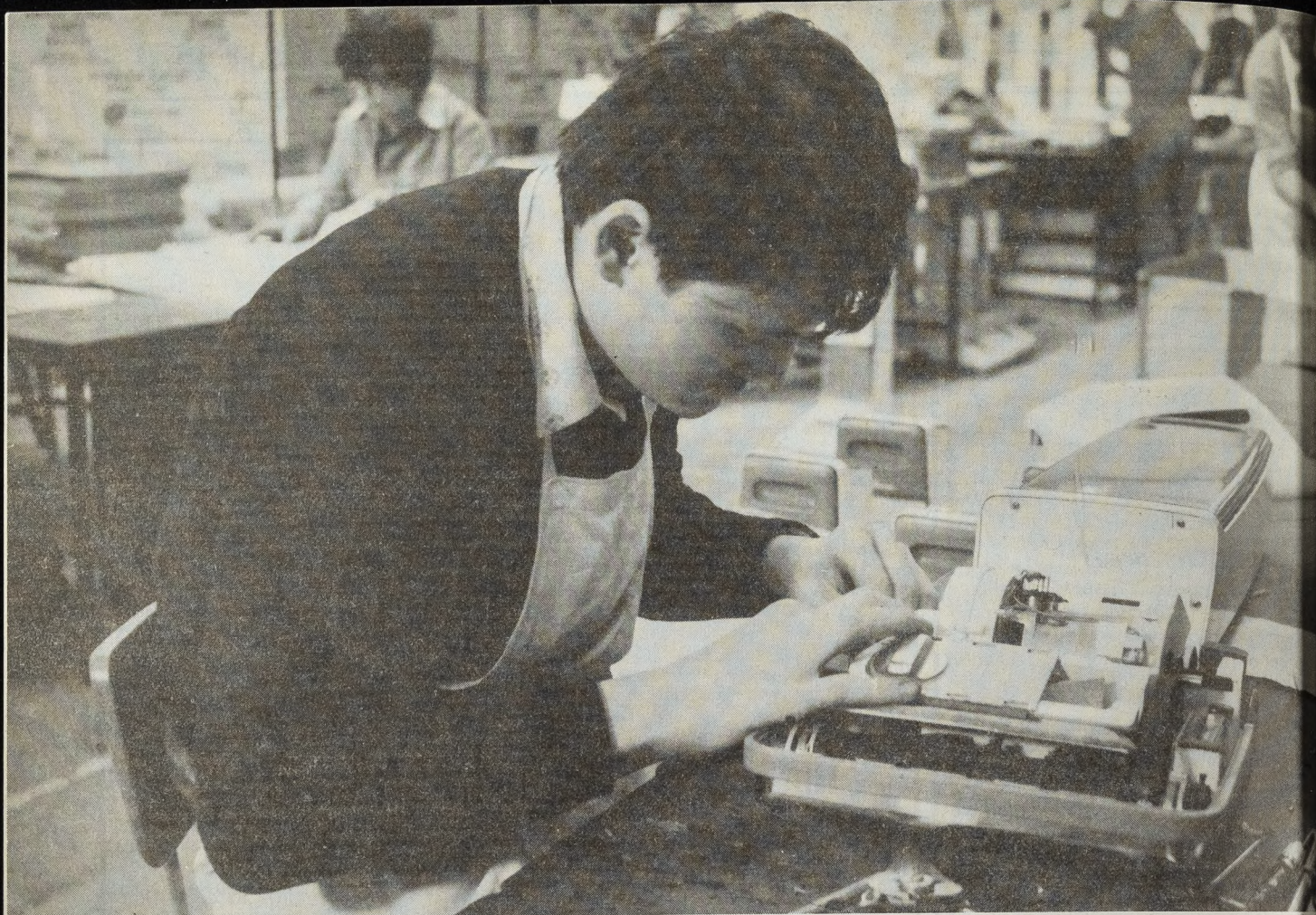
1980, he said. And this had had a dramatic effect on unit labour costs which were now increasing at a similar rate to those of most competitors, and on inflation which should soon be in single figures and should remain there.

Total output rose in both the third and fourth quarters of last year. Overtime is up and short-time working down.

## How long is a loaf of bread?

The average American has to work two hours and 44 minutes every day to pay his or her taxes, levied by states, nationally and locally, according to the Tax Foundation, a Washington research body.

By comparison, in this country the average manual worker works 9 minutes to acquire the price of a standard loaf of bread—which is rather more than the basic rate of tax on each pound.



A Remploy employee assembling an automotive steering column.  
Photo: Remploy Ltd

## Sheltering from the recession

by Steve Reardon

*Employment Gazette*

A company that exists for the prime purpose of providing sheltered employment for severely handicapped people cannot choose the options of redundancy or factory closures, when faced with an economic recession. Using labour intensive capabilities to make a virtue out of other people's necessity has provided some of the answer.

□ If you heard of a company that had increased its labour force by almost 600 since the beginning of 1980, opened three new factories and moved two others into larger premises in the last year, and had experienced no shop floor redundancies in all that time, you might well think that in the context of the worst recession for fifty years that was not a bad record.

Add to that the fact that almost the entire factory workforce is so severely handicapped that the average company would not even consider employing one or two individuals from it, let alone base a nationwide manufacturing and service operation on it, and you have the makings of an industrial sensation.

The firm in question is of course, Remploy Ltd—a name that many company readers will be familiar with as a valu-

able sub-contractor and as a tough commercial competitor. And while nowadays Remploy's is a name that appears less and less on branded goods as company strategy has changed to meet its own peculiar economic survival demands, its products, components and back-up services are finding their way into many more manufactures carrying other company labels. Remploy is in the aircraft we fly in and the cars we drive; Remploy is in the home and in the clothes we wear.

### Diversity of interests

"If there wasn't a Remploy", one customer remarked to Trevor Owen, the company's managing director, "industry would have to invent one." When one begins to unravel the

diversity of Remploy's interests in contract work alone there is clearly a good deal of truth in that. It is clear, too, that to those companies that buy into Remploy's special services their need is nothing if not commercial. Conscience money cannot be a factor when it comes to business on the scale that Remploy handles. Last year when many companies were struggling to stay alive, many of them in the same product areas as Remploy, its turnover was £42 million and sales over two years were up by 27 per cent. To produce figures like that in a recession, with a significant proportion being produced by contracts with other companies, is a reasonable indication that those companies need you and are not merely being socially supportive.

It is difficult to judge whether Remploy is, nevertheless, plagued by the "basket weaving image". Management certainly seem conscious of the need to stress that none of its employees is being feather-bedded; its purpose is employment not occupational therapy. And though complete rehabilitation to the outside world is happening naturally to one per cent of its workers a year at present, no-one claims it is anything other than a by-product at Remploy. In fact they find it difficult to recall when and where the company first produced any baskets. Perhaps their attitude stems from the fact that Remploy exists first and foremost for the benefit of its employees and that the profit motive, though as strong as one would expect to find in any company, exists as a means of enabling it to continue to provide productive work for its workers.

Remploy was set up as a result of the 1944 Disabled Persons (Employment) Act. In addition to creating the

quota system whereby any company employing more than 20 people is required to take at least three per cent of its workers from the register of disabled people, that Act also created the Disabled Persons Employment Corporation, which subsequently became Remploy Ltd, to give productive employment to those people, who because of the severity of their disability, are unable to find employment even under the quota system. The first factory was opened in 1946 at Bridgend in South Wales.

The stated objectives of Remploy are:

- To provide productive sheltered employment for severely disabled people as defined in the Disabled Persons (Employment) Act;
- To employ in a working environment the maximum number of people willing and able to work, but who are unable or unlikely to obtain employment in open industry because of the severity of their handicap, physical, mental or visual;
- To provide in each factory, for employees of all ages, jobs which call for the widest possible range of skills and abilities, while simultaneously accommodating the widest possible range of disabilities;
- To operate effectively and efficiently as an industrial organisation, providing within the limits of its resources, productive employment. It is not a function of Remploy to provide merely diversionary occupation nor to assess and train disabled people for employment in open industry.

In the immediate post-war period people with physical handicaps posed the major employment problem. Today the emphasis is changing, partly as those disabled during two world wars are reaching the age when they are no longer economically active. Now 42 per cent of Remploy's workforce of over 8,600 are people suffering from some form of mental or nervous handicap.

This trend makes different demands on Remploy in terms of assessment, training and the type of work it undertakes. Providing work for a physically handicapped person is largely an engineering problem, but providing work for a mentally handicapped person and assessing what demands can reasonably be put on that person in changing circumstances requires a different kind of approach.

### Commercial strength

Yet it is precisely the composition and complexity of the workforce and the fact that the company exists for the benefit of the workforce that is proving to be a major source of Remploy's commercial strength, especially now in the recession. The company has to be labour intensive: it exists to increase the numbers of disabled people it can employ, and that means that its options for remaining commercially viable are not those of other companies. Managing director, Trevor Owen points out, "If we were an independent company the only way to balance the books would have been by reducing the numbers of people we employ and we would probably have decided to close 10 or 20 factories."

But although there is nothing in Remploy's rules which prevent closure and redundancies, in management's view that would be a manifest admission of failure amounting to a betrayal of everything Remploy stands for. "The only way for us to survive in the recession", says Trevor Owen,

"and give disabled people the service they need, is by swimming against the tide."

This sense of obligation to the workforce has an almost Japanese feel to it, while the enthusiastic way Remploy hustles new business, fresh products and adapts to customers' needs, has the ring of the small entrepreneur about it. As Trevor Owen points out, "you would not normally expect to find a single company with so many diverse interests as ours, unless it were a multi-national or an ICI."

Remploy is constantly searching for new products and new lines that can make use of existing production methods. At the same time it is ready to install new machinery and equipment to branch into new avenues altogether. A horticultural unit has just been set up in Wisbech, Remploy's first venture into market gardening, while on the other side of the coin the company has become the first in the UK to manufacture silicone implants for breast surgery. This involved sending a team to the States to learn the process and bring it back.

The company is heavily committed to the manufacture of furniture and has been successful in moving up market and moving out of high street selling on its own account and into large scale contract work in an effort to reduce its own overheads and improve unit costs through long production runs. It is a matter of pride to management that in this area of activity, which has been hard hit by the recession generally, a Remploy factory was able to keep going by landing a contract from a Swedish furniture manufacturer, which as they put it "is rather like sending coals to Newcastle."

Another major activity is textiles and knitwear—again an industry which is particularly depressed. Remploy's answer has been to improve quality to an extent that customers have snowballed. A successful contract for garments from the Ministry of Defence, which met their particularly high standard, in turn led to an order from the American airforce, and interestingly from the Dutch army to supply PT shorts.

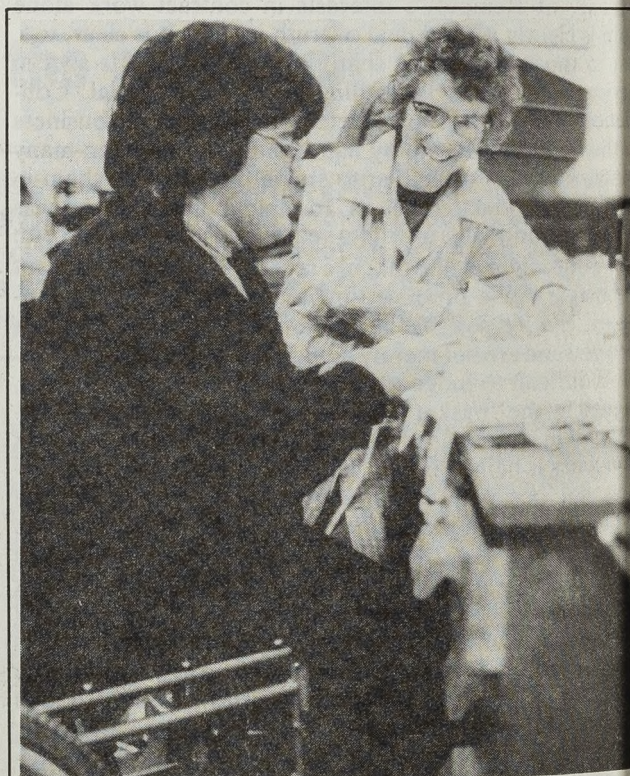
Where Remploy scores is by its ability and willingness to take on other firms' "nuisance jobs". Particularly in a recession when many organisations have been shedding surplus labour or taking the opportunity to re-invest not in labour but in capital equipment, they are finding parts of their production process which still demand a degree of manual handling. Either they no longer have the workforce or the flexibility on the shop floor to enable them economically to take on this aspect of their own work, or, still cautious about remanning with an uncertain order book, they are not yet ready to take on labour of their own to service what might prove to be only a one-off order.

And their weakness is Remploy's strength. It has to be labour intensive by definition and so competes actively to get this kind of business. Its Acton packaging and assembly factory, for instance, handles a number of other people's nuisance jobs—salvaging unsold records returned to the manufacturer by the distributors, which means that each sleeve has to be individually emptied and the valuable vinyl discs carefully accounted for. A headache for the record manufacturer since the workload is purely seasonal; and in fact the Acton factory is prepared to send out its workforce to the client company's own premises to take on this kind of contract, provided facilities are suitable for disabled people, which obviates the need for additional transport and security arrangements to and from Remploy's premises.

As companies and other organisations have become increasingly cost conscious in the last few years, they have started to look at the savings to be made from refurbishing what would normally have been considered throw-away items or limited-life items. Remploy at Acton has a contract to clean and repackage in-flight movie headsets for a major overseas airline, a task which requires the kind of labour intensive handling that would have ruled it out on cost grounds had the airline considered doing the job itself. The job is ideally suited to Acton's team of homeworkers who represent another aspect of Remploy's provision of work to the severely handicapped. Elsewhere hospital furniture, previously regarded as being at the end of its useful life, is being restored to virtually brand new condition costing health authorities faced with cash limits a fraction of the replacement price.

This is not to say that Remploy does not prefer long production runs, which reduce its unit costs as much as the next firm's, but it does demonstrate the versatility and flexibility in its attitude to garnering work. Disposition of major contract work is made at divisional level for each of the three Remploy trading groups—furniture; leather and textile products; and packaging and assembly—where an overview of factory capacity and loading can be taken. But individual factory managers can also top up with individual contracts in an effort to reduce spare capacity and idle time to a minimum.

It does, however, demand a measure of versatility on the part of the workforce, particularly a severely handicapped workforce, to cope with a frequently changing product scene. But, as Trevor Owen explains: "Our workforce is used to being trained and retrained and it is easy for us to go to them with this in mind." Because of the nature of the disabilities which bring workers to Remploy in the first



A severely handicapped worker at the Chesterfield Medical Products Division. Photo: Remploy Ltd

place, training for a new skill is likely to be a prerequisite for any employee. Because of Remploy's individual assessment of each person's abilities at the outset, it is not at all unusual for someone to be trained in a skill and to a level that they could not have expected to achieve as an able-bodied worker outside. Equally a visitor to a Remploy factory will often see men engaged in work traditionally only undertaken by women in other companies and vice versa. This premise of providing work according to individual ability enables Remploy to avoid stereotyping problems amongst its workforce, thus adding to its versatility.

Industrial relations are clearly crucial in a situation of this kind. Terry True, Remploy's personnel manager, puts the emphasis on communication at factory level. "The fact that we are composed of relatively small units is a great help. The smallest factory has about 40 places and the largest about 220. The fact that Remploy does not have the same degree of labour turnover as normal companies because of the nature of its workforce, too, means that the factory manager can get to know all the employees and recognise their individual strengths and weaknesses when it comes to communicating with them." Formal consultation at factory level takes place through a Joint Consultative Committee of union representatives and management. Terry True says that they usually find that if they consult in advance about things like new products or the installation of new equipment, "when the change comes along people are usually willing to accept it."

The company describes its industrial relations as "generally happy", due undoubtedly in large measure to the individual attention that each employee can expect from management. But says Terry True, with almost inverted glee, "we do get disputes and the occasional strike from time to time, which demonstrate that disabled people are real people with a range of attitudes and ambitions, who don't want to be patronised."

#### Trading loss

It has to be recognised that the general productivity of Remploy's workforce will be lower than that of an able-bodied workforce. As a result basic rates, agreed nationally with a consortium of representative trade unions, are about 70 per cent of the going trade rate in the outside world. Even so there is going to be a trading loss, when the additional costs of employing a severely disabled workforce are taken into account. This loss is met by an annual subvention from the Government, plus a grant to cover capital expenditure on land and buildings, plant and equipment, and vehicles, bearing in mind that Remploy

operates factories according to geographical need rather than commercial good sense. In the last financial year this amounted to a total of £45,688,000. The offsetting factor for the Government is that it is receiving tax, national insurance and VAT revenue which it would not do otherwise if Remploy did not exist to employ the severely disabled.

But the annual subvention does lead to complaints from time to time that Remploy is able to compete unfairly for contracts. Management are emphatic however that the money is not used to subsidise prices. Trevor Owen says, "my people make bloody good products and we do not have to sell them cheaply just because they have been made by disabled people." When he gets a complaint of unfair trading, he is always ready to open the books for inspection provided his competitor will do the same, to an independent arbitrator if necessary. The outcome is usually the same, Remploy has sharper buying policies, or its apparent lower labour costs are offset by the fact that it may have to employ several disabled people to perform a task that one able-bodied worker would be expected to carry out.

#### New technology

Productivity at Remploy has received a measurable shot in the arm through the advent of new technology. Not only does it open up new product areas, particularly in the assembly group, but also, thinking machines are able to improve considerably the quality and output by disabled people. Far from threatening to reduce manning levels at Remploy, new technology can be seen to be creating more work for more hands at the other end of the production line, with a consequent reduction in unit costs. A hidden advantage too is that the mentally slow are finding their productivity improved by the chip, added to which they are better able to cope with the boredom of working with a machine that thinks for itself, than is a normal person.

Like any company, measuring the success of Remploy during the recession depends very much on the yardstick you choose to apply. Trevor Owen is quoted in the latest issue of *Remploy News* as saying that the last financial year was a poor one for the company because the sales target was missed "by a colossal amount." Yet he views the 27 per cent sales increase in the last two years as an indication of Remploy's determination to do better than most. A general feeling of optimism pervades management, confident that faced with the worst that the British economy has thrown at it, that Remploy has used its own peculiar versatility to meet its primary target—creating productive work for severely disabled people. ■

## NEWS RELEASES AND PICTURES

from your organisation should be addressed to

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## Does Job Release reduce unemployment?

by J A S Robertson

*Economics Division,  
Department of Employment*

The effectiveness of the Job Release Scheme in reducing unemployment depends on the successful replacement of applicants by people from the unemployment register. Employers undertake to recruit replacements—the replacement condition. The article describes a survey of the effectiveness of the replacement condition, and the results obtained.

The Government's Job Release Scheme is designed to create additional vacancies for registered unemployed people by encouraging older workers to leave their jobs through early retirement. On the basis of a sample survey carried out by the Department of Employment, it is now estimated that something like 85 per cent of approved applications ultimately draw people from the unemployed register. Nevertheless steps have been taken to improve the efficiency of the scheme in the light of the survey findings.

### Job Release Scheme

The scheme is currently open to able-bodied men aged 62 to 64, disabled men aged 60 to 64, and women aged 59. Successful applicants receive an allowance during the period up to state pension age. Employers who release workers under the scheme undertake to recruit a replacement from the register of unemployed (the "replacement condition"). The replacement need not be recruited to the actual job vacated by the JRS applicant, so long as the vacancy created after a chain of moves or promotions is filled from the register, and there is a demonstrable link between the job vacated and the job filled. In fact, just under half of replacements are indirectly recruited in this way.

### Reasons for a survey

There are a number of reasons why an approved application might not lead to a reduction in unemployment at all.

**Table 1 Regional distribution of employers in the survey, and the distribution of all employees in September 1980**

Region	Percentage cover	
	Sample	All employees
Scotland and North	12.7	14.8
North West	15.9	11.8
Yorkshire and Humberside	10.5	8.8
West Midlands	8.5	9.7
East Midlands	6.6	6.9
East Anglia	3.3	3.1
South West	8.5	7.2
South East including Greater London	30.8	33.2
Greater London	11.1	not available
Wales	3.3	4.5
Great Britain	100	100

For example, while the JRS vacancy itself might be filled, a vacancy elsewhere in an organisation could be left unfilled, resulting in no additional employment. Alternatively, though it would be an abuse of the scheme, a JRS vacancy might simply not be filled, or only filled on a temporary basis.

The Department of Employment was naturally keen to find out how far the JRS replacement condition was operating as intended, and in 1980 commissioned Social and Community Planning Research to undertake a survey of employers who had agreed to allow employees to retire

**Table 2 Industrial distribution of employers in the survey, and of all employees in Great Britain, September 1980**

SIC Order group		Per cent	
		Sample	All employees
I	Agriculture, forestry and fishing	0.2	1.8
II	Mining and quarrying	—	1.6
III	Food, drink and tobacco	2.4	3.0
IV	Coal and petroleum products	—	0.2
V	Chemicals and allied industries	1.5	1.9
VI	Metal manufacture	3.7	1.8
VII	Mechanical engineering	3.9	3.8
VIII	Instrument engineering	0.9	0.6
IX	Electrical engineering	3.3	3.2
X	Shipbuilding and marine engineering	0.7	0.7
XI	Vehicles	5.2	3.2
XII	Metal goods not elsewhere specified	4.4	2.2
XIII	Textiles	1.1	1.7
XIV	Leather, leather goods and fur	—	0.2
XV	Clothing and footwear	1.5	1.5
XVI	Bricks, pottery, cement, glass, etc	1.1	1.1
XVII	Timber, furniture, etc	1.7	1.1
XVIII	Paper, printing and publishing	2.6	2.4
XIX	Other manufacturing	1.7	1.3
XX	Construction	3.3	5.6
XXI	Gas, electricity and water	3.7	1.6
XXII	Transport and communications	9.2	6.8
XXIII	Distributive trades	8.1	12.4
XXIV	Insurance, banking and finance	2.0	5.8
XXV	Professional and scientific services	17.2	16.4
XXVI	Miscellaneous services	2.2	11.2
XXVII	Public administration and defence	17.7	7.1
	<b>All industries</b>	<b>100</b>	<b>100</b>

early under the scheme. The main aim of the survey was to obtain information on the way in which JRS applicants are replaced, but more general information was also obtained about applicants and replacements.

### Details of the survey

The sample consisted of 500 former employers of people who had taken advantage of JRS. These employers were distributed throughout Great Britain, and across all industries. (See tables 1 and 2.) The response to the survey was extremely good, with useable results being obtained from 458 employers; 92 per cent of the sample. A small scale pilot survey was carried out in late August/early September 1980, which proved satisfactory, and main field work was carried out between September 15 and 30, 1980.

### Reliability

One of the main problems with evaluation surveys of the effectiveness of employment schemes is that employers may deliberately understate the extent to which they break the rules. On the whole, experience with the pilot JRS survey interviews, and a sample of main stage interviews attended by Department of Employment representatives (and identified to the interviewees as such) was that employers were remarkably open about their behaviour, possibly because it was made clear to employers that the information being collected was confidential, and would not be transmitted in an identifiable form to those responsible for administering JRS. There are therefore good reasons to suppose that the results of the survey are not unduly biased. There remain, of course, the usual unintentional errors in replies to questions, due to lack of knowledge, or mistaken recall of events.

### Results of the survey

#### Characteristics of applicants

JRS was open at the time of the survey to able-bodied men aged 64, women aged 59, and disabled men aged 60 to 64. Only limited information was collected from employers about the JRS applicants. More information is available from earlier surveys of applicants themselves\*. The present survey asked employers how many years the JRS applicant had worked at the establishment. Table 3 shows the distribution of replies.

**Table 3 Percentage of JRS applicants by length of service at the establishment**

Length of service	Per cent
Less than 5 years	12
5-9 years	18
10-14 years	13
15-19 years	11
20-29 years	23
30-39 years	12
40 years or more	9
Not known/no answer	2
<b>All lengths</b>	<b>100</b>

Over half the JRS applicants previously employed by respondents had served 15 or more years at the establishment, which in many cases was synonymous with the firm. Threequarters of JRS applicants were receiving a pension from their former employer and most of these were able to draw their pension as soon as they took their early retirement.

### Characteristics of replacements

Employers were asked for details of replacements taken on after the JRS applicant had retired. Although 80 per cent of those taking early retirement were men, slightly fewer men—71 per cent—took over as replacements. There was a considerable degree of replacement by young workers, reflecting the age distribution of the unemployed; 13 per cent of replacements were under 18; 27 per cent were aged 18 to 25; 53 per cent were aged 26 to 54; and only seven per cent were over 55. This means that 40 per cent of the people coming into jobs were aged 25 or under. More of the indirect replacements tended to be younger workers, too, reflecting, in some cases, the creation of a vacancy at the end of a chain of promotions. Older replacements tended to be more likely to be recruited directly. Over all age groups, 45 per cent of replacements were indirect, while around 60 per cent of replacements aged 25 or under were indirect (see table 4).

**Table 4 Method of replacement by age, percentages**

Method of replacement	Age of replacement				
	Under 18	18-25	26-54	55+	All ages
Direct	37	41	65	72	55
Indirect	63	59	35	28	45
All methods (%)	100	100	100	100	100

The JRS scheme for disabled men operates with the same replacement condition as used in the schemes for the able-bodied, but, employers are told that wherever possible, a disabled applicant should be replaced by a disabled person. However, 73 per cent of the unemployed people who replaced disabled people were reported as having no disability. In part, this reflects the fact that older people, who have a greater prospect of disability, are being replaced by young people, who are more likely to be fitter. JRS applicants have a considerable range of disabilities and, the scheme makes a point of not requiring people to be registered as disabled, although they must be eligible for registration. This means therefore that a proportion of applicants' disabilities are likely to be age related.

### Employers' attitudes towards the Job Release Scheme

Although the JRS is a scheme intended to help the unemployed by creating vacancies through early retirement, it has a number of advantages for employers too. Just over half the employers in the sample said that the scheme had

\* See "The Job Release Scheme", *Employment Gazette*, July 1980, pp 720-726 and "Evaluation of the Job Release Scheme", P Makeham and P Morgan, DE Research Paper No 13, July 1980.



**Table 5 Employers' reasons for stating that JRS was of advantage to them**

	Percentage of employers who stated that JRS gave them an advantage, stating this particular advantage
The replacement of old with young staff	62
Enables older staff to retire early if they wish	20
Can replace staff who are sick	18
Good for organisation: promotion and/or reorganisation	16
Advantages of staff turnover, chance to recruit new staff	7
Means of getting rid of difficult/incompetent staff	5
Helped to reduce numbers of staff without redundancy	5
Fosters good staff relations	3
Enables organisation to bring in new staff at lower pay	1
Other	1

Note: Percentages add to more than 100 per cent as some employers stated more than one advantage.

proved advantageous to them, in particular because it allowed them to replace older staff with younger people. However, only five per cent of employers stating an advantage had used JRS as a way of getting rid of difficult or incompetent staff (see table 5).

### The effect of JRS on the register of unemployed

#### Methodology

Each JRS applicant is supposed to be replaced by somebody out of work on the unemployed register. At first sight, whether a particular JRS application results in a reduction in the register seems straightforward, at least in principle. But this is not necessarily so. Take the case of a vacancy which is not filled at all, and is in effect retrenched. Given that the post no longer exists, there is the possibility that the person who previously filled it would have been made redundant and become unemployed if the Job Release Scheme had not existed. By being induced to retire early, and leave the labour force, there is still one less person unemployed than there would otherwise have been.

This example illustrates the potential complexity of the way JRS works, and although the reasoning sometimes involves hypothetical steps which are hard, if not impossible to quantify in a survey, it is at least possible to set out a number of possible outcomes from a JRS application.

The SCPR survey was able to identify a total of 15 main outcomes, eight of which would have the effect of reducing the register by one. However, a distinction needs to be drawn between "successful" and "unsuccessful" categories. Many outcomes can be positively classed as "successful", but the "unsuccessful" categories not only include cases where there clearly was no effect on the register, but also where there was doubt. Examples of the doubtful cases, which would be counted as "unsuccessful", occur when a vacancy is still in the process of being filled; or when an employed replacement is taken on, in which case, the replacement's old job could be filled by someone from the register of unemployed persons.

The survey findings therefore give a lower estimate of the level of satisfactory replacement, and to arrive at a result which would be representative of the actual working of the scheme it is necessary to apply judgement and interpretation to the unsuccessful categories, to take account of factors such as those previously mentioned. This process obviously introduces elements of uncertainty, and this needs to be borne in mind.

### Effects of the Job Release Scheme on the unemployed register

Table 6 shows how respondents' replies were distributed across the various categories. Non-replacement of the JRS applicant does not appear to be a serious problem, as this occurred in only seven per cent of cases (category 9). In one-third of these cases, the vacancy was still in the process of being filled. In a further seven per cent of cases (category 10), the JRS applicant's post had been filled internally, although no one from outside had been recruited. In the cases where the applicant's job had not been filled by an additional recruit (some of the cases in categories 9 and 10), it is possible that but for the scheme, the JRS applicant would have been made redundant and become unemployed, so that there would have been a beneficial effect on unemployment.

Just as important as whether a replacement was recruited at all is whether the replacement was employed permanently. The survey results indicate that the large majority of replacements remained in the jobs to which they were recruited, but seven per cent of replacements were no longer in their original post by the time of the survey (categories 13/14). However, of these cases, only a sixth had been made redundant, the remainder having been

**Table 6 Distributions of outcomes for the unemployed register**

	Per cent
(A) Outcomes reducing the register by one	60
of which:	
1. Direct replacement by unemployed person, job maintained, no other vacancy cut	26
2. Indirect replacement by unemployed person, job maintained, no other vacancy cut	22
3. As category No. 1, but no individual identified as replacement	3
4. As category No. 2, but no individual identified as replacement	4
5. Direct replacement, but original replacement left and in turn replaced	2
6. Indirect replacement, but original replacement left and in turn replaced	2
7. Direct replacement, but original replacement moved within organisation and second replacement recruited	1
8. Indirect replacement, but original replacement moved within organisation and second replacement recruited	1
(B) Outcomes whose effect on the register is in doubt, or nil	40
of which:	
9. Post not filled	7
10. Post filled internally, no external recruit	7
11. Direct replacement not unemployed	11
12. Indirect replacement not unemployed	7
13. Direct replacement, but replacement no longer in post	4
14. Indirect replacement, but replacement no longer in post	3
15. Direct replacement, but another vacancy not filled	3
<b>All outcomes</b>	<b>100</b>

transferred within the organisation, left through sickness or been dismissed.

In a third of cases where the JRS replacement no longer worked for the organisation, a second unemployed person had been taken on in place of the original replacement. Thus the number of outcomes not resulting in a reduction in the register is probably rather less than the seven per cent indicated in categories 13 and 14. However, there is a possibility that some replacements still in post at the time of the survey might have lost their jobs subsequently, and this might raise the numbers of unsuccessful outcomes.

A major source of apparently unsuccessful outcomes was the 14 per cent of employers who recruited an employed person as a replacement (categories 11 and 12). Replacements recruited to fill vacancies created by JRS must normally be unemployed, but at the time of the survey, a modified replacement condition allowed the Civil Service (and parts of the public sector) to undertake to recruit a replacement, but not necessarily unemployed, because of policies in these sectors stipulating recruitment by open competition. In some of the cases where replacements were employed, but not all, the replacement's former job would have been filled, either by another employed person, or by an unemployed person, possibly off the register. A chain extending over several jobs would thus be built up, and eventually there would have been some impact on unemployment. It would be almost impossible to trace all these chains to their end, but it is certainly clear that the 14 per cent of non-successful outcomes in categories 13 and 14 understates the effectiveness of JRS.

The remaining group of ambiguous and non-successful outcomes (category 15), covers situations where a replacement was recruited, but some other vacancy in the organisation was left unfilled. This appeared to be of negligible importance.

Taking all outcomes, the survey indicates that 60 per cent of cases could be attributed to the successful categories corresponding to a reduction in unemployment, with the remaining 40 per cent of cases having either unknown outcomes, or definitely unsuccessful outcomes. Taking account of the various factors, the Department of Employment believes that the scheme would have worked as designed in just over half the unsure/not successful cases, bringing the estimate of the overall success rate for JRS to 85 per cent, subject to the uncertainties already mentioned.

Up to this point the discussion has been in terms of the average replacement rate for the sample as a whole. However, significant differences exist between the various types

**Table 7 Relative replacement rates for organisational types expressed as a percentage of the overall replacement rate**

	Limited company	Public corp/Nationalised industry	Local/Central government	Other
Direct replacement	113	81	94	100
Indirect replacement	107	155	83	79
Overall replacement rate*	110	117	87	90

\* As percentage of the average rate for all organisational types.

of organisation, and the level of the job done by the JRS applicant. There is also some evidence of regional variation, but with small regional sub-samples, this may be due simply to sampling variation. There appeared to be little difference between overall replacement rates for able-bodied men, disabled men and women, or between different sizes of establishment.

### Organisational variation

The survey distinguished limited companies, the trading public sector, local and central government, and a residual category of organisational types. Table 7 shows the replacement rates in the different sectors expressed as a percentage of the overall average. The direct and indirect replacement rates are shown separately, but as a low level of one type of replacement may be compensated for by a high level on the other method, the effectiveness of JRS can only be measured by the overall replacement rate. The individual method rates give an indication of the frequency with which each method is used.

Table 7 shows public corporations/nationalised industries to be the most effective overall replacers, scoring 17 per cent more successes than average. Local and central government appear to come out worst, but this is in part due to the operation at the time of the survey of the modified replacement condition in these sectors, which allowed replacements by employed people.

Manual vacancies, which constitute the bulk of vacancies created through JRS, were filled more often than average; and professional vacancies were filled less often than average (table 8).

**Table 8 Relative replacement rates by occupational group expressed as a percentage of the overall replacement rate**

	Professional and managers	Intermediate and junior non-manual	Skilled manual	Semi-skilled manual	Unskilled manual
Direct replacement	23	94	90	135	155
Indirect replacement	124	97	124	86	55
Effective overall replacement rate*	72	93	107	112	107

\* As a percentage of the average for all occupations.

Table 8 shows a low relative score for the professional category direct replacements, where under a quarter of the average number of direct replacements occurred. This does not by itself imply a low effectiveness, as it would be expected that many high level vacancies would be filled indirectly, after a chain of promotions, for instance. But even taking into account indirect replacements, 28 per cent less than average replacement overall occurred here.

One element of uncertainty revealed by the survey occurs when applicants are replaced by employed people, under the modified replacement condition. The concession was withdrawn on April 1, 1982, and this will probably raise the replacement rate.

## Equal pay and sex discrimination

This annual article gives the outcome of applications to industrial tribunals under the Equal Pay and Sex Discrimination Acts. The information contained covers cases completed during the period January 1, 1981 to December 31, 1981.

Information is now available on the outcome of applications to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975, covering cases completed during the period from January 1, 1981 to December 31, 1981. Information on cases completed in 1976, 1977, 1978, 1979 and 1980 was published in the May 1977, April 1978, April 1979, April 1980 and May 1981 issues of *Employment Gazette* respectively.

Under both Acts there is provision for conciliation. A copy of each application is sent to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS). The conciliation officer has a duty to try to promote a settlement of a complaint without the need for a tribunal hearing.

At the conclusion of each case, that is after it has been determined at a tribunal hearing or settled by agreement without recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS. Cases which involve complaints brought under both Acts are included in the statistics for each Act.

### Equal Pay Act 1970

The purpose of the Equal Pay Act is to eliminate discrimination between men and women in their pay and other terms of employment (for example overtime, bonus, piece-work payments) when they are in the same employment and doing the same or broadly similar work or work which has been rated as equivalent under job evaluation. Individual men and women who believe they have a right to equal treatment under the provisions of the Act and whose employer does not agree with them can apply to an industrial tribunal for a decision.

### Details of application

Action on 54 applications to industrial tribunals was completed during the year. Figures for previous years were:

1980	91
1979	263
1978	343
1977	751
1976	1,742

Tables 1-6 below analyse applications under a number of different headings.

### Nature and outcome of complaints

Ninety-two per cent of the applications were made on the grounds of doing the same or broadly similar work as a person of the opposite sex. The balance comprised applications related to work rated as equivalent under job evaluation. Table 7 gives a breakdown of the outcome of the 54 applications.

### Conciliation

Half of the applications either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services were used. The corresponding proportions for previous years were:

	Per cent
1980	71
1979	70
1978	71
1977	51.5
1976	55

### Tribunal hearings

Of the 27 cases heard by tribunals, decisions in six (22 per cent) were in favour of the applicant. Ratios for previous years were:

	Per cent
1980	15.4
1979	16.6
1978	30
1977	25
1976	30

Tribunals dismissed five applications on the grounds that the applicant was not doing the same or broadly similar work as a person of the opposite sex or work rated as equivalent. In six other cases, tribunals ruled that there was a material difference other than the difference of sex between the applicant's case and that of the person with whom comparison was being made.

Table 1 Applicants analysed by age and sex

	Male	Female	All
Under 18	—	—	—
18-24	2	4	6
25-34	1	11	12
35-44	3	13	16
45-54	2	8	10
55-60	1	2	3
Over 60	1	4	5
Not known	—	2	2
All	10	44	54

Table 2 Applicants analysed by region and sex

	Male	Female	All
South Eastern	1	8	9
South Western	—	2	2
Midlands	6	11	17
Yorkshire and Humberside	—	7	7
North Western	1	5	6
Northern	—	3	3
Wales	1	3	4
Scotland	1	5	6
All	10	44	54

Table 3 Applicants analysed by occupational group\* and sex

	Male	Female	All
Managerial occupations (general management)	2	1	3
Professional and related occupations supporting management and administration	—	2	2
Professional and related occupations in education, welfare and health	1	1	2
Literary, artistic and sports occupations	1	—	1
Professional and related occupations in science, engineering, technology and similar fields	—	3	3
Managerial occupations (excluding general management)	—	2	2
Clerical and related occupations	—	11	11
Selling occupations	—	4	4
Security and protective service occupations	—	—	—
Catering, cleaning, hairdressing and other personal service occupations	—	5	5
Farming, fishing and related occupations	—	1	1
Materials processing occupations (excluding metal)	—	—	—
Making and repairing occupations (excluding metal and electrical)	—	—	—
Processing, making, repairing and related occupations (metal and electrical)	6	3	9
Painting, repetitive assembling, product inspecting, packaging and related occupations	—	7	7
Construction, mining and related occupations not elsewhere classified	—	—	—
Transport operating, materials moving and storing and related occupations	—	2	2
Miscellaneous occupations	—	2	2
All	10	44	54

\*The occupations of the applicants have been analysed by the 18 major groups of the Department of Employment's Occupational Classification (CODOT).

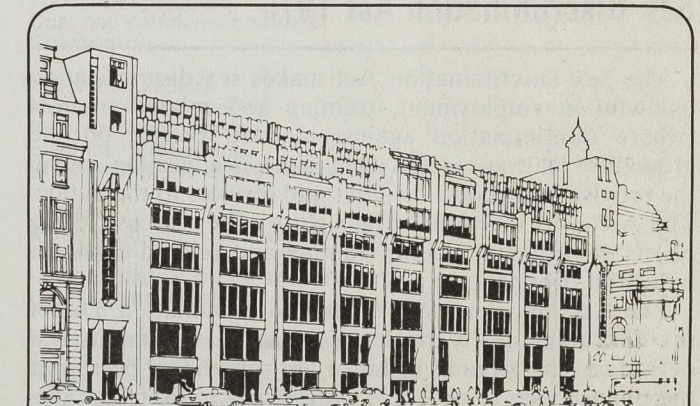
Table 4 Applicants analysed by size of respondent's firm

Number of employees	Male	Female	All
Less than 20	1	7	8
20-49	5	1	6
50-99	2	4	6
100-249	—	5	5
250-499	—	5	5
500-999	—	2	2
1,000 and over	1	6	7
Not known	1	14	15
All	10	44	54

Table 5 Applicants analysed by industry\*

	Male	Female	All
Agriculture, forestry, fishing	—	1	1
Mining and quarrying	—	1	1
Food, drink, tobacco	—	2	2
Coal, and petroleum products	—	2	2
Chemicals	—	1	1
Metal manufacture	1	—	1
Mechanical engineering	—	2	2
Instrument engineering	—	4	4
Electrical engineering	1	2	3
Shipbuilding and marine engineering	—	1	1
Vehicles	1	1	2
Metal goods not elsewhere specified	—	1	1
Textiles	—	—	—
Leather, leather goods, fur	1	—	1
Clothing and footwear	—	2	2
Bricks, pottery, glass, cement, etc	—	2	2
Timber, furniture etc	—	1	1
Paper, printing and publishing	1	—	1
Other manufacturing industries	4	1	5
Construction	—	3	3
Gas, electricity, water	—	—	—
Transport and communication	—	2	2
Distributive trades	—	5	5
Insurance, banking, finance	—	4	4
Professional and scientific services	—	2	2
Miscellaneous services	1	4	5
Public administration and defence	—	—	—
All	10	44	54

\*The industries of the respondents have been analysed by the Industry Order of the Standard Industrial Classification 1968.



## Can we help you?

Up-dated lists of Department of Employment leaflets are carried periodically in *Employment Gazette*. Or for immediate advice, you can telephone 01-213 5551.

**Table 6 Applicants analysed by basic weekly wage**

Wage £	Male	Female	All
Under £20	—	—	—
21-25	—	—	—
26-30	—	1	1
31-35	—	2	2
36-40	—	—	—
41-50	1	4	5
51-60	2	9	11
61-70	1	8	9
71-80	—	7	7
81-90	1	3	4
91-100	1	2	3
Over 100	4	7	11
Not known	—	1	1
<b>All</b>	<b>10</b>	<b>44</b>	<b>54</b>

**Table 7 Outcome of applications**

	Male	Female	All
<b>Settled by conciliation and withdrawn where conciliation attempted</b>			
Settled by conciliation	1	8	9
Withdrawn	—	—	—
private settlement	—	1	1
reasons not known*	3	14	17
<b>Heard by tribunal</b>			
Complaints upheld	—	6	6
Complaints dismissed not like or equivalent work or not same employment	—	9	9
material differences	5	1	6
other reasons	1	5	6
<b>All</b>	<b>10</b>	<b>44</b>	<b>54</b>

\* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

## Sex Discrimination Act 1975

The Sex Discrimination Act makes sex discrimination unlawful in employment, training and related matters (where discrimination against married people on the grounds of marriage is also dealt with), in education, and in the provision of goods, facilities and services to the public. The Act gives individuals the right to direct access to the courts or, in employment, training and related cases, to industrial tribunals.

The Act defines various types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the grounds of his or her sex, than a person of the opposite sex is or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional) and which cannot be shown to be justified. In the employment field direct and indirect discrimination against married persons as compared with unmarried persons of the same sex are defined in similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act.

The coverage of the employment provisions includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers' associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation.

### Details of applications

Over the period January to December 1981 action was completed for 256 applications to industrial tribunals arising under the employment provisions of the Sex Discrimination Act. Figures for the previous years were:

1980	180
1979	178
1978	171
1977	229
1976	243

**Table 1 Applications analysed by type of discrimination and by sex of applicant**

	Male	Female	All
<b>On grounds of sex</b>			
Direct	51	128	179
Indirect	6	62	68
<b>Against married persons</b>			
Direct	1	5	6
Indirect	—	1	1
<b>Victimisation</b>	1	1	2
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

## INSTITUTE FOR EMPLOYMENT RESEARCH \*

### REVIEW OF THE ECONOMY AND EMPLOYMENT, Spring 1982

This **Review** examines the prospects for economic growth and employment at a highly disaggregated level, dealing with projected changes in UK employment from industrial, occupational and regional perspectives. Projections of part-time and full-time work and employment by sex are also included, together with special studies of the long-term growth of productivity and the potential impact of new technology. The results present a fairly comprehensive picture of the structure of employment up to 1990, which should provide useful information to those with special interests or expertise who seek a broader perspective within which to place their own points of view.

Price: £6.00.

Obtainable from Executive Officer,  
Institute for Employment Research  
University of Warwick  
Coventry CV4 7AL  
Tel: 0203 24011 x 2514

\* Formerly Manpower Research Group

**Table 2 Applications analysed by age and sex of applicant**

	Male	Female	All
Under 18	1	3	4
18-24	14	28	42
25-34	21	33	54
35-44	13	60	73
45-54	6	47	53
55-60	3	15	18
Over 60	1	3	4
Not known	—	8	8
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

**Table 3 Applications analysed by region and by sex of applicant**

	Male	Female	All
South Eastern	23	39	62
South Western	3	13	16
Midlands	8	24	32
Yorks and Humberside	1	12	13
North Western	12	71	83
Northern	2	12	14
Wales	4	20	24
Scotland	6	6	12
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

**Table 4 Analysis by occupation (held or applied for)\***

	Male	Female	All
Managerial occupations (general management)	1	5	6
Professional and related occupations supporting management and administration	—	7	7
Professional and related occupations in education, welfare and health	2	5	7
Literary, artistic and sports occupations	1	3	4
Professional and related occupations in science, engineering, technology and similar fields	1	18	19
Managerial occupations (excluding general management)	—	5	5
Clerical and related occupations	10	62	72
Selling occupations	5	24	29
Security and protective service occupations	1	—	1
Catering, cleaning, hairdressing and other personal service occupations	16	15	31
Farming, fishing and related occupations	—	—	—
Materials processing occupations (excluding metal)	2	9	11
Making and repairing occupations (excluding metal and electrical)	2	5	7
Processing, making, repairing and related occupations (metal and electrical)	2	13	15
Painting, repetitive assembling, product inspecting, packaging and related occupations	3	4	7
Construction, mining and related occupations not elsewhere classified	—	2	2
Transport operating, materials moving and storing and related occupations	5	12	17
Miscellaneous occupations	8	8	16
Not known	—	—	—
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

\* Analysed by the 18 major groups of the Department of Employment's Occupational Classification (CODOT).

**Table 5 Applications analysed by type of complaint and sex of applicant**

	Male	Female	All
<b>By applicants for employment against employers regarding:</b>			
Arrangements made by employers for recruitment	4	4	8
Terms offered	—	3	3
Refusal to engage or to offer employment	23	16	39
<b>By employees regarding access to opportunities for:</b>			
Promotion	2	27	29
Training	—	3	3
Transfer	1	7	8
Other benefits	6	45	51
<b>By employees in respect of:</b>			
Dismissal	19	77	96
Other unfavourable treatment	4	15	19
<b>By complainants against respondents other than employers:</b>			
	—	—	—
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

**Table 6 Applications analysed by size of firm**

Number of employees	All
Under 20	40
20-49	24
50-99	17
100-249	25
250-449	15
500-999	15
1,000 and over	63
Not known	57
<b>All</b>	<b>256</b>

**Table 7 Analysis by industry of respondent and by sex of applicant\***

	Male	Female	All
Agriculture, forestry, fishing	1	—	1
Mining and quarrying	—	—	—
Food, drink, tobacco	9	14	23
Coal and petroleum products	2	12	14
Chemicals	—	4	4
Metal manufacture	1	19	20
Mechanical engineering	2	4	6
Instrument engineering	1	4	5
Electrical engineering	—	5	5
Shipbuilding and marine engineering	3	7	10
Vehicles	—	10	10
Metal goods not elsewhere specified	—	4	4
Textiles	1	2	3
Leather, leather goods and fur	—	—	—
Clothing and footwear	2	3	5
Bricks, pottery, glass, cement etc	—	1	1
Timber, furniture etc	—	3	3
Paper, printing and publishing	2	3	5
Other manufacturing industries	4	5	9
Construction	—	5	5
Gas, electricity, water	—	—	—
Transport and communication	3	7	10
Distributive trades	7	20	27
Insurance, banking and finance	2	5	7
Professional and scientific services	2	6	8
Miscellaneous services	14	47	61
Public administration and defence	3	7	10
<b>All</b>	<b>59</b>	<b>197</b>	<b>256</b>

\* Analysed by the Industry Orders of the Standard Industrial Classification 1968.

## NEWS RELEASES AND PICTURES

from your  
organisation  
should be  
addressed to

The Editor  
Employment Gazette  
Department of Employment  
Caxton House Tothill Street  
London SW1H 9NA  
01-213 7483

The tables analyse the types of discrimination involved, some characteristics of the applicants and respondents, the area of complaints and the outcome of the applications. Direct sex discrimination continued to be the main

Table 8 Outcome of applications

	Male	Female	All
<b>Cases cleared without a tribunal hearing</b>			
Conciliated settlements	20	33	53
Withdrawn by applicant:			
Private settlement	—	4	4
Reasons not known*	26	84	110
<b>Tribunal decisions†</b>			
Order declaring rights	3	4	7
Awards of compensation	3	5	8
Recommended course of action	—	4	4
Dismissal	8	65	73
<b>All</b>	<b>60</b>	<b>199</b>	<b>259</b>

\* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.  
† Some applications under more than one remedy.

Table 9 Compensation

	Agreed at conciliation	Awarded by tribunal
£1-£49	—	—
£50-£99	9	—
£100-£149	12	1
£150-£199	4	3
£200-£299	10	—
£300-£399	2	1
£400-£499	3	—
£500-£749	3	2
£750-£999	1	1
£1,000 and over	2	—
<b>All</b>	<b>46</b>	<b>8</b>

reason for complaint in the cases completed. Twenty-three per cent of the applicants were male. Sixty-four per cent of the applications were cleared without the need for a tribunal hearing (table 8).

# LABOUR MARKET DATA

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# Employment Gazette

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## Trends in labour statistics

### Summary

Indicators available so far for the first quarter suggest that economic activity may have been little changed from the last quarter of 1981. Industrial production was depressed by severe weather but has shown signs of recovery. Information on demand shows consumers' expenditure unchanged in the first quarter from its fourth quarter level although retail sales rose. Housing starts recovered strongly in the first quarter.

Forward looking indicators are signalling improved prospects in the course of this year. The latest cbi quarterly industrial trends survey showed some further increase in general confidence, although it predicts further falls in employment.

Figures now available for the first quarter show that the rate of decline in manufacturing employment continued to slow down. Similarly, the rate of increase in unemployment showed a further reduction in the first four months of the year, and both the stock and inflow of vacancies continued to improve.

The underlying increase in average earnings in the year to March was 10½ per cent. Settlements in the current pay round average about 7 per cent.

The increase in the Retail Prices Index in the year to April 1982 to 9.4 per cent compared with 10.4 per cent in March.

### Economic background

Following the trough of the recession in the second quarter of last year, there was a modest recovery in output during the summer, led by manufacturing. Over the autumn and winter the main component of the small increase in total output was provided by growth in North Sea oil and gas production, with other output virtually unchanged. Domestic demand increased steadily after the second quarter, following its decline since the end of 1979, largely reflecting the sharp slowdown in the pace of destocking during the second half of 1981.

GDP (output) rose by nearly ½ per cent in the fourth quarter of 1981,

the second successive quarterly increase following two years of decline. For 1981 as a whole, output was 3 per cent below the level in 1980.

Industrial production recovered slightly in February from the very depressed levels in December and January which were affected by the adverse weather. Total industrial production in the three months to February was 1 per cent lower than in the previous three months. The underlying level of output remained above its low point in the spring of last year. However, excluding oil and gas extraction, which has continued to rise steadily, industrial production in the latest three months was ½ per cent lower than in the previous three months and at the same level as in the spring.

Manufacturing output was 2 per cent lower than in the previous three months. Because of increased demand during the cold weather in December and January, gas and electricity output rose by ½ per cent between the latest three month period.

The level of stocks held by manufacturers and distributors fell slightly, by £25 million (in 1975 prices), in the fourth quarter of 1981. The fall in the second half year was £103 million, compared to £960 million in the first half year. An increase in retailers' stocks in the last quarter was not quite sufficient to offset falls in manufacturers' and wholesalers' stocks.

Capital expenditure by manufacturing, distributive and service industries (excluding shipping) increased slightly in the fourth quarter of 1981. Manufacturing investment, excluding assets leased from the service sector, was broadly unchanged, a significant improvement following falls in seven successive quarters. In 1981 as a whole, capital expenditure by industry was about 4 per cent below the total for 1980.

Housing starts rose by 45 per cent in the first quarter this year and were 33 per cent higher than a year earlier. On the same comparisons, private starts rose by 47 per cent and were 24 per cent higher than a year earlier; public starts rose by over 40 per cent and were 67 per cent higher than a year earlier.

Consumers' expenditure in the first quarter was unchanged com-

pared with the fourth quarter of last year. Retail sales, which constitute about a half of total consumers' expenditure, rose by over 1 per cent in the first quarter, returning to the same level as a year ago. However, spending on cars and on fuel and light dropped back after rising in the last quarter of 1981. Spending on fuel was affected by the return to milder weather in February and March after the cold spell in December and January.

The cso's composite index of coincident indicators, available to February continues to move upwards from its low point in April 1981, although there was a slight hesitation in December caused by falls in manufacturing output. The longer leading index has risen strongly from November to March following its sharp decline between May and October 1981. The lagging index increased slightly in February and March because of an improvement in vacancies and a significant slackening in the rate of increase in unemployment. This is consistent with earlier movements in the coincident index.

The cbi quarterly industrial trends survey for April shows a further small improvement in confidence compared with the replies in January. A balance of firms still regard their stocks as more than adequate, and expect to reduce them further over the coming four months. In this there is little change from the picture in January. A balance still expect num-

bers employed to fall over the coming four months. Output is expected to remain fairly flat. Companies appear slightly more optimistic about the trend of costs and prices and about the prospects for corporate liquidity.

The money supply, £M3, grew by only 0.2 per cent in the banking month to mid March, the first month of the new target period. In the thirteen months to March, £M3 grew at an annual rate of 13.2 per cent.

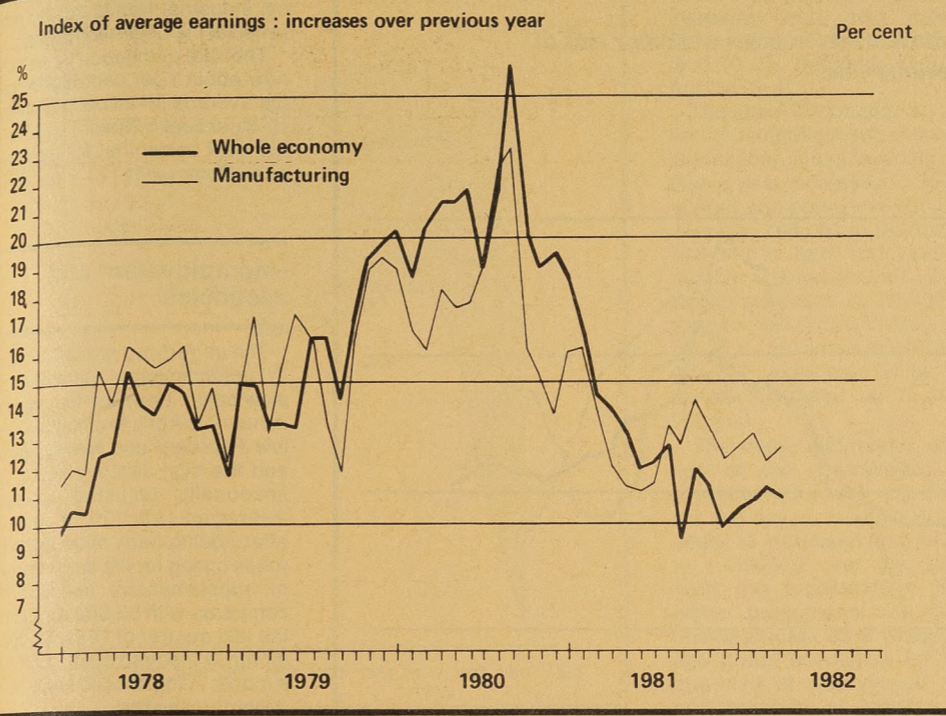
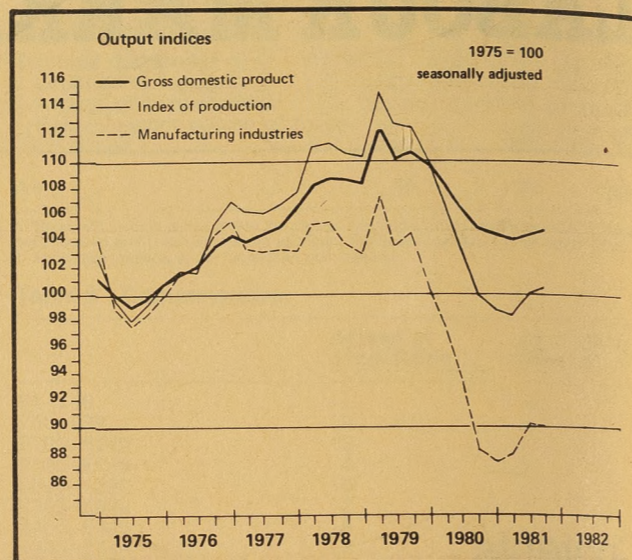
The current account of the balance of payments was in surplus by £654 million in February, compared with £348 million in January. The visible trade balance returned to surplus with an increase in the volume of exports and a fall in imports. The volume of exports was 5½ per cent lower in the latest three months compared with the previous three months, but allowing for special factors the trend is probably flat. The volume of imports was 6 per cent lower in the latest three months than in the previous three months.

Sterling's effective exchange rate fell slightly over the past month, from 90.9 (1975 = 100) at the end of March to 89.7 on April 29, reflecting concern about the Falkland Islands dispute.

### World prospects

The latest forecast by the Organisation for Economic Co-operation and Development sug-

# Commentary



gests that growth among OECD countries this year will be only 0.3 per cent compared with earlier forecasts of 1.25 per cent. 1983 is expected to see a modest revival in activity with growth at 2.8 per cent.

The gloomier short term outlook was reflected in the publication of the latest us industrial production figures for March which show a 0.8 per cent decline. The us index of leading indicators, which charts movements in the economy a year or more in advance, also fell in March for the eleventh month in succession.

West Germany's leading economic research institutes now expect less economic growth and higher unemployment this year than they projected six months ago. The institutes expect GNP to grow by just 0.5 per cent in real terms after contracting last year by 0.3 per cent.

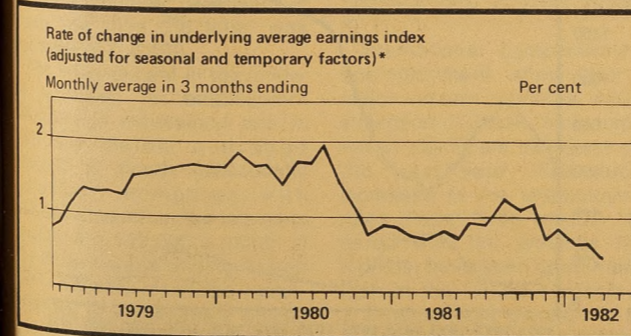
In France, the government

statistics bureau, Insee, and the Bank of France have reported a slowing down in industrial activity in the early months of this year. The French inflation rate accelerated during the first quarter of the year.

### Average earnings

Average earnings in March showed an underlying increase over the previous twelve months of around 10½ per cent, continuing the slight downward trend of recent months. The actual increase in the year to March was 11.0 per cent but this was inflated by about ½ percentage point on account of back-pay.

The increase in average earnings during the latest 12 months continues to be dominated by pay settlements in the 1980-81 pay round, as the proportion of employees whose earnings in March



\*For description see *Employment Gazette*, April 1981, pages 193-6.

### Retail prices

The rate of inflation, as measured by the twelve monthly change in the Retail Prices Index, fell in April, to 9.4 per cent compared with 10.4 per cent in March, 11.0 per cent in February and 12 per cent in January.

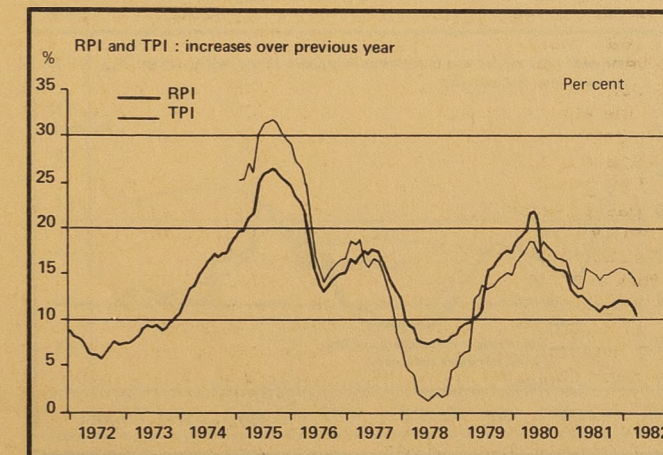
Between March and April the RPI rose by 2.0 per cent. This is less than the increase in April 1981 (2.9 per cent) mainly because of smaller Budget effects this year and lower increases in rents and rates this April. Nevertheless local authority rents and rates accounted for about half of the movement over the month. Increases in petrol prices, London Transport fares and some food prices also made significant contributions but the overall rise in the index was reduced by the effect of the drop in the mortgage rate, from 15 to 13½ per cent, on April 1.

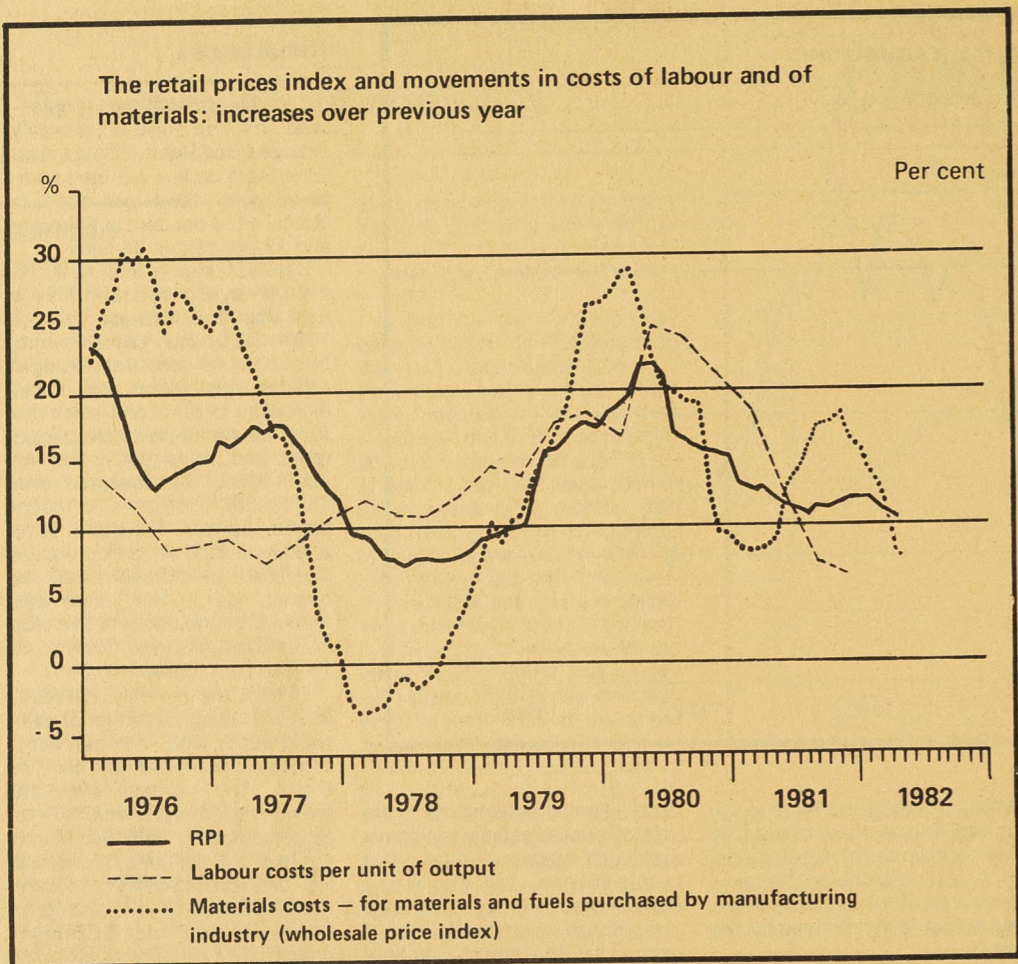
In April the monthly increase, after excluding the effect of seasonal food, was 1.9 per cent, compared with 0.8 per cent in March. The increase over the previous six months was 4.7 per cent, compared with the March figure of 3.6 per cent. Such a rise is to be expected with the concentration in April of rent and rates increases and some Budget effects.

The Tax and Price Index rose by 9.7 per cent in the year to April, 0.3 per cent more than the corresponding increase in the RPI, to stand at 166.0 (Jan 1978 = 100). The narrowing of the gap in the rates of increase in the RPI and TPI reflects the increase in personal tax allowances announced in the Budget, though this effect was partly offset by the recent increase in employees' National Insurance contributions.

The rise in input prices, that is the prices of materials and goods purchased by manufacturing industry, over a twelve month

period.



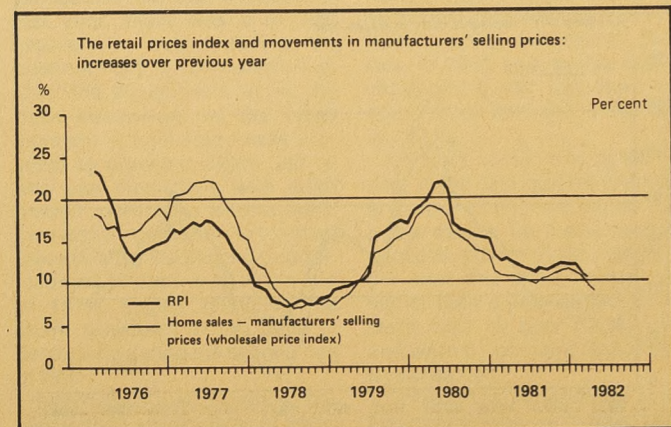


period fell for the sixth consecutive month, from eight per cent in March to 7½ per cent in April. Nearly half of the 1½ per cent increase over the month stemmed from a higher sterling price for crude oil caused by the depreciation of sterling against the dollar.

Manufacturers' selling prices (as measured by the *Wholesale Price Index* for home sales) increased by ½ per cent between March and April, a smaller amount than usual at this time of year. The year on year change fell

to 8½ per cent, from 9½ per cent in March. The main contributions to the increase over 12 months comes from the higher prices of petroleum and food manufacturing industry products.

There is scope for some recovery in profit margins, following very low increases in unit wage costs and only moderate rises in materials prices. However private sector prices are still affected by severe competition in the face of continuing slack demand. Fewer firms are expecting to raise their selling prices than over the last



six months, according to the latest CBI industrial trends survey published at the beginning of May.

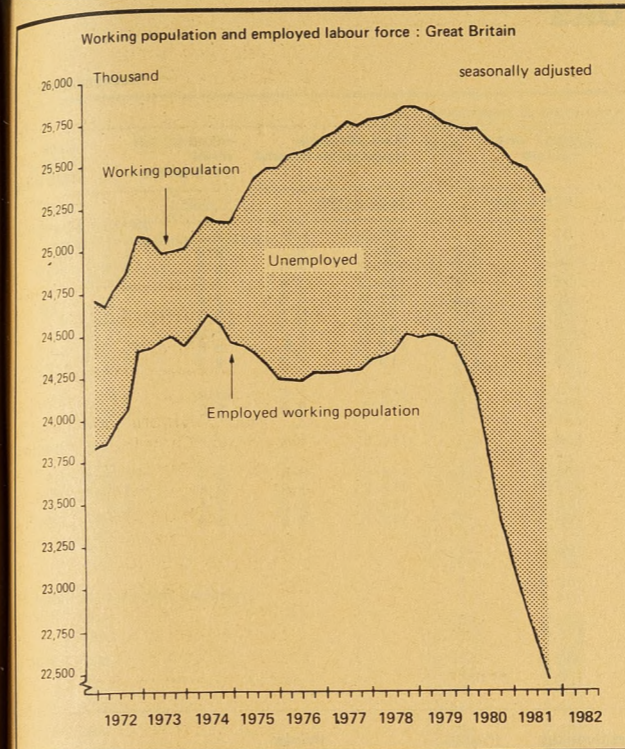
The rate of inflation in the UK is now about 1 per cent higher than the average for all OECD countries (8.5 per cent in March) and over 1 per cent below that for the European Community (10.7 per cent).

### Unemployment and vacancies

The underlying rate of increase in unemployment continues to slow down. Over the four months January to April, to smooth out the low February and March figures and the high January figure, the seasonally adjusted increase averaged 23,000 a month after adding back allowances for those opting for the long term rate of supplementary benefit. This compares with 33,000 a month in the last quarter of 1981, 51,000 a month in the third quarter, 62,000 a month in the second and 77,000 a month in the first.

The recorded total in April was 3,008,000, up 15,000 from March. This reflected the 28,000 increase in the underlying (seasonally adjusted) figure and an increase of 11,000 in school leavers, partly offset by a seasonal fall of 24,000.

The April total included



128,000 school leavers registered as unemployed compared with 73,000 in April 1981. The increase of 11,000 on March this year included some Easter school leavers, but it is probable that because benefit entitlement did not begin until the first Monday of the new school term, more will have registered by the May count.

Last year, Easter school leavers were not reflected in the figures until May, when the total went up by 26,000.

The total number of people covered by the *special employment measures* was 564,000 at the end of March, a decrease of 8,000 since February. The decrease reflected a drop in the numbers on the Youth Opportunities Programme as September/October entrants ended their courses, partly offset by further applications under the new Young Workers Scheme and increased numbers on the Job Release Scheme. The effect on the unemployment register, which for a number of reasons is much less than the total, was estimated at 305,000.

The improvement in the inflow of vacancies (at employment offices) was maintained and in January-March averaged 166,000 a month (seasonally adjusted), compared with 158,000 a month in the previous quarter, and 148,000 a month in the three months ending March 1981. The stock of unfilled vacancies held at employment offices (seasonally adjusted) averaged

111,000 a month in the three months February-April, compared with 108,000 in the previous three months and 96,000 in the three months ended April 1981.

Male unemployment continued to rise faster than for females. In the three months to April, the increase on the previous three months in the seasonally adjusted male percentage rate was 0.3 percentage points (after adding back allowances for those opting for the long-term rate of supplementary benefit), compared with 0.2 percentage points for females.

The regional pattern in the latest three months compared with the previous three months shows above average increases in the seasonally adjusted percentage rate for Northern Ireland (0.5 percentage points), the South East (0.3) and East Anglia (0.3), as against the national average (up 0.2). In the North there was no change and in the East Midlands, Yorkshire and Humberside and Scotland only a small increase (0.1).

International comparisons of unemployment show that all major western countries, with the exception of Japan, have experienced significant increases over the past year. The recent increases in the unemployment rates (latest three months compared with the previous three months) have been more marked than in the United Kingdom (up 0.2 percentage points)—in Belgium (up 1.2), the Netherlands

(up 0.7), West Germany (0.6) and the United States (0.4). The increases were also larger in Spain (0.9), Greece (0.8), Ireland (0.7), Denmark (0.5) and Austria (0.4).

The latest information on duration of unemployment, shows that the number unemployed for more than a year increased to 994,000 in April, compared with 905,000 in January, 785,000 in October and 516,000 in April last year. The number unemployed for 13 to 26 weeks increased by 35,000 over the year to 523,000 in April; those for 26 to 39 weeks by 29,000 to 425,000 and those for 39 to 52 weeks increased by 71,000 to 296,000.

The latest information on the age of the unemployed, also available quarterly, shows that the number of unemployed aged under 25 increased from 917,000 to 1,104,000 over the year to April; this represents a slightly higher proportional rise than in unemployment as a whole. This age group accounted for about one-third of unemployed males and one-half of females. The numbers of unemployed aged 55 or over increased from 378,000 to 450,000, slightly less than the proportional rise in total unemployment; they accounted for about one in seven of all unemployed. The unemployed in the prime age group, 25 to 54 increased from 1,230,000 to 1,454,000, the same proportional rise as the total.

### Industrial stoppages

The number of working days lost through industrial stoppages fell in April and the provisional

estimate of 253,000 is well below the monthly average of 481,000 for the first three months of the year. The cumulative total of days lost in the first four months of the year is lower than in the same period last year.

The provisional number of stoppages beginning in April, a less reliable indicator, was also low at 88.

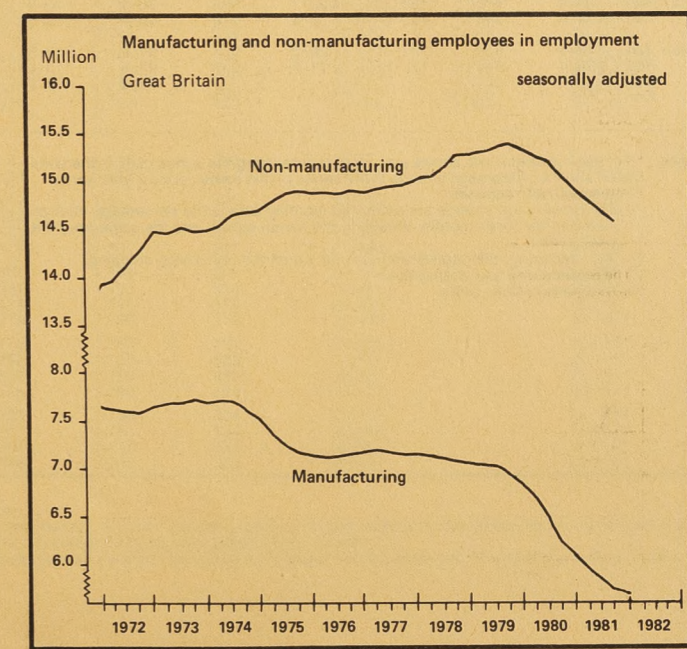
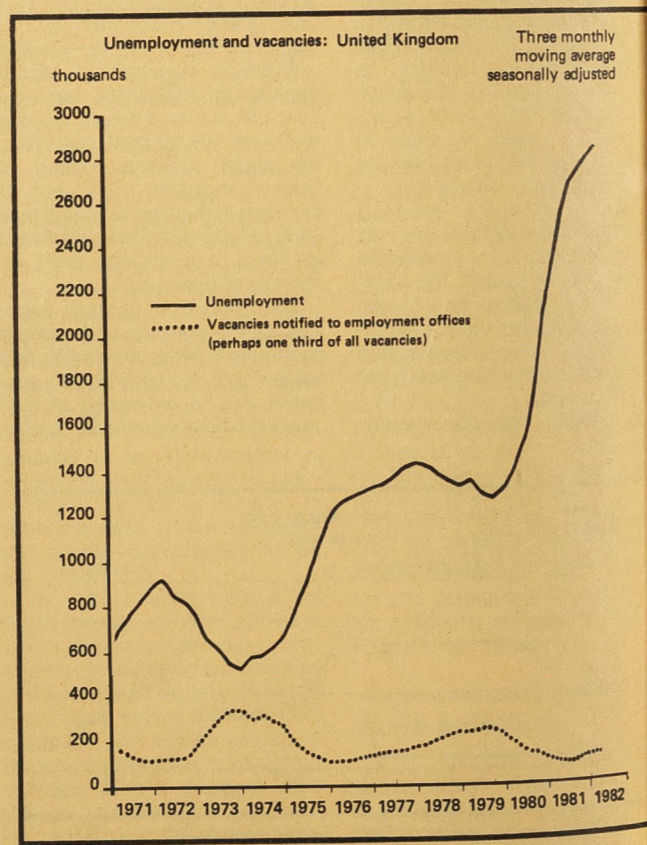
Six stoppages in April accounted for half of the working days lost in the month. These included stoppages by workers in the health services, the vehicle industry, a bakery, and the docks.

### Employment

Manufacturing employment fell slightly faster in March than in February. Even so, the March figures confirm that the rate of decline has slowed. Overtime and short-time working appear to have stabilised after earlier improvements. The rate of engagements in manufacturing has been edging upwards.

Employment in manufacturing industries fell by 18,000 (seasonally adjusted) in March: equivalent to a fall of about 15,000 if allowance is made for the fact that the interval between surveys was five weeks, rather than the more usual four. This follows a drop of only 9,000 in February but is still significantly less than the average monthly decrease of about 30,000 over the previous half year. In turn, this was well down on the falls of 51,000 a month in the first half of 1981 and of 74,000 a month in the second half of 1980. These relatively small falls

(continued on p. S 12)



# 0.1 BACKGROUND ECONOMIC INDICATORS\*

Seasonally adjusted

Year	Output								Demand														
	Index of production—OECD countries <sup>1</sup>				Whole economy				Index of production—manufacturing				Consumers' expenditure 1975 prices		Retail sales volume <sup>1</sup>		Real personal disposable income		Fixed investment <sup>2</sup> 1975 prices		Stock building <sup>3</sup> 1975 prices		
	1975 = 100		1975 = 100		1975 = 100		1975 = 100		£ billion		1978 = 100		1975 = 100		£ billion		£ billion		£ billion				
	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982 Q1	1981 Q1	1981 Q2	1981 Q3	1981 Q4	1982 Q1	1981 Nov	1981 Dec	1982 Jan	1982 Feb	1982 Mar	1982 Apr
1971	92	1-1	94-9	1-5	97-5	-0-6	59-7	-3-3	90-7	—	87-6	1-5	8-1	—	—	—	—	—	—	—	—	—	—
1972	98	6-5	97-8	-3-1	100-1	2-7	63-3	5-9	95-2	5-0	95-2	8-7	9-6	1-4	-0-1	—	—	—	—	—	—	—	—
1973	108	10-2	103-5	5-8	108-4	8-3	66-3	4-8	99-4	4-5	101-9	7-0	8-9	-2-1	2-2	—	—	—	—	—	—	—	—
1974	109	0-9	101-9	-1-5	106-6	-1-7	65-1	-1-8	98-3	-1-2	100-5	-1-4	7-3	-2-1	1-4	—	—	—	—	—	—	—	—
1975	100	-8-3	100-0	-1-9	100-0	-6-2	64-7	-0-6	96-6	-0-1	100-0	-0-5	7-4	1-2	-1-5	—	—	—	—	—	—	—	—
1976	109	9-0	101-9	1-9	101-4	1-4	64-8	0-1	96-4	-0-1	99-3	-0-7	7-3	-1-3	0-7	—	—	—	—	—	—	—	—
1977	113	3-6	104-6	2-6	102-9	1-5	64-6	-0-4	98-3	-1-7	94-8	-1-7	7-9	9-1	1-1	—	—	—	—	—	—	—	—
1978	118	4-4	108-0	3-3	103-9	1-0	68-2	5-6	100-0	5-6	106-2	8-5	8-8	10-7	0-6	—	—	—	—	—	—	—	—
1979	124	5-1	110-3	2-1	104-4	0-5	71-4	4-7	104-2	4-6	113-8	7-2	9-9	12-0	0-7	—	—	—	—	—	—	—	—
1980	123	-0-8	107-4	-2-6	95-3	-8-7	71-5	0-1	104-3	0-6	115-0	1-1	10-0	1-9	-1-9	—	—	—	—	—	—	—	—
1981	124	0-8	104-4	-2-8	89-4	-6-2	71-5	—	105-5	1-2	112-7	-2-0	9-6	-4-0	-1-1	—	—	—	—	—	—	—	—
1980 Q4	123	-1-6	104-9	-5-2	90-0	-13-7	17-9	-0-4	104-2	-0-1	116-0	-1-4	2-5	—	-0-8	—	—	—	—	—	—	—	—
1981 Q1	124	1-6	104-3	-5-1	88-8	-11-4	18-0	-0-5	106-6	2-3	114-9	0-5	2-4	-5-3	-0-4	—	—	—	—	—	—	—	—
Q2	124	0-8	104-0	-3-9	88-6	-8-7	17-8	0-7	104-7	1-9	112-2	-1-9	2-4	-3-6	-0-6	—	—	—	—	—	—	—	—
Q3	124	3-3	104-4	-1-9	89-8	-4-2	17-7	-0-3	105-5	1-4	112-2	-2-8	2-4	-2-3	-0-1	—	—	—	—	—	—	—	—
Q4	123	—	104-8	-0-1	89-9	-0-1	17-9	0-1	105-4	1-2	112-2	-3-3	2-4	-2-1	—	—	—	—	—	—	—	—	—
1982 Q1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1981 Nov	123	1-4	—	—	90-0	-0-4	—	—	105-6	1-8	—	—	—	—	—	—	—	—	—	—	—	—	—
1981 Dec	122	—	—	—	88-3	-0-1	—	—	104-6	1-2	—	—	—	—	—	—	—	—	—	—	—	—	—
1982 Jan	120	-1-1	—	—	88-4	-0-3	—	—	107-0	0-3	—	—	—	—	—	—	—	—	—	—	—	—	—
1982 Feb	—	—	—	—	90-0	—	—	—	106-1	-0-1	—	—	—	—	—	—	—	—	—	—	—	—	—
1982 Mar	—	—	—	—	—	—	—	—	106-6	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1982 Apr	—	—	—	—	—	—	—	—	106-0	0-8	—	—	—	—	—	—	—	—	—	—	—	—	—

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

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

# EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces†	Employed labour force	Unemployed excluding adult students	Working population
	Male	Female	All					
	1975 = 100							
<b>A. UNITED KINGDOM</b>								
Unadjusted for seasonal variation								
1977	13,420	9,268	22,687	1,877	328	24,892	1,609	26,501
Sep	13,374	9,328	22,702	1,874	324	24,900	1,481	26,381
1978	13,312	9,259	22,571	1,871	321	24,763	1,461	26,224
Mar	13,385	9,372	22,757	1,868	318	24,943	1,446	26,389
Jun	13,438	9,406	22,844	1,865	320	25,029	1,518	26,547
Sep	13,430	9,521	22,951	1,862	317	25,130	1,364	26,494
1979	13,321	9,408	22,729	1,859	315	24,903	1,402	26,305
Mar	13,380	9,540	22,920	1,856	314	25,090	1,344	26,434
Jun	13,423	9,529	22,951	1,856	319	25,126	1,395	26,521
Sep	13,317	9,568	22,885	1,856	319	25,060	1,355†	26,415†
1980	13,145	9,393	22,538	1,856	321	24,715	1,478† e	26,193†
Mar	13,110	9,401	22,511	1,856	323	24,590	1,660†	26,250†
Jun	12,952	9,270	22,222	1,856	332	24,410	2,040†	26,450†
Sep	12,666	9,162	21,829	1,856	334	24,019	2,244†	26,263†
1981	12,387	8,937	21,324	1,856	334	23,514	2,485†	25,999†
Mar	12,264	8,935	21,198	1,856	334	23,388	2,681†	26,069†
Jun	12,185	8,878	21,062	1,856	335	23,253	2,999†	26,252†
Sep	11,993	8,850	20,843	1,856	332	23,031	2,941†	25,972†
Dec	—	—	—	—	—	—	—	—
Adjusted for seasonal variation								
1977	13,364	9,263	22,627	1,877	328	24,832	1,609	26,369
Sep	13,358	9,278	22,636	1,874	324	24,834	1,481	26,341
1978	13,383	9,330	22,713	1,871	321	24,905	1,461	26,383
Mar	13,386	9,357	22,743	1,868	318	24,929	1,446	26,404
Jun	13,381	9,400	22,781	1,865	320	24,966	1,518	26,408
Sep	13,417	9,471	22,888	1,862	317	25,067	1,364	26,461
1979	13,393	9,480	22,873	1,859	315	25,047	1,402	26,464
Mar	13,378	9,525	22,903	1,856	314	25,073	1,344	26,445
Jun	13,364	9,521	22,885	1,856	319	25,060	1,355†	26,379
Sep	13,307	9,519	22,826	1,856	319	25,001	1,364	26,368†
1980	13,218	9,466	22,684	1,856	321	24,861	1,478†	26,331†
Mar	13,107	9,385	22,492	1,856	323	24,671	1,660†	26,343†
Jun	12,890	9,260	22,150	1,856	332	24,338	2,040†	26,281†
Sep	12,660	9,115	21,775	1,856	334	23,965	2,244†	26,223†
1981	12,460	9,011	21,471	1,856	334	23,661	2,485†	26,136†
Mar	12,260	8,918	21,178	1,856	334	23,368	2,681†	26,089†
Jun	12,122	8,867	20,989	1,856	335	23,180	2,999†	26,046†
Sep	11,988	8,804	20,792	1,856	332	22,980	2,941†	25,941†
Dec	—	—	—	—	—	—	—	—
<b>B. GREAT BRITAIN</b>								
Unadjusted for seasonal variation								
1977	13,129	9,059	22,188	1,816	328	24,332	1,542	25,874
Sep	13,083	9,114	22,196	1,813	324	24,333	1,420	25,753
1978	13,024	9,046	22,069	1,810	321	24,200	1,399	25,599
Mar	13,096	9,158	22,253	1,807	318	24,378	1,381	25,759
Jun	13,148	9,188	22,336	1,804	320	24,460	1,447	25,907
Sep	13,139	9,299	22,439	1,801	317	24,557	1,303	25,860
1979	13,033	9,186	22,219	1,798	315	24,332	1,340	25,672
Mar	13,092	9,314	22,406	1,795	314	24,515	1,281	25,796
Jun	13,136	9,304	22,440	1,795	319	24,554	1,325	25,879
Sep	13,032	9,341	22,373	1,795	319	24,487	1,292†	25,779†
1980	12,864	9,168	22,032	1,795	321	24,148	1,412† e	25,560†
Mar	12,831	9,178	22,008	1,795	323	24,126	1,587†	25,713†
Jun	12,678	9,048	21,726	1,795	332	23,853	1,950†	25,803†
Sep	12,399	8,944	21,343	1,795	334	23,472	2,151†	25,623†
1981	12,126	8,722	20,848	1,795	334	22,977	2,385†	25,362†
Mar	12,009	8,720	20,729	1,795	334	22,858	2,577†	25,435†
Jun	11,932	8,663	20,596	1,795	335	22,726	2,885†	25,611†
Sep	11,743	8,636	20,379	1,795	332	22,506	2,832†	25,338†
Dec	—	—	—	—	—	—	—	—
Adjusted for seasonal variation								
1977	13,073	9,054	22,127	1,816	328	24,271	1,542	25,746
Sep	13,067	9,065	22,132	1,813	324	24,269	1,420	25,713
1978	13,094	9,116	22,210	1,810	321	24,341	1,399	25,754
Mar	13,096	9,142	22,238	1,807	318	24,363	1,381	25,773
Jun	13,091	9,182	22,273	1,804	320	24,397	1,447	25,774
Sep	13,126	9,250	22,376	1,801	317	24,494	1,303	25,826
1979	13,104	9,257	22,361	1,798	315	24,474	1,340	25,829
Mar	13,089	9,298	22,387	1,795	314			





# 1.3 EMPLOYMENT

## Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Mar 1981]			[Jan 1982] R			[Feb 1982] R			[Mar 1982]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Index of Production Industries</b>	<b>II-XXI</b>	<b>5,955.8</b>	<b>1,900.2</b>	<b>7,855.9</b>	<b>5,577.2</b>	<b>1,793.1</b>	<b>7,370.3</b>	<b>5,563.2</b>	<b>1,789.3</b>	<b>7,352.4</b>	<b>5,547.4</b>	<b>1,783.0</b>	<b>7,330.3</b>
<b>All manufacturing industries</b>	<b>III-XIX</b>	<b>4,351.8</b>	<b>1,709.3</b>	<b>6,061.1</b>	<b>4,105.3</b>	<b>1,604.2</b>	<b>5,709.5</b>	<b>4,093.6</b>	<b>1,600.5</b>	<b>5,694.1</b>	<b>4,079.8</b>	<b>1,594.6</b>	<b>5,674.4</b>
<b>Mining and quarrying</b>	<b>II</b>	<b>317.6</b>	<b>16.4</b>	<b>334.0</b>	<b>305.1</b>	<b>16.4</b>	<b>321.5</b>	<b>304.3</b>	<b>16.4</b>	<b>320.7</b>	<b>303.7</b>	<b>16.4</b>	<b>320.1</b>
Coal mining	101	267.2	10.8	278.0	254.7	10.8	265.5	254.0	10.8	264.8	253.4	10.8	264.2
<b>Food, drink and tobacco</b>	<b>III</b>	<b>373.7</b>	<b>242.1</b>	<b>615.8</b>	<b>363.0</b>	<b>230.7</b>	<b>593.8</b>	<b>360.8</b>	<b>229.9</b>	<b>590.7</b>	<b>359.3</b>	<b>227.9</b>	<b>587.3</b>
Bread and flour confectionery	212	53.0	30.6	83.6	52.6	30.1	82.7	52.7	30.0	82.8	52.5	29.7	82.3
Biscuits	213	15.1	25.1	40.1	14.1	23.4	37.5	14.0	23.1	37.1	13.9	22.7	36.6
Bacon curing, meat and fish products	214	51.0	47.1	98.2	50.7	46.4	97.2	51.0	46.3	97.3	51.0	46.3	97.2
Milk and milk products	215	34.9	12.0	46.9	34.3	11.6	45.9	34.2	11.4	45.6	34.2	11.6	45.7
Cocoa, chocolate and sugar confectionery	217	31.1	33.2	64.3	29.7	30.9	60.6	29.8	31.1	60.9	29.7	30.9	60.6
Fruit and vegetable products	218	25.1	25.7	50.7	25.2	25.1	50.3	25.2	25.2	50.4	24.9	24.4	49.3
Food industries n.e.s.	229	19.1	11.9	31.0	18.5	11.3	29.7	18.3	11.3	29.7	18.4	11.3	29.6
Brewing and malting	231	47.8	10.7	58.5	45.0	9.7	54.6	44.6	9.5	54.2	44.4	9.5	53.9
Other drink industries	239	20.2	12.3	32.5	19.4	11.4	30.8	19.2	11.4	30.6	19.1	11.4	30.4
<b>Coal and petroleum products</b>	<b>IV</b>	<b>32.9</b>	<b>4.3</b>	<b>37.3</b>	<b>31.2</b>	<b>4.0</b>	<b>35.2</b>	<b>30.3</b>	<b>4.0</b>	<b>34.3</b>	<b>30.1</b>	<b>4.0</b>	<b>34.1</b>
<b>Chemicals and allied industries</b>	<b>V</b>	<b>291.3</b>	<b>109.7</b>	<b>401.0</b>	<b>276.7</b>	<b>105.5</b>	<b>382.2</b>	<b>275.9</b>	<b>105.7</b>	<b>381.6</b>	<b>276.1</b>	<b>105.4</b>	<b>381.5</b>
General chemicals	271	112.4	22.2	134.6	104.9	20.3	125.2	104.4	20.3	124.8	104.7	20.2	124.9
Pharmaceutical chemicals and preparations	272	39.7	29.9	69.6	39.1	29.1	68.2	39.2	29.1	68.3	39.2	29.2	68.4
Synthetic resins and plastics materials and synthetic rubber	276	39.0	8.0	47.0	37.0	7.9	44.9	36.5	7.7	44.3	36.6	7.6	44.2
Other chemical industries	279	38.4	22.7	61.0	37.3	21.4	58.7	37.1	21.4	58.6	37.1	21.5	58.6
<b>Metal manufacture</b>	<b>VI</b>	<b>300.8</b>	<b>37.3</b>	<b>338.1</b>	<b>273.5</b>	<b>32.8</b>	<b>306.3</b>	<b>273.4</b>	<b>32.6</b>	<b>305.9</b>	<b>272.6</b>	<b>32.5</b>	<b>305.1</b>
Iron and steel (general)	311	135.8	11.0	146.8	119.8	9.0	128.8	119.6	8.8	128.3	119.7	8.7	128.4
Steel tubes	312	28.1	4.2	32.3	27.4	3.8	31.2	27.4	3.8	31.1	27.3	3.8	31.1
Iron castings etc	313	52.7	6.4	59.0	49.8	5.9	55.7	49.9	6.0	55.9	49.7	6.0	55.7
Aluminium and aluminium alloys	321	37.7	6.3	44.0	33.5	5.4	38.9	33.3	5.5	38.7	33.1	5.5	38.6
Copper, brass and other copper alloys	322	30.1	6.2	36.3	28.2	5.9	34.1	28.5	5.7	34.2	28.3	5.6	33.9
<b>Mechanical engineering</b>	<b>VII</b>	<b>651.4</b>	<b>115.8</b>	<b>767.2</b>	<b>605.0</b>	<b>104.7</b>	<b>709.7</b>	<b>603.7</b>	<b>104.5</b>	<b>708.2</b>	<b>603.9</b>	<b>104.7</b>	<b>708.7</b>
Metal-working machine tools	332	47.1	7.5	54.6	39.1	6.2	45.3	40.4	6.7	47.1	39.7	6.8	46.5
Pumps, valves and compressors	333	61.8	12.3	74.1	59.0	11.1	70.1	58.9	11.1	69.9	58.6	11.2	69.8
Construction and earth-moving equipment	336	31.6	3.5	35.1	27.7	3.2	30.8	27.4	3.2	30.6	26.5	3.1	29.6
Mechanical handling equipment	337	44.4	7.0	51.4	41.7	6.3	48.0	41.6	6.2	47.8	41.5	6.1	47.6
Other machinery	339	151.3	29.2	180.5	139.1	27.1	166.2	139.2	27.0	165.5	139.2	26.9	166.1
Industrial (including process) plant and steelwork	341	109.8	13.2	123.0	105.3	12.1	117.3	104.9	12.0	116.9	105.9	12.1	118.0
Other mechanical engineering n.e.s.	349	119.0	25.1	144.1	113.5	22.9	136.3	112.4	22.5	134.9	112.9	22.8	135.7
<b>Instrument engineering</b>	<b>VIII</b>	<b>82.3</b>	<b>43.3</b>	<b>125.5</b>	<b>79.8</b>	<b>41.1</b>	<b>120.9</b>	<b>79.5</b>	<b>41.2</b>	<b>120.6</b>	<b>79.4</b>	<b>41.1</b>	<b>120.5</b>
Scientific and industrial instruments and systems	354	58.1	27.7	85.8	56.6	25.9	82.2	55.9	25.7	81.6	55.7	25.7	81.4
<b>Electrical engineering</b>	<b>IX</b>	<b>440.0</b>	<b>223.4</b>	<b>663.4</b>	<b>415.6</b>	<b>204.5</b>	<b>620.1</b>	<b>413.8</b>	<b>204.0</b>	<b>617.8</b>	<b>413.4</b>	<b>203.1</b>	<b>616.6</b>
Electrical machinery	361	88.8	26.5	115.3	83.2	24.0	107.2	82.9	24.2	107.1	82.9	24.2	107.1
Insulated wires and cables	362	27.4	9.1	36.5	26.6	8.3	34.9	26.6	8.3	34.9	26.8	8.4	35.2
Telegraph and telephone apparatus and equipment	363	42.4	23.8	66.2	40.4	22.3	62.8	39.9	22.2	62.1	39.6	22.1	61.7
Radio and electronic components	364	58.5	48.8	107.3	56.0	45.1	101.0	56.0	45.2	101.1	55.4	44.9	100.4
Broadcast receiving and sound reproducing equipment	365	19.9	18.0	37.9	18.5	16.6	35.1	18.5	16.8	35.3	18.9	17.3	36.2
Electronic computers	366	33.1	10.0	43.1	31.6	9.0	40.6	31.1	8.7	39.8	31.5	8.9	40.4
Radio, radar and electronic capital goods	367	75.8	26.5	102.3	73.3	25.0	98.3	73.2	25.0	98.3	72.6	24.8	97.4
Electric appliances primarily for domestic use	368	34.6	17.0	51.6	31.7	15.7	47.5	31.6	15.5	47.1	31.8	15.1	46.9
Other electrical goods	369	59.6	43.6	103.2	54.4	38.4	92.7	54.0	38.1	92.1	53.9	37.4	91.3
<b>Shipbuilding and marine engineering</b>	<b>X</b>	<b>133.4</b>	<b>11.4</b>	<b>144.7</b>	<b>130.2</b>	<b>10.7</b>	<b>140.8</b>	<b>130.2</b>	<b>10.6</b>	<b>140.8</b>	<b>129.1</b>	<b>10.7</b>	<b>139.8</b>
<b>Vehicles</b>	<b>XI</b>	<b>571.5</b>	<b>74.8</b>	<b>646.3</b>	<b>524.7</b>	<b>67.0</b>	<b>591.7</b>	<b>521.9</b>	<b>66.5</b>	<b>588.5</b>	<b>517.8</b>	<b>66.3</b>	<b>584.2</b>
Motor vehicle manufacturing	381	322.0	40.9	362.9	285.7	35.9	321.6	284.6	35.6	320.2	282.0	35.5	317.6
Aerospace equipment manufacturing and repairing	383	172.6	27.5	200.2	167.4	25.6	193.1	166.7	25.4	192.2	165.5	25.4	190.9
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>326.4</b>	<b>111.4</b>	<b>437.7</b>	<b>310.0</b>	<b>103.8</b>	<b>413.8</b>	<b>310.8</b>	<b>104.0</b>	<b>414.9</b>	<b>309.6</b>	<b>103.5</b>	<b>413.1</b>
Engineers' small tools and gauges	390	45.3	10.7	56.0	42.4	9.9	52.3	43.0	9.8	52.8	42.4	9.8	52.2
Metal industries n.e.s.	399	198.5	66.0	264.5	189.5	62.3	251.7	189.7	62.8	252.5	189.6	62.3	251.9
<b>Textiles</b>	<b>XIII</b>	<b>190.6</b>	<b>161.6</b>	<b>352.2</b>	<b>180.6</b>	<b>155.0</b>	<b>335.6</b>	<b>179.2</b>	<b>154.4</b>	<b>333.6</b>	<b>178.2</b>	<b>152.9</b>	<b>332.1</b>
Spinning and doubling on the cotton and flax systems	412	17.8	14.1	31.9	16.3	13.0	29.3	16.4	13.0	29.4	16.4	12.9	29.2
Woollen and worsted	414	32.9	24.5	57.5	31.8	23.0	54.8	31.4	22.9	54.3	31.2	22.5	53.7
Hosiery and other knitted goods	417	30.4	63.8	94.2	29.9	63.7	93.6	29.2	64.0	93.1	29.3	64.0	93.3
Textile finishing	423	25.4	12.1	37.5	24.1	12.3	36.3	24.3	11.8	36.1	24.7	11.3	36.1
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>17.3</b>	<b>13.9</b>	<b>31.2</b>	<b>16.8</b>	<b>13.8</b>	<b>30.6</b>	<b>17.2</b>	<b>13.4</b>	<b>30.6</b>	<b>16.9</b>	<b>13.5</b>	<b>30.4</b>
<b>Clothing and footwear</b>	<b>XV</b>	<b>74.3</b>	<b>228.4</b>	<b>302.7</b>	<b>70.4</b>	<b>219.3</b>	<b>289.8</b>	<b>70.4</b>	<b>219.4</b>	<b>289.8</b>	<b>69.8</b>	<b>218.9</b>	<b>288.7</b>
Men's and boys' tailored outerwear	442	11.6	42.1	53.7	11.3	38.3	49.6	11.2	38.2	49.5	10.9	37.6	48.5
Women's and girls' tailored outerwear	443	8.1	23.5	31.6	7.8	23.2	31.0	7.9	22.8	30.7	7.8	23.3	31.1
Overalls and men's shirts, underwear, etc	444	5.5	26.6	32.1	4.8	25.3	30.1	4.9	25.0	30.0	4.9	25.3	30.2
Dresses, lingerie, infants' wear, etc	445	13.2	64.9	78.1	12.6	64.8	77.4	12.5	66.0	78.5	12.2	66.9	79.0
Footwear	450	26.6	34.0	60.6	25.2	31.8	56.9	25.0	31.7	56.7	25.4	31.1	56.5
<b>Bricks, pottery, glass, cement, etc</b>	<b>XVI</b>	<b>170.5</b>	<b>45.3</b>	<b>215.8</b>	<b>160.3</b>	<b>39.6</b>	<b>199.9</b>	<b>161.0</b>	<b>40.1</b>	<b>201.0</b>	<b>159.0</b>	<b>40.1</b>	<b>199.0</b>
Bricks, fireclay and refractory goods	461	29.9	3.6	33.5	27.2	2.9	30.1	27.6	3.2	30.8	27.5	3.1	30.6
Pottery	462	24.4	20.0	44.5	21.7	16.7	38.3	21.6	16.5	38.0	22.2	16.7	38.9
Glass	463	43.7	11.1	54.8	40.8	10.4	51.2	40.8	10.5	51.2	39.4	10.3	49.8
Abrasives and building materials, etc, n.e.s.	469	60.1	9.2	69.3	59.2	8.4	67.6	59.7	8.7	68.4	58.6	8.7	67.3
<b>Timber, furniture, etc</b>	<b>XVII</b>	<b>182.4</b>	<b>44.1</b>	<b>226.5</b>	<b>174.2</b>	<b>41.0</b>	<b>215.2</b>	<b>172.2</b>	<b>40.6</b>	<b>212.8</b>	<b>172.2</b>	<b>40.1</b>	<b>212.2</b>
Timber	471	63.6	10.3	74.0	61.6	9.7	71.2	61.7	9.6	71.3	62.3	9.7	72.0
Furniture and upholstery	472	63.2	14.9	78.1	58.0	13.9	72.0	56.4	14.1	70.5	56.3	13.6	69.9
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>341.5</b>	<b>155.4</b>	<b>497.0</b>	<b>328.3</b>	<b>148.9</b>	<b>477.2</b>	<b>328.8</b>	<b></b>				

# 1.6 EMPLOYMENT

## Labour turnover: manufacturing industries: December 1981 to March 1982

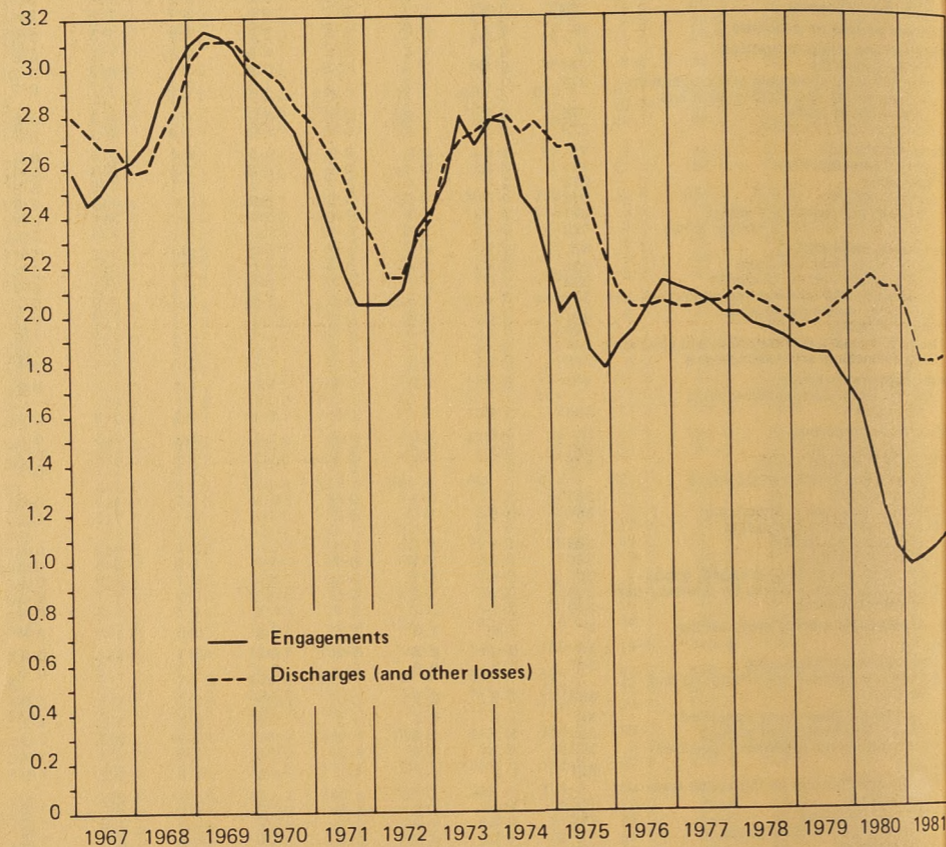
Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

Per cent			
Year	Reference month*	Engagement rate	Leaving rate
1980	Nov	1.05	2.10
1981	Feb	0.98	1.95
	May	1.00	1.80
	Aug	1.05	1.80
	Nov	1.10	1.82

\* On which the moving average is centred.

Four quarter moving average†

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



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

### Commentary (continued from page S5)

in February and March are consistent with the recent easing in the rate of increase in unemployment.

In March, manufacturing employment was nearly 1.4 million (just over 19 per cent) below its level in June 1979, when the downturn began. All manufacturing industries shared in this decline. The largest fall was in mechanical engineering which lost 195,000 employees (21½ per cent) during the period. The biggest relative declines were in metal manufacture (31 per cent—138,000 employees) and textiles (26 per cent—116,000 employees). The smallest relative declines were in paper, printing and publishing (11½ per cent—61,000 employees), food, drink and tobacco (13 per cent—88,000 employees) and

chemicals and allied industries (13½ per cent—59,000 employees). Among other production industries, employment in construction fell by just over 19 per cent (242,000 employees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

Overtime working among operatives in manufacturing industries was 9.9 million hours a week in March (seasonally adjusted), very similar to the average over the previous six months but about 1½ million hours a week more than in March 1981 (the lowest figure recorded during the recession). Just before the downturn, about 15 to 16 million hours of overtime were being worked each week. Hours lost through short-time working in March, at 2.0 million a week,

were similar to the figures for the previous two months but well below the peak of 8.5 million hours lost in January 1981. However, before the recession began, short-time working averaged less than one million hours per week.

Although employment is still falling, labour turnover figures are another labour market indicator now showing an improving trend (see chart on page S12). The rate of engagements in manufacturing industries has been edging upwards since around the middle of 1981, albeit from very low levels. This represents the first improvement recorded since 1976. The leaving rate (which includes both voluntary and involuntary terminations) also appears to have levelled out. It is a feature of turning points in the past that discharges as well as

engagements rise during an economic upturn.

Total employment fell by 193,000 (seasonally adjusted) in the last quarter of 1981, slightly more than the 184,000 fall in the third quarter but much less than the falls of nearly 300,000 in each of the previous two quarters. The total number of employees in December 1981 was over two million (or 9 per cent) below the level in June 1979. The working population fell by just over 100,000 (seasonally adjusted) in the fourth quarter, by which time it was half a million (200,000 males and 300,000 females) below its June 1979 level. The population of working age has been increasing at the same time as the downturn in employment, but there has not been a fully corresponding increase in unemployment.

# EMPLOYMENT 1.8

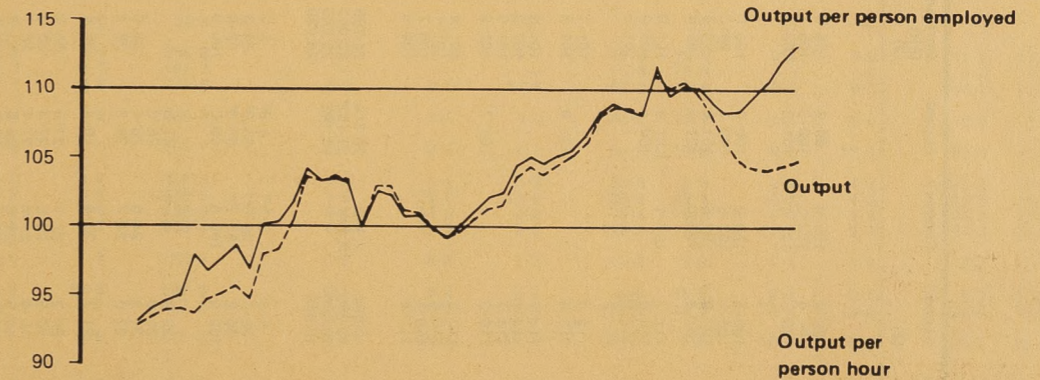
## Indices † of output, employment and productivity

seasonally adjusted (1975 = 100)

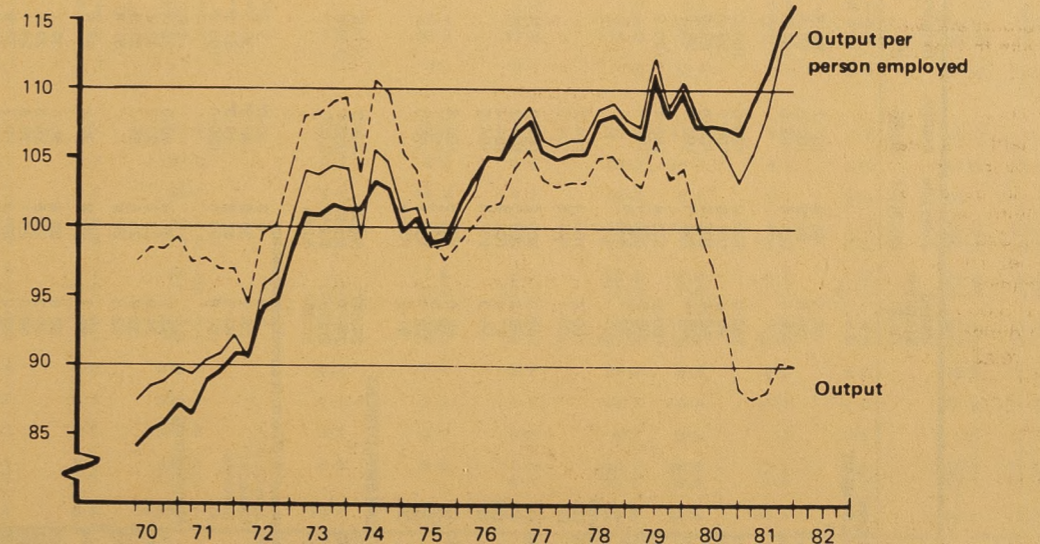
UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH 104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†						
	Output‡	Employed labour force	Output per person employed	Output‡	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed	Output per person hour
1972	97.8	97.9	99.9	97.7	97.9	99.8	101.6	103.0	98.7	101.4	103.0	98.5	99.7	103.9	95.9	94.5
1973	103.5	100.0	103.6	103.5	100.0	103.5	109.7	104.4	105.1	109.5	104.5	104.9	108.8	104.4	104.2	101.2
1974	101.9	100.4	101.5	101.9	100.4	101.5	105.7	104.1	101.6	105.7	104.1	101.6	107.5	104.7	102.7	101.9 R
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.9	99.3	102.6	101.3	99.3	102.1	102.4	97.3	105.3	101.1	97.2	104.0	102.0	96.9	105.3	105.1
1977	104.6	99.4	105.2	102.9	99.4	103.6	106.5	96.9	110.0	102.5	96.8	105.9 R	103.9	97.2	106.9	105.9
1978	108.0	99.9	108.1	105.7	99.9	105.8	110.2	96.8	113.9	104.4	96.7	108.0	104.4	96.7	108.0 R	107.1
1979	110.3	100.3	110.0	106.9	100.3	106.6	112.8	96.2	117.3	104.4	96.1	108.7	104.6	95.3	109.8	108.9
1980	107.4	98.3	109.2	103.9	98.3	105.7	105.0	91.7	114.6	96.5	91.6	105.4	95.0	89.7	105.9 R	107.3
1981	104.4	93.6	111.6	100.5	93.6	107.4	99.4 R	83.4	119.3	90.0 R	83.3	108.1 R	88.9	80.8	110.2 R	112.7
1979 Q2	112.2	100.4	111.7	108.7	100.3	108.4	115.2	96.4	119.5	106.7	96.3	110.8	107.5	95.6	112.5	111.2
Q3	110.0	100.4	109.6	106.4	100.4	106.0	112.9	96.3	117.2	104.0	96.2	108.1	103.6	95.3	108.7	108.2
Q4	110.7	100.2	110.4	107.3	100.2	107.1	112.6	95.6	117.8	104.3	95.5	109.2	104.5	94.4	110.6	109.8
1980 Q1	109.9	99.7	110.2	106.4	99.7	106.7	110.0	94.4	116.6	101.4 R	94.3	107.5	100.5	93.1	108.0	107.6
Q2	108.2	99.0	109.3	104.8	99.0	105.9	106.9	93.0	114.9	98.4 R	92.9	106.0	97.5	91.4	106.7	107.3
Q3	106.4	98.0	108.6	103.1	97.9	105.3	103.4	90.9	113.7	95.2	90.8	104.8	93.5	88.7	105.4	107.3
Q4	104.9	96.5	108.7	101.3	96.5	104.9	99.9	88.3	113.1	91.0	88.2	103.1	88.5	85.7	103.3	106.9
1981 Q1	104.3	95.1	109.7	100.5	95.1	105.7	98.8	85.9	115.0	89.4	85.8	104.2	87.7	83.3	105.3	109.3
Q2	104.0	93.9	110.8	100.3	93.9	106.8	98.3	84.0	117.1	89.1 R	83.9	106.2	88.0	81.3	108.2	111.0
Q3	104.4	93.1	112.2	100.6	93.1	108.1	100.1	82.4	121.5	90.9 R	82.3	110.4	90.1	79.8	112.9	114.7
Q4	104.8	92.3	113.5	100.7	92.3	109.1	100.4	81.2	123.7	90.5 R	81.1	111.6	90.0 R	78.7	114.4	116.3

† MLH 104 consists of the extraction of mineral oil and natural gas.  
‡ Gross domestic product for whole economy.

Output and productivity  
Whole economy  
Seasonally adjusted  
(1975 = 100)



Output and productivity  
Manufacturing industries  
Seasonally adjusted  
(1975 = 100)



# EMPLOYMENT

## Selected countries: national definitions

6

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9)	Sweden (2)	Switzerland (2)	United States (2) (7)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1972	97.5	95.5	101.7	98.6	89.9	101.0	99.2	105.4	98.6	96.3	98.1	100.3	96.6	98.8	95.1	105.7	96.4
1973	99.9	98.3	102.3	99.9	94.4	102.3	100.5	105.7	99.1	97.3	100.7	100.4	96.9	101.3	95.5	106.2	99.6
1974	100.3	100.4	102.3	101.4	98.3	101.0	101.2	103.6	100.0	99.4	100.3	100.5	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.2	101.3	100.1	99.2	102.1	102.6	100.7	99.0	100.5	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.4	102.3	101.5	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.2	106.9	98.0	100.9	96.7	106.8
1978	99.9	101.8	102.4	99.0	107.4	106.0	101.9	99.6	104.3	102.3	103.5	100.6	108.6	95.3	101.3	97.3	111.3
1979	100.5	103.4	103.7	100.2	111.7	107.1	101.9	101.0	107.7	103.5	104.9	101.5	109.7	93.3	102.9	98.2	114.3
1980	98.9	106.4	104.3	..	114.8	..	102.1	101.9	..	105.0	106.0	..	112.1	89.7	104.2	99.8	114.7
1981	93.5	108.5	..	..	117.8	..	..	101.0	..	105.5	106.9	..	113.2	..	104.0	..	116.0
<b>Quarters</b>																	
1979 Q3	100.4	103.4	104.2	..	112.2	..	..	101.1	..	103.8	105.0	..	110.5	93.8	103.0	98.3	114.7
Q4	100.1	104.6	104.3	..	113.6	..	101.9	101.6	..	104.6	105.3	..	110.8	93.3	103.8	98.3	115.1
1980 Q1	99.6	105.2	104.3	..	114.1	..	..	101.9	..	104.1	105.5	..	112.0	92.0	104.0	98.8	115.3
Q2	98.8	106.0	104.3	..	114.1	..	..	102.0	..	104.7	105.9	..	111.5	90.8	104.8	99.6	114.5
Q3	97.4	106.9	104.4	..	114.7	..	..	101.9	..	105.4	106.3	..	112.0	90.5	104.4	100.1	114.5
Q4	95.9	107.3	104.5	..	116.2	..	101.7	101.8	..	105.7	106.3	..	113.1	89.7	103.9	99.9	114.7
1981 Q1	94.6	107.8	104.8	..	117.5	..	..	101.4	..	106.2	106.8	..	114.5	88.6	104.6	100.8	115.6
Q2	93.5	108.5	105.1	..	118.2	..	..	101.1	..	105.4	106.7	..	112.6	87.9	103.5	101.6	116.6
Q3	92.7	108.8	105.0	..	118.1	..	..	100.7	..	104.9	106.8	..	113.0	87.8	104.5	101.6	116.4
Q4	91.9	108.9	..	..	117.2	..	..	100.6	..	105.4	107.3	..	112.7	..	103.5	..	115.4
<b>CIVILIAN EMPLOYMENT</b>																	
1975	24,647	5,867	2,943	3,748	9,284	2,332	20,714	24,798	1,056	19,594	52,230	4,563	1,707	12,692	4,062	3,017	84,783
1979	24,776	6,064	3,051	3,754	10,369	2,498	21,103	25,041	1,137	20,287	54,790	4,632	1,872	11,706	4,180	2,962	96,945
1980	24,367	6,242	3,070	..	10,655	..	21,142	25,265	..	20,572	55,360	..	1,914	11,254	4,232	3,012	97,270
1981	23,054	6,364	..	..	10,933	..	..	25,039	..	20,672	55,810	..	1,932	..	4,225	..	98,313
<b>Civilian employment: proportions by sector</b>																	
1981 Agriculture†	2.8	6.5	10.5*	3.2**	5.5	8.3**	8.8*	5.9	19.5**	13.3	10.0	6.0**	8.5	18.9*	5.6	7.2*	3.5
Industry††	36.3	30.6	40.3*	35.5**	28.3	30.0**	35.9*	44.3	32.5**	37.4	35.3	32.0**	29.8	36.1*	31.3	39.5*	30.1
Services	60.9	62.8	49.3*	61.3**	66.2	61.7**	55.3*	49.8	48.0**	49.3	54.7	62.0**	61.7	45.1*	63.1	53.3*	66.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
1970	34.7	26.4	30.0	32.7	22.3	..	27.8	..	20.4	..	27.0	26.2	..	..	27.6	37.0	27.0
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	25.7	..	..	27.3	36.4	25.4
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.0	23.8	..	27.1	35.5	25.0
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.6	23.5	..	27.5	35.0	25.6
1974	32.3	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	25.1
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.8	24.1	..	28.0	33.7	23.6
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	..	..	25.5	22.9	23.2	24.0	26.9	32.8	23.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.5	27.5	25.1	22.2	22.4	24.1	25.9	32.7	23.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	..	27.1	24.5	21.5	21.3	24.1	24.9	32.6	23.7
1979	29.4	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.3	26.7	24.3	21.0	20.5	23.7	24.5	32.3	23.7

Main Source: OECD—Labour Force Statistics.

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

(7) Employment in manufacturing includes mining and quarrying.

(8) Data in terms of man-years.

(9) Annual data relate to the 4th quarter.

\* 1980

\*\* 1979.

† Including hunting, forestry and fishing.

†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

— Break in series

# EMPLOYMENT 1.11

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00		5	183	81	784	9.9	85	1.6	966	11.7
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,720	34.2	8.7	14.85		8	316	42	454	10.6	50	1.0	769	15.0
1980	1,392	29.5	8.3	11.52		20	805	252	3,111	12.1	272	5.9	3,916	14.3
1981	1,113	26.7	8.2	9.19		15	594	308	3,580	11.3	323	7.7	4,174	12.5
<b>Week ended</b>														
1979 Dec 8	1,856	37.3	8.6	16.00	15.17	4	155	61	710	11.5	65	1.3	866	13.2
1980 Mar 15	1,638	33.7	8.4	13.72	13.44	22	871	153	1,857	12.2	175	3.6	2,727	15.7
June 14	1,501	31.4	8.3	12.47	12.30	14	546	192	2,218	11.6	206	4.3	2,763	13.5
Sep 13	1,202	25.9	8.2	9.90	10.03	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Dec 13	1,152	26.3	7.9	9.12	8.34	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Mar 14	1,046	24.7	8.1	8.45	8.15	19	765	491	6,016	12.3	510	12.0	6,782	13.3
April 11	1,096	26.0	8.3	9.09	8.72	18	720	417	4,949	11.9	435	10.3	5,669	13.0
May 16	1,094	26.2	8.0	8.84	8.61	17	697	335	3,789	11.4	352	8.4	4,486	12.7
June 13	1,124	27.1	8.1	9.15	8.91	10	386	291	3,251	11.2	300	7.2	3,638	12.1
July 11	1,101	26.6	8.3	9.23	8.88	9	360	202	2,274	11.3	211	5.1	2,634	12.5
Aug 15	1,030	24.9	8.7	8.90	10.07	8	328	189	2,020	10.7	197	4.8	2,348	11.9
Sep 12	1,164	28.1	8.5	9.89	10.03	8	317	181	1,943	10.7	189	4.6	2,260	11.9
Oct 10	1,177	28.6	8.4	9.89	9.99	6	255	167	1,789	10.7	173	4.3	2,045	11.7
Nov 14	1,247	30.4	8.3	10.31	9.87	6	259	174	1,782	10.2	181	4.4	2,042	11.1
Dec 12	1,245	30.6	8.4	10.51	9.75	6	245	141	1,504	10.7	147	3.6	1,749	11.9
1982 Jan 16 R	1,082	26.9	8.1	8.84	10.06	7	270	148	1,665	11.2	155	3.9	1,934	12.5
Feb 13 R	1,197	29.8	8.4	10.12	10.24	12	483	148	1,572	10.6	160	4.0	2,055	12.8
Mar 20	1,242	31.1	8.3	10.25	9.94	11	429	144	1,530	10.6	154	3.9	1,958	12.7
<b>SIC 1968</b>														
<b>Week ended March 20 1982</b>														
<b>Food, drink and tobacco</b>	<b>151.3</b>	<b>33.7</b>	<b>9.0</b>	<b>1,354.7</b>		<b>1.9</b>	<b>77.3</b>	<b>5.1</b>	<b>45.5</b>	<b>9.0</b>	<b>7.0</b>	<b>1.6</b>	<b>122.8</b>	<b>17.6</b>
Food industries (211-229)	121.4	33.7	9.3	1,129.4		1.7	68.8	3.4	32.1	9.4	5.1	1.4	100.9	19.7
Drink industries (231-239)	25.0	35.9	7.7	192.0		0.2	8.5	1.6	13.5	8.2	1.9	2.7	22.0	11.8
Tobacco (240)	4.9	25.2	6.8	33.3		—	—	—	—	—	—	—	—	—
<b>Coal and petroleum products</b>	<b>8.6</b>	<b>36.8</b>	<b>9.6</b>	<b>82.4</b>		<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Chemical and allied industries</b>	<b>67.0</b>	<b>28.8</b>	<b>8.9</b>	<b>596.3</b>		<b>—</b>	<b>1.6</b>	<b>0.7</b>	<b>10.0</b>	<b>13.5</b>	<b>0.8</b>	<b>0.3</b>	<b>11.6</b>	<b>14.8</b>
General chemicals (271)	19.4	25.2	9.7	187.7		—	—	—	0.3	7.8	—	—	0.3	7.8
<b>Metal manufacture</b>	<b>83.7</b>	<b>37.2</b>	<b>8.8</b>	<b>732.6</b>		<b>0.2</b>	<b>8.9</b>	<b>14.9</b>	<b>157.8</b>	<b>10.6</b>	<b>15.1</b>	<b>6.7</b>	<b>166.7</b>	<b>11.0</b>
Iron and steel (general) (311)	30.9	33.4	8.6	265.5		0.1	4.0	4.0	46.6	11.7	4.1	4.4	50.6	12.4
Other iron and steel (312-313)	29.4	43.8	9.0	264.7		0.1	3.6	8.1	85.9	10.6	8.2	12.1	89.6	11.0
Non-ferrous metals (321-323)	23.4	35.8	8.7	202.5		—	1.2	2.9	25.3	8.8	2.9	4.4	26.5	9.1
<b>Mechanical engineering</b>	<b>179.6</b>	<b>39.7</b>	<b>8.5</b>	<b>1,519.6</b>		<b>1.6</b>	<b>65.6</b>	<b>18.0</b>	<b>195.6</b>	<b>10.8</b>	<b>19.7</b>	<b>4.3</b>	<b>261.3</b>	<b>13.3</b>
Instrument engineering	22.0	31.0	7.3	160.5		0.4	15.0	0.9	8.4	9.0	1.3	1.8	23.3	17.9
Electrical engineering	121.5	33.0	7.7	938.4		0.3	12.2	9.8	135.2	13.8	10.1	2.7	147.3	14.6
Electrical machinery (361)	24.1	35.9	7.7	186.2		0.2	6.9	1.3	11.3	8.9	1.4	2.1	18.2	12.6
<b>Shipbuilding and marine engineering</b>	<b>48.3</b>	<b>46.4</b>	<b>10.5</b>	<b>507.3</b>		<b>0.1</b>	<b>3.4</b>	<b>0.1</b>	<b>0.6</b>	<b>10.0</b>	<b>0.1</b>	<b>0.1</b>	<b>4.0</b>	<b>27.4</b>
Vehicles	114.9	28.4	7.2	827.6		2.5	100.9	12.2	122.0	10.0	14.8	3.6	223.0	15.1
Motor vehicle manufacturing (381)	74.6	31.1	7.6	570.3		2.2	88.4	10.4	102.7	9.9	12.6	5.3	191.1	15.1
Aerospace equipment manufacturing and repairing (383)	34.3	32.7	6.2	212.9		—	—	0.8	7.6	8.9	0.8	0.8	7.6	8.9
<b>Metal goods nes</b>	<b>99.3</b>	<b>32.4</b>	<b>7.9</b>	<b>785.0</b>		<b>0.6</b>	<b>23.1</b>	<b>14.8</b>	<b>170.7</b>	<b>11.5</b>	<b>15.4</b>	<b>5.0</b>	<b>193.8</b>	<b>12.6</b>
Textiles	62.0	23.1	7.8	483.9		1.4	55.0	17.0	174.0	10.2	18.4	6.9	229.0	12.4
Production of man-made fibres (411)	5.1	35.7	9.2	47.2		—	0.4	0.1	1.2	10.1	0.1	0.9	1.6	12.2
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	10.4	22.9	7.7	79.9		0.2	8.4	3.3	36.8	11.1	3.5	7.7	45.3	12.8
Woolen and worsted (414)	13.2	30.0	9.3	122.3		0.2	7.9	4.0	43.2	10.7	4.2	9.6	51.0	12.1
Hosiery and other knitted goods (417)	10.0	12.7	6.6	66.1		0.4	14.3	4.7	43.8	9.3	5.1	6.5	58.1	11.5
<b>Leather, leather goods and fur</b>	<b>4.4</b>	<b>17.2</b>	<b>6.9</b>	<b>30.5</b>		<b>0.5</b>	<b>18.3</b>	<b>1.5</b>	<b>15.2</b>	<b>10.0</b>	<b>2.0</b>	<b>7.7</b>	<b>33.5</b>	<b>17.0</b>
Clothing and footwear	22.1	8.9	5.2	115.9		0.1	4.8	18.0	176.4	9.8	18.2	7.3	181.2	10.0
Clothing industries (441-449)	18.1	9.0	5.2	94.7		—	1.6	8.0	98.2	12.3	8.0	4.0	99.9	12.5
Footwear (450)	4.1	8.5	5.2	21.2		0.1	3.2	10.1	78.1	7.8	10.1	21.4	81.3	8.0
<b>Bricks, pottery, glass, cement, etc</b>	<b>56.3</b>	<b>36.9</b>	<b>9.2</b>	<b>515.4</b>		<b>0.2</b>	<b>9.0</b>	<b>5.7</b>	<b>58.1</b>	<b>10.3</b>	<b>5.9</b>	<b>3.9</b>	<b>67.1</b>	<b>11.4</b>
Timber, furniture, etc	46.3	28.9	7.6	350.8		0.4	16.2	10.2	107.4	10.5	10.6	6.6	123.7	11.7
<b>Paper, printing and publishing</b>	<b>103.0</b>	<b>32.4</b>	<b>8.0</b>	<b>828.7</b>		<b>0.2</b>	<b>7.4</b>	<b>2.7</b>	<b>26.4</b>	<b>9.7</b>	<b>2.9</b>	<b>0.9</b>	<b>33.8</b>	<b>11.6</b>
Paper and paper manufactures (481-484)	36.4	30.3	8.4	305.5		0.1	2.3	1.9	19.7	10.4	2.0	1.6	22.0	11.3
Printing and publishing (485-489)	66.5	33.7	7.9	523.2		0.1	5.1	0.8	6.7	8.0	1.0	0.5	11.8	12.3
<b>Other manufacturing industries</b>	<b>51.3</b>	<b>27.4</b>	<b>8.3</b>	<b>423.4</b>		<b>0.2</b>	<b>9.8</b>	<b>11.9</b>	<b>126.1</b>	<b>10.6</b>	<b>12.1</b>	<b>6.5</b>	<b>135.9</b>	<b>11.2</b>
Rubber (491)	15.0	28.4	8.3	124.5		—	—	5.0	50.7	10.2	5.0	9.4	50.7	10.2
<b>All manufacturing industries</b>	<b>1,241.6</b>	<b>31.1</b>	<b>8.3</b>	<b>10,253.1</b>		<b>10.7</b>	<b>428.7</b>	<b>143.7</b>	<b>1,529.6</b>	<b>10.6</b>	<b>154.4</b>	<b>3.9</b>	<b>1,958.2</b>	<b>12.7</b>

Notes: Figures from July 1978 are provisional.  
 Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

# 1.12 EMPLOYMENT Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN

	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III
	Orders III-XIX						Actual	Seasonally adjusted				
	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
1959	100.9		96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0	
1960	103.9		99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7	
1961	102.9		101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4	
1962	100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1963	98.4		97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9	
1964	100.7		101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9	
1965	99.8		101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	99.0	
1966	97.3		101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1	
1967	92.4		96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0	
1968	91.5		94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3	
1969	92.4		96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4	
1970	90.2		94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5	
1971	84.4		87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6	
1972	81.3		82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7	
1973	83.2		85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6	
1974	81.0		84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8	
1975	75.4		80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4	
1976	73.8		76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1	
1977	74.9		78.0	75.7	59.3	80.0	94.0	92.2	93.3	94.2	95.8	
1978	74.1		77.9	76.1	57.6	77.6	93.8	92.0	93.4	94.0	95.6	
1979	72.5		75.6	76.1	56.3	77.4	93.6	91.6	93.1	93.9	95.7	
1980	65.1		67.9	68.4	48.1	73.1	91.1	89.5	89.5	90.4	95.0	
1981	57.6		59.5	60.1	44.9	71.0	90.0	88.0	88.3	91.3	94.7	
Week ended 1979 Dec 8	73.6	71.5	77.0	78.9	55.6	79.4	94.1	93.8	92.7	94.5	96.4	
1980 Mar 15	69.7	68.8	72.9	74.2	52.4	73.5	92.4	91.3	91.7	91.8	94.6	
June 14	67.7	66.6	70.9	72.3	49.9	74.7	91.9	91.7	90.5	91.2	95.3	
Sep 13	64.0	62.3	66.6	65.8	46.7	73.7	89.9	89.8	88.3	87.5	94.7	
Dec 13	60.8	59.0	62.9	61.5	45.0	72.7	88.6	88.4	86.6	84.4	94.9	
1981 Mar 14	58.6	57.8	59.6	60.6	44.2	70.6	88.1	88.4	85.7	85.4	93.6	
April 11	58.9	57.8					89.2	89.2				
May 16	58.8	57.5					89.8	89.5				
June 13	58.9	57.9	59.4	61.2	45.0	70.7	90.3	90.0	87.7	88.9	91.5	94.2
July 11	55.7	57.9					91.1	90.3				
Aug 15	48.7	58.2					91.8	91.2				
Sep 12	59.4	57.8	60.0	59.8	45.3	71.7	91.4	91.3	89.1	89.3	92.3	95.1
Oct 10	59.0	57.6					91.4	91.6				
Nov 14	58.1	56.7					90.7	90.9				
Dec 12	58.0	56.3	59.0	58.6	44.9	71.0	91.1	90.9	89.4	89.6	92.6	95.8
1982 Jan 16	56.8	56.3					89.9	91.1				
Feb 13	56.9	56.2					90.7	91.3				
Mar 20	56.8	56.0	57.8	57.9	44.1	67.7	90.8	91.2	88.8	90.8	92.3	94.2

\* The index of total weekly hours worked is subject to revision from July 1978.

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

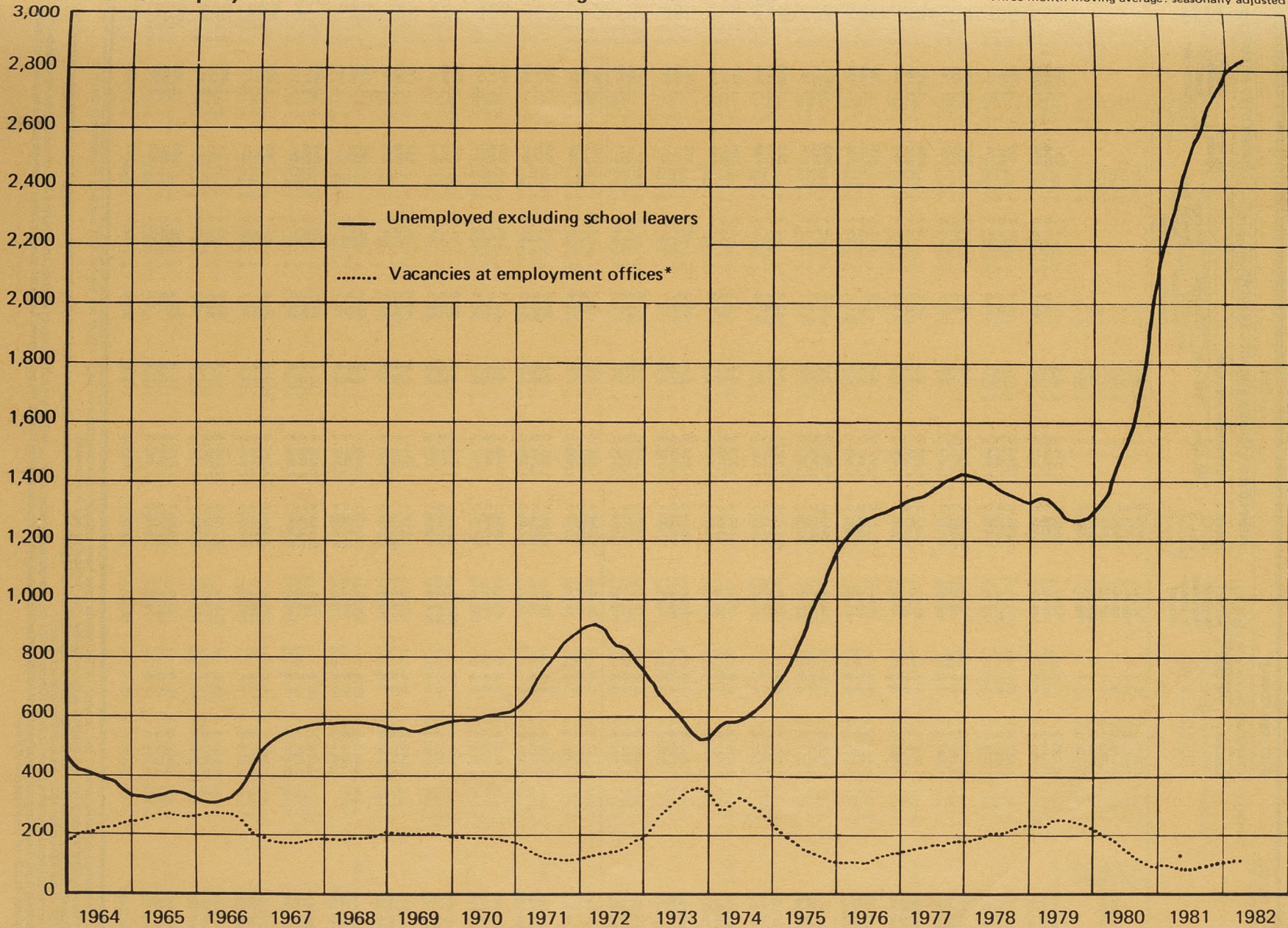
Week ended	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime (Thou)	Hours of overtime worked (Thou)	Stood off for whole week		Working part of week			Stood off for whole or part of week			
					Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week (Thou)	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
March 20, 1982													
Analysis by region													
South East	326.3	32.8	8.3	2,714.1	0.4	15.9	17.6	172.9	9.8	17.9	1.8	188.8	10.5
Greater London*	128.5	33.0	8.6	1,101.4	—	1.2	6.3	70.0	11.1	6.3	1.6	71.1	11.3
East Anglia	38.7	31.7	7.9	307.0	0.5	20.4	3.3	32.7	9.9	3.8	3.1	53.1	13.9
South West	82.5	33.3	8.3	687.5	0.5	18.8	6.0	52.1	8.7	6.4	2.6	70.9	11.0
West Midlands	159.2	29.7	7.8	1,235.9	2.8	113.0	37.4	414.0	11.1	40.2	7.5	527.0	13.1
East Midlands	97.0	26.1	8.0	776.8	0.6	22.0	21.0	194.1	9.2	21.5	5.8	216.1	10.0
Yorkshire and Humberside	130.0	31.8	8.3	1,075.8	0.8	31.8	20.1	220.6	11.0	20.9	5.1	252.3	12.1
North West	176.4	30.2	8.2	1,451.0	3.3	131.2	21.1	228.8	10.9	24.3	4.2	359.9	14.8
North	75.3	30.1	8.6	649.5	0.3	10.6	4.5	73.5	16.5	4.7	1.9	84.1	17.8
Wales	48.5	27.7	8.2	399.0	0.6	24.2	5.9	66.5	11.2	6.5	3.7	90.7	13.9
Scotland	107.5	31.7	8.9	956.6	1.0	40.8	6.9	74.4	10.7	8.0	2.4	115.3	14.5

\* Included in South East.

THOUSAND

### Unemployment and vacancies : United Kingdom 1964 - 1982

Three-month moving average: seasonally adjusted



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

# 2.1 UNEMPLOYMENT UK Summary

# UNEMPLOYMENT 2.1 UK summary

THOUSAND

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION		
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION			Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†				
	Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended								
					Number	Per cent										
1976	1,359.4	5.7	85.9	1,273.5		5.3										
1977	1,483.6	6.2	105.4	1,378.2		5.7										
1978	1,475.0	6.1	99.4	1,375.7		5.7										
1979	1,390.5	5.7	83.2	1,307.3		5.4										
1980	1,794.7	7.4	127.1	1,667.6		6.8										
1981	2,733.8	11.4	168.0	2,565.8		10.6										
1977	1,392.3	5.8	53.6	1,338.7	1,341.4	5.6	7.7	4.1	231	1,036	125					
May 12	1,341.7	5.6	45.1	1,296.6	1,337.5	5.6	-3.9	1.9	203	1,016	122					
June 9	1,450.1	6.0	149.0	1,301.1	1,378.6	5.7	41.1	15.0	299	1,030	122					
July 14	1,622.4	6.7	253.4	1,369.0	1,393.0	5.8	14.4	17.2	404	1,099	120					
Aug 11	1,635.8	6.8	231.4	1,404.4	1,393.2	5.8	0.2	18.6	277	1,237	122					
Sep 8	1,609.1	6.7	175.6	1,433.5	1,414.0	5.9	20.8	11.8	251	1,231	127					
Oct 13	1,518.3	6.3	98.6	1,419.7	1,419.7	5.9	5.7	8.9	261	1,130	127					
Nov 10	1,499.1	6.2	73.5	1,425.6	1,424.9	5.9	5.2	10.6	237	1,135	127					
Dec 8	1,480.8	6.2	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	209	1,144	128					
1978	1,548.5	6.4	61.1	1,487.4	1,420.3	5.9	-4.4	0.2	206	1,211	132					
Feb 9	1,508.7	6.2	49.7	1,459.0	1,409.5	5.8	-10.8	-5.1	210	1,167	131					
Mar 9	1,461.0	6.0	40.2	1,420.7	1,408.2	5.8	-1.3	-5.5	196	1,135	130					
April 13	1,451.8	6.0	60.8	1,391.0	1,400.4	5.8	-7.8	-6.6	229	1,094	129					
May 11	1,386.8	5.7	48.2	1,338.6	1,391.7	5.8	-8.7	-5.9	191	1,069	127					
June 8	1,446.1	6.0	145.6	1,300.5	1,380.6	5.7	-11.1	-9.2	286	1,035	125					
July 6	1,585.8	6.6	243.3	1,342.5	1,367.6	5.7	-13.0	-10.9	383	1,078	125					
Aug 10	1,608.3	6.6	222.1	1,386.2	1,369.5	5.7	1.9	-7.4	260	1,222	127					
Sep 14	1,517.7	6.3	139.2	1,378.5	1,357.8	5.6	-11.7	-7.6	229	1,161	128					
Oct 12	1,429.5	5.9	82.0	1,347.5	1,345.5	5.6	-12.3	-7.4	243	1,060	127					
Nov 9	1,392.0	5.8	57.1	1,334.9	1,332.1	5.5	-13.4	-12.5	210	1,056	126					
Dec 7	1,364.3	5.6	43.2	1,321.1	1,324.2	5.5	-7.9	-11.2	199	1,040	126					
1979	1,455.3	6.0	47.4	1,407.8	1,329.7	5.5	5.5	-5.3	208	1,117	130					
Jan 11	1,451.9	6.0	39.4	1,412.5	1,350.2	5.6	20.5	6.0	207	1,115	130					
Feb 8	1,451.9	6.0	31.2	1,371.1	1,346.0	5.5	-4.2	7.3	183	1,090	129					
Mar 8	1,402.3	5.8														
April 5	1,340.6	5.5	25.8	1,314.8	1,311.8	5.4	-34.2	-6.0	172	1,042	127					
May 10	1,299.3	5.4	39.3	1,260.0	1,308.1	5.4	-3.7	-14.0	167	1,008	124					
June 14	1,343.9	5.5	143.8	1,200.1	1,288.9	5.3	-19.2	-19.0	277	947	120					
July 12	1,464.0	6.0	215.4	1,248.6	1,288.1	5.3	-0.8	-7.9	351	994	119					
Aug 9	1,455.5	6.0	183.5	1,272.0	1,273.8	5.2	-14.3	-11.4	241	1,095	120					
Sep 13	1,394.5	5.7	114.3	1,280.2	1,275.1	5.3	1.3	-4.6	221	1,053	121					
Oct 11†	1,367.6	5.6	69.4	1,298.3	1,280.8	5.3	5.7	-2.4	239	1,007	120					
Nov 8	1,355.2	5.6	49.7	1,305.5	1,281.1	5.3	0.3	2.4	212	1,021	122					
Dec 6	1,355.5	5.6	39.2	1,316.3	1,293.0	5.3	11.9	6.0	206	1,027	123					
1980	1,470.6	6.1	45.9	1,424.7	1,322.0	5.5	29.0	13.7	209	1,135	127					
Jan 10	1,488.9	6.2	38.2	1,450.8	1,364.2	5.6	42.2	27.7	220	1,142	127					
Feb 14	1,478.0	6.1	31.8	1,446.2	1,398.4	5.8	34.2	35.1	207	1,143	128					
Mar 13 e																
April 10	1,522.9	6.3	53.7	1,469.2	1,444.7	6.0	46.3	40.9	240	1,153	130					
May 8	1,509.2	6.2	49.4	1,459.8	1,489.4	6.2	44.7	41.7	208	1,173	128					
June 12	1,659.7	6.9	186.4	1,473.3	1,547.2	6.4	57.8	49.6	352	1,180	128					
July 10	1,896.6	7.8	295.5	1,601.1	1,628.1	6.7	80.9	61.1	451	1,313	132					
Aug 14	2,001.2	8.3	264.9	1,736.3	1,721.4	7.1	93.3	77.3	311	1,548	142					
Sep 11	2,039.5	8.4	207.3	1,832.1	1,809.7	7.5	88.3	87.5	304	1,591	144					
Oct 9	2,062.9	8.5	145.8	1,917.1	1,895.7	7.8	86.0	89.2	341	1,575	147					
Nov 13	2,162.9	8.9	110.7	2,052.1	2,026.7	8.4	131.0	101.8	319	1,686	158					
Dec 11	2,244.2	9.3	95.4	2,148.8	2,123.8	8.8	97.1	104.7	293	1,787	164					
1981	2,419.5	10.1	102.3	2,317.1	2,209.2	9.3	85.4	104.5	292	1,955	173					
Jan 15	2,463.3	10.3	90.1	2,373.2	2,281.2	9.6	72.0	84.8	290	1,995	178					
Feb 12	2,484.7	10.4	78.3	2,406.4	2,354.3	9.9	73.1	76.8	260	2,040	185					
Mar 12																
April 9 e	2,525.2	10.6	72.8	2,452.4	2,421.4	10.1	67.1	70.7	294	2,046	185					
May 14	2,558.4	10.7	99.2	2,459.2	2,486.4	10.4	65.0	68.4	254	2,111	193					
June 11 e	2,680.5	11.2	216.2	2,464.3	2,539.2	10.6	52.8	61.6	368	2,118	194					
July 9 ‡	2,852.1	11.9	285.5	2,566.6	2,589.8	10.8	50.6	56.1	385	2,268	199					
Aug 13 ‡	2,940.5	12.3	278.1	2,662.4	2,642.5	11.1	52.7	52.0	281	2,457	203					
Sep 10 ‡	2,998.8	12.6	269.8	2,729.0	2,691.6	11.3	49.1	50.6	324	2,471	204					
Oct 8 ‡	2,988.6	12.5	216.0	2,772.6	2,725.5	11.4	33.9	45.2	331	2,442	216					
Nov 12	2,953.3	12.4	164.6	2,788.8	2,759.6	11.6	34.1	39.0	295	2,437	208					
Dec 10	2,940.7	12.3	142.6	2,798.1	2,769.4	11.6	9.8	25.9	262	2,471	208					
1982	3,070.6	12.9	149.9	2,920.7	2,811.6	11.8	42.2	28.7	265	2,583	218					
Jan 14	3,044.9	12.8	134.1	2,910.8	2,817.5	11.8	5.9	19.3	262	2,566	217					
Feb 11	2,992.3	12.5	117.5	2,874.9	2,822.1	11.8	4.6	17.6	239	2,537	216					
Mar 11																
April 15	3,007.8	12.6	128.2	2,879.6	2,850.3	11.9	28.6	12.9	267	2,525	216					

UNITED KINGDOM	MALE AND FEMALE										UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION		
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION			Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†				
	Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended								
					Number	Per cent										
1976	1,023.5	7.1	47.0	976.5		6.8										
1977	1,089.2	7.4	54.4	1,014.8		7.0										
1978	1,040.2	7.2	51.3	988.9		6.9										
1979	963.9	6.7	43.7	920.2		6.4										
1980	1,233.6	8.7	66.9	1,166.7		8.1										
1981	1,944.3	13.7	90.8	1,853.5		12.9										
1977	1,032.4	7.2	28.8	1,003.6	997.6	6.9	359.9	3.7	24.8	335.1	343.8	3.6	144.4	1977	April 14	
May 12	1,341.7	5.6	45.1	1,296.6	1,337.5	5.6	-3.9	1.9	203	1,016	122					
June 9	1,450.1	6.0	149.0	1,301.1	1,378.6	5.7	41.1	15.0	299	1,030	122					
July 14	1,622.4	6.7	253.4	1,369.0	1,393.0	5.8	14.4	17.2	404	1,099	120					
Aug 11	1,635.8	6.8	231.4	1,404.4	1,393.2	5.8	0.2	18.6	277	1,237	122					
Sep 8	1,609.1	6.7	175.6	1,433.5	1,414.0	5.9	20.8	11.8	251	1,231	127					
Oct 13	1,518.3	6.3	98.6	1,419.7	1,419.7	5.9	5.7	8.9	261	1,130	127					
Nov 10	1,499.1	6.2	73.5	1,425.6	1,424.9	5.9	5.2	10.6	237	1,135	127					
Dec 8	1,480.8	6.2	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	209	1,144	128					
1978	1,548.5	6.4	61.1	1,487.4	1,420.3	5.9	-4.4	0.2	206	1,211	132					
Feb 9	1,508.7	6.2	49.7	1,459.0	1,409.5	5.8	-10.8	-5.1	210	1,167	131					
Mar 9	1,461.0	6.0	40.2	1,420.7	1,408.2	5.8	-1.3	-5.5	196	1,135	130					
April 13	1,451.8	6.0	60.8													

# 2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent	Change since previous month	Average change over 3 months ended		
1976		1,304.6	5.6	81.6	1,223.0		5.2				
1977		1,422.7	6.0	99.8	1,322.9		5.6				
1978		1,409.7	6.0	93.7	1,315.9		5.6				
1979		1,325.5	5.6	78.0	1,247.5		5.2				
1980		1,715.9	7.3	120.1	1,595.8		6.7				
1981		2,628.4	11.3	159.6	2,468.8		10.5				
1977	Annual averages										
1977	April 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	
1977	May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	
1977	June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	
1977	July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	
1977	Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	
1977	Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	
1977	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	
1977	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	
1977	Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	-0.5	199	
1978	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	203	
1978	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	
1978	April 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	
1978	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	
1978	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5	276	
1978	July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	-10.8	366	
1978	Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	-1.6	-7.5	250	
1978	Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	-7.7	220	
1978	Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	-7.1	235	
1978	Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	-11.6	203	
1978	Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	-10.6	191	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	1,270.5	5.4	5.1	-5.1	201	
1979	Feb 8	1,387.6	5.9	36.7	1,350.9	1,289.9	5.4	19.4	5.3	200	
1979	Mar 8	1,339.8	5.7	23.9	1,310.9	1,285.9	5.4	-4.0	6.8	176	
1979	April 5	1,279.8	5.4	23.9	1,255.9	1,252.6	5.3	-33.3	-6.0	166	
1979	May 10	1,238.5	5.2	36.2	1,202.3	1,248.5	5.3	-4.1	-13.8	160	
1979	June 14	1,281.1	5.4	137.1	1,144.0	1,230.1	5.2	-18.4	-18.6	266	
1979	July 12	1,392.0	5.9	204.2	1,187.8	1,228.4	5.2	-1.7	-8.0	335	
1979	Aug 9	1,383.9	5.8	173.1	1,210.8	1,214.2	5.1	-14.2	-11.5	232	
1979	Sep 13	1,325.0	5.6	106.0	1,219.0	1,215.3	5.1	1.1	-4.9	212	
1979	Oct 11†	1,302.8	5.5	64.0	1,238.8	1,221.0	5.2	5.7	-2.5	231	
1979	Nov 8	1,292.3	5.5	45.5	1,246.8	1,221.5	5.2	0.5	2.5	203	
1979	Dec 6	1,292.0	5.5	35.7	1,256.3	1,232.3	5.2	10.8	5.6	197	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	1,261.0	5.3	28.7	13.4	202	
1980	Feb 14	1,422.0	6.0	35.2	1,386.8	1,301.6	5.5	40.6	26.7	212	
1980	Mar 13 e	1,411.7	6.0	29.3	1,382.4	1,334.9	5.7	33.3	34.2	199	
1980	April 10	1,454.7	6.2	50.0	1,404.6	1,379.9	5.8	45.0	39.6	231	
1980	May 8	1,441.4	6.1	45.8	1,395.6	1,423.2	6.0	43.3	40.5	199	
1980	June 12	1,586.6	6.7	178.3	1,408.3	1,479.4	6.3	56.2	48.2	338	
1980	July 10	1,811.9	7.7	282.1	1,529.9	1,557.6	6.6	78.2	59.2	433	
1980	Aug 14	1,913.1	8.1	252.0	1,661.1	1,647.5	7.0	89.9	74.8	300	
1980	Sep 11	1,950.2	8.3	196.3	1,753.8	1,732.6	7.3	85.1	84.4	292	
1980	Oct 9	1,973.0	8.4	137.2	1,835.8	1,814.3	7.7	81.7	85.6	329	
1980	Nov 13	2,071.2	8.8	103.4	1,967.8	1,941.5	8.2	127.2	98.0	309	
1980	Dec 11	2,150.5	9.1	88.6	2,061.8	2,036.1	8.6	94.6	101.1	283	
1981	Jan 15	2,320.5	10.0	95.8	2,224.6	2,118.6	9.1	82.5	101.5	282	
1981	Feb 12	2,353.4	10.1	83.9	2,279.5	2,188.9	9.4	70.3	82.4	280	
1981	Mar 12	2,384.8	10.2	72.9	2,311.9	2,260.2	9.7	71.3	74.7	252	
1981	April 9 e	2,426.3	10.4	68.0	2,358.3	2,327.1	10.0	66.9	69.5	287	
1981	May 14	2,456.9	10.5	92.5	2,364.3	2,389.6	10.3	62.5	66.9	246	
1981	June 11 e	2,576.6	11.1	207.6	2,369.0	2,441.0	10.5	51.4	60.3	357	
1981	July 9 †	2,744.0	11.8	275.4	2,468.6	2,491.1	10.7	50.1	54.7	374	
1981	Aug 13 †	2,831.3	12.1	267.8	2,563.5	2,543.5	10.9	52.4	51.3	273	
1981	Sep 10 †	2,884.8	12.4	256.8	2,628.1	2,591.8	11.1	48.3	50.2	311	
1981	Oct 8 †	2,876.4	12.3	204.5	2,671.9	2,624.7	11.3	32.9	44.6	320	
1981	Nov 12	2,843.8	12.2	155.5	2,688.3	2,658.6	11.4	33.9	38.3	287	
1981	Dec 10	2,832.0	12.2	134.6	2,697.4	2,668.2	11.4	9.6	25.5	254	
1982	Jan 14	2,957.3	12.7	142.2	2,815.1	2,707.9	11.6	39.7	27.7	257	
1982	Feb 11	2,932.7	12.6	127.1	2,805.6	2,713.7	11.6	5.8	18.4	254	
1982	Mar 11	2,881.6	12.4	111.6	2,769.9	2,717.6	11.7	3.9	16.5	231	
1982	April 15	2,895.9	12.4	122.3	2,773.6	2,744.2	11.8	26.6	12.1	259	

† † See footnotes to table 2.1

# UNEMPLOYMENT GB summary 2.2

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent	Change since previous month	Average change over 3 months ended		
1976		986.0	7.0	44.6	941.3		6.7				
1977		1,027.5	7.3	51.4	976.1		6.9				
1978		995.2	7.1	48.1	947.1		6.7				
1979		1,180.0	6.6	40.7	879.0		6.3				
1980		1,180.0	8.5	62.8	1,117.2		7.9				
1981		1,870.4	13.5	85.8	1,784.6		12.8				
1977	Annual averages										
1977	April 14	992.5	7.0	26.8	965.7	960.0	6.8			343.1	
1977	May 12	954.6	6.8	22.0	932.7	952.4	6.8			331.1	
1977	June 9	1,009.4	7.2	76.9	932.5	978.0	6.9			381.0	
1977	July 14	1,087.3	7.7	128.6	958.7	984.1	7.0			466.2	
1977	Aug 11	1,097.9	7.8	117.8	980.1	983.8	7.0			469.1	
1977	Sep 8	1,079.6	7.7	83.9	995.7	995.1	7.1			462.3	
1977	Oct 13	1,028.7	7.3	43.3	985.4	996.1	7.1			427.9	
1977	Nov 10	1,021.5	7.3	32.0	989.5	996.7	7.1			416.5	
1977	Dec 8	1,018.5	7.2	25.4	993.1	994.0	7.1			401.2	
1978	Jan 12	1,070.2	7.6	27.4	1,042.8	989.4	7.0			414.5	
1978	Feb 9	1,045.2	7.4	22.2	1,023.0	980.5	7.0			400.7	
1978	Mar 9	1,014.4	7.2	17.9	996.5	978.3	7.0			384.6	
1978	April 13	999.9	7.1	28.6	971.2	966.5	6.9			387.6	
1978	May 11	957.4	6.8	22.1	935.4	960.3	6.8			367.4	
1978	June 8	978.1	6.9	74.7	903.4	950.6	6.8			403.3	
1978	July 6	1,038.8	7.4	124.2	914.6	941.7	6.7			473.7	
1978	Aug 10	1,050.1	7.5	114.2	935.9	939.0	6.7			484.4	
1978	Sep 14	993.7	7.1	64.8	928.9	929.2	6.6			453.1	
1978	Oct 12	946.0	6.7	36.8	909.2	918.8	6.5			418.9	
1978	Nov 9	928.8	6.6	25.3	903.5	909.1	6.5			402.0	
1978	Dec 7	920.3	6.5	19.2	901.1	901.9	6.4			382.9	
1979	Jan 11	989.9	7.1	22.0	967.9	908.0	6.5			401.3	
1979	Feb 8	993.9	7.1	18.4	975.5	925.1	6.6			393.7	
1979	Mar 8	961.2	6.9	14.4	946.8	920.4	6.6			378.6	
1979	April 5	916.2	6.6	12.0	904.2	891					















# 2.12 UNEMPLOYMENT AND VACANCIES

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1982

	South East				Greater London*				East Anglia				
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	
	Male	Female	All		Male	Female	All		Male	Female	All		
<b>Table 1 Summary</b>													
Managerial and professional	66,630	23,647	90,277	5,345	33,612	13,507	47,119	2,692	4,754	1,681	6,435	338	
Clerical and related	43,790	58,454	102,244	7,384	21,833	28,922	50,755	3,893	4,021	5,417	9,438	626	
Other non-manual occupations	19,876	20,908	40,784	6,090	9,438	8,254	17,692	2,802	1,858	2,742	4,600	621	
Craft and similar occupations, including foremen, in processing, production, repairing, etc	89,433	4,284	93,717	4,938	44,815	2,667	47,482	2,462	9,069	291	9,360	680	
General labourers	118,492	23,005	141,497	731	54,786	10,384	65,170	220	15,768	4,007	19,775	109	
Other manual occupations	146,117	35,969	182,086	14,045	73,176	16,816	89,992	6,115	15,703	4,252	19,955	1,627	
<b>All occupations</b>	<b>484,338</b>	<b>166,267</b>	<b>650,605</b>	<b>38,533</b>	<b>237,660</b>	<b>80,550</b>	<b>318,210</b>	<b>18,184</b>	<b>51,173</b>	<b>18,390</b>	<b>69,563</b>	<b>4,001</b>	

**Table 2 Occupational groups**

	South East				Greater London*				East Anglia			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
I Managerial (general management)	1,217	54	1,271	47	385	35	420	34	88	—	88	—
II Professional and related supporting management and administration	13,556	3,465	17,021	910	6,423	1,972	8,395	582	774	156	930	24
III Professional and related in education, welfare and health	7,073	9,772	16,845	1,794	3,993	4,609	8,602	699	658	990	1,648	130
IV Literary, artistic and sports	10,851	5,868	16,719	199	8,015	4,426	12,441	90	476	225	701	17
V Professional and related in science, engineering technology and similar fields	14,904	1,611	16,515	986	6,159	816	6,975	517	1,204	133	1,337	66
VI Managerial (excluding general management)	19,029	2,877	21,906	1,409	8,637	1,649	10,286	770	1,554	177	1,731	101
VII Clerical and related	45,916	58,613	104,529	7,654	23,677	29,052	52,729	4,041	4,070	5,423	9,493	641
VIII Selling	17,654	21,182	38,836	5,741	8,232	8,433	16,665	2,554	1,729	2,785	4,514	614
IX Security and protective services	3,657	138	3,795	804	1,963	62	2,025	488	316	13	329	42
X Catering, cleaning, hairdressing and other personal service	24,251	23,963	48,214	9,259	15,313	11,004	26,317	3,908	1,715	3,059	4,774	1,098
XI Farming, fishing and related	6,429	1,313	7,742	450	1,307	188	1,495	101	2,473	431	2,904	80
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	3,472	170	3,642	259	1,823	98	1,921	97	324	67	391	69
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	20,570	4,385	24,955	2,192	12,254	2,850	15,104	1,384	1,819	317	2,136	182
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	52,631	854	53,485	2,689	23,903	357	24,260	1,086	5,752	20	5,772	443
XV Painting, repetitive assembling, product inspecting, packaging and related	23,374	7,092	30,466	937	12,620	4,009	16,629	424	1,822	261	2,083	91
XVI Construction, mining and related not identified elsewhere	43,340	34	43,374	684	20,445	10	20,455	286	3,917	7	3,924	129
XVII Transport operating, materials moving and storing and related	54,986	1,531	56,517	1,665	25,454	444	25,898	838	6,434	208	6,642	155
XVIII Miscellaneous	121,428	23,345	144,773	854	57,057	10,536	67,593	285	16,048	4,118	20,166	119
<b>All occupations</b>	<b>484,338</b>	<b>166,267</b>	<b>650,605</b>	<b>38,533</b>	<b>237,660</b>	<b>80,550</b>	<b>318,210</b>	<b>18,184</b>	<b>51,173</b>	<b>18,390</b>	<b>69,563</b>	<b>4,001</b>

\* Included in South East.

# UNEMPLOYMENT AND VACANCIES 2.12

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1982

	South West				West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
	14,132	5,691	19,823	1,437	18,953	6,467	25,420	969	8,775	3,412	12,187	770	13,027	5,520	18,547	1,041
	11,171	14,742	25,913	1,334	10,544	25,252	35,796	1,081	6,461	11,069	17,530	938	8,789	17,195	25,984	1,126
	5,159	8,261	13,420	1,195	7,578	12,624	20,202	1,125	3,686	6,083	9,769	1,062	4,433	8,900	13,333	1,146
	21,356	848	22,204	1,175	54,416	4,076	58,492	997	20,519	2,537	23,056	1,301	34,435	2,961	37,396	1,019
	34,736	6,979	41,715	310	64,914	9,661	74,575	144	52,978	9,167	62,145	238	76,498	13,915	90,413	250
	36,890	12,804	49,694	4,227	80,954	26,152	107,106	2,047	30,211	9,889	40,100	2,318	47,773	15,490	63,263	2,295
	123,444	49,325	172,769	9,678	237,359	84,232	321,591	6,363	122,630	42,157	164,787	6,627	184,955	63,981	248,936	6,877
	194	11	205	5	452	13	465	17	130	5	135	11	194	3	197	11
	2,358	491	2,849	109	3,990	762	4,752	135	1,685	377	2,062	130	2,294	590	2,884	144
	1,910	3,549	5,459	776	1,942	3,840	5,782	283	1,057	1,978	3,035	201	1,641	3,224	4,865	366
	1,204	639	1,843	65	1,119	628	1,747	37	624	436	1,060	47	1,048	614	1,662	47
	3,581	353	3,934	223	5,214	451	5,665	188	2,282	261	2,543	172	3,332	371	3,703	192
	4,885	648	5,533	259	6,236	773	7,009	309	2,997	355	3,352	209	4,518	718	5,236	281
	11,331	14,757	26,088	1,367	10,691	25,270	35,961	1,109	6,507	11,080	17,587	953	8,896	17,208	26,104	1,149
	5,039	8,327	13,366	1,152	6,508	12,739	19,247	1,109	3,344	6,108	9,452	1,047	4,033	9,607	13,640	1,097
	659	35	694	131	1,631	49	1,680	92	521	20	541	101	859	23	882	101
	5,641	9,535	15,176	2,885	5,013	11,507	16,520	1,168	2,698	6,056	8,754	1,459	3,773	10,012	13,785	1,512
	3,203	617	3,820	252	3,107	531	3,638	75	2,528	534	3,062	77	2,820	372	3,192	78
	977	112	1,089	73	2,193	367	2,560	71	1,458	184	1,642	129	5,319	1,215	6,534	94
	3,797	802	4,599	398	7,200	3,477	10,677	322	3,512	2,733	6,245	718	4,712	2,527	7,239	339
	14,034	164	14,198	717	52,920	4,037	56,957	675	14,530	138	14,668	467	26,941	344	27,285	492
	4,136	1,612	5,748	266	12,508	8,741	21,249	152	3,435	2,183	5,618	176	4,736	2,628	7,364	154
	10,358	9	10,367	340	18,286	19	18,305	186	8,386	4	8,390	169	12,113	5	12,118	243
	15,052	618	15,670	313	32,303	1,233	33,536	241	13,608	495	14,103	287	20,755	584	21,339	276
	35,085	7,046	42,131	347	66,046	9,795	75,841	194	53,328	9,210	62,538	274	76,971	13,936	90,907	301
	123,444	49,325	172,769	9,678	237,359	84,232	321,591	6,363	122,630	42,157	164,787	6,627	184,955	63,981	248,936	6,877

# 2.12 UNEMPLOYMENT AND VACANCIES

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1982

	North West				North				Wales				
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	
	Male	Female	All		Male	Female	All		Male	Female	All		
<b>Table 1 summary</b>													
Managerial and professional	21,231	9,200	30,431	1,415	8,657	4,200	12,857	702	8,753	4,519	13,272	866	
Clerical and related	14,038	33,518	47,556	1,609	6,159	14,895	21,054	774	5,853	13,626	19,479	762	
Other non-manual occupations	8,747	16,249	24,996	1,413	3,104	9,345	12,449	756	3,004	8,690	11,694	836	
Craft and similar occupations, including foremen, in processing, production, repairing, etc	55,142	4,292	59,434	1,267	30,816	1,671	32,487	1,067	20,488	1,084	21,572	695	
General labourers	114,034	24,889	138,923	429	64,330	9,777	74,107	174	50,015	8,543	58,558	322	
Other manual occupations	74,326	23,844	98,170	3,228	31,647	11,949	43,596	1,996	26,444	8,113	34,557	2,076	
<b>All occupations</b>	<b>287,518</b>	<b>111,992</b>	<b>399,510</b>	<b>9,361</b>	<b>144,713</b>	<b>51,837</b>	<b>196,550</b>	<b>5,469</b>	<b>114,557</b>	<b>44,575</b>	<b>159,132</b>	<b>5,557</b>	

**Table 2 Occupational groups**

	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
I Managerial (general management)	355	10	365	13	94	6	100	1	174	11	185	2
II Professional and related supporting management and administration	3,926	976	4,902	146	1,354	338	1,692	61	1,530	420	1,950	80
III Professional and related in education, welfare and health	2,521	5,460	7,981	613	1,073	2,820	3,893	305	1,135	3,056	4,191	340
IV Literary, artistic and sports	1,616	1,028	2,644	85	522	368	890	48	609	309	918	62
V Professional and related in science, engineering technology and similar fields	5,522	604	6,126	219	2,643	228	2,871	105	2,354	303	2,657	152
VI Managerial (excluding general management)	7,291	1,122	8,413	339	2,971	440	3,411	182	2,951	420	3,371	230
VII Clerical and related	14,230	33,544	47,774	1,640	6,243	14,903	21,146	792	5,898	13,632	19,530	787
VIII Selling	7,349	16,387	23,736	1,365	2,523	9,408	11,931	719	2,770	8,736	11,506	820
IX Security and protective services	1,934	87	2,021	150	827	18	845	103	535	17	552	83
X Catering, cleaning hairdressing and other personal service	8,646	16,042	24,688	2,043	2,598	9,796	12,394	1,385	2,338	7,111	9,449	1,464
XI Farming, fishing and related	2,412	298	2,710	94	1,348	172	1,520	32	1,362	281	1,643	79
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	5,781	1,144	6,925	112	1,246	115	1,361	59	516	45	561	39
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	9,256	3,927	13,183	545	4,328	1,643	5,971	268	2,702	1,060	3,762	195
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	39,890	413	40,303	575	23,757	54	23,811	744	14,283	55	14,338	359
XV Painting, repetitive assembling, product inspecting, packaging and related	8,171	5,070	13,241	369	4,076	1,132	5,208	127	2,391	178	2,569	88
XVI Construction, mining and related not identified elsewhere	21,953	12	21,965	246	10,448	1	10,449	152	9,731	2	9,733	216
XVII Transport operating, materials moving and storing and related	31,505	873	32,378	341	13,841	551	14,392	159	12,890	388	13,278	180
XVIII Miscellaneous	115,160	24,995	140,155	466	64,821	9,844	74,665	227	50,388	8,551	58,939	381
<b>All occupations</b>	<b>287,518</b>	<b>111,992</b>	<b>399,510</b>	<b>9,361</b>	<b>144,713</b>	<b>51,837</b>	<b>196,550</b>	<b>5,469</b>	<b>114,557</b>	<b>44,575</b>	<b>159,132</b>	<b>5,557</b>

# UNEMPLOYMENT AND VACANCIES

## Regions: occupation

Unemployed and notified vacancies at employment offices by region: March 1982

	Scotland				Great Britain				Northern Ireland				United Kingdom			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
14,176	9,348	23,524	1,899	179,088	73,685	252,773	14,782	2,728	2,516	5,244	126	181,816	76,201	258,017	14,908	
9,072	25,889	34,961	1,686	119,898	220,057	339,955	17,320	3,280	8,898	12,178	148	123,178	228,955	352,133	17,468	
6,357	16,244	22,601	1,495	63,802	110,046	173,848	15,739	3,522	4,587	8,109	136	67,324	114,633	181,957	15,875	
42,711	4,028	46,739	2,108	378,385	26,072	404,457	15,247	17,184	1,950	19,134	153	395,569	28,022	423,591	15,400	
87,084	17,255	104,339	856	678,849	127,198	806,047	3,563	23,513	2,827	26,340	70	702,362	130,025	832,387	3,633	
55,342	21,857	77,199	4,186	545,407	170,319	715,726	38,045	23,504	8,847	32,351	242	568,911	179,166	748,077	38,287	
<b>214,742</b>	<b>94,621</b>	<b>309,363</b>	<b>12,230</b>	<b>1,965,429</b>	<b>727,377</b>	<b>2,692,806</b>	<b>104,696</b>	<b>73,731</b>	<b>29,625</b>	<b>103,356</b>	<b>875</b>	<b>2,039,160</b>	<b>757,002</b>	<b>2,796,162</b>	<b>105,571</b>	
122	5	127	1	3,020	118	3,138	108	79	14	93	2	3,099	132	3,231	110	
2,400	881	3,281	183	33,867	8,456	42,323	1,922	386	144	530	27	34,253	8,600	42,853	1,949	
1,612	5,641	7,253	784	20,622	40,330	60,952	5,592	489	2,050	2,539	33	21,111	42,380	63,491	5,625	
1,107	825	1,932	80	19,176	10,940	30,116	687	174	94	268	3	19,350	11,034	30,384	690	
4,270	783	5,053	494	45,306	5,098	50,404	2,797	767	87	854	28	46,073	5,185	51,258	2,825	
4,665	1,213	5,878	357	57,097	8,743	65,840	3,676	833	127	960	33	57,930	8,870	66,800	3,709	
9,329	25,904	35,233	1,716	123,111	220,334	343,445	17,808	3,336	8,905	12,241	157	126,447	229,239	355,686	17,965	
5,002	16,314	21,316	1,404	55,951	111,593	167,544	15,068	1,589	4,453	6,042	110	57,540	116,046	173,586	15,178	
1,776	68	1,844	172	12,715	468	13,183	1,779	2,128	152	2,280	32	14,843	620	15,463	1,811	
7,392	17,480	24,872	2,643	64,065	114,561	178,626	24,916	2,088	5,852	7,940	119	66,153	120,413	186,566	25,035	
4,037	399	4,436	165	29,719	4,948	34,667	1,382	2,092	51	2,143	7	31,811	4,999	36,810	1,389	
2,908	917	3,825	226	24,194	4,336	28,530	1,131	1,375	423	1,798	9	25,569	4,759	30,328	1,140	
7,486	3,594	11,080	602	65,382	24,465	89,847	5,761	4,092	1,894	5,986	55	69,474	26,359	95,833	5,816	
29,948	233	30,181	1,342	274,686	6,312	280,998	8,503	9,600	75	9,675	65	284,286	6,387	290,673	8,568	
6,791	2,307	9,098	284	71,440	31,204	102,644	2,644	2,062	1,477	3,539	30	73,502	32,681	106,183	2,674	
12,852	31	12,883	348	151,384	124	151,508	2,713	7,579	18	7,597	46	158,963	142	159,105	2,759	
25,041	620	25,661	426	226,415	7,101	233,516	4,043	10,137	100	10,237	44	236,552	7,201	243,753	4,087	
88,004	17,406	105,410	1,003	687,279	128,246	815,525	4,166	24,925	3,709	28,634	75	712,204	131,955	844,159	4,241	
<b>214,742</b>	<b>94,621</b>	<b>309,363</b>	<b>12,230</b>	<b>1,965,429</b>	<b>727,377</b>	<b>2,692,806</b>	<b>104,696</b>	<b>73,731</b>	<b>29,625</b>	<b>103,356</b>	<b>875</b>	<b>2,039,160</b>	<b>757,002</b>	<b>2,796,162</b>	<b>105,571</b>	

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count. Figures for careers offices, either of vacancies or unemployed, are not included in this table.



## 2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333	—	100	546	2,058	9	2,067
June 11	1,054	374	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235
July 9	30,847	11,388	3,216	7,329	11,403	7,096	12,022	15,882	6,765	8,619	16,934	120,113	6,713	126,826
Aug 13	40,316	17,045	4,045	10,405	13,554	8,868	14,954	21,390	7,979	9,562	19,786	150,859	6,932	157,791
Sep 10	43,305	17,916	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241
Oct 8	17,927	8,565	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dec 10	1,220	210	186	69	204	148	66	106	27	33	210	2,269	—	2,269
1982 Jan 14	4,968	2,599	495	542	591	437	511	779	562	462	1,072	10,419	—	10,419
Feb 11	103	—	14	3	72	45	31	36	—	8	242	554	—	554
Mar 11	85	17	11	9	56	45	3	—	—	—	41	250	—	250
April 15	17,327	7,310	2,012	2,195	5,431	4,083	6,687	6,285	1,817	4,584	4,598	55,019	—	55,019

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

## 2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	740	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130
July 9	1,966	805	229	707	2,736	612	1,826	1,326	975	456	1,761	12,594	1,265	13,859
Aug 13	1,854	716	255	703	2,753	551	1,682	1,532	596	364	2,182	12,472	859	13,331
Sep 10	2,007	823	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679
Oct 8	1,934	792	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	634	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198
1982 Jan 14	3,211	890	544	1,257	5,175	2,356	4,037	3,249	2,079	1,508	5,979	29,395	2,314	31,709
Feb 11	2,856	935	512	1,648	5,627	1,918	4,166	3,823	1,812	1,665	3,397	27,424	1,465	28,889
Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815

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

## 2.16 Disabled people Non-claimants

THOUSAND

GREAT BRITAIN	Disabled people				GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*			Male and female	Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1981 Mar	64.4	99.1	7.8	3.9	1981 Mar	..	..	..
April	65.6	100.4	7.8	4.1	April	41.4	2.6	38.8
May	64.7	99.9	7.6	3.9	May	41.5	2.7	38.9
June	65.1	103.0	7.6	4.0	June	41.0	2.7	38.3
July	65.5	103.9	7.6	4.0	July	40.6	2.7	37.9
Aug	67.8	108.3	7.7	4.1	Aug	39.1	2.6	36.5
Sep	68.0	109.9	7.7	4.2	Sep	40.1	2.6	37.5
Oct	69.3	110.4	7.8	4.1	Oct	43.7	2.6	41.0
Nov	69.2	111.2	7.7	4.3	Nov	45.5	2.8	42.7
Dec	68.7	110.5	7.5	4.3	Dec	45.3	2.8	42.6
1982 Jan	69.2	112.4	7.7	4.3	1982 Jan	44.4	3.0	41.4
Feb	69.2	112.6	7.5	4.3	Feb	46.2	2.8	43.4
Mar	69.1	112.6	7.6	4.4	Mar	47.7	2.9	44.9

\* Disabled people unlikely to obtain employment except under sheltered conditions are not included in the statistics of the unemployed.

\* Seeking employment for less than 30 hours per week. Non-claimants to benefit seeking part-time work only are not included in the statistics of the unemployed.

# UNEMPLOYMENT

## Selected countries: national definitions

THOUSAND

	United Kingdom* †		Australia †	Austria*	Belgium ‡	Canada †	Denmark §	France*	Germany (FR)*	Greece*	Irish Republic*	Italy	Japan †	Netherlands*	Norway*	Spain*	Sweden †	Switzerland*	United States †
	Incl. school leavers	Excl. school leavers																	
<b>NUMBERS UNEMPLOYED</b>																			
<b>Annual averages</b>																			
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	405 **	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449
1981	2,734	2,566	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,080
<b>Quarterly averages</b>																			
1981 Q1	2,456	2,366	421	91	377	952	266	1,668	1,273	67	126	1,940	1,330	344	31.9	1,499	101	6.9	8,352
Q2	2,588	2,458	367	48	378	865	226	1,634	1,127	31	124	1,892	1,320	343	24.3	1,515	85	4.7	7,740
Q3	2,930	2,653	381	43	398	839	214	1,780	1,264	23	127	1,951	1,190	405	27.1	1,555	116	4.6	7,793
Q4	2,961	2,787	392	95	414	935	257	2,011	1,520	45	134	2,148 R	1,200	448	30.1	1,696	129	7.3	8,434
1982 Q1	3,036	2,902		139	448	1,147		2,001	1,899	70	147	2,300 p		489	39.0		137		10,284
<b>Monthly</b>																			
1981 Sep	2,999	2,729	391	48	401	891	227	1,912	1,256	22	127	2,016	1,200	413	25.6	1,594	127	4.9	7,687
Oct	2,989	2,773	370	71	407	891	242	2,002	1,366	26	129	2,119	1,220	427	26.2	1,649	133	5.7	8,024
Nov	2,953	2,789	372	94	413	928	257	2,016	1,490	46	133	2,137	1,190	443	28.4	1,696	128	7.1	8,470
Dec	2,941	2,798	433	120	424	987	273	2,014	1,704	61	141	2,187 R	1,190 R	474	35.6	1,744	125	9.1	8,807
1982 Jan	3,071	2,921	440	156	439	1,096	303	2,034 R	1,950	74	147	2,290	1,310	488	42.1	1,787	153	11.7 R	10,183
Feb	3,045	2,911	483 p	146	452	1,116	289	2,004	1,935	70	146	2,304 R	1,350	493	38.5		135	9.7	10,378
Mar	2,992	2,875		116	451	1,228		1,965 R	1,811	65	148	2,306 p		486	36.5		124		10,290
Apr	3,008	2,880						1,931 p	1,710										
<b>Percentage rate latest month</b>																			
	12.6		7.0 p	4.0	16.4	10.5	11.0	10.2	7.2	4.1	12.1	10.4 p	2.4 p	11.1	2.0	13.6	2.9	0.3	9.5
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																			
<b>Quarterly averages</b>																			
1981 Q1		2,282		62	365	856	231	1,629	1,097	49	122		1,220	323	26.7	1,486 e	97		7,788
Q2		2,482		62	392	846	231	1,739	1,224	43	126		1,330	364	28.0	1,521 e	92		7,900
Q3		2,641		72	412	889	230	1,832	1,372	36	130		1,230	395	30.0	1,579 e	111		7,708
Q4		2,752		86	400	998	253	1,891	1,530	41	135		1,250	436	29.1	1,702 e	131		8,995
1982 Q1		2,817		95 p	433 p	1,021		1,948	1,648 p	52	143			466	33.9		133		9,576
<b>Monthly</b>																			
1981 Sep		2,692		75	416	980	240 R	1,852	1,429	35	132		1,280	411 R	28.2	1,621 e	121		7,966
Oct		2,726		77	408	989	246	1,877	1,481	37 R	133		1,270	428 R	27.9	1,667 e	131		8,520
Nov		2,760		82	393	979	253	1,896	1,533	40	134		1,250	435	28.4	1,696 e	132		9,004
Dec		2,769		88 R	399	1,026	259	1,902	1,575	46	138		1,240 R	450	30.9	1,744 e	130		9,462
1982 Jan		2,812		91 R	415	983	262	1,923 R	1,588	50	141		1,270	453	35.1 R	1,779 e	134		9,298
Feb		2,818		92 R	437 R	1,010	258	1,955	1,611 R	52	141		1,230	464	33.1 R		136		9,575
Mar		2,822		101 e	448 e	1,069		1,968 R	1,745 e	55 e	146		1,230	482	33.4		129		9,854
Apr		2,850						1,991 p	1,732 e										
<b>Percentage rate latest month</b>																			
	11.9			3.6 e	16.3 e	9.0	9.8	10.6	7.5 e	3.5 e	12.0		2.2	11.0	1.8	13.6 e	3.0		9.0

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

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

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

‡ Insured unemployed. Rates are calculated as percentages of total insured population.  
§ Labour force sample survey. Rates are calculated as percentages of total labour force.  
\*\* Average of 11 months.  
|| Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.  
¶ Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period. Rates are calculated as percentages of the total labour force.

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1977 Feb 10 e	211	89	300	210	84	294	1	5	6	193 R	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196 R	194	2
Apr 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	203	88	291	202	84	286	1	4	5	193	192	1
Nov 10	203	88	291	202	84	286	1	4	5	194	192	2
Dec 8	200	88	288	204	86	291	-4	2	-3	198	192	6
1978 Jan 12	196	87	283	201	87	288	-5	0	-5	202	195	7
Feb 9	193	86	279	200	87	288	-7	-1	-9	208	200	9
Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
Apr 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979 Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
Apr 5	182	88	270	184	87	271	-2	1	-1	223	221	2
May 10	177	88	265	190	88	278	-13	0	-13	231	225	7
June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
Nov 8 †	176	93	268	175	90	265	3	3	3	225	230	-5
Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
Apr 10	199	105	303	173	94	267	25	11	36	201	212	-11
May 8	202	106	308	173	95	268	29	11	40	197	208	-11
June 12	204	107	311	169	95	263	36	12	48	188	199	-11
July 10	210	110	320	168	95	263	42	15	58	181	194	-13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
Apr 9	229	115	343	176	101	277	53	14	66	140	143	-3
May 14	227	113	340	176	101	277	51	12	63	139	142	-3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
July 9 e ‡	220	110	331	175	99	274	45	12	57	143	144	-1
Aug 13 e ‡	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 ‡	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 ‡	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 ‡	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 ‡	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 ‡	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 ‡	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1

\* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.

† The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

‡ See footnote to table 2.1

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1977 April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
Apr 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	9.9	8.4	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar 30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
Apr 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6											

## 3.2 VACANCIES Regions: notified to employment offices and careers offices

THOUSAND

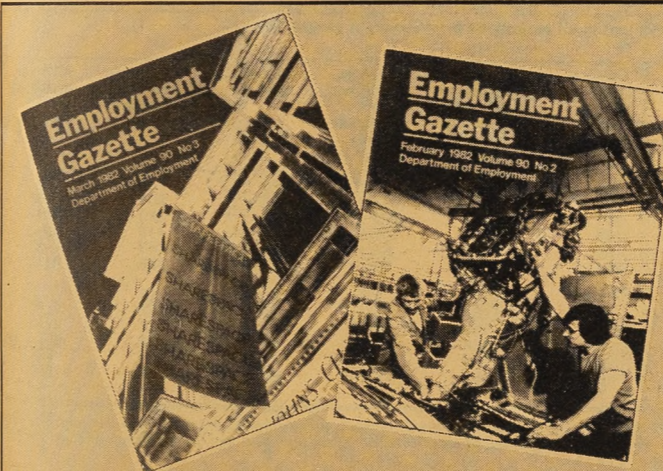
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to employment offices</b>														
1980 April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
April 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
<b>Notified to careers offices</b>														
1980 April 2	11.4	6.6	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
May 2	13.5	7.8	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7
June 6	11.2	7.4	0.7	0.8	2.0	1.0	1.4	0.7	0.4	0.4	0.8	19.4	0.2	19.6
July 4	9.4	6.7	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.6
Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1
Aug 7	2.3	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.2	0.3	4.9	0.1	5.0
Sep 4	2.5	1.3	0.2	0.3	0.7	0.3	0.4	0.3	0.2	0.1	0.2	5.2	0.1	5.3
Oct 2	2.7	1.5	0.2	0.2	0.7	0.4	0.4	0.3	0.1	0.1	0.2	5.2	0.2	5.4
Nov 6	2.2	1.3	0.1	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.4	0.1	4.5
Dec 4	1.8	1.0	0.1	0.1	0.3	0.2	0.3	0.2	0.2	0.1	0.2	3.4	0.1	3.6
1982 Jan 8	2.1	1.1	0.1	0.2	0.5	0.3	0.3	0.3	0.2	0.1	0.2	4.2	0.1	4.4
Feb 5	2.4	1.3	0.2	0.4	0.5	0.4	0.4	0.3	0.2	0.1	0.2	5.2	0.2	5.4
Mar 5	2.7	1.6	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.1	0.4	5.7	0.2	5.8
April 2	2.6	1.3	0.2	0.3	0.6	0.5	0.4	0.3	0.3	0.2	0.3	5.8	0.2	6.0

Notes: About one-third of all vacancies are notified to employment offices. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfulfilled on the day of the count.  
\* Included in South East.

## VACANCIES 3.4 Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1979 Sep	22.4	32.9	22.8	67.3	13.1	94.3	252.9
Dec	19.8	27.2	19.8	52.6	8.9	75.9	204.1
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
	<b>Proportion of vacancies in all occupations</b>						Per cent
1979 Sep	8.9	13.0	9.0	26.6	5.2	37.3	100.0
Dec	9.7	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0

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



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# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work\*

### Stoppages: April 1982

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress in month of which:	114	256,100	253,000
beginning in month continuing from earlier months	88	242,200	158,000
	26	13,900†	95,000

† includes 800 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 April 1982		Beginning in the first four months of 1982	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay—wage-rates and earnings levels	41	207,600	241	302,900
—extra-wage and fringe benefits	3	800	12	3,500
Duration and pattern of hours worked	7	1,700	32	12,000
Redundancy questions	6	9,800	37	57,800
Trade union matters	5	700	23	9,000
Working conditions and supervision	4	1,600	56	12,600
Manning and work allocation	16	11,500	82	24,000
Dismissal and other disciplinary measures	6	1,200	43	9,000
<b>All causes</b>	<b>88</b>	<b>234,900</b>	<b>526</b>	<b>430,900</b>

# 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	Mining and quarrying	Metals, engineering, ship-building and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,284
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830	834	11,964	166	10,155	44	281	253	1,065
1981	1,280	1,286	1,437	1,438	4,196	234	1,641	39	83	358	1,842
1980 Feb	118	161	44	195	3,254	8	3,099	2	30	42	73
1980 Mar	150	185	79	228	3,262	27	3,024	6	32	57	117
1980 Apr	158	205	148	311	977	8	703	12	18	22	213
1980 May	134	189	61	102	463	8	136	7	31	17	265
1980 Jun	138	188	44	68	304	24	133	—	31	17	91
1980 Jul	70	111	36	47	170	7	42	3	20	4	76
1980 Aug	67	96	17	23	119	7	42	3	7	6	54
1980 Sep	107	132	31	37	207	9	89	1	52	14	43
1980 Oct	108	138	35	50	198	13	125	1	14	10	35
1980 Nov	84	115	86	92	179	16	81	6	16	16	43
1980 Dec	37	59	20	23	56	5	37	1	2	6	4
1981 Jan	126	132	77	78	244	1	68	2	25	102	45
1981 Feb	112	141	83	104	446	134	176	4	15	41	77
1981 Mar	158	198	474	482	630	20	94	8	17	43	449
1981 Apr	130	176	328	445	584	25	92	11	6	31	420
1981 May	93	134	62	83	375	2	208	3	5	13	144
1981 Jun	108	142	50	86	353	11	106	1	4	17	215
1981 Jul	74	110	38	66	300	8	50	1	3	19	218
1981 Aug	69	94	21	28	107	2	37	1	3	10	56
1981 Sep	116	138	80	84	161	9	79	4	1	13	46
1981 Oct	127	162	46	94	330	10	240	3	4	18	74
1981 Nov	113	140	134	144	493	6	393	1	—	27	46
1981 Dec	54	84	43	82	172	7	98	—	—	25	43
1982 Jan	152	162	129	130	481	21	199	4	3	206	49
1982 Feb	142	191	60	140	619	10	263	3	1	244	97
1982 Mar	144	178	74	88	342	21	141	5	5	68	103
1982 Apr	88	114	243	256	253	6	116	9	11	20	91

\* See page of "Definitions and Conventions" for notes on coverage. Figures from 1981 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.

### Stoppages: industry

United Kingdom	Jan to Apr 1982			Jan to Apr 1981		
	Stop-pages beginning in period	Workers in-olved	Working days lost	Stop-pages beginning in period	Workers in-olved	Working days lost
SIC 1968						
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	117	28,200	59,000	99	61,800	179,000
All other mining and quarrying	—	—	—	1	—	—
Food, drink and tobacco	23	9,800	95,000	17	10,700	119,000
Coal and petroleum products	—	—	—	—	—	—
Chemicals and allied industries	8	1,700	13,000	18	15,900	61,000
Metal manufacture	12	8,500	25,000	8	1,300	3,000
Engineering	86	35,100	160,000	69	19,400	144,000
Shipbuilding and marine engineering	12	8,000	55,000	12	4,700	16,000
Motor vehicles	49	60,100	390,000	49	63,000	230,000
Aerospace equipment	4	3,500	19,000	6	1,100	11,000
All other vehicles	2	4,400	46,000	—	—	—
Metal goods not elsewhere specified	16	3,500	24,000	18	2,800	26,000
Textiles	18	3,300	16,000	14	1,800	11,000
Clothing and footwear	5	1,300	4,000	7	800	13,000
Bricks, pottery, glass, cement, etc	14	3,100	16,000	11	2,100	15,000
Timber, furniture, etc	7	1,100	4,000	4	500	7,000
Paper, printing and publishing	14	3,000	24,000	12	1,500	13,000
All other manufacturing industries	14	6,400	38,000	15	5,100	16,000
Construction	17	3,400	20,000	34	9,500	62,000
Gas, electricity and water	1	1,200	8,000	7	2,100	10,000
Port and inland water transport	17	14,800	65,000	23	11,300	63,000
Other transport and communication	37	69,600	473,000	50	45,900	154,000
Distributive trades	11	2,000	10,000	17	4,300	44,000
Administrative, financial and professional services	32	234,600	126,000	30	696,000	702,000
Miscellaneous services	10	800	7,000	5	1,300	5,000
<b>All industries</b>	<b>526</b>	<b>507,400</b>	<b>1,695,000</b>	<b>526</b>	<b>962,700</b>	<b>1,904,000</b>

# EARNINGS 5.1

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									Percent
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1981	205.5		208.5		206.5				
1977 Feb	111.0	112.1	112.7	113.7	112.7	113.3	10.3	11.9	11.8
1977 Mar	113.3	113.3	115.3	114.7	114.6	114.2	10.8	11.8	11.4
1977 Apr	113.1	113.2	114.6	114.3	114.5	114.1	9.4	11.2	11.1
1977 May	114.9	114.0	116.8	115.2	116.9	115.1	8.9	10.3	10.0
1977 Jun	115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
1977 Jul	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
1977 Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
1977 Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
1977 Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
1977 Nov	120.1	120.0	123.4	122.7	123.0	123.0	8.5	10.8	11.2
1977 Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
1978 Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
1978 Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
1978 Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
1978 May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
1978 Jun	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
1978 Jul	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
1978 Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
1978 Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
1978 Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
1978 Nov	138.1	138.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
1978 Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
1979 Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
1979 Mar	143.7	143.7	149.9	149.9	150.2	149.8	14.9	17.0	17.2
1979 Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
1979 May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
1979 Jun	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
1979 Jul	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
1979 Aug*	153.3	153.9	153.5	155.9	151.5	154.0	14.4	14.3	13.5
1979 Sep*	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
1979 Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
1979 Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
1979 Dec*	165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan*	163.0	164.6	167.2	169.0	166.8	167.6	20.2	19.7	19.0
1980 Feb*	167.3	169.0	170.0	171.8	168.8	170.0	18.6	18.4	16.8
1980 Mar*	172.8	172.8	177.2	176.4	174.4	174.1	20.3	18.3	16.2
1980 Apr	175.0	175.1	178.4	178.0	176.9	176.4	21.3	19.3	18.2
1980 May	178.1	178.7	181.6	179.4	181.4	178.7	21.3	18.7	17.6
1980 Jun	183.7	182.1	187.0	184.8	186.7	184.5	21.7	18.4	17.7
1980 Jul	185.1	183.1	189.6	187.8	188.2	186.9	18.9	19.8	18.9
1980 Aug	186.5	187.3	186.6	189.6	185.3	188.5	21.7	21.6	22.3
1980 Sep	193.6	194.0	189.1	190.8	186.9	189.4	26.1	23.1	23.3
1980 Oct	189.9	190.7	190.0	191.3	187.8	189.9	20.1	16.9	16.2
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# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN		Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- mental engin- eering	Elect- rical engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, leather goods and fur
SIC 1968															
JAN 1976 = 100															
1976	Annual averages	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	Feb	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8
	Mar	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	110.9	109.7	116.3	114.4	111.5
	April	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5
	May	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	116.7	115.6	117.3	117.1	112.2
	June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2
	July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
	Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
	Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
	Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
	Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
	Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978	Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
	Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
	Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
	April	134.6	140.4	131.2	135.3	126.5	141.2	133.9	137.8	133.1	141.5	134.0	134.7	132.1	124.4
	May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
	June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
	July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
	Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
	Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
	Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
	Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
	Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979	Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
	Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	145.4	146.3	140.1	141.1	141.3
	Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
	April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
	May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
	June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
	July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
	Aug	163.9	166.2	156.7	159.0	157.9	151.1	147.9	157.9	144.7	139.9	139.0	150.5	154.3	146.6
	Sep	174.0	169.5	162.3	156.4	172.9	151.3	141.6	156.6	146.7	149.9	126.8	148.8	155.6	149.4
	Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9
	Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
	Dec	155.4	177.2	174.4	169.6	174.6	##	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980	Jan	161.2	189.5	171.3	179.6	170.5	##	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
	Feb	174.7	190.0	173.5	189.2	171.9	##	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9
	Mar	179.8	207.2	183.8	185.0	177.9	##	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
	April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
	May	189.0	195.6	184.4	190.3	176.7	170.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
	June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
	July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
	Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
	Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
	Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
	Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
	Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981	Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
	Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
	Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
	April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
	May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	197.4	201.1	193.3	192.4
	June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
	July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
	Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	209.9	208.3	197.4	207.4	200.9	195.5
	Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
	Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
	Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
	Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	200.9	201.5
1982	Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
	Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
	Mar	..	252.1	226.5	248.7	227.1	222.1	220.1	241.2	229.1	209.8	213.3	227.0	209.5	210.2

\* England and Wales only  
 † Excluding sea transport.  
 ‡ Educational and health services only.  
 § Excluding private domestic and personal services.  
 || Because of a dispute in the steel industry, reliable averages for "metal manufacture" for 1979 and 1980 cannot be calculated.

# EARNINGS 5.3

## Average earnings index: all employees: by industry

(not seasonally adjusted)

Clothing and foot- wear	Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publi- shing	Other manu- factur- ing in- dus- tries	Con- struc- tion	Gas, elec- tricity and water	Trans- port and com- muni- cation	Distri- bute trades	Insur- ance, banking and finance	Profes- sional and scientific services	Miscel- laneous services	Public adminis- tration	Whole economy	GREAT BRITAIN	
SIC 1968															
JAN 1976 = 100															
1976	Annual averages	105.1	105.0	104.3	106.9	106.7	106.5	107.4	103.4	107.6	101.1	108.3	105.6	103.8	106.0
1977	Feb	118.3	115.0	114.3	118.2	116.7	118.3	115.6	111.5	119.4	110.2	115.3	116.9	110.7	115.6

## 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
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	£ 50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
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
<b>Hours worked</b>												
Full-time men (21 years and over)												
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.3	43.4	42.6	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	43.1	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
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
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	£ 116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	184.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
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
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	£ 28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
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
<b>Hours worked</b>												
Full-time women (18 years and over)												
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
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
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	£ 77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
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

\* An article on page 103 of *Employment Gazette* for March 1981 comments on the effects of the change of definitions  
 † An article on page 121 of *Employment Gazette* for March 1982 comments on the effects of the change of industrial coverage

## EARNINGS AND HOURS

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

	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 †	Certain miscellaneous services **	Public administration	All industries covered
48-16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	£ 59.58
53-30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
61-61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
67-50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80-37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90-62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
98-67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	..†	..†	125.58†
40-5	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
40-9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
41-3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41-3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41-0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40-1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
41-1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	..†	..†	43.0†
118-9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	pence 136.7
130-3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
149-2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
163-4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
186-0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226-0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
240-1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	..†	..†	292.0†
28-70	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	£ 34.19
33-59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
38-08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
41-94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
50-43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24
58-62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	56.76	76.18	68.73
64-02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	..†	..†	76.44†
65-5	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
68-0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
68-1	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4
68-1	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3	37.4
68-0	36.8	36.7	38.3	37.4	37.2	—	37.2	37.6	43.3	38.3	40.5	37.4
68-4	37.3	36.8	38.2	37.3	37.3	—	38.5	37.0	42.3	38.4	39.8	37.5
68-5	37.5	37.6	37.4	37.5	37.5	—	39.1	36.3	42.8	..†	..†	37.7†
80-9	98.1	99.4	101.6	88.3	93.0	—	81.2	1				

# 5.6

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
				excluding those whose pay was affected by absence					excluding those whose pay was affected by absence	
	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										
<b>FULL-TIME MEN, 21 years and over</b>										
Manual occupations										
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
Non-manual occupations										
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.9	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
All occupations										
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
<b>FULL-TIME WOMEN, 18 years and over</b>										
Manual occupations										
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	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
Non-manual occupations										
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
All occupations										
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
<b>FULL-TIME ADULTS</b>										
(a) MEN, 21 years and over										
Manual occupations										
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	253.3	250.8	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
(b) MALES AND FEMALES, 18 years and over										
Manual occupations										
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4

Note: New Earnings Survey estimates. Age is measured in complete years on 1 January.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy	Pence per hour
Labour costs (1)							
1968	58.25	73.80	60.72	66.55	59.58		..
1973	106.90	143.45	107.32	129.61	109.37		..
1975	161.68	249.36	156.95	217.22	106.76		..
1978	244.54	365.12	222.46	324.00	249.14		..
1979	290.05	427.21	257.66	383.44	294.17		..
1980	349.43	522.88	316.88	483.39	356.45		..
Percentage shares of labour costs *							Per cent
Wages and salaries †							
1968	91.3	82.8	87.7	87.1	90.2		..
1973	89.9	82.5	91.1	84.7	89.3		..
1975	84.3	76.2	86.8	78.2	83.9		..
1980	82.0	75.9	85.6	77.3	81.9		..
Of which Holiday, sickness, injury and maternity pay							
1968	7.4	8.6	5.2	10.5	7.3		..
1973	8.4	12.0	6.4	9.8	9.2		..
1975	9.2	9.3	6.8	11.2	9.0		..
1980	9.0	9.3	6.7	11.1	8.8		..
Statutory national insurance contributions							
1968	4.4	3.8	4.2	3.8	4.3		..
1973	4.9	4.3	4.9	4.5	4.9		..
1975	8.5	6.7	9.1	6.9	8.4		..
1980	9.1	7.4	9.9	7.5	9.0		..
Private social welfare payments							
1968	3.2	5.7	1.4	6.3	3.2		..
1973	3.5	5.9	1.6	8.0	3.7		..
1975	4.8	9.4	2.3	12.2	5.1		..
1980	5.3	9.6	2.6	12.6	5.5		..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡							
1968	1.1	7.7	6.7	2.7	2.3		..
1973	1.6	7.3	2.4	2.9	2.2		..
1975	2.3	7.7	1.9	2.6	2.6		..
1980	3.5	13.0	1.9	2.6	3.6		..
Labour costs per unit of output §							1975=100
		% change over a year earlier					% change over a year earlier
1976	112.7	12.7	87.0	111.6	105.9	111.0	110.7 10.7
1977	125.1	11.0	65.1	119.4	109.6	119.3	120.9 9.2
1978	141.1	12.8	62.6	132.6	127.6	132.3	134.9 11.6
1979	163.1	15.6	58.0	161.4	150.0	150.4	156.5 16.0
1980	200.9	23.2	69.7	198.2	196.9	183.8	190.0 21.4
1981							210.6 10.8
1981 Q1							205.7 18.3
Q2							209.9 12.2
Q3							212.4 7.3
Q4							214.8 6.4
Wages and salaries per unit of output §							
1976	110.6	10.6	85.7	110.6	104.2	109.6	109.2 9.2
1977	120.1	8.6	63.7	116.9	106.5	115.6	117.5 7.6
1978	136.1	13.3	62.1	127.8	120.6	126.6	130.1 10.7
1979	154.7	13.7	57.8	154.1	140.3	142.8	149.9 15.2
1980	189.3	22.4	69.3	188.8	183		



# 5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
JULY 1972 = 100										
<b>Basic weekly wage rates</b>										
Weights										
1977	210	305	454	294	2,953	366	29	217	236	186
1978	247	225	228	218	218	232	220	232	218	213
1979	273	247	250	240	271	254	243	255	242	248
1980	310	276	285	265	314	288	280	300	276	279
1981	371	334	325	324	369	330	318	355	321	335
1981	410	372	360	367	400	359	349	395	349	363
1980 Mar	370	326	319	283	361	307	304	345	307	334
1980 Apr	370	337	320	283	363	308	304	354	321	336
1980 May	370	337	320	323	366	338	304	354	324	336
1980 Jun	373	337	320*	351	366	341	304	354	324	336
1980 Jul	373	337	321*	351	366	341	331	359	324	336
1980 Aug	373	337	326*	348	366	341	331	359	324	336
1980 Sep	373	337	326*	348	366	344	331	364	328	336
1980 Oct	373	337	326*	348	367	344	331	364	328	336
1980 Nov	373	337	345*	348	393	344	331	364	338	336
1980 Dec	373	366	345*	348	393	345	331	364	338	336
1981 Jan	404	366	352*	350	394	348	342	392	338	362
1981 Feb	411	366	352*	350	394	348	342	392	338	362
1981 Mar	411	366	352*	350	394	348	342	395	338	363
1981 Apr	411	367	353*	350	397	349	342	395	343	363
1981 May	411	367	353*	360	397	363	342	395	351	363
1981 Jun	411	367	362*	377	399	364	342	395	351	363
1981 Jul	411	367	362*	377	399	364	356	395	351	363
1981 Aug	411	367	366*	377	399	364	356	395	351	363
1981 Sep	411	367	366*	377	400	365	356	399	353	363
1981 Oct	411	367	366*	377	400	365	356	399	353	363
1981 Nov	411	367	376*	377	415	365	356	399	360	363
1981 Dec	411	397	376*	377	415	365	356	399	360	363
1982 Jan	445	397	379*	379	417	369	363	415	360	388
1982 Feb	451	399	379*	379	417	369	363	415	363	388
1982 Mar	451	399	379*	379	417	369	363	415	363	388
1982 Apr	451	399	379*	379	418	369	363	415	363	388
Hours										
<b>Normal weekly hours</b>										
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981	40.2	36.0	39.9	40.0	39.9	40.0	40.0	40.0	39.9	39.1
1982 Apr	40.2	36.0	39.9	39.9	39.1	40.0	40.0	40.0	39.7	39.1
<b>Basic wage rates adjusted for changes in normal weekly hours</b>										
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
1980	390	334	327	324	369	330	318	355	321	340
1981	431	372	361	367	402	359	349	395	350	372
1980 Mar	389	326	320	283	361	307	304	345	308	339
1980 Apr	389	337	321	283	363	308	304	354	322	340
1980 May	389	337	321	323	366	338	304	354	324	340
1980 Jun	391	337	321*	351	366	341	304	354	324	340
1980 Jul	391	337	322*	351	366	341	331	359	324	340
1980 Aug	391	337	322*	348	366	341	331	359	324	340
1980 Sep	391	337	322*	348	366	344	331	364	328	340
1980 Oct	391	337	322*	348	367	344	331	364	328	340
1980 Nov	391	337	346*	348	393	344	331	364	339	340
1980 Dec	391	366	346*	348	393	345	331	364	339	340
1981 Jan	425	366	353*	350	394	348	342	392	339	371
1981 Feb	432	366	353*	350	394	348	342	392	339	371
1981 Mar	432	366	353*	350	394	348	342	395	339	371
1981 Apr	432	367	354*	350	397	349	342	395	344	372
1981 May	432	367	354*	360	397	363	342	395	352	372
1981 Jun	432	367	363*	377	399	364	342	395	352	372
1981 Jul	432	367	364*	377	399	364	356	395	352	372
1981 Aug	432	367	367*	377	400	364	356	395	353	372
1981 Sep	432	367	367*	377	400	365	356	399	355	372
1981 Oct	432	367	367*	377	400	365	356	399	355	372
1981 Nov	432	397	377*	378	424	365	356	399	362	372
1981 Dec	432	397	377*	378	424	365	356	399	362	372
1982 Jan	467	397	381*	380	426	369	363	415	365	397
1982 Feb	474	399	381*	380	426	369	363	415	368	397
1982 Mar	474	399	381*	380	426	369	363	415	368	397
1982 Apr	474	399	381*	380	427	369	363	415	368	398

\* The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

# WAGE RATES AND HOURS 5.8

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

UNITED KINGDOM	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
SIC 1968	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968
JULY 1972 = 100									
<b>Basic weekly wage rates</b>									
Weights									
1977	970	209	1,034	802	756	576	5,138	10,000	
1978	268	214	213	243	230	233	218.9	227.3	1977
1979	290	261	232	272	252	253	258.8	259.3	1978
1980	321	301	266	320	281	319	297.5	298.1	1979
1981	374	384	318	380	329	386	348.5	351.8	1980
1981	417	458	351	423	361	419	381.3	387.5	1981
1980 Mar	336	379	303	356	314	377	337.4	336.9	1980
1980 Apr	336	379	312	374	326	377	340.6	342.2	1980
1980 May	336	379	322	385	326	377	346.7	347.3	1980
1980 Jun	399	379	322	390	326	388	348.6	355.5	1980
1980 Jul	399	380	328	390	332	388	349.1	356.8	1980
1980 Aug	399	380	328	390	332	388	350.0	357.3	1980
1980 Sep	403	381	328	390	332	388	350.7	358.1	1980
1980 Oct	403	417	328	390	332	399	351.0	359.5	1980
1980 Nov	403	417	328	390	342	399	367.8	368.9	1980
1980 Dec	403	420	328	394	356	399	367.9	371.4	1980
1981 Jan	403	436	336	395	358	410*	372.2	376.1	1981
1981 Feb	404	436	336	396	358	416*	372.6	377.0	1981
1981 Mar	404	461	339	397	358	416*	372.8	378.0	1981
1981 Apr	404	461	351	427	358	416*	376.7	383.8	1981
1981 May	404	461	351	432	358	416*	379.1	385.4	1981
1981 Jun	404	461	352	432	358	420*	382.0	387.2	1981
1981 Jul	430	462	356	432	361	420*	382.3	390.7	1981
1981 Aug	431	462	358	432	361	420*	383.1	391.2	1981
1981 Sep	431	463	358	432	361	420*	383.5	391.4	1981
1981 Oct	431	463	358	432	361	425*	383.5	391.7	1981
1981 Nov	431	463	358	432	371	425*	393.7	398.7	1981
1981 Dec	431	466	358	432	371	425*	393.7	398.8	1981
1982 Jan	431	466	361	432	371	445	396.9	402.6	1982
1982 Feb	431	466	361	433	371	452	397.5	403.5	1982
1982 Mar	431	466	363	438	371	452	397.5	403.7	1982
1982 Apr	433	466	363	458	371	452	399.2	406.7	1982
Normal weekly hours									
<b>Normal weekly hours</b>									
1977	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1977
1978	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1978
1979	39.9	39.0	40.4	40.0	40.0	40.0	39.9	40.0	1979
1980	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	1980
1981	39.7	38.5	40.4	39.7	40.0	40.0	39.8	39.7	

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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																		
1972	60.1 R	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	..	79
1973	67.8 R	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4 R	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5 R	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5 R	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1 R	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9 R	147.1	132.4	140	147	152.7	164.1	127	232	179	213.7	138.7	128	143	264.8	147.2	109.2	139
1980	200.3 R	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	149.9	134	157	313.8	160.2	114.8	151
1981	226.7 R	179.5	151.7	168	181	185.4	..	142	..	..	323.6	159.2	138	173	376.1	177.1	..	165
<b>Quarterly averages</b>																		
1980 Q3	206.6 R	167.0	141.7	153	164	171.0	189.3	137	298	216	269.6	152.0 R	135	166	314.7	160.7	114.7	152
Q4	209.9 R	167.7	148.9	161	169	176.0	195.5	137	313	233	281.6	152.3 R	135	165	341.7	167.8	115.8	157
1981 Q1	216.1 R	174.0	146.8	161	173	178.3	201.3	138	351	238	297.4	153.9 R	136	166	347.4	171.8	121.0	161
Q2	220.1 R	178.4	151.8	167	179	183.1	206.8	140	366	251	317.0	156.6 R	136	169	374.4	176.8	119.7	164
Q3	232.6 R	181.0 R	150.9	167	183	186.5	215.8	144	385	257	334.5	160.5 R	140	179	..	178.5	120.5	167
Q4	238.1 R	185.3	156.3	178	190	193.7	224.4	145	..	..	345.6	162.5 R	140	178	..	181.1	..	170
<b>Monthly</b>																		
1981 Sep	234.5 R	181.4 R	155.3	167	186	189.1	..	..	..	257	338.5	159.6 R	140	..	..	178.5	..	169
Oct	238.5 R	182.0 R	158.4	..	188	191.5	224.4	145	..	..	338.5	160.8 R	140	..	..	180.0	..	169
Nov	237.9 R	183.4 R	151.9	..	189	191.6	..	..	..	..	349.1	162.6 R	140	..	..	181.1	..	170
Dec	237.7 R	190.6	158.5	178	193	198.0	..	..	..	..	349.1	164.0 R	140	..	..	182.3	..	171
1982 Jan	241.7 R	191.6	..	..	..	..	..	..	..	..	350.9	163.1	145	..	..	..	..	174 R
Feb	243.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	172
<b>Increases on a year earlier</b>																		
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14 R	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15 R	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	8	5	10	19	9	5	9
1981	13	10	6	10	12	9	..	5	..	..	24	6	3	10	20	11	..	9
<b>Quarterly averages</b>																		
1980 Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	17	9	5	9
Q4	15	11	10	10	11	9	15	7	25	21	22	7 R	4	15	20	12	6	10
1981 Q1	15	10	5	10	11	9	15	7	26	16	23	6	2	14	22	11	5	11
Q2	11 R	12	8	11	13	9	14	4	26	18	25	6	2	12	19	12	5	11
Q3	13	8	6	9	12	9	14	5	29	19	24	6	4	7	..	11	5	10
Q4	13	10	5	11	12	10	15	5	..	..	23	7	4	8	..	8	..	8
<b>Monthly</b>																		
1981 Sep	12	8	8	9	12	10	..	..	..	19	24	6	3	..	..	9	..	10
Oct	15	9 R	7	..	13	10	15	5	..	..	24	6 R	3	..	..	9	..	9
Nov	13	9	3	..	12	9	..	..	..	..	22	7	3	..	..	8	..	8
Dec	13	14	5	11	13	10	..	..	..	..	22	7	3	..	..	7	..	7
1982 Jan	13	10	..	..	..	..	..	..	..	..	22	6	7	..	..	..	..	9 R
Feb	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8

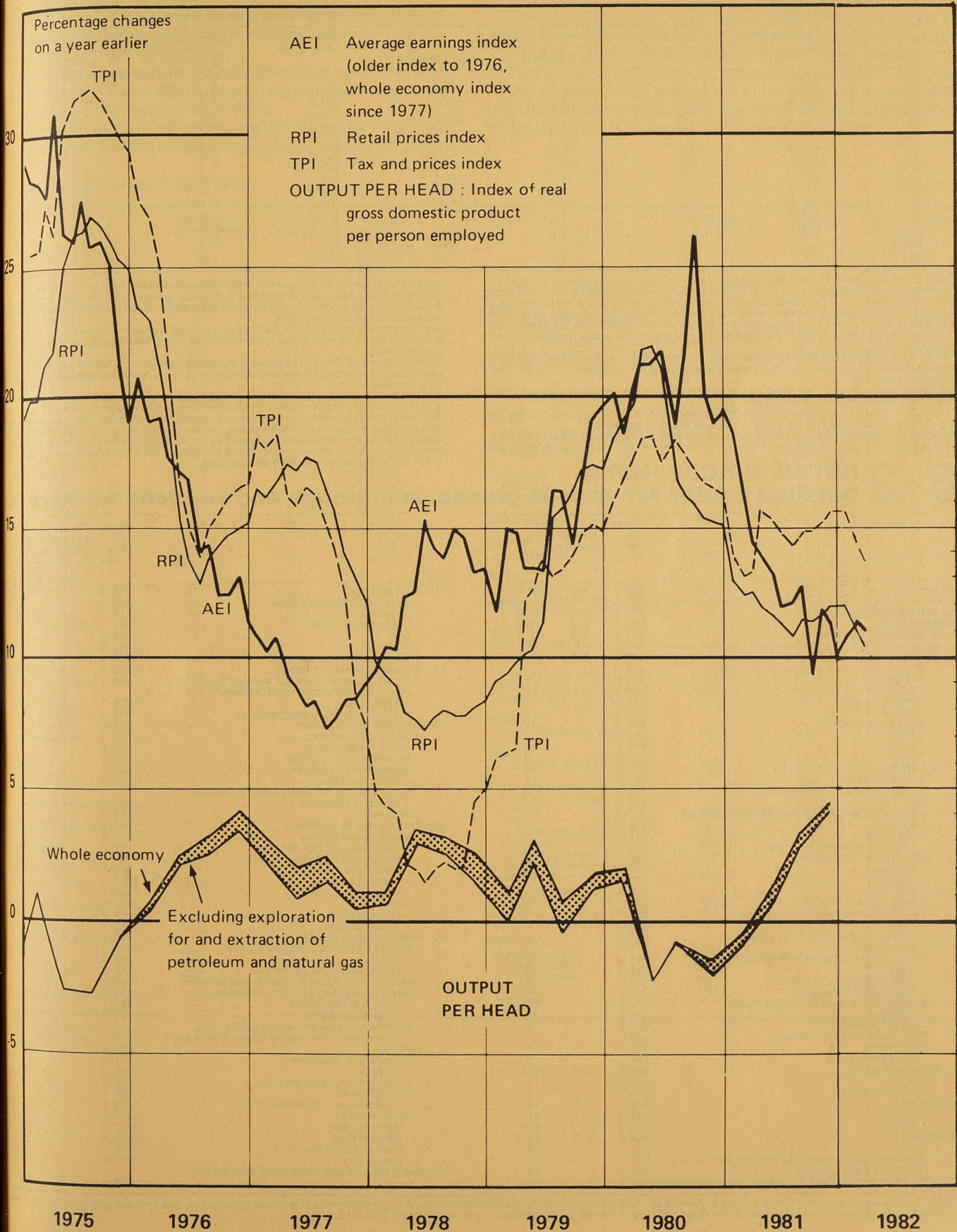
Source: OECD—Main Economic Indicators.

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

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

# EARNINGS C2

## Earnings, prices, output per head



# 6.1 RETAIL PRICES

## Recent movements in the all-items index and in the index excluding seasonal foods for Apr 20

		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
1980	Dec	275.6	0.5	3.7	15.1	0.5	3.9	
1981	Jan	277.3	0.6	3.5	13.0	0.6	3.7	
	Feb	279.8	0.9	4.2	12.5	0.9	4.2	
	Mar	284.0	1.5	5.1	12.6	1.5	5.0	
	Apr	292.2	2.9	7.5	12.0	2.9	7.3	
	May	294.1	0.7	7.3	11.7	0.6	7.1	
	June	295.8	0.6	7.3	11.3	0.5	7.1	
	July	297.1	0.4	7.1	10.9	0.5	7.0	
	Aug	299.3	0.7	7.0	11.4	1.0	7.1	
	Sep	301.0	0.6	6.0	11.4	0.5	6.1	
	Oct	303.7	0.9	9.9	11.7	0.8	3.9	
	Nov	306.9	1.1	4.4	12.0	1.0	4.4	
	Dec	308.8	0.6	4.4	12.0	0.5	4.4	
1982	Jan	310.6	0.6	4.5	12.0	0.4	4.2	
	Feb	310.7	0.0	3.8	11.0	0.0	3.2	
	Mar	313.4	0.9	4.1	10.4	0.8	3.6	
	Apr	319.7	2.0	5.3	9.4	1.9	4.7	

Much of the movement in the index between March and April was caused by items in the housing and transport groups. About half was the result of increased rates, rents and water charges. London bus and underground fares also rose but there was a fall in the rate of mortgage interest paid. Price rises were also recorded for petrol, alcoholic drink, fresh vegetables and fruit and in average charges for gas and electricity. The full effect of the increases in duty announced in the Budget do not yet appear to have been passed on to the consumer.

**Food:** There was a rise of almost one per cent in the food index and about 4½ per cent in the seasonal food index. Most of the increase was caused by increased prices for fresh vegetables and fruit.

**Alcoholic drink:** Prices rose again during the month for wines, spirits and beers which caused the group index to rise by 2 per cent.

**Tobacco:** Prices of cigarettes rose much less than other tobacco products during the month. The overall effect on the group index was about 1½ per cent.

**Housing:** The effect on the index of the rise in rents during the month was offset by the fall in mortgage interest paid by owner-occupiers. However there was a large rise in rates and

water charges and the group index was up by about 5½ per cent.

**Fuel and light:** Although the introduction of lower summer prices for coal and smokeless fuels affected the group index this month, increased average charges for gas and electricity caused it to rise by 1½ per cent.

**Clothing and footwear:** All items in this group rose in price except women's clothing. The effect of these price rises on the group index was an increase of rather less than one half of one per cent.

**Transport and vehicles:** The group index rose by about 3½ per cent. Most of this rise was caused by the doubling of London bus and underground fares although higher petrol prices also contributed.

**Miscellaneous goods:** Higher prescription charges and price increases on some national and provincial newspapers combined to raise the index for this group by about 1½ per cent.

**Services:** Increased entrance fees to some places of entertainment and general price rises for other services, particularly hairdressing, caused a rise in the group index of one per cent.

**Meals bought and consumed outside the home:** Although prices of some snack items were reduced, price rises on other items particularly for school meals caused the group index to rise by rather less than one per cent.

# 6.2 RETAIL PRICES INDEX

## Detailed figures for various groups, sub-groups and sections for April 20

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)		
		1	12			1	12*
		<b>All Items</b>	<b>319.7</b>			<b>2.0</b>	<b>9.4</b>
<b>All Items excluding food</b>	<b>324.5</b>	<b>2.3</b>	<b>9.2</b>				
<b>Seasonal food</b>	<b>308.9</b>	<b>4.2</b>	<b>26.0</b>				
<b>Food excluding seasonal</b>	<b>301.1</b>	<b>0.3</b>	<b>7.6</b>				
<b>I Food</b>	<b>302.6</b>	<b>0.9</b>	<b>10.4</b>				
Bread, flour, cereals, biscuits and cakes	305.4	7	7				
Bread	293.0	6	6				
Flour	258.6	7	7				
Other cereals	347.0	9	9				
Biscuits	293.4	2	2				
Meat and bacon	255.3	12	12				
Beef	310.2	13	13				
Lamb	276.8	18	18				
Pork	227.0	9	9				
Bacon	231.9	16	16				
Ham (cooked)	216.9	12	12				
Other meat and meat products	228.4	9	9				
Fish	241.2	6	6				
Butter, margarine, lard and other cooking fats	314.3	9	9				
Butter	409.6	11	11				
Margarine	217.8	3	3				
Lard and other cooking fats	210.9	10	10				
Milk, cheese and eggs	305.0	10	10				
Cheese	351.3	14	14				
Eggs	176.7	13	13				
Milk, fresh	360.4	8	8				
Milk, canned, dried etc	356.7	4	4				
Tea, coffee, cocoa, soft drinks etc	304.5	-1	-1				
Tea	298.9	-4	-4				
Coffee, cocoa, proprietary drinks	321.0	-1	-1				
Soft drinks	313.0	3	3				
Sugar, preserves and confectionery	391.3	3	3				
Sugar	383.2	12	12				
Jam, marmalade and syrup	306.7	8	8				
Sweets and chocolates	387.1	2	2				
Vegetables, fresh, canned and frozen	379.6	27	27				
Potatoes	434.9	44	44				
Other vegetables	341.0	19	19				
Fruit, fresh, dried and canned	288.0	18	18				
Other foods	309.8	5	5				
Food for animals	271.3	2	2				
<b>II Alcoholic drink</b>	<b>338.8</b>	<b>2.0</b>	<b>10.5</b>				
Beer	386.3	11	11				
Spirits, wines etc	275.3	9	9				
<b>III Tobacco</b>	<b>404.4</b>	<b>1.3</b>	<b>11.7</b>				
Cigarettes	403.7	11	11				
Tobacco	407.7	16	16				
<b>IV Housing</b>	<b>364.9</b>	<b>5.6</b>	<b>14.9</b>				
Rent	340.9	14	14				
Owner-occupiers' mortgage interest payments	335.6	16	16				
Rates and water charges	438.5	18	18				
Materials and charges for repairs and maintenance	357.5	9	9				
<b>V Fuel and light</b>	<b>416.2</b>	<b>1.5</b>	<b>14.1</b>				
Coal and smokeless fuels	408.2	2	2				
Coal	413.4	3	3				
Smokeless fuels	396.7	2	2				
Gas	315.1	27	27				
Electricity	461.6	11	11				
Oil and other fuel and light	545.4	16	16				
<b>VI Durable household goods</b>	<b>243.4</b>	<b>0.2</b>	<b>3.0</b>				
Furniture, floor coverings and soft furnishings	254.1	2	2				
Radio, television and other household appliances	209.1	2	2				
Pottery, glassware and hardware	316.2	8	8				
<b>VII Clothing and footwear</b>	<b>210.2</b>	<b>0.3</b>	<b>1.3</b>				
Men's outer clothing	232.5	0	0				
Men's underclothing	292.6	2	2				
Women's outer clothing	160.2	0	0				
Women's underclothing	269.1	7	7				
Children's clothing	230.1	6	6				
Other clothing, including hose, haberdashery, hats and materials	219.7	2	2				
Footwear	219.6	-1	-1				
<b>VIII Transport and vehicles</b>	<b>341.1</b>	<b>3.4</b>	<b>6.9</b>				
Motoring and cycling	327.2	6	6				
Purchase of motor vehicles	289.5	6	6				
Maintenance of motor vehicles	356.1	6	6				
Petrol and oil	391.2	6	6				
Motor licences	318.6	14	14				
Motor insurance	302.1	4	4				
Fares	451.1	18	18				
Rail transport	471.0	18	18				
Road transport	442.1	17	17				
<b>IX Miscellaneous goods</b>	<b>322.1</b>	<b>1.4</b>	<b>8.0</b>				
Books, newspapers and periodicals	428.9	19	19				
Books	390.4	15	15				
Newspapers and periodicals	440.5	20	20				
Medicines, surgical etc goods and toiletries	318.9	5	5				
Soap, detergents, polishes, matches, etc	334.7	3	3				
Soda and polishes	284.1	3	3				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	402.8	8	8				
<b>X Services</b>	<b>276.1</b>	<b>1.0</b>	<b>11.9</b>				
Postage and telephones	331.4	15	15				
Postage	446.4	9	9				
Telephones, telegrams, etc	348.0	16	16				
Entertainment	269.7	11	11				
Entertainment (other than TV)	378.9	11	11				
Other services	377.9	10	10				
Domestic help	405.3	11	11				
Hairdressing	382.3	10	10				
Boot and shoe repairing	384.6	9	9				
Laundry	349.6	12	12				
<b>XI Meals bought and consumed outside the home</b>	<b>336.4</b>	<b>0.7</b>	<b>7.5</b>				

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. \* Certain year-on-year movements cannot be given because industrial action affected prices collected on March 17, 1981.

# RETAIL PRICES

## Average retail prices of items of food

# 6.3

Average retail prices on April 20, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which

at least four-fifths of the recorded prices fell.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1982 issue of *Employment Gazette*.

### Average prices on April 20, 1982

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>		p	p	<b>Bread</b>		p	p
Chuck (braising steak)	691	162.1	146-180	White, per 800g wrapped and sliced loaf	635	37.3	31-41
Shoin (without bone)	637	265.2	201-330	White, per 800g unwrapped loaf	381	41.5	38-45
Silverside (without bone) †	684	204.6	186-222	White, per 400g loaf, unsliced	446	26.6	24-29
Best beef mince	662	115.5	96-146	Brown, per 400g loaf, unsliced	555	27.7	27-29
Fore ribs (with bone)	540	141.1	114-177	<b>Flour</b>			
Brisket (without bone)	654	141.3	116-171	Self-raising, per 1½ kg	636	42.3	35-50
Rump steak †	702	270.7	230-305	<b>Butter</b>			
Stewing steak	635	145.7	128-171	Home-produced, per 500g	615	98.2	90-110
<b>Lamb: home-killed</b>				New Zealand, per 500g	513	95.3	88-100
Loin (with bone)	482	194.1	156-218	Danish, per 500g	577	103.0	94-110
Breast †	453	59.8	44-80	<b>Margarine</b>			
Best end of neck	401	132.9	76-192	Standard quality, per 250g	133	16.9	15-19
Shoulder (with bone)	464	126.8	98-156	Lower priced, per 250g	110	16.2	15-17
Leg (with bone)	494	181.4	153-218	<b>Lard, per 500g</b>	692	31.1	26-36
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	442	141.2	122-159	Cheddar type	699	113.6	98-128
Breast †	438	39.4	30-52	<b>Eggs</b>			
Best end of neck	397	104.0	70-138	Size 2 (65-70g), per dozen	441	86.6	80-92
Shoulder (with bone)	466	88.1	80-100	Size 4 (55-60g), per dozen	481	78.1	72-86
Leg (with bone)	473	140.5	126-156	Size 6 (45-50g), per dozen	109	72.0	62-84
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	591	102.9	80-140	Ordinary, per pint	—	20.0	—
Belly †	670	76.1	66-88	<b>Tea</b>			
Loin (with bone)	695	125.9	114-148	Higher priced, per 125g	223	30.8	27-35
Filet (without bone)	453	159.2	118-222	Medium priced, per 125g	1,226	27.5	25-31
<b>Bacon</b>				Lower priced, per 125g	729	23.7	22-27
Collar †	374	102.6	82-124	<b>Coffee</b>			
Gammon †	419	148.0	116-183	Pure, instant, per 100g	677	94.7	86-106
Middle cut †, smoked	397	124.5	104-144	<b>Sugar</b>			
Back, smoked	311	147.1	126-168	Granulated, per kg	720	42.4	40-44
Back, unsmoked	396	141.1	120-168	<b>Fresh vegetables</b>			
Streaky, smoked	266	97.9	88-120	Potatoes, old loose			
<b>Ham (not shoulder)</b>	568	183.5	140-226	White	455	10.6	9-12
<b>Stewages</b>				Red	252	11.2	9-13
Pork	705						

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations	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			
		All																						
		Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom	Items mainly home-produced from home-produced raw materials	Items mainly imported from imported raw materials	Items mainly imported for direct consumption																	
Weights 1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	51	65	59	119	60	61	87	136	65	54	44	1971 Weights	
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	52	66	53	121	60	58	89	139	65	52	46	1972	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	53	73	49	126	58	58	89	135	65	53	46	1973	
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	54	70	43	124	52	64	91	135	63	54	51	1974	
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	55	82	46	108	53	71	89	149	71	52	48	1975	
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	56	81	46	112	56	75	84	140	74	57	47	1976	
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	57	83	46	112	58	63	82	139	71	54	45	1977	
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	58	85	48	113	60	64	80	140	70	56	51	1978	
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	59	77	44	120	59	64	82	143	69	59	51	1979	
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	60	82	40	124	59	69	84	151	74	62	41	1980	
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	61	79	36	135	62	65	81	152	75	66	42	1981	
1982	1,000	206	[33.3]	[172.7]	[34.5]	[53.0]	[87.5]	47.7	[37.5]	794	[966.7]	62	77	41	144	62	64	77	154	72	65	38	1982	
Jan 16, 1962 = 100																								
1969		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	1969
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970
1971	Annual averages	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	157.0	1971
1972		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1972
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0	1973
1974		208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1	215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3	1974
1969	Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	Jan 14 1969
1970	Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	Jan 20 1970
1971	Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1	Jan 19 1971
1972	Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1	179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9	Jan 18 1972
1973	Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8	190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2	Jan 16 1973
1974	Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4	198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5	Jan 15 1974
Jan 15, 1974 = 100																								
1974		108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8	116.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1	147.5	143.9	136.3	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	1975
1976	Annual averages	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5	185.4	159.3	171.7	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	197.8	197.6	197.8	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	222.2	224.1	227.3	246.7	196.0	226.2	173.4	222.5	182.1	171.0	207.2	206.7	192.0	207.8	1978
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	249.8	226.3	265.9	265.3	287.9	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	241.3	299.8	296.9	307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	262.7	290.0	1980
1981		295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	296.9	368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981
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	119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	Jan 14 1975
1976	Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6	172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	Jan 13 1976
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9	198.7	173.7	193.2	154.1	198.8	157.0	148.5	178.9	176.2	166.8	172.3	Jan 18 1977
1978	Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2	220.1	188.9	222.8	164.3	219.9	175.2	163.6	198.7	198.6	186.6	199.5	Jan 17 1978
1979	Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3	234.5	198.9	231.5	190.3	233.1	187.3	176.1	218.5	216.4	202.0	218.7	Jan 16 1979
1980	Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2	274.7	241.4	269.7	237.4	277.1	216.1	197.1	268.4	258.8	246.9	267.8	Jan 15 1980
	April 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0	282.3	259.4	292.9	269.8	289.1	224.9	204.6	288.0	272.6	258.4	281.9	April 15
	May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7	289.7	260.4	294.3	272.1	300.5	226.0	205.5	290.4	274.6	260.0	288.9	May 13
	June 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1	308.9	261.7	294.3	275.1	315.3	225.9	206.7	293.0	276.9	260.8	290.9	June 17
	July 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3	313.5	265.1	294.3	277.0	322.8	226.4	207.5	294.0	279.4	263.9	294.8	July 15
	Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5	314.5	265.2	298.4	278.8	324.1	227.8	207.3	295.0	280.3	264.5	296.5	Aug 12
	Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.														

# 6.5

## RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	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
April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
May 19	12	8	18	23	18	24	5	1	10	9	15	9	22
June 16	11	9	17	23	17	22	5	0	10	8	14	9	20
July 14	11	8	17	23	16	21	5	0	11	7	13	8	20
Aug 18	11	7	17	26	16	21	5	1	13	7	14	8	20
Sep 15	11	8	15	29	16	19	5	0	14	7	14	8	18
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13
Dec 15	12	10	16	31	22	13	3	1	11	6	15	8	11
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
Feb 16	11	11	15	28	22	14	3	1	7	6	12	7	11
Mar 16	10	11	11	27	21	15	3	1	4	7	12	7	12
April 20	9	10	11	12	15	15	3	1	7	8	12	8	14

# 6.6

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
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	184.6	189.3	194.6
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	194.2	199.3	202.4
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2				311.8				305.9			

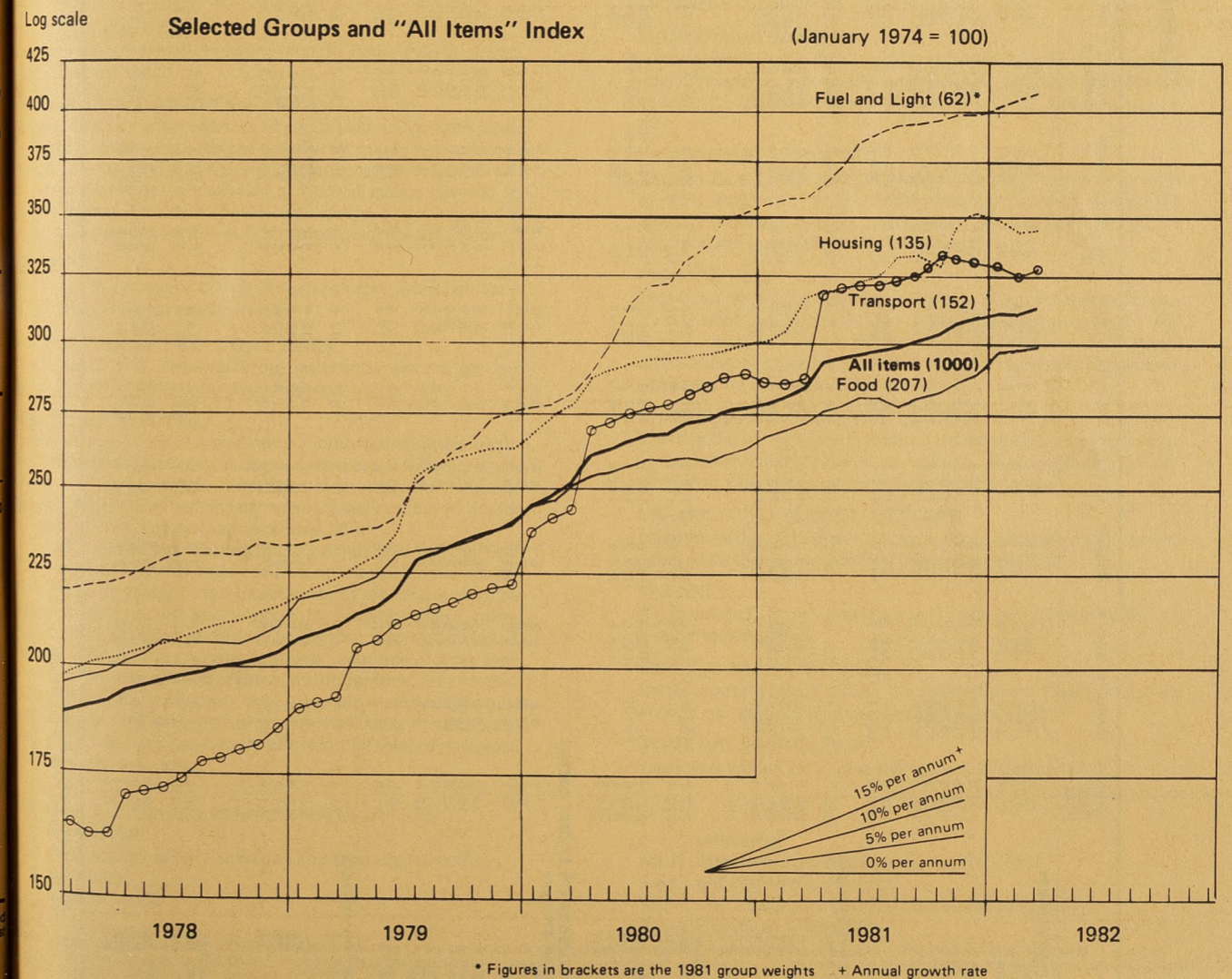
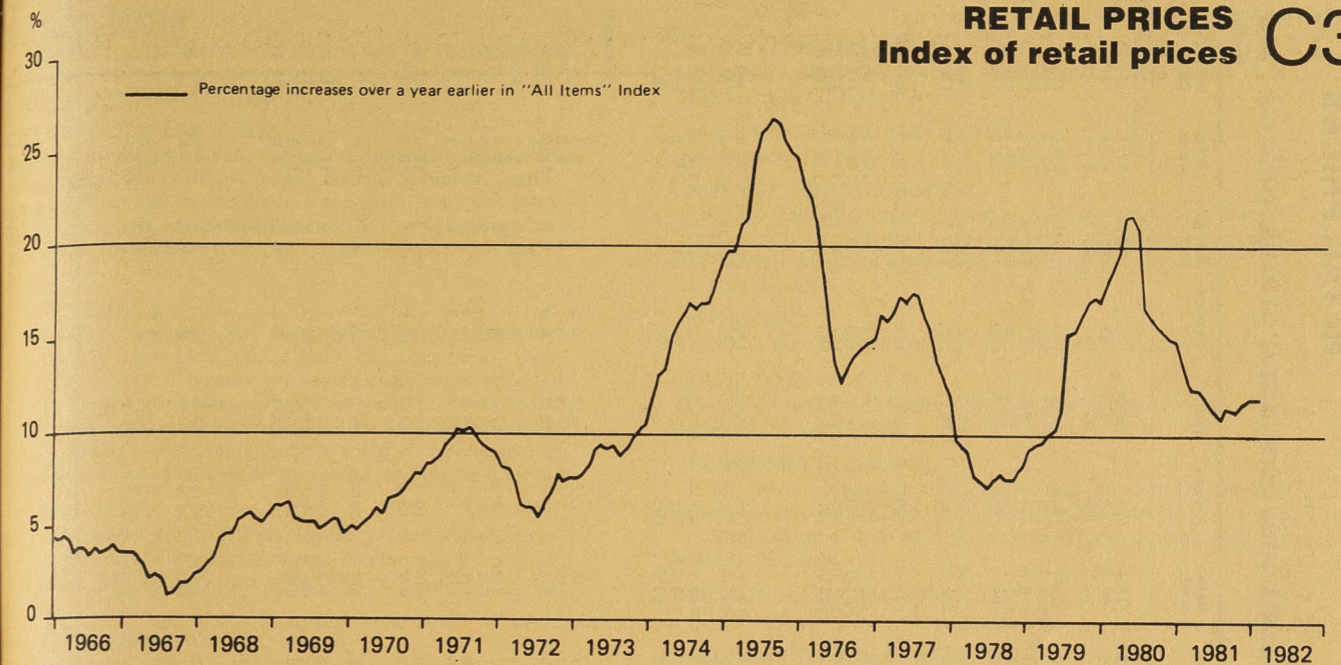
# 6.7

## Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
<b>INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS</b>											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
<b>INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS</b>											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	185.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
<b>GENERAL INDEX OF RETAIL PRICES</b>											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
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

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

# RETAIL PRICES C3



\* Figures in brackets are the 1981 group weights + Annual growth rate

## RETAIL PRICES

## Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
																			Indices 1975 = 100	
<b>Annual averages</b>																				
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0	
<b>Quarterly averages</b>																				
1980 Q4	203.2	170.6	131.6	139.9	158.5	170.0	171.4	124.0	230.3	203.9	230.9	140.1	136.8	156	245.9	173	113.9	158.9	164.2 R	
1981 Q1	208.0	174.7	135.2	143.0	163.6	174.4	176.5	126.7	247.1	216.5	242.9	141.6	139.0	164	256.6	179	116.7	163.1	168.6	
Q2	218.1	178.5	137.3	144.1	168.7	181.9	182.3	128.9	260.4	225.0	253.7	144.0	141.7	168	264.0	183	118.3	166.9	173.1	
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2	
Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.9	
1982 Q1	231.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Monthly</b>																				
1981 Nov	227.7	189.9	140.4	151.1	178.3	191.0	195.8	132.1	285.3	251.5	274.0	145.7	146.8	175	280.6	190	122.1	174.1	180.9	
Dec	229.1	..	140.8	152.1	179.1	191.9	197.0	132.5	291.4	..	276.8	146.1	146.8	176	285.1	189	122.1	174.6	181.8	
1982 Jan	230.4	..	142.7 R	153.5	180.3	193.3	199.0	133.7	294.6 R	..	280.8 R	146.1	147.5	181	290.2	193 R	122.7	175.2	183.0	
Feb	230.5	193.0	143.6	153.9	182.5	194.4	201.0	134.1	294.0 R	257.3 R	284.9	145.7	148.3 R	182	292.5	196	122.9	175.8	184.0 R	
Mar	232.5	..	144.3	154.2	184.8	196.1	203.4	134.2	303.6	..	287.6	146.0	149.8	185	..	196	123.1	175.7	184.7	
Apr	237.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
																			Per cent	
<b>Annual averages</b>																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6	
<b>Quarterly averages</b>																				
1980 Q4	15.3	9.2	6.4	7.5	11.1	10.7	13.6	5.4	25.6	18.2	21.5	7.8	6.7	13.0	15.0	14.7	4.1	12.5	12.2	
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.7	25.9 R	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2	
Q2	11.7	8.8	6.8	7.2	12.5	12.2	12.8	5.6	24.0	17.1	20.6	5.0	6.5	15.1	14.9	13.0	5.9	9.8	10.4	
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7	
Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.2	7.2	12.2	14.4	9.2	6.9	9.6	10.2	
1982 Q1	11.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Monthly</b>																				
1981 Nov	12.0	11.3	7.0	7.8	12.2	12.2	14.3	6.6	23.8	23.3	18.4	3.6	7.3	12.4	14.4	10.2	7.0	9.6	10.1	
Dec	12.0	..	6.4	8.1	12.1	12.2	14.0	6.3	22.5	..	18.1	4.3	7.2	11.9	14.5	9.1	6.6	8.9	9.9	
1982 Jan	12.0	..	6.1	8.3	11.4	12.3	13.9	6.3	20.9	..	17.6	3.3	7.0	12.0	14.2	9.5	6.1	8.4	9.5	
Feb	11.0	10.5	6.3	7.6	11.6	11.8	14.0	5.9	19.5	18.9	17.1	3.1	6.8	11.9	14.5	9.0	5.2	7.7	9.1	
Mar	10.4	..	5.9	7.1	11.6	10.6	14.1	5.2	20.6	..	16.5	2.8	6.8	11.5	..	8.6	4.7	6.8	8.5	
Apr	9.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

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

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

## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

### DISABLED PEOPLE

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

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

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

### INDUSTRIAL DISPUTES

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

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

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

Conventions The following standard symbols are used:

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

### MANUAL WORKERS

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

### MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PENSIONER HOUSEHOLDS

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

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

A job notified by an employer to a local employment office or careers service office.

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the registered unemployed.

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

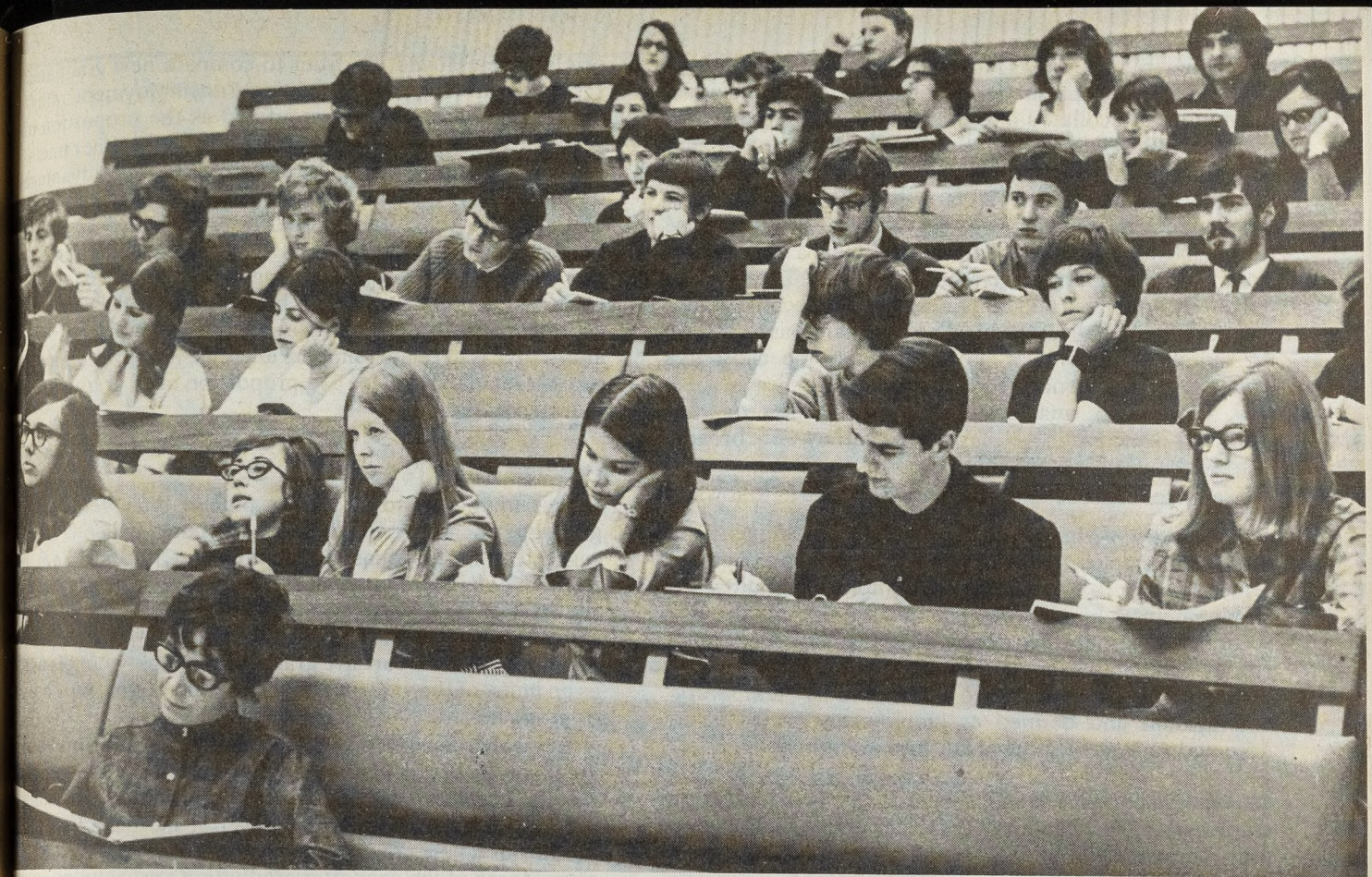
EC European Community

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



# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK	M	May 82:	1-1	New Earnings Survey (April estimates)	A	Oct 81:	443
Quarterly series				Latest key results	M	May 82:	5-6
Employees in employment				Time series			
Industry: GB	Q	April 82:	1-4	Average weekly and hourly earnings and hours worked (manual workers)			
All industries: by MLH				Manufacturing and certain other industries (Oct)	M	May 82:	5-4
Time series, by order group numbers and indices	M	May 82:	1-2	Summary	A	May 82:	5-4
Manufacturing: by MLH	M	May 82:	1-3	Detailed results	M	May 82:	1-12
Occupation				Manufacturing	M	May 82:	5-9
Administrative, technical and clerical in manufacturing	A	Dec 81:	1-10	Indices of hours	A	Aug 81:	367
Local authorities manpower	Q	Mar 82:	1-7	International comparisons of wages per head	M	May 82:	367
Occupations in engineering	Q	June 80:	636	Aerospace	A	Mar 82:	136
Region: GB				Agriculture	A	Mar 82:	136
Sector: numbers and indices, quarterly	Q	April 82:	1-5	Coal mining	A	Mar 82:	136
Census of Employment				Basic wage rates, normal hours of work and holiday entitlements (manual workers)			
Key results, June 1978		Feb 81:	61	Changes in rates of wages and hours (indices)	M	May 82:	5-8
GB regions by industry MLH, June 1978		Mar 81:	141	Normal weekly hours	A	April 82:	165
UK by industry MLH	M	May 82:	141	Holiday entitlements	A	April 82:	165
International comparisons	A	Jan 82:	29	Overtime and short-time: operatives in manufacturing			
Disabled in the public sector				Latest figures	M	May 82:	1-11
Exemption orders from restrictions to hours worked: women and young persons	M	May 82:	219	Time series	M	May 82:	1-11
Labour turnover in manufacturing	Q	May 82:	1-2	Region: summary	Q	Mar 82:	1-13
Trade union membership	A	Feb 82:	22	Labour costs			
Work permits issued	A	Mar 82:	108	Survey results	Triennial	Sep 80:	956
Output per head				Updated results	A	July 1981:	319
Output per head: quarterly and annual indices	M	May 82:	1-8	Per unit of output (indices...)	M	May 82:	5-7
Wages and salaries per unit of output				Prices and expenditure			
Manufacturing index, time series	M	May 82:	5-7	Retail prices			
Quarterly and annual indices	M	May 82:	5-7	General index (RPI)			
Unemployment and vacancies				Latest figures: detailed indices	M	May 82:	6-2
Unemployment				percentage changes	M	May 82:	6-2
Summary: UK, GB	M	May 82:	2-1	Recent movements and the index excluding seasonal foods	M	May 82:	6-1
			2-2	Main components: time series and weights	M	May 82:	6-4
Age and duration: UK	M	May 82:	2-5	Changes on a year earlier: time series	M	May 82:	6-5
Broad category: GB, UK	M	May 82:	2-1	Annual summary	A	Mar 82:	95
			2-2	Revision of weights	A	Mar 82:	104
Detailed category: GB, UK	Q	May 82:	2-6	Pensioner household indices			
Region: summary	Q	May 82:	2-6	All items excluding housing: quarterly	M	May 82:	6-6
Age time series quarterly UK	M	May 82:	2-7	Group indices: annual averages	M	May 82:	6-7
(six-monthly prior to July 1978)				Revision of weights	A	May 82:	163
estimated rates	Q	April 82:	2-15	Food prices	M	May 82:	6-3
Duration: time series, quarterly UK	M	May 82:	2-8	London weighting: cost indices	A	June 81:	275
Region and area				International comparisons	M	May 82:	6-8
Time series summary: by region	M	May 82:	2-3	Family Expenditure Survey	Q	April 82:	161
assisted areas, counties, local areas	M	May 82:	2-4	Quarterly summary	A	Nov 81:	467
Occupation	Q	Mar 82:	2-12	Annual: preliminary figures	A	Feb 82:	50
Age and duration: summary	Q	May 82:	2-6	: final detailed figures	A	Mar 82:	104
Industry				FES and RPI weights	A	Mar 82:	104
Latest figures: GB, UK		Sep 81:	2-10	Industrial disputes			
Number unemployed and percentage rates: GB		Feb 82:	2-9	Stoppages of work			
Occupation:				Summary: latest figures	M	May 82:	4-1
Broad category: time series				: time series	Q	April 82:	4-2
quarterly	M	May 82:	2-11	Latest year and annual series	A	July 81:	288
Flows GB, time series	M	May 82:	2-19	Industry			
Adult students: by region	M	May 82:	2-13	Monthly			
Minority group workers: by region	Q	Mar 82:	2-17	Broad sector: time series	M	May 82:	4-1
Disabled workers: GB	M	May 82:	2-16	Annual			
Non-claimants: GB	M	May 82:	2-16	Provisional	A	Jan 82:	25
International comparisons	M	May 82:	2-18	Detailed	A	July 81:	288
Temporarily stopped: UK				Prominent stoppages	A	July 81:	291
Latest figures: by region	M	May 82:	2-14	Main causes of stoppage			
Vacancies (remaining unfilled)				Cumulative	M	May 82:	4-1
Region				Latest year for main industries	A	July 81:	290
Time series: seasonally adjusted	M	May 82:	3-1	Size of stoppages			
: unadjusted	M	May 82:	3-2	Stoppages beginning in latest year	A	July 81:	293
Industry: UK	Q	Mar 82:	3-3	Aggregate days lost	A	July 81:	294
Occupation: by broad sector and unit groups: UK	M	May 82:	3-4	Number of workers involved	A	July 81:	294
Region summary	Q	May 82:	2-12	Days lost per 1,000 employees in recent years by industry	A	July 81:	295
Flows: GB, time series	M	May 82:	2-19	International comparisons	A	Feb 82:	69
Unemployment and vacancy flows: GB	M	May 82:	2-19				
Six-monthly		Jan 82:	34				
Skill shortage indicators							
Earnings and hours							
Average earnings							
Whole economy (new series) index							
Main industrial sectors	M	May 82:	5-1				
Industry	M	May 82:	5-3				



Picture: Henry Grant

## The labour market for new graduates

by Jason Tarsh

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The essential characteristic of a market is that it allows participants to choose from alternatives. In the labour market employers choose between different types of worker and they support their choices by means of preferential selection for job vacancies, higher pay and better work conditions and better long-term career prospects. This article uses published statistics to illustrate the recent operation of the labour market for new first degree graduates.

The great majority of graduates enter the labour market either on graduation or after a period of further study or training. They compete for jobs with each other and with people with different types of training and education. Different types of graduate (split by sex, degree subject, graduating institution) have varying experiences of the graduate labour market.

How new graduates fare in the labour market has clear implications for the current generation of fifth and sixth formers about to decide whether to enter higher education and what subjects to study and signals from the graduate labour market will influence the choices of young people seeking entry to university.

The primary purpose here is to look at recent experience of the graduate labour market (taking latest available figures, 1980, as a case study). No attempt is made to forecast,

although past experience suggests that the patterns identified here have persisted. A recent *Employment Gazette* article ("Graduate supply and demand in 1982" by Neil Scott, *Employment Gazette* February 1982, pp 57-60) does carry out such an assessment for the coming year.

### Data and methods

The main source of information on the graduate labour market comes from an annual survey of the "first destinations" of people graduating in that year. The survey is

This is the third in an annual series of articles on this topic. Previous versions appeared in the May 1980 and April 1980 issues of *Employment Gazette* under the title: "The market for highly qualified manpower. A Digest of Information". This present article does make some departures from those previously in its content and approach.

conducted by the Careers Advisory Service at each university and polytechnic in the UK. Results from individual institutions are collated into national totals and published in separate volumes for the two sectors of higher education\*†. Information is collected from a postal survey of new graduates and it is supplemented for non-respondents, by knowledge of the Careers Service, course tutors, friends and others. This system means that there is sufficient information for a record of some 90 per cent of university graduates and 80 per cent of polytechnic graduates. Conventionally, statistical analyses are based just on the sample of students of known destination because it is always possible that non-respondents are untypical in some way. (Although, small-scale follow-up studies of such graduates in the past have suggested that they were broadly representative of respondents.)

Graduates "first destinations" are classified as follows:

**Employment**—with separate figures for permanent and short-term employment and for home (UK) and overseas. Graduates returning to a previous employer or already in employment (while taking their degree course) are also recorded separately. Graduates entering permanent home employment are further classified by their type of work and their type of employer. (Also referred to as "temporary" employment and defined as employment which is not expected to last for more than three months.)‡

**Unemployment**—the heading here is "believed to be unemployed at December 31" (of the calendar year in which they graduated). Graduates in this group have not necessarily all been unemployed from leaving university/polytechnic to the end of the year. Unemployment is the last firm destination known to the Careers Service by the end of the year.

(However, starting with the 1980 record, graduates planning to take up a firm offer of a job or training place by the end of the following March are included in the corresponding destination).

**Further academic study or training**—separate figures are shown for further academic study, teacher training, Law Society exams, other training. This category excludes graduates who enter a period of employment while training (such as accountants, medical graduates).

**Not available for employment**—for example women graduates who marry and become housewives, graduates going on expeditions.

The statistics also identify a group "overseas graduates returning home". These are excluded from the analysis that follows but overseas graduates staying in the UK are included in the totals above. In 1980 there were 5,420 overseas graduates from universities and these made up eight per cent of all first degree university graduates. Forty per cent had degrees in engineering. Of those whose first destination was recorded, 70 per cent returned overseas and of those who stayed in the UK, 712 (45 per cent) were employed or seeking work and 52 per cent undertook further training, mainly academic study.

For the analyses that follow these destinations have been re-grouped to define those graduates "entering the labour force". These are the graduates who were either employed

or else unemployed. In order to compare new graduates' success in finding work graduate "unemployment rates" are quoted here. These are defined as the proportion of graduates entering the labour force who were either unemployed or in short-term home employment. The advantage of this measure is that it relates the number of unemployed graduates to the total number who, in some objective sense, can be seen as competing for the available jobs. (In this respect the measure is analogous to the official unemployment definition). There is however no single, generally accepted measure of graduate unemployment. A popular alternative is to relate numbers unemployed (excluding the short-term unemployed) as a proportion of all graduates of known destination.

### Precise interpretation

It is important to stress the precise interpretation of graduate unemployment being used here. It is not being suggested that graduate unemployment is a problem in itself. Unemployment typically only affects graduates at the start of their careers and is a reflection of graduates' status as new entrants to the labour market where none has a job. Rather, comparative graduate unemployment is used as an index of the value in the job market of different types of graduates.

It is worth considering to what extent comparisons based on this type of calculation yield economically meaningful results. There are several areas to be considered. The statistics are very short term. They cover at most the first nine months of a new graduate's career. People who find a job after March of the year after graduation are excluded from the employment totals. There is no record of graduates who soon change their first job for a period of unemployment. Most importantly, there is no record of the subsequent destinations of graduates who go in for a period of further academic study or training.

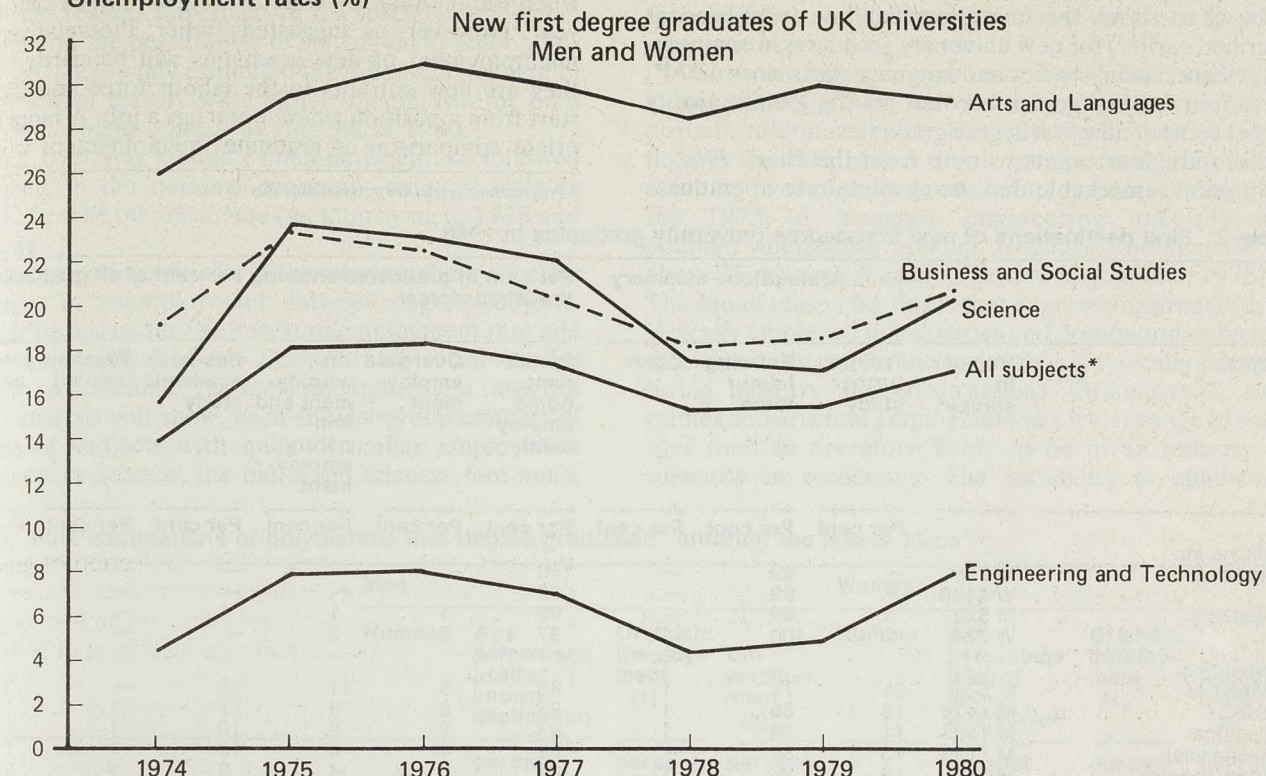
There are two points here. First, information at the start of a graduate's career is likely to give the best guide to the distinct value of his degree subject since it is at the start of his career that degree subject will carry the greatest weight with employers. It is unfortunate that regular information is unavailable for graduates who defer entry to the labour market. But, it is arguable that these graduates have in effect added to their first degree through further training or experience and are therefore not comparable with graduates entering the labour force right away. Their omission would not then bias the subject comparisons. Second, final year undergraduates face a singularly well organised job market. They have ready access to expert careers advice, a great deal of information and a large group of employers who are geared to recruiting the particular skills they offer at the time of graduation. In these circumstances comparisons over a period of nine months after graduation are likely to reflect real differences between graduates.

\* The universities and the polytechnics (the public sector).

† The Colleges and Institutes of Higher Education, which now produce several thousand (non-teaching) graduates a year have also been experimenting with such surveys. Unpublished results are available for 1979, 1980 and 1981.

‡ First destination records are compiled and published for people successfully completing a course of post-graduate study but these are difficult to interpret and, most importantly, they cannot be linked to the first degree statistics. The main source of information on the subsequent experience of graduates who defer entry to the labour market is the Department's Early Careers of 1970 Graduates survey. Results from this have been published as DE Research Paper No 26.

### Unemployment rates (%)



Notes: The new graduate unemployment rate is defined as the proportion of graduates entering employment or unemployed who were either unemployed or in temporary home employment. Starting in 1980 graduates who were expecting to begin employment within the first

3 months following December of the year they graduated were excluded from the unemployed. This and other discontinuities do not significantly affect the comparisons.

\*Including those not shown separately

Some part of graduate unemployment will reflect graduates' own attitudes. Some will be less interested or committed to finding a job. Personal factors will also be important in individual cases. Of course to some extent lack of interest in finding a job will reflect lack of job opportunities. And the differences in unemployment rates that appear for different types of graduate are sufficiently wide and persistent year after year that they cannot result from just random variations. Graduate unemployment rates have changed over time in line with national economic conditions. The subject pattern of graduate unemployment does accord with the expectations from detailed analysis of the actual demand and supply for particular disciplines and indeed of the stated preference of employers.

To some extent, recorded graduate unemployment will understate the difficulties they face in finding employment. Graduates are on average amongst the most able people of their age group and this would encourage employers to seek to recruit them in a wide range of jobs. One way the labour market can absorb them in general or in particular subjects or ability levels is to employ them in jobs that use only a part (or indeed none) of their graduate training. There are many instances of graduates "filtering down" the labour market and taking jobs that formerly would have been performed by less well-qualified people and school-leavers. Some of the important new areas of graduate employment reflect the working through of this process and it

is an important development which also seems to be the experience of other advanced economies.

Table 1 Broad subject distribution of new first degree graduates in 1980

Subject group	Universities			Polytechnics			Per cent
	Male	Female	All	Male	Female	All	
Education	1	3	2	3	22	10	
Medicine etc	9	9	9	2	3	2	
Medicine	5	—	—	—	—	—	
Engineering and technology	18	2	12	26	1	17	
Civil engineering	4	—	—	7	—	4	
Electrical engineering	4	—	—	6	—	4	
Mechanical engineering	3	—	—	5	—	3	
Agriculture, forestry etc	2	2	2	—	—	—	
Science	25	18	23	15	11	13	
Biological science	6	8	—	3	2	2	
Physical science	11	4	—	4	2	3	
Maths	5	3	—	3	2	3*	
Business and social studies	27	27	27	31	28	30	
Business studies, economics, accountancy, law	13	8	—	21	13	18	
Architecture, other vocational studies	2	1	2	7	6	7	
Languages	8	23	14	1	4	3	
Other Arts	8	14	10	14	26	18	
Music, drama, art, design	1	3	2	9	17	12	
<b>All subjects = 100%</b>	<b>38,200</b>	<b>23,800</b>	<b>62,000</b>	<b>12,200</b>	<b>7,200</b>	<b>19,400</b>	

Source: First Destination Statistics Universities, Polytechnics 1980. Notes: Figures for Universities refer to home students of UK institutions. Figures for Polys refer to full time and sandwich degree students (home and overseas).



graduate employment is to some extent reflected in science and for the same reason.

### Detailed subject analysis

This next section looks at the performance of more narrowly defined single subjects. Before looking at this it is worth seeing just how graduates are distributed across different subjects. Table 1 sets out the broad subject pattern in 1980. The table shows that there continue to be important differences in the subject choice of men and women. Men clearly favour engineering and science (43 per cent graduated in these subjects compared with 20 per cent of women) whereas women much prefer arts/languages (37 per cent compared with 18 per cent of men). Social studies provides a meeting place: just over a quarter of men and women do this and five per cent each study medicine. There are more detailed differences. Women science graduates are almost twice as likely as men to have studied biological sciences. Similarly within social studies less than a third of women but half the men graduates had a degree in business subjects and law.

The number of polytechnic graduates was about a third of that of university graduates\*. Polytechnic graduates were slightly more likely to have degrees in engineering and business/social studies and less likely to have degrees in science. Languages and liberal arts subjects are much less important in the polytechnics whereas applied arts, such as arts and design, are much more important reflecting the absorption in the mid-'70s of Colleges of Art. It is also notable that almost 45 per cent of men polytechnic graduates were on sandwich courses.

The official subject classification distinguishes 76 different subjects and subject combinations in nine groups. Since it is not practicable to give results for all these subjects and since many attract only a small proportion of graduates the detailed subject analysis is restricted to the numerically most important subjects. Although, on occasion where a subject is important for men but not for women (or *vice versa*) figures for both sexes are shown for comparison.

### First destinations—universities

Table 2 shows the first destinations of men and women first degree graduates of UK universities in 1980 in the most popular subjects. The table analyses the destinations of graduates who entered the labour force and those who undertook further training. It is intended here to concentrate on the labour force figures but the proportions of graduates entering training are relevant to the interpretation of these. In aggregate some 70 per cent of men and 60 per cent of women entered the labour force on graduation. Almost all of the remainder went in for some sort of further training. Men were much more likely to undertake further academic study—almost half did this (incidentally not necessarily in the same subject as their first degree). Women were much more likely to go in for teacher training—some 16 per cent of all women or 40 per cent plus of all those embarking on further training did this.

Comparative proportions of graduates entering further training are of interest because to some extent training will represent a response by graduates to adverse employment conditions. Some graduates will use training simply to postpone entry to the labour market. Others will train

\* Degree courses account for only a part of the polytechnics' output. They are also responsible for a large number of advanced, non-degree courses.

because they think that their first degree subject does not make them sufficiently competitive in the labour market. It is not possible from existing data to say what proportion of further training is of this sort and the question will not be pursued here. It does appear though that across subjects there is an association between unemployment and propensity to undertake further training.

### Men

Turning to the detailed unemployment patterns the table shows that virtually all graduates in medicine and dentistry went on to employment and of course almost all of these would be working as trainee doctors and dentists. The main engineering subjects stand out for the very high proportion of their graduates entering employment and the high proportion finding work. There is some variation between the different engineering disciplines with electrical engineers the most employable.

In science the difficulties faced by biology graduates in finding work are clear (and the picture is similar for other biological sciences not shown here such as botany and zoology). Over a third of these graduates entering the labour force were unemployed at the end of the year. At the other end of the scale maths, physics and geology graduates all were relatively successful in finding work. Chemistry stands out here as a physical science which had poor employment prospects. Graduates in combined science subjects also did badly. Combinations of biological and physical science graduates had unemployment rates approaching those of biologists whereas graduates with combinations of science with arts subjects had above the all subject average unemployment rates.

In social studies there is a clear split also between the subjects. A high proportion of graduates in business studies, accountancy and economics entered the labour force and a high proportion found employment. By contrast graduates in geography, sociology and psychology were much more likely to be unemployed with unemployment rates of at least 25 per cent. Law is a distinctive subject here. About 70 per cent of graduates go on to further training—almost all legal training. But of the minority (a third) who did enter the labour force employment prospects were good. In languages and other arts unemployment rates were well above average and ranged from 25 per cent in French to nearly 40 per cent in English and arts general.

### Women

The pattern of subject unemployment rates for women reflects that for men with physical sciences (including chemistry), business studies, economics and of course medicine and dentistry all offering favourable employment prospects. Within each subject women's unemployment rates were lower than men's. In aggregate their unemployment rate was slightly higher because they were more likely to have graduated in subjects where unemployment was high for men and women. The better employment performance of women graduates in each subject is puzzling. It may be that employers are more willing to hire women for non-graduate jobs and that women are more willing to take these so that they are better equipped to find some sort of employment. It has been suggested by careers advisers that, on the other hand, employers may perceive women as having more favourable personal qualities such as maturity

and motivation to work. To some extent also women might be more willing to adapt to poor employment prospects by deferring entry to the labour force and undertaking further training, especially teacher training.

### Degree class

Although some clear differences in the employment success of graduates in different subjects have been identified here, it is likely that there will also be marked differences between graduates in the same subject because of differences in ability. The only ready measure of ability is degree class but unfortunately published first destination statistics by degree class are only available for the "all subject" totals and only for three broad degree classes. Table 2 shows that graduates with first class degrees were much more successful in finding employment than other graduates although they would have been helped by having the option of undertaking further study (and 43 per cent did do this). Graduates with second class degrees had an unemployment rate three times that of graduates with firsts (the difference was less pronounced for women). It is not possible from published figures to draw any conclusions about the fortunes of graduates with less than a second because

this group includes a large number of medicine, dentistry and veterinary studies graduates who routinely receive a pass degree on entry to the post-graduate part of their training.

### Polytechnics

Table 3 shows first destination statistics for first degree graduates in 1980 of the 30 polytechnics in England and Wales. The figures are calculated in the same way as for the universities but the presentation has been simplified. The subjects taught at polytechnics will often differ in detail from their university equivalents and there are a number of subjects which are really only of consequence in one sector. Medicine is an obvious example but physics and languages are also little taught in the polytechnics. On the other hand art and design are much more important in the polytechnics than in the universities. Sandwich courses are also much more numerous in the polytechnics and the table shows separate results for sandwich graduates.

Looking first at full-time courses the subject pattern of unemployment rates in the polytechnic resembles that of the universities with engineering subjects, computer science, management and accountancy having the best em-

Table 4 Type of work of new first degree graduates entering permanent home employment, 1980

Subject		Admin. management	Science engineering R&D*	Science, engineering support	Buying marketing selling	Com-mercial services (1)	Social services (2)	Creative entertain-ment	Others (3)	All = 100%	Universities
		%	%	%	%	%	%	%	%		
Engineering											
Civil	M	3	14	2	1	5	—	—	1	995	
Electrical	M	1	85	4	1	4	1	—	2	1,232	
Mechanical	M	3	87	5	2	2	—	—	1	815	
Other	M	10	61	6	4	9	1	1	2	1,765	
Science											
Biological	M	14	21	14	11	18	6	2	13	757	
	W	7	28	22	6	16	8	2	11	729	
Physics	M	5	58	6	2	21	2	—	6	782	
	W	7	42	4	1	28	4	2	13	104	
Maths	M	4	12	1	1	77	1	—	4	1,216	
	W	3	10	2	3	73	2	—	7	505	
Chemistry	M	12	141	9	7	21	2	2	6	572	
	W	9	45	13	6	18	2	1	7	164	
Social studies											
Business studies	M	17	1	—	24	53	3	—	2	495	
	W	14	1	—	23	50	9	—	3	171	
Economics	M	11	—	—	11	68	4	1	5	925	
	W	8	—	—	11	66	5	—	9	201	
Geography	M	22	2	1	13	41	5	2	14	504	
	W	21	1	—	12	35	8	1	22	325	
Accountancy	M	1	—	—	2	96	—	—	1	584	
Psychology	M	14	2	2	13	22	33	3	12	179	
	W	10	5	2	13	16	39	1	15	302	
Sociology	M	20	—	1	9	17	38	1	14	162	
	W	11	—	—	7	10	53	1	18	337	
Arts and languages											
English	M	16	1	—	19	18	7	18	21	292	
	W	13	—	—	18	15	15	8	31	495	
Other languages	M	19	1	—	16	36	5	5	18	623	
	W	15	—	—	16	21	9	5	33	1,013	
History	M	20	1	—	15	35	10	4	16	462	
	W	14	—	—	15	25	14	4	27	380	
Other arts	M	12	2	—	10	17	21	10	27	481	
	W	12	—	—	13	14	14	11	34	490	

Includes Environmental Planning.  
 (1) Management Services, Financial and Legal Work.  
 (2) Personnel, Social, Medical and Security Services.  
 (3) Information and Library work, teaching and lecturing, secretarial and clerical, miscellaneous services.

ployment records. However it is clear that subject for subject polytechnic graduates fared worse than graduates in the equivalent subject in the universities and in the weakest subjects polytechnic graduates did very badly. For example, 51 per cent of men biology graduates were unemployed as were 40 per cent of geographers and 45 per cent of psychology and social science graduates. Polytechnic arts and fine arts graduates had very high unemployment rates indeed.

Sandwich students were generally more successful in finding work than their full-time equivalents and the beneficial effect of a graduate having taken a sandwich course was often quite large (for example in civil engineering). There are a number of reasons for the greater employability of sandwich graduates. Their work experience will make them attractive to many employers after graduation and some sandwich graduates will return to one of their placement employers. It is also possible that polytechnics tend to select the more able students for sandwich courses since these will be easier to place with employers during the course.

### Type of work—universities

Examination of the type of work carried out by graduates who entered permanent home employment gives further insight into the subject unemployment patterns. Table 4 gives some figures. Three points are worth noting. *First*, graduates in subjects with high unemployment rates tended to be more widely spread over different types of work and there was typically no single large-employing activity. Graduates in these subjects were also more likely to be in types of work which did not require specific knowledge or skills (such as "buying, marketing and selling"). *Second*, women generally and men and women graduates in arts and languages were more likely than average to work in "Other" types of work. This is a catch-all category which includes Secretarial, Clerical occupations and miscellaneous service activities. This is tentative support for the suggestion made earlier that women have improved their employability by taking lower level ("non-graduate") types of work. *Third*, men (but not women) biological sciences graduates were clearly less successful than physical sciences graduates in finding scientific work. Of those graduates who were employed in these activities biology graduates were more likely to be working on scientific support work rather than research.

### Earnings

Graduates' pay gives a further measure of the value placed on them by the labour market. A number of careers advisory services collect information on the earnings of their new graduates but this is not centralised, and results from a number of individual university surveys are given in the tables. The results are shown as medians ie the level of earnings below which half the people in the sample were paid. This measure has the advantage that it is independent of extreme values of earnings (unlike the average which gives full weight to these) but of course it is never possible to give a full account of an earnings distribution from just a single summary measure. The results from three university surveys are shown in tables 5(a)—(c).

The University of Leeds has a large and long established graduate earnings survey. It is also a major university with a

## Workforce reductions in undertakings:

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EG 5/82

Table 5 New graduate earnings—selected sources

(a) University of Leeds: median salaries of first degree graduates entering employment in Industry and Commerce

Subject group	Men					Women				
	1977	1978	1979	1980	1981	1977	1978	1979	1980	1981
Arts and social sciences	(£) 2,800	3,150	3,600	4,250	4,700	2,950	3,200	3,500	4,175	4,715
	100	100	100	100	100	100	100	100	100	100
Science	(£) 2,900	3,380	4,000	4,700	5,290	2,840	3,300	3,850	4,450	5,260
	104	107	111	111	113	96	103	110	107	112
Applied science*	(£) 3,000	3,500	4,140	4,900	5,300	2,900	3,500	4,000	4,490	5,300
	107	111	115	115	113	98	109	114	108	112

Source: University of Leeds, Graduate Careers Service: unpublished estimates. \* ie, Engineering and technology. is an index taking Arts and social sciences salary equal to 100.

(b) University of Salford median starting salaries, men and women: all employment (£)

Subject group	1981	1980
Engineering	5,350	5,000
Science	5,150	4,450
Business studies	5,500	4,800
Social studies, sociology	4,800	4,250
Modern languages	4,500	4,500

Source: Graduates Careers Service, annual reports. The subject medians are averages of individual subjects.

(c) University of Bradford: median starting salaries, men and women: all employment (£)

Subject	1981	1980
Civil engineering	4,500	4,500
Mechanical engineering	5,700	5,000
Electrical engineering	5,600	5,100
Chemical engineering	6,200	5,500
Maths	5,200	na
Physics	5,700	5,000
Social sciences	4,200	4,250
Modern languages	5,200	4,620
Applied social studies	5,900	5,200
Business studies	5,500	4,500
Managerial sciences	5,500	4,750

Source: Graduate Careers Service, annual reports.

(d) Salary offers

Subject	Average salary (£)
Chemical engineering	5,650
Production engineering	5,460
Economics	5,380
Chemistry	5,370
Electrical engineering	5,360
Mechanical engineering	5,360
Computer science	5,350
Civil engineering	5,270
Mathematics	5,200
Physics	5,200
Business studies	5,120
Biological sciences	5,120
Any discipline	4,980
All subjects	5,200

Source: Central Statistical Unit: Statistical Quarterly.

full range of degree subjects so this survey is of particular interest. Table 5(a) shows annual figures from Leeds for the last five years. The general pattern of the earnings is that arts and social studies graduates (as one group) have had the lowest starting salaries and engineering graduates have had the best salaries with science in between. This pattern holds for men and women. It is of course likely that there will be differences in salaries within these broad groups. Results from two smaller surveys from the Universities of Bradford and Salford (tables 5(b) and (c)) show this is for business studies for instance. These surveys\* also support the general impression of the Leeds data about broad subject differences. A tentative conclusion from a comparison of earnings in 1980 and 1981 would suggest that the earnings of science and engineering graduates have converged. This may well be because of the greater impact of the recession on the employment of new graduate engineers.

### Salary offers

The salaries shown below were taken from vacancy notices circulated centrally to final year undergraduates between May and August 1981. The subject heading indicates that the employer was particularly seeking graduates in that discipline. Where employers do state a specific discipline this will also always be in the sciences or engineering. There are very few jobs that actually require a particular arts or social science degree. Most graduates in these subjects would enter jobs which are open to graduates of any discipline.

The figures are averages and so conceal the extent of variation in salary between different jobs. The typical range of salary offers was £2,000 plus. Salaries are only quoted for jobs within the UK.

Table 5(d) shows earnings comparisons from a different perspective. Figures here are taken from a sample of job advertisements circulated to final year undergraduates in 1981 and show the salaries on offer for jobs which are directed at a particular degree discipline or else which are open to all graduates. This table also demonstrates the salary premium available to engineers, physical scientists and business-related social studies.

### The pattern of new graduate unemployment—some brief explanations

To consider briefly the reasons for these subject differences in graduate unemployment, a glance first at men

\* Although of course both of these are primarily technological universities and results for their arts and social science graduates might not be representative.



# Questions in Parliament



## Training

Mr Alan Haselhurst (Saffron Walden) asked for a further statement about the New Training Initiative.

Mr Tony Marlow (Northampton North) asked for a statement on the progress of his plans for a new youth training scheme.

Mr Tebbit: I have received from the Manpower Services Commission the report of the Youth Task Group which the Commission published today. The Commission has endorsed the report.

The Task Group puts forward proposals which are of significance for future training arrangements for young school leavers both employed and unemployed. The Government will consider the recommendations carefully, with a view to an early decision this summer so that preparations can be made for a new scheme to replace the Youth Opportunities Programme in September 1983. I understand the Select Committee on Employment will be considering the report and I shall be glad to take into account any views they form.

Despite a number of significant differences between the Task Group proposals and those of the White Paper, there is much common ground. They share the objective of proper training. Both give priority to the unemployed, including a guarantee to unemployed 16-year-olds, and both would develop the Youth Opportunities Programme this year to lead into new arrangements from September 1983.

(May 4)\*

## Job vacancies

Mr Kenneth Carlisle (Lincoln) asked what was the latest trend in job vacancies notified to his Department.

Mr Alison: The improved trend in notified vacancies has continued, both in stock and inflow. In the three months to April, the seasonally adjusted stock averaged 111,000, compared with 108,000 in the previous three months and 96,000 in the three months to April 1981. In January-March, the inflow of vacancies averaged 166,000 a month compared with 158,000 a month in the previous three months and 148,000 a month in the three months to March 1981.

(May 4)

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between April 7 and May 7 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

## Trade dispute

Mr Vivian Bendall (Redbridge, Ilford North) asked what considerations had been taken into account in the framing of the definition of a trade dispute in the Employment Bill.

Mr Waddington: The proposals in the Employment Bill are designed to mark more clearly what is acceptable in the field of industrial action and to reflect concern expressed to the Government during consultations about the present wide immunity for strikes which have little to do with the normal subjects of a trade dispute and for action against companies which have no dispute with their own employees.

(May 4)

## Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

Parliamentary Under-Secretaries of State: **Peter Morrison**  
**David Waddington**

## Retail prices index

Mr Austin Mitchell (Grimsby) asked what proportion of the goods and services covered by the retail prices index was accounted for by the public sector, including rates and other charges for services.

Mr Waddington: The overall extent to which the RPI is influenced by the public sector is not readily assessed, because prices for many goods and services are influenced, directly and indirectly, by both the public and private sectors. Goods and services mainly produced by the nationalised industries, and sold as such to households, account for 10.4 per cent of the total household expenditure covered by the index. Local authority rates account for a further 3.3 per cent. Other details of the weights to be used in the index during 1982 were published on page 105 of the March issue of *Employment Gazette*.

(May 7)

## Unemployment

Mr Roy Hughes (Newport) asked if the European Community institutions were paying full regard to the high level of unemployment in the United Kingdom.

Mr Alison: Yes, Sir. There can be no doubt that assistance from the European Community makes a significant contribution to promoting training and employment opportunities in this country.

The European Social Fund is the main Community instrument concerned with labour market matters, and provides grants in respect of training and employment schemes. In addition, the European Coal and Steel Community provides reconversion loans for projects which will employ redundant coal and steel workers, and re-adaptation grants for redundancy payments and retraining schemes for former coal and steel workers. The European Regional Development Fund and European Investment Bank provide finance in the form of grants and loans for investment and development projects in the Assisted Areas.

The total amount of assistance allocated to the United Kingdom under these various instruments in 1981 was some £611 million.

(May 4)

## Employment agencies

Mr John Ward (Poole) asked for a statement on co-operation between the Manpower Services Commission's Job-centres and private employment agencies.

Mr Morrison: I am glad to be able to say that, from April 13, licensed private employment agencies and employment businesses will be able to display details of their services in Jobcentres. In return, these private establishments will provide reciprocal facilities for publicising Manpower Services Commission services. I warmly welcome these arrangements because they will assist jobseekers in making use of all possible sources of help in finding jobs. I hope that many private agencies as possible will come forward to take part in the Scheme.

(April 7)

## Employment

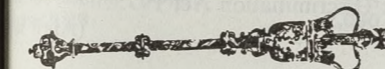
Mr Gregor MacKenzie (Rutherglen) asked how many people had been employed in the steel industry in 1970 and in each succeeding year to the latest convenient date.

Mr Alison: The following table gives the numbers of employees in employment in the iron and steel industry (Minimum List Headings 311 and 312 of the Standard Industrial Classification) in Great Britain at June each year from 1970 to 1981 and at January 1982.

(April 26)

June each year	Iron and steel
1970	344
1971	323
1972	303
1973	301
1974	296
1975	300
1976	283
1977	290
1978	264
1979*	253
1980*	220
1981*	169
1982* (Jan)	160

\* Provisional.



## Work permits

Mr Teddy Taylor (Southend East) asked if there were discretionary powers to permit all citizens of British Dependent Territories from the Falkland Islands to take up employment without restriction or controls in the same way as Common Market nationals and citizens of France's overseas territories may do.

Mr Waddington: No. Non-patrial citizens of the United Kingdom's Dependent Territories normally require work permits.

However, I understand that the majority of Falkland Islanders have the right of abode in the United Kingdom and are therefore exempt from immigration and work permit controls. The exercise of discretion to admit non-patrial citizens of the United Kingdom and colonies without restrictions is a matter for my rt hon Friend the Secretary of State for the Home Department. My rt hon Friend has already stated that in the present circumstances all Falkland Islanders, whether they have the right of abode or not, will be admitted for settlement in the United Kingdom; consequently there will be no restriction on their taking employment.

(April 19)

## Industrial training boards

Miss Joan Lestor (Eton and Slough) asked for a list of industrial training boards to be abolished together with the number of women as a percentage of the total workforce in each of the industries concerned.

Mr Morrison: Up to date figures are not available about the number of female employees as a percentage of the total work-

force in industries in scope to the 16 Industrial Training Boards to be abolished. However, the following table gives the most recent figures obtainable, drawn from the Boards' Annual Reports, and supplemented where possible by information obtained direct from Boards.

(May 7)

ITB	Number of female employees in industries in scope	Total workforce of industries in scope	Female employees as a percentage of total workforce of industries in scope
Air	44,000	170,000	26
Carpet	13,270	29,599	45
Ceramics	59,507	291,682	20
Chemical	118,000	438,000	27
Cotton	55,165	131,838	42
Distributive	921,000	1,518,000	61
Food	354,301	864,150	41
Footwear	43,133	87,706	49
Furniture	38,137	177,986	21
Iron and Steel	9,019	175,401	5
Knitting	70,697	106,004	67
Man-Made Fibres	3,084	24,194	13
Paper	44,498	155,443	29
Printing	110,685	334,327	33
Shipbuilding	4,504	73,739	6
Wool	29,525	72,719	41
All	1,918,525	4,650,788	41

## Information technology

Mrs Renee Short (Wolverhampton North East) asked what courses on information technology were sponsored by the Manpower Services Commission; how many people attended such courses in 1981; and what were the target figures for 1982.

Mr Morrison: First, under the Training Opportunities Scheme the Commission sponsors courses in systems analysis, computer programming, computer operating, data processing, computer aided design and technical authorship (software). In the 1981-82 financial year about 4,300 adults completed these courses. It is estimated that in 1982-83 about 3,900 adults will be assisted, reflecting the fact that firms are not expected to need to recruit so many computer operators in 1982-83. From 1982-83 all clerical and commercial courses (about 10,800 places) supported under the Training Opportunities Scheme will also include a component of information technology training. Similar arrangements are being made for

young people who join the Commission's training programmes.

Second, in 1981-82 over 2,000 grants were made available so that employers could train existing staff in computer skills. Detailed plans for 1982-83 have yet to be finalised. In 1981-82 the Commission also made 250 grants available to assist the industrial placement of Higher National Diploma or degree course students on computer science courses. Support in 1982-83 will be at the same level.

Third, under the Threshold Programme, assistance is offered to unemployed school leavers to take up computer training. 1,476 places were available in 1981-82 and support in 1982-83 will be at the same level.

Finally, as part of the Youth Opportunities Programme the Manpower Services Commission and the Department of Industry plan to have 100 Information Technology Centres established by April 1983. These Centres will provide places for some 3,000 trainees.

(April 8)

**Women**

Miss Joan Lestor (Eton & Slough) asked how many women had completed wider opportunity courses; and if he would make arrangements to extend such courses.

Mr Morrison: 1,018 women have completed Wider Opportunities for Women courses since they began in 1978. The Manpower Services Commission's Corporate Plan 1982-1986 commits the Commission to a modest expansion of such courses.

(May 5)

Mr Ernie Ross (Dundee West) asked how many female employees were in: (a) the engineering industry and (b) all industries; and what percentage of the total workforce they made up in each case.

Mr Alison: It is estimated that in December 1981, the latest date for which comprehensive figures are available, there were 8.6 million female employees in employment in all industries and services in Great Britain. They made up 42.4 per cent of all employees in employment. In the engineering industries (Order Groups VII to IX of the 1968 Standard Industrial Classification), female employees numbered about 350,000: 24 per cent of all employees in those industries.

(May 5)

**Dock workers**

Mr Gary Waller (Brighouse and Spensborough) asked what representations had been received from the National Association of Port Employers about the financing of the national voluntary severance scheme for dock workers; and for a statement.

Mr Waddington: I have had two meetings and some correspondence with the National Association of Port Employers (NAPE) on this issue this year. The Government has not been prepared to agree to grant aid severances outside the ports of London and Liverpool. But to put the National Voluntary Severance Scheme (NVSS) onto a sound financial footing and in recognition of the difficulties for the NVSS stemming from the special problems of the ports of London and Liverpool I have told NAPE that for three years the Government will waive interest payments on the NVSS, defer capital repayments due and accept that the National Dock Labour Board shall raise from employers for severance purposes the same cash sum as they raised in 1981. I have also told them that the Government will seek Parliamentary authority as necessary to extinguish NVSS debts of the order of £22m in respect of past severances in the ports of London and Liverpool. The terms of this assistance are conditional on agreement regarding maximum severance payments.

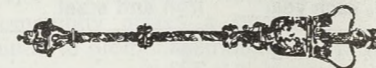
(April 7)

**Registered unemployed**

Miss Joan Lestor (Eton and Slough) asked for an estimate of the number of women ineligible for benefit and registered as unemployed seeking part-time work.

Mr Alison: On March 11, 1982 there were 45,195 females registered as unemployed in the United Kingdom seeking part-time work who were not claiming benefit.

(April 23)



**Equal pay**

Miss Joan Lestor (Eton and Slough) asked what progress Her Majesty's Government had made in implementing the European Economic Community Directive on Equal Pay.

Mr Alison: The European Community Directive on Equal Pay is implemented by the Equal Pay Act 1970, as amended by the Sex Discrimination Act 1975.

(April 30)

# Employment topics

**Disabled people**

At April 21, 1981, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 460,178. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register.

Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

**Returns of unemployed disabled people at Mar 11, 1982**

	Male	Female	All
Section 1			
Registered	59,398	9,725	69,123
Unregistered	88,733	23,912	112,645
Section 2			
Registered	5,943	1,622	7,565
Unregistered	3,185	1,205	4,390

**Placings of disabled people in employment from Feb 6, 1982 to Mar 5, 1982**

	Male	Female	All
Registered	1,044	304	1,348
Unregistered	118	53	171
Disabled people			
Open	928	351	1,279
Sheltered	2,090	708	2,798
All placings			

**Redundancies: reported as due to occur**

The numbers of redundancies, in groups of ten or more workers, which had been reported to the Manpower Services Commission at April 1, 1982 as expected to occur up to January 1982 are given in the table below. The provisional numbers so far reported for February and March 1982 are 28,800 and 29,900 respectively. After allowing for further reports and revisions, the final totals for these months are likely to be about 30,000 and 35,000 respectively, compared with 46,700 in February 1981 and 55,000 in March 1981.

**Redundancies reported as due to occur\*: Great Britain**

	All	Jan	1981*	1982†
1977	158,400	15,900	Jan 44,500	26,800
1978	172,600	11,200	Feb 46,700	
1979	186,800	11,800	Mar 55,000	
1980	493,800	24,700		
1981	532,000	44,500	Apr 53,100	
1982	—	26,800	May 56,900	
			Jun 39,800	
			Jul 43,800	
			Aug 35,200	
			Sep 34,900	
			Oct 44,900	
			Nov 33,000	
			Dec 44,200	

\* Figures are based on reports (ES955's) which follow up notifications of redundancies under section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving 10 or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 issue of *Employment Gazette*.  
† Figures for February 1981 or later are not fully comparable with those for January 1981 and later because of improvements in data collection designed to secure a better coverage of redundancies actually taking place.

**Earnings and wage rates**

In *Employment Gazette* for May 1981 (p 127) it was mentioned that the Action Report on the review of the Department's statistical services proposed changes which would lead to the discontinuation of some tables at present published in "Labour Market Data" and some regular annual articles on earnings.

These proposals have been modified in the light of consultations with users, and the following details set out the revised plan.

**(a) Average earnings and hours of manual employees in manufacturing and certain other industries.**

The survey will be continued. As indicated in the report on the October 1981 survey (*Employment Gazette*, March 1982), the number of firms approached has been substantially reduced and the industrial coverage of the survey now comprises index of production industries (Orders II to XXI of the Standard Industrial Classification), and transport and communication (Order XXII).

**(b) Average earnings of non-manual employees in index of production industries**

It has been confirmed that the 1980 survey will be the last in the series.

**(c) Average earnings of adult men by occupation in selected industries in June**

It has been confirmed that the 1980 survey will be the last in the series, and table 5.5 no longer appears in "Labour Market Data".

**(d) Index of basic national wage rates and index of normal weekly hours (table 5.8 of "Labour Market Data")**

These will now be discontinued after the final indices for December 1983 have been prepared, although table 5.8 will continue to be published in the *Gazette* until Spring 1984.

**Special exemption orders, March 1982**

The Factories Act 1961 and related legislation restrict the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on March 1982, according to the type of exemption granted were\*:

Type of exemption	Female (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	20,136	717	1,026	21,879
Double day shifts ‡	36,836	2,690	2,006	41,532
Long spells	8,264	374	378	9,016
Night shifts	47,454	2,059	985	50,498
Part time work §	10,092	434	692	11,218
Saturday afternoon work	7,474	357	234	8,065
Sunday work	45,656	1,007	1,150	47,813
Miscellaneous	7,919	341	325	8,585
All	183,831	7,979	6,796	198,606

\* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours of overtime.

‡ Includes 13,402 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.



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## Average earnings: underlying index

The following table shows recent changes in the underlying index of average earnings. This index incorporates adjustments for certain temporary influences, like arrears of pay, variations in the timing of pay settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors. The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series included in that article was updated to September 1981 by a note in the November issue (page 491) and the present table gives the figures for a further six months. The underlying monthly increase, averaged over the latest three months, is referred to each month in the regular commentary on trends in labour statistics (page S2 *et seq* of *Employment Gazette*) and plotted in an accompanying chart.

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

	Seasonally adjusted index	Further adjustments (Index points)		Underlying index	Underlying % Increase	
		Arrears	Timing		Average in latest 3 months	Over latest 12 months
1981 Jan	195.3	-1	—	195	2-1	17
Feb	196.9	-1	—	196 $\frac{1}{2}$	2-1	15 $\frac{1}{2}$
Mar	197.9	-1	+ $\frac{1}{2}$	198 $\frac{1}{2}$	2-1	15
Apr	199.5	—	+ $\frac{1}{2}$	200*	2	14
May	200.0	-2	+1 $\frac{1}{2}$	201	2	13
Jun	203.9	-1	+ $\frac{1}{2}$	203 $\frac{1}{2}$	2-1	12 $\frac{1}{2}$
Jul	205.3	-1	+ $\frac{1}{2}$	205	2-1	11 $\frac{1}{2}$
Aug	211.4	-2 $\frac{1}{2}$	—	209	1 $\frac{1}{2}$	11
Sep	212.1	-1 $\frac{1}{2}$	—	210 $\frac{1}{2}$	1-1 $\frac{1}{2}$	11
Oct	213.4	-1 $\frac{1}{2}$	—	211 $\frac{1}{2}$	1-1 $\frac{1}{2}$	11
Nov	214.4	-1	—	213 $\frac{1}{2}$	2	11
Dec	216.5	-1	—	216 $\frac{1}{2}$	2-1	11
1982 Jan	216.4	- $\frac{1}{2}$	+ $\frac{1}{2}$	216	2-2	11
Feb	219.4	-1 $\frac{1}{2}$	—	218	2-2	10 $\frac{1}{2}$
[Mar]	219.6	- $\frac{1}{2}$	+ $\frac{1}{2}$	219 $\frac{1}{2}$	2	10 $\frac{1}{2}$

[ ] Provisional.

\* In addition to the effects of arrears and timing this index allows for the depressive effect on earnings in the survey week of the timing of Easter holidays in April 1981 ( $\frac{1}{2}$  index points).

Between September 1981 and March 1982 arrears of pay inflated the index, though to a smaller extent than a year earlier. For the last few months of 1981 the implementation of annual pay settlements followed a relatively normal pattern and no timing adjustments were required, but in January 1982 delays in reaching and implementing annual settlements for some public sector groups caused the index to be depressed relative to a year earlier. Similarly in March delays in settlements for other public sector groups temporarily depressed the index relative to a year earlier.

Allowing for these temporary effects the underlying index increased fairly steadily, at an average rate of  $\frac{1}{2}$  per cent per month, between September 1981 and March 1982, although the 3-month

average increases for the periods ending in September and October were still inflated by the sharp rise in earnings which had occurred in August as a result of increases in hours worked. In the most recent months the increase has dropped marginally below  $\frac{1}{2}$  per cent per month, which is broadly consistent with evidence on the current level of pay settlements.

The underlying increase on a year earlier has remained fairly stable since September 1981 at about 11 per cent. This is somewhat above recent monthly increase (expressed at an annual rate) because it also reflects the relatively faster rates of change seen nearly a year ago. However, the increase on a year earlier is now beginning to edge downwards as new pay settlements in the current pay round are implemented at levels below those agreed a year ago.

## Family policy

One of the traditional assumptions surrounding family life is that the male is the major and probably only breadwinner and that the typical worker is a married man with a non-working wife and two children. The growing amount of evidence, highlighted recently by the 1979 General Household Survey, of increasing reliance by families on two earners is one of the central factors which should prompt governments and policy makers to re-evaluate their implicit assumptions about the family, says a new report from the independent Study Commission on the Family. In *Family Issues and Public Policy* it argues that many taxation and social security policies are based on assump-

tions contained in the Beveridge Report about the economic dependence of married women on their husbands:

"all women by marriage acquire a new economic and social status, with risks and rights different from those of the unmarried. On marriage a woman gains a legal right to maintenance by her husband as a first line of defence against risks which fall directly on the solitary women."

Forty years on from this, the Study Commission maintains that these assumptions look increasingly outmoded. Today 52 per cent of all married women are in paid employment (albeit a high proportion of them are in part-time jobs), and on average the earnings of working wives account for a quarter of family incomes. Were it not for wives earnings, the number of families in poverty would increase three or four fold. Indeed the "typical" male worker described above now makes up only eight per cent of the male labour force and five per cent of the total labour force.

## Changing patterns

In the report the case is made for the development of a "family perspective in policy making" which would more explicitly take account of the way family patterns are changing and the way in which families actually function. In particular the report argues for a more systematic monitoring and evaluation of the impact of public policy on the family, and the development of family impact statements. These statements would be appended to major pieces of legislation and would be one way of ensuring a focus on family considerations at an early stage in the policy process.

A crucial dimension to family impact statements would be consideration of the impact of policies on different types of families—of which the dual worker family is an important example.

## Redistribution

The Study Commission's report also highlights the value of producing social statistics on a family basis,

and notes in particular the value of adopting a life cycle view of redistribution. Such an approach has already been attempted in relation to the Central Statistical Office analysis of the redistributive impact of taxes and social service benefits, by using the equivalence scales implicit in supplementary benefit rates to derive household income on a "per adult equivalent" basis. Future developments, the Commission suggests, might include the concept of "wage earner equivalents" being incorporated into such studies.

## Few initiatives

Although there is increased interest in family and policy issues, the authors claim that very few initiatives have yet been undertaken to make a family perspective a reality. Problems of departmentalism and the failure to view issues and people "in the round" continue to bedevil British social policy, and does the failure to evaluate policy from the point of view of the client and the family, they add.

*Family Issues and Public Policy* offers two remedies: the urgent initiation of family impact statements on a trial basis and the development of regular monitoring and evaluation of public policy in terms of its effects on families. While developmental work may need to be done on the former, there is already a precedent for the latter in the Children Act 1975. Section 105 of the Act requires the Secretary of State to lay before Parliament a report on the operation of the Act and to commission the research necessary to allow him to do so. In this way, any lack of information on the "output" on policies might begin to be overcome, and statements about the importance of the family might give way to positive action to bring public policy more into line with contemporary trends which influence family members at home and in the work place.

*Family Issues and Public Policy* by Edward Craven, Lesley Rimmer and Malcolm Wicks is published by the Study Commission on the Family, 3 Park Road, London NW1 6XN, price £2.25 (including p&p).

## Correction

### Registered disabled people in the public sector

An error occurred in the above article published in the January issue of *Employment Gazette*.

Page 30 County Councils

The figures for Somerset should read 118 and 1.4 respectively.

## SPECIAL FEATURE

# Labour Force Survey 1981: preliminary results

New information now available from the preliminary results\* of the 1981 Labour Force Survey shows a further marked decline in the economic activity rates for older men. The rates for married women continued to decline, as they did between 1977 and 1979, in sharp contrast to the strongly rising trends in earlier years. The Survey also shows that the use of the employment services by unemployed married women as the main method of seeking work has substantially increased.

The Labour Force Survey, a sample survey of households, is carried out every two years in all the countries of the European Communities. The results presented in this article are obtained from the interviews obtained from 80,000 (about  $\frac{1}{2}$  per cent) private households in Great Britain between late April and early June 1981.

The survey covers details of employment status in the week before, and 12 months before the interview. It also seeks demographic, ethnic and household data together with information about academic and other qualifications. For those in employment—both employees and self-employed—details of industry and occupation are requested, together with hours worked and reasons for working other than usual hours. Those with more than one job are identified, and similar details obtained for their second job. The unemployed are asked about their previous employment, whether they are registered for employment with the Employment or Careers Services, and how they are seeking work.

The figures in the tables are produced by scaling the sample results to population estimates for Scotland, Wales and the regions of England. The figures are provisional because the scaling will be reworked when improved population estimates become available from the 1981 Census of population. However, it is unlikely that the percentage distributions shown in the tables will be revised to a marked degree when final estimates are produced.

As with all sample surveys, the results are subject to sampling errors and cannot be treated as precise.

## Economic activity

Table 1 shows an analysis of the population by economic status†. Just under half of the population of all ages are economically active, that is working or seeking work. Some 10 per cent of both males and females are under 16 years of age. If these are excluded, the proportion of men who are economically active is 77.8 per cent compared with 47.2 per cent for women.

Taken over all, the proportion of the population of all ages who are economically active shows little change between 1979 and 1981 but, for both men and women, the proportion in employment has fallen while the proportion who are unemployed (registered and unregistered) has risen.

More detailed economic activity rates, with an analysis by age and sex and, for females, marital status, are shown in table 2. In all age groups, male activity rates are higher than those of females and, in addition, married females show the characteristic "bi-modal" pattern with activity rates reaching a peak for women in their early twenties and a second, higher, peak for those in their late thirties and forties. Between 1979 and 1981 the changes in activity rates showed broadly a continuation of previous trends. There were further appreciable decreases in activity rates among older men while activity rates among married women continued the small decline observed between 1977 and 1979 which contrasted with the rising trends in earlier years.

## Employment

The industrial pattern of employment (for both employees and the self-employed) is shown in table 3. The revised Standard Industrial Classification‡ was used for the first time in the Labour Force Survey in 1981. Of the broad industry divisions **other services** accounts for the largest proportion of employment. This division includes the personal services, education and health industries, all of which employ a high proportion of women. Nearly 40 per cent of all women in employment work in this division; but for men the proportion is less than 20 per cent. A further quarter of females are working in **distribution, hotels, catering and repairing** but less than 15 per cent of males are working in these industries. Male employment is less concentrated than female employment in particular divisions, with no division containing more than 20 per cent of male employment.

The occupational pattern of all those in employment (both employees and the self-employed) is shown in table 4. Two classifications have been used; a classification based on CODOT§, and a broader classification of six groups

\* Results have also been published in an Office of Population Censuses and Surveys Monitor, Labour Force Survey—1981. Obtainable from opcs, St Catherine's House, 10 Kingsway, London WC2.

† Measures of employment and unemployment from the survey differ in concept and coverage from those obtained from the Department of Employment's own administrative and statistical sources. In particular the survey collects information on all the unemployed, whether or not they are registered with the Employment Services.

‡ Standard Industrial Classification Revised 1980, HMSO 1979, £2.50.

§ Classification of Occupations and Directory of Occupational Titles.

which distinguishes between manual and non-manual occupations. Employment in **clerical and related occupations** accounts for about 16 per cent of all employment; over 30 per cent of female employment but only seven per cent of male employment. Another occupation group which has a high proportion of females is **catering, cleaning, hairdressing and other personal services**, which employs nearly a quarter of all working women. Nearly 20 per cent of male employment is in **processing, making, repairing and related (metal and electrical)** occupations. A substantially greater proportion of male than female employment is in those managerial and professional occupations not related to education, welfare and health. However, the relatively high level of female employment in education, welfare and health, means that the proportion of female employment in all managerial and professional occupations is much less markedly below the proportion of male employment.

The ratio of manual to non-manual employment is about 50:50; and of the non-manuals about half are in managerial and professional occupations. Among manual workers nearly half the men work in craft or similar occupations while the corresponding proportion for women is considerably smaller.

Data on hours normally worked are shown in table 5. The figures include normal paid overtime, but exclude meal breaks. The proportions of those in part-time employment (those who work 30 hours or less) is just under 20 per cent but the proportions vary between the sexes. Under

**Table 1 Population by economic status: Great Britain 1981 Q2\***

Economic status	Thousand					
	All persons		Male		Female	
	Number	Per cent	Number	Per cent	Number	Per cent
Economically active	25,737	47.9	15,500	59.3	10,237	37.2
In employment	23,290	43.4	13,962	53.4	9,328	33.9
Unemployed	2,447	4.6	1,538	5.9	909	3.3
Economically inactive	27,963	52.1	10,644	40.7	17,319	62.8
Aged 16 years and over	15,872	29.6	4,430	16.9	11,443	41.5
Aged under 16 years	12,088	22.5	6,215	23.8	5,876	21.3
Economically active and inactive	53,697	100	26,145	100	27,556	100

\* Interviewing took place between late April and early June.

**Table 2 Economic activity by age: Great Britain 1981 Q2\***

Age	All persons		Male		Female		Married female		Other female†	
	Numbers economically active	Economic activity rate	Numbers economically active	Economic activity rate	Numbers economically active	Economic activity rate	Numbers economically active	Economic activity rate	Numbers economically active	Economic activity rate
	per cent		per cent		per cent		per cent		per cent	
16-19	2,309	65.5	1,225	68.6	1,084	62.3	69	47.8	1,015	63.6
20-24	3,208	79.7	1,845	90.3	1,363	68.7	549	55.6	813	81.7
25-34	5,886	76.7	3,755	97.2	2,131	55.9	1,589	51.3	542	76.0
35-49	7,857	83.0	4,618	96.9	3,238	68.9	2,701	67.5	537	76.6
50-59	4,697	75.5	2,808	92.4	1,889	59.5	1,440	57.7	449	65.7
60-64	1,272	45.0	922	69.6	350	23.3	233	23.2	117	23.6
65+	509	6.5	327	10.5	182	3.8	82	4.7	100	3.3
All aged 16 and over	25,737	61.9	15,500	77.8	10,237	47.2	6,663	49.4	3,574	43.7

\* See note to table 1.  
† Widowed, divorced, legally separated and single.

four per cent of men compared with over 50 per cent of married women and just over 20 per cent of non-married women work 30 hours or less. The proportions of men and non-married women working part-time has shown a slight increase between 1979 and 1981. For married women the proportion working part-time has remained at just over half of all working married women. There has also been a modest reduction in the proportions working 41 hours or more. This is in some part due to reduced regular overtime working and more regular short-time working. In 1981 27 per cent of men in employment were reported as normally working 41 hours or more, whereas in 1979 the proportion was 35 per cent.

### Methods of seeking work

The main methods of seeking work used by all unemployed persons, as reported in the survey, are shown in

**Table 3 Industrial analysis of persons in employment: Great Britain 1981 Q2\***

Industry division	Thousand					
	All persons in Employment		Male in Employment		Female in Employment	
	Number	Per cent	Number	Per cent	Number	Per cent
0 Agriculture, Forestry and Fishing	582	2.5	480	3.4	102	1.1
1 Energy and Water supply industry	759	3.3	658	4.7	101	1.1
2 Extraction of minerals and ores, other than fuels, manufacture of metals, mineral products and chemicals	943	4.0	728	5.2	215	2.3
3 Metal goods, engineering and vehicles industries	2,916	12.5	2,297	16.5	618	6.6
4 Other manufacturing industries	2,587	11.1	1,518	10.9	1,068	11.5
5 Construction	1,566	6.7	1,452	10.4	114	1.2
6 Distribution, hotels and catering repairs	4,287	18.4	2,033	14.6	2,254	24.2
7 Transport and communications	1,462	6.3	1,194	8.6	267	2.9
8 Banking, finance and insurance, business services and leasing	1,757	7.5	939	6.7	818	8.8
9 Other services	5,925	25.4	2,362	16.9	3,562	38.2
No reply, inadequately described/working outside UK	508	2.2	301	2.2	207	2.2
All industries	23,290	100	13,962	100	9,328	100

\* See note to table 1.

table 6. Use of the Employment Services continues to be the most frequently reported main method. The main change compared with the 1979 survey is an increase in the proportion of unemployed women reporting registering with the Employment Services as their main method of seeking work. This change is especially marked for married women. In 1979 only a quarter reported registration as their main method of seeking work and the most frequently reported method was answering advertisements. However, in 1981, registering with the Employment Services became the most frequently reported main method for married women, as it is for men and other women.

### Ethnic origin

Some results on ethnic origin and economic activity are shown in tables 7 and 8. These are based on replies from respondents who were asked to which ethnic group in a given list they considered they and members of their households belonged.

**Table 4 Occupational analysis of persons in employment by sex: Great Britain 1981 Q2\***

Occupation group	Thousand					
	All persons in employment		Male in employment		Female in employment	
	Num- bers	Per cent	Num- bers	Per cent	Num- bers	Per cent
CODOT major group	959	4.1	756	5.4	202	2.2
Professional and related supporting management and administration	1,846	7.9	640	4.6	1,205	12.9
Professional and related in education, welfare and health	197	0.8	126	0.9	71	0.8
Literary, artistic, sports	953	4.1	874	6.3	79	0.8
Professional and related in science, engineering, technology and similar fields	2,216	9.5	1,727	12.4	488	5.2
Managerial	3,866	16.6	1,005	7.2	2,860	30.7
Clerical and related	1,479	6.4	590	4.2	889	9.5
Selling	423	1.8	383	2.7	39	0.4
Security and protective service	2,559	11.0	469	3.4	2,090	22.4
Catering, cleaning, hairdressing and other personal service	400	1.7	336	2.4	64	0.7
Farming, fishing and related	1,746	7.5	1,171	8.4	575	6.2
Processing, making, repairing and related (excluding metal and electrical)	2,738	11.8	2,588	18.5	151	1.6
Processing, making, repairing and related (metal and electrical)	933	4.0	525	3.8	408	4.4
Painting, repetitive assembling, product inspecting, packaging and related	817	3.5	812	5.8	5	0.1
Construction, mining and related not identified elsewhere	1,496	6.4	1,420	10.2	76	0.8
Transport, operating, materials moving and storing	382	1.6	354	2.5	28	0.3
Miscellaneous	280	1.2	184	1.3	97	1.0
Inadequately described/not stated	23,290	100	13,962	100	9,328	100
All occupations	6,170	26.5	4,124	29.5	2,046	21.9
Grouping†	3,690	15.8	853	6.1	2,837	30.4
Managerial and professional	1,698	7.3	804	5.8	894	9.6
Clerical and related	4,236	18.2	3,769	27.0	466	5.0
Other non-manual occupations	353	1.5	325	2.3	27	0.3
General labourers	7,144	30.7	4,086	29.3	3,058	32.8
Other manual occupations	23,290	100	13,962	100	9,328	100

\* See note to table 1.  
† 'Managerial and professional' relate to Codot major groups I-V; 'clerical and related' to majority of occupations in group VI; 'Other non-manual occupations' includes selected occupations from groups VII and VIII; 'Craft and similar' include selected occupations from groups XI-XVI; 'General labourers' are those as listed in group XVI; 'Other manual occupations' include selected occupations from groups VI to XVI.

The numbers of the economically active and an all-age activity rate are shown for ethnic groups in table 7. The different levels of economic activity between groups to some extent reflect the differing age structure of the ethnic groups. For example, the West Indian population has a large proportion of people in those groups where economic activity is highest, and thus the all-age economic activity rate for West Indians is higher than for the population as

**Table 5 Normal hours worked each week: Great Britain 1981 Q2\***

Normal hours worked†	Thousand									
	All persons in employment		Male in employment		Female in employment		Married females in employment		Other females in employment	
	Number	Per cent	Number	Per cent	Num- ber	Per cent	Num- ber	Per cent	Num- ber	Per cent
1-8	660	2.8	90	0.6	570	6.1	411	6.6	158	5.1
9-16	1,196	5.1	104	0.7	1,092	11.7	942	15.2	150	4.8
17-24	1,473	6.3	118	0.8	1,355	14.5	1,187	19.1	168	5.4
25-30	1,169	5.0	226	1.6	944	10.1	758	12.2	185	5.9
31-34	394	1.7	122	0.9	272	2.9	187	3.0	85	2.7
35-40	13,066	56.1	8,768	62.8	4,298	46.1	2,235	36.0	2,062	66.1
41-60	3,527	15.1	3,146	22.5	381	4.1	198	3.2	183	5.9
61 or more	655	2.8	560	4.0	96	1.0	71	1.1	25	0.8
No reply	1,150	4.9	828	5.9	323	3.5	219	3.5	104	3.3
All hours	23,290	100	13,962	100	9,328	100	6,208	100	3,120	100

\* See note to table 1.  
† The number of hours worked was recorded to the nearest whole number of hours with half hours being rounded to the nearest even number.  
‡ See note † to table 2.

**Table 6 Main method of seeking work of unemployed persons: Great Britain 1981 Q2\***

Main method of seeking work	Thousand									
	All persons		Male		Female		Married female		Other female†	
	Num- bers	Per cent	Num- bers	Per cent	Num- bers	Per cent	Num- bers	Per cent	Num- bers	Per cent
Not yet started looking	47	1.9	22	1.4	25	2.7	12	2.6	13	2.8
Registered with employment services	1,410	57.6	963	62.6	447	49.2	193	42.4	254	56.0
Registered at private agencies	28	1.1	9	0.6	19	2.0	11	2.5	7	1.6
Advertising in newspapers	44	1.8	25	1.6	19	2.1	12	2.7	7	1.5
Answering advertisements	534	21.8	266	17.3	269	29.6	166	36.5	102	22.6
Direct approach to firm/employers	219	8.9	159	10.3	60	6.6	20	4.5	39	8.7
Personal contacts	60	2.5	35	2.3	25	2.7	15	3.4	9	2.1
Other methods and no reply	105	4.3	59	3.8	46	5.1	24	5.4	22	4.8
All methods	2,447	100	1,538	100	909	100	455	100	453	100

\* See note to table 1.  
† See note † to table 2.

**Table 7 Ethnic origin of persons economically active: Great Britain 1981 Q2\***

Ethnic origin	Thousand					
	All persons		Male		Female	
	Num- bers economically active	Econo- mic activity rate per cent	Num- bers economically active	Econo- mic activity rate per cent	Num- bers economically active	Econo- mic activity rate per cent
White	24,558	61.8	14,758	77.7	9,800	47.2
Non-white of which:	908	65.2	575	80.2	334	49.3
West Indian or Guyanese	276	77.4	150	88.1	126	67.5
African	24	50.7	14	60.8	10	40.5
Indian	319	65.8	205	82.5	113	48.1
Pakistani or Bangladeshi	100	54.4	87	85.8	13	15.5
Other†	190	59.2	117	68.5	72	48.5
No reply	271	59.8	167	75.0	104	45.0
All ethnic origins	25,737	61.9	15,500	77.8	10,237	47.2

\* See note to table 1.  
† Including mixed origin.

Table 8 Unemployment: analysis by ethnic origin: Great Britain 1981 Q2\*

Thousand

Ethnic origin	All persons			Male			Female		
	Number economically active	Number unemployed	Unemployment rate	Number economically active	Number unemployed	Unemployment rate	Number economically active	Number unemployed	Unemployment rate
White	24,558	2,288	9.3	14,758	1,434	9.7	9,800	854	8.7
Non-white of which:	908	151	16.7	575	99	17.2	334	53	15.8
West Indian or Guyanese	276	49	17.8	150	31	20.6	126	18	14.5
African	24	3	10.7	14	2	11.0	10	1	10.3
Indian	319	52	16.2	205	32	15.4	113	20	17.7
Pakistani or Bangladeshi	100	20	20.2	87	18	20.4	13	2	19.0
Other†	190	28	14.6	117	17	14.2	72	11	15.3
No reply	271	8	2.9	167	6	3.6	104	2	1.9
<b>All ethnic origins</b>	<b>25,737</b>	<b>2,447</b>	<b>9.5</b>	<b>15,500</b>	<b>1,538</b>	<b>9.9</b>	<b>10,237</b>	<b>909</b>	<b>8.9</b>

\* See note to table 1.  
† Including mixed origin.

a whole. The numbers unemployed and an unemployment rate, expressing the unemployed as a proportion of the total economically active population for each group, are shown in table 8. As with economic activity rates, the unemployment rates will reflect the differing age structures of the population within ethnic groups, with those groups with a higher proportion of young people tending to have higher unemployment rates. However, for non-whites the unemployment rates for young people are higher than for whites.

The form of question on ethnic origin used in the 1981 survey differed from that used in the 1979 survey with the category "white" replacing the categories "English, Welsh, Scottish or Irish"; "Polish"; "Italian" and "other European". This, it was hoped, would remove some of the inconsistencies caused by not all respondents interpreting the question in the same way. Also the ordering of the groups in the list shown to respondents was altered in a way which may have led some persons of Indian ethnic origin born in Africa to classify themselves as African. Because of the differences in the questions used in 1979 and 1981, some of the apparent changes in the numbers in particular ethnic groups may reflect only a different classification of survey respondents from that of the 1979 results.

### Further analyses

The 1981 Labour Force Survey results, in conjunction with data from other sources, such as the Census of Population, can provide information on numerous aspects of the labour market as outlined above, and a series of *Employment Gazette* articles covering these aspects is planned. One area of importance is the assessment of recent trends in the labour force (economically active population). This is of particular interest as the current high levels of unemployment are thought to have significantly affected the size of the labour force, and an article will discuss this in the context of the projections set out in the article "Labour Force Outlook to 1986"\*.

An article on unemployment will make use, in particular, of the survey's data on people who, although seeking work, do not register as unemployed.

The prevalence and distribution of part-time work is another area of interest and Labour Force Survey data on

hours worked will provide useful source material for an article on this subject. The information on educational qualifications will be used in an examination of the education levels of the economically active, looking in particular at differences between those with jobs and those who are unemployed. Further articles will discuss the labour force participation of ethnic minorities, the numbers of people holding more than one job and household patterns of employment and unemployment.

\* Published in the April 1981 issue of the *Employment Gazette*.



## Bureau of Labour Market Research

### Research positions in Australia

The Bureau of Labour Market Research was established by the Australian Government in 1980 to provide a focal point for research into the labour market in Australia. The Bureau is an arm of the Commonwealth Department of Employment and Youth Affairs and is located in Canberra.

The Bureau is seeking a senior economist with program evaluation experience to direct and participate in the Bureau's evaluation research on manpower programs and services. Salary A\$29 350-A\$32 950.

A limited number of positions for economists with experience in labour market research are also available. Appointments in the range A\$20 750-A\$24 050 are envisaged.

Expressions of interest accompanied by a brief curriculum vitae should be lodged with **Mr P. McLaren, Public Service Board, Australia House, The Strand, London WC2B 4LA**, by 11 June 1982 who can be contacted for queries (01) 438 8000. Interviews with suitable applicants will be held in late June. Permanent or fixed term appointments are available.

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**REMPLOY LIMITED, 415 EDGWARE ROAD, CRICKLEWOOD, LONDON NW2 6LR TELEPHONE 01-452 8020, TELEX 23178** REMPLOY WORK IN THESE PRODUCTS AND SERVICE AREAS: FURNITURE: BED SETTEES, BEDDING, BEDROOM FURNITURE, CHAIRS, DINING-ROOM FURNITURE, LIVING ROOM FURNITURE, OCCASIONAL FURNITURE, TABLES, THREE-PIECE SUITES, UPHOLSTERY, AUDIENCE SEATING, CANTEN FURNITURE, CONTRACT FURNITURE, GARDEN EQUIPMENT, HEATERS, INCINERATORS, METAL FURNITURE, SCHOOL FURNITURE, THERMOSTATS, CANTILEVER SHELVING, CABINETS, COMPUTER REEL SHELVES, DISPLAY SHELVING, LIBRARY SHELVING, MOBILE STORAGE, EDUCATIONAL EQUIPMENT, SHELVING, SHOP DISPLAY SHELVING, WALL SHELVING UNITS. PACKAGING AND ASSEMBLY: LIGHT ASSEMBLY, PACKING, SHRINK WRAPPING, SKIN PACKING, SPECIALISED PACKING, SUB-ASSEMBLY, ELECTRO-MECHANICAL ASSEMBLY, HAND SOLDERING, MACHINE SOLDERING, PRINTED CIRCUITS, CARDBOARD BOXES, CORRUGATED CARTONS, DISPLAY BOXES, GLUED CARTONS, PRINTED CARTONS, WIRE STITCHED, RIGID AND COLLAPSIBLE BOXES, WOOD PACKING CASES, PALLETS AND CRATES, LIBRARY BOOK REBINDING JOURNAL BINDING, PUBLISHERS BINDING, REMPLOY REPRINTS, LETTERPRESS PRINTING, OFFSET LITHO PRINTING, PRINT FINISHING, COLLATING, WIRO BINDING. LEATHER AND TEXTILES: BRIEFCASES, CASUAL BAGS, DUFFEL BAGS, GOLF BAGS, LUGGAGE, TRAVEL GOODS, KNITTED OUTERWEAR, CARDIGANS, CHILDREN'S KNITWEAR, JUMPERS, ANORAKS, BOILER SUITS, DONKEY JACKETS, DUFFEL COATS, INDUSTRIAL CLOTHING, PROTECTIVE CLOTHING, MEDICAL PRODUCTS ELASTIC HOSIERY, SURGICAL FOOTWEAR, WHEELCHAIRS