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THE MINISTRY OF LABOUR GAZETTE

VOL. LIII—No. 5.]

MAY, 1945.

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CONTENTS.

	PAGE		PAGE
Revocation of certain Defence Regulations	73	Retail Prices and Supplies of Coal and Coke	80
Factories (Glass Protection) (Revocation) Order, 1945	73	Control of Food Prices	80
Recruitment for the Forces, and Labour Control	74	(Unemployment in April)	81
Essential Work (Permission to Terminate Employment) (Exemption) Order, 1945	74	Numbers Unemployed, 1938 to 1945	81
Apprenticeship and Training for the Building Industry	75	Numbers on Registers in the Trade Unions, April, 1945	82
Second Report of Council	75	Total Industrial Accidents, Industrial Diseases	82
Conditions of Employment in the Building Industry	75	Changes in Rates of Wages and Hours of Labour	83
Working Hours in the Building and Civil Engineering Industries	76	Trade Disputes in April	86
Apprenticeships Interrupted by War Service: Operation of Government Scheme	76	Changes in Retail Prices and Cost of Living	87
Training within Industry for Supervisors	76	Retail Prices Overseas	88
Recruitment Grants Scheme: Application to Disabled Persons	76	Employment Overseas	88
National Service Act, 1939-42: Further Registration of Men: Suspension of Compulsory Recruitment for Coal Mining	76	Legal Cases affecting Labour	88
Road Control: Report of Inter-Departmental Committee	77	Conditions of Employment and National Arbitration Orders: Arbitration Awards	89
Strikes and Lockouts in 1944	78	Industrial Courts Act, 1919, and Conciliation Act, 1896: Arbitration Awards	89
Wages of Agricultural Workers in Scotland	79	Trade Boards Act and Wages Councils Act: Notices and Orders	89
Wages Board (Industrial and Shipbuilding Undertakings) (Amendment) Order, 1945	79	Trade Boards Act (Northern Ireland) Orders	89
Disabled Persons Employment Corporation	79	Agricultural Wages Regulation Act: Orders	90
Married Women in Employment: Leave	79	Factories Act (Northern Ireland): Electric Accumulator Special Regulations (Northern Ireland), 1945	90
Financial Position of the Coal Mining Industry: Coal Charges Account	80	Official Publications Reserved	90
		Statutory Rules and Orders	90

SPECIAL ARTICLES, REVIEWS, ETC.

REVOCATION OF CERTAIN DEFENCE REGULATIONS.

An Order* made on 7th May, under the Emergency Powers (Defence) Act, revokes wholly or in part certain Regulations, and amends certain other specified Regulations, made under these Acts. Among the Regulations revoked by the new Order are the undermentioned Regulations of the Defence (General) Regulations which have been referred to, as indicated below, in earlier issues of this GAZETTE:—

Regulation 1A, which relates to the prohibition of strikes and lock-outs likely to interfere with essential services.—See page 59 of the April, 1944, issue of this GAZETTE.

A consequential amendment of Regulation 1A, which relates to interference with persons in His Majesty's service engaged in the performance of essential services, consists in the substitution in that Regulation of the words "Provided that a person shall not be guilty of an offence against this Regulation by reason only of his taking part in, or peacefully persuading any other person to take part in, a strike," for the words "Provided that no person shall be deemed to have committed an offence against this Regulation by reason only of his having, in the course of a strike, ceased to work or refused to continue to work or to accept employment."

Regulation 22A, which relates to the power of the Minister of Health (or in Scotland, the Secretary of State) or of a Regional Commissioner to secure accommodation required in specified areas for billeting essential workers.—See page 80 of the March, 1942, issue of this GAZETTE.

Regulation 29BA, which relates to the power conferred on the Minister of Labour and National Service or any National Service Officer to require persons to take up police and other defence employment.—See page 55 of the February, 1945, issue of this GAZETTE.

* S.R. & O. 1945, No. 504. H.M. Stationery Office; price 3d. net (2d. post free).

Regulation 47A.D, which lays down certain provisions relating to agreements for service in ships required for war purposes.—See page 60 of the issue of this GAZETTE for April, 1945.

Regulation 84A.A, which relates to the power of Regional Commissioners to enforce the obligation to do work needed for meeting emergency action on land in the United Kingdom.—See page 67 of the March, 1942, issue of this GAZETTE.

FACTORIES (GLASS PROTECTION) (REVOCATION) ORDER, 1945.

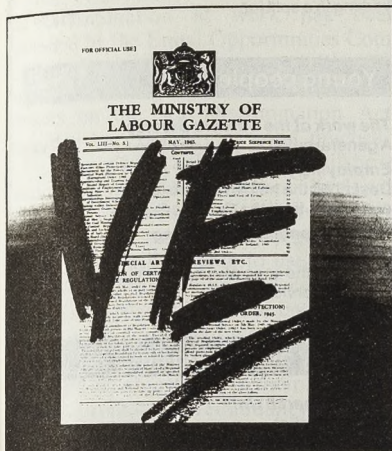
By the above-mentioned Order,* made by the Minister of Labour and National Service on 7th May, 1945, the Factories (Glass Protection) Order, 1940,† has been revoked with effect from the date of the new Order.

The revoked Order, which was made under the Defence (General) Regulations and came into force on 28th November, 1940, required occupiers of factories and other places where persons are employed to provide such structural safeguards as to afford protection for workpeople against risk of injury caused by broken glass from windows, skylights, etc.

The revocation of the Order removes an obstacle to progress with the removal of permanent black-out from factory roofs, etc., there being no longer any need for such protection measures, and it should be remembered that in some cases wire or other netting was erected under such glass to afford protection not only during air-raids but also against a possible risk of glass falling from windows damaged by blast, and in any case such netting still exists the netting should not be removed unless the window is repaired or other precautions are taken to reduce the risk of the glass falling.

* S.R. & O. 1945, No. 524. H.M. Stationery Office; price 1d. net (2d. post free).
† See page 10 of this GAZETTE for December, 1940, pages 307 and 323.

May 1985 Volume 93 No 5
Department of Employment
pages 169-216.



● Cover Picture. A look through the pages of the Spring 1945 editions of the *Ministry of Labour Gazette* reveals some of the employment topics being reported 40 years ago, pp 207-209.

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CONTENTS



Projects under the Technical and Vocational Education Initiative for young people aged 14-18 are examined on pp 189-192.



Preliminary estimates covering economic activity, employment and unemployment, including industry, occupation, job search and training from the 1984 Labour Force Survey are analysed on pp 175-181.

EMPLOYMENT BRIEF

New code for sex equality at work	171
Fear of unemployment and new laws affecting industrial relations	172
Training for miners	173
Two-year YTS is a major challenge for careers service	174

SPECIAL FEATURES

Labour Force Survey: preliminary results for 1984	175
Operation of the pre-hearing assessment procedure in England & Wales and Scotland	182
A plan for the evaluation of the Technical and Vocational Education Initiative	189
Labour market for new graduates in 1983	193
Recent trends in redundancies	202
Victory and Employment	207

QUESTIONS IN PARLIAMENT

Unfair dismissals—Enterprise agencies—Managing agents	210
---	-----

EMPLOYMENT TOPICS

Youth Training Scheme—Studies of wages and employment in two wages council industries—Consultative document—Special exemption orders—Disabled jobseekers—Unfair dismissal—Help for disabled people—Training study—Changes in average earnings—Mining accidents—ITB chairmen	211
---	-----

CASE STUDY

A philosophy for change	214
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LABOUR MARKET DATA

Centre section contents	S1
Commentary: trends in labour statistics	S2
Definitions and conventions	S55
Index	S56

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Free Department of Employment leaflets

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

- Written statement of main terms and conditions of employment** PL700 (1st rev)
- Procedure for handling redundancies** PL756*
- Employee's rights on insolvency of employer** PL718 (2nd rev)
- Employment rights for the expectant mother** PL710
- Suspension on medical grounds under health and safety regulations** PL705
- Facing redundancy? Time off for job hunting or to arrange training** PL703
- Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754
- Itemized pay statement** PL704
- Guarantee payments** PL724 (1st rev)
- Employment rights on the transfer of an undertaking** PL699 (1st rev)
- Rules governing continuous employment and a week's pay** PL711
- Time off for public duties** PL702
- Unfairly dismissed?** PL712 (2nd rev)
- Rights to notice and reasons for dismissal** PL707 (2nd rev)
- Union secret ballots** PL701 (1st rev)
- Redundancy payments** PL744
- A guide to the Trade Union Act 1984** PL752
- Industrial action and the law**
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753
- The law on unfair dismissal—guidance for small firms** PL715
- Fair and unfair dismissal—a guide for employers** PL714
- Individual rights of employees—a guide for employers** PL716 (1st rev)
- Offsetting pensions against redundancy payments—a guide for employers** RPLI (1983)
- Recoupment of benefit from industrial tribunal awards—a guide for employers** PL720
- Code of practice—picketing**
- Code of practice—closed shop agreements and arrangements**

Industrial tribunals

- Industrial tribunals procedure—for those concerned in industrial tribunal proceedings** ITL1 (1985)
- Industrial tribunals—appeals against levy assessments** ITL5
- Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974** ITL19

Overseas workers

- Employment of overseas workers in the UK**
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians
OW5 1982(rev)
- Employment of overseas workers in the UK**
Training and work experience schemes
OW21(1982)
- A guide for workers from abroad**
Employment in the UK
OW17*

Employers and employees covered by Wages Councils

- Are you entitled to a minimum wage and paid holidays?**
A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations
EDL504(rev)
- Statutory minimum wages and holidays with pay**
The Wages Council Act briefly explained
WCL1(rev)

Other wages legislation

- The Fair Wages Resolution**
Information for government contractors
PL726
- The Truck Acts**
Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages
PL725
- Payment of Wages Act 1960**
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply)
PL673

Special employment measures

- Job Release Scheme**
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment
PL741
- Part-time Job Release Scheme**
For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64
PL759*
- Young Workers Scheme**
Information for employers on a scheme to create more employment opportunities for young people
PL742

- Jobs, training and early retirement** PL723
- Job Splitting Scheme**
To create more part-time jobs
PL760*
- Advice for people interested in part-time work**
What you should know about working in a split job
PL758*

Young people

- The work of the Careers Service**
A general guide
PL669
- Employing young people**
Describes the help available to employers from the Careers Service
PL690
- Help for handicapped young people**
A guide to the specialist help available from the Careers Service
PL675

Quality of working life

- Work Research Unit**
Publicity leaflet
PL722
- Work Research Unit—1983 Report of the Tripartite Steering Group on Job Satisfaction**
Meeting the challenge of change
Guidelines for the successful implementation of changes in organisations
PL687
- Meeting the challenge of change**
Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations
PL688

Employment agencies

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

Equal pay

- Equal Pay**
A guide to the Equal Pay Act 1970
PL743
- Equal pay for women—what you should know about it**
Information for working women
PL739

Race relations

- The Race Relations Employment Advisory Service. A specialist service for employers** PL748
- Background information about some ethnic groups in Britain** PL738

Miscellaneous

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

* DENOTES NEW EDITION

EMPLOYMENT BRIEF

New code for sex equality at work

A code of practice aimed at eliminating sex discrimination at work has been published by the Equal Opportunities Commission. The code sets out guidelines for employers, trade unions and individual workers on the Sex Discrimination Act, supported by examples of good practice.

The Commission believes that it will be in employers' interest to apply the code. It will help them to use the full talents of their workforce, and avoid costly legal action. An employee will be able to use it as evidence in industrial tribunal proceedings.

Part One sets out what the law requires and gives the Commission's recommendations for compliance. It recommends that employers act objectively in their selection, training, promotion, redundancy and dismissal procedures. Practical suggestions cover recruitment, advertising, conducting interviews, promotion, terms of employment, grievance procedures and redundancy.

Part Two recommends that employers should draw up a written equal opportunities policy, communicate it to all employees and monitor it regularly. It also recommends positive action to correct the effects of previous unequal opportunities such as providing special training for work which has traditionally been done by only one section of the workforce.

The code recognises that small firms will require much simpler procedures than larger organisations and it may not always



Sixteen-year-old Karen Rowlands of Wilson Avenue, Heywood, in training under YTS with Radcliffe and District Training Association at the Pioneer Mill training centre.

be reasonable for them to carry out all the detailed recommendations.

Launching the code of practice Baroness Platt of Writtle, chairman of the EOC, said the Commission believed it was practical and "refers to life as it is really lived in

industry and commerce today. No employer can afford to be without it."

Code of Practice: equal opportunity policies, procedures and practices in employment. HMSO price £1.50.

Equal opportunities matter

Welcoming the Equal Opportunities Commission's new Code of Practice, Employment Secretary Tom King said: "For Britain to succeed we have to make the most of all our resources. To neglect any will handicap our recovery. That's why equal opportunities matter because the potential of women in management and in many professional and skilled occupations is still woefully neglected.

Equal chance

"What I am not arguing for is ladies first in jobs, but an equal chance and for us to get rid of the prejudice that is caused merely by tradition."

Women made up 40 per cent of the labour force but only 16 per cent of managers were women. "This suggests that we are wasting a great deal of the talent and ability available in the workforce. And that makes no sense at all at a time

of economic recovery." Mr King went on to say that equal opportunities could never be achieved by legislation alone. "What is needed is a revolution in public attitudes—a recognition that what matters is not whether an employee is a man or a woman but their skill and aptitude; and an acceptance that there is virtually no job that a woman cannot do. That cannot be achieved by changes in the law. It requires a constant process of persuasion and example by employers, employees and trade unions.

"That is why the Government gives its fullest backing to the Equal Opportunities Commission's Code of Practice on Employment. The Code does not extend the law. But it does give sound practical advice to employers on what can be done to achieve equal opportunities for men and women in employment and why it makes good business sense to do so."

Wages Councils

The House of Commons Employment Committee has published a report on Wages Councils. The Committee has been inquiring into problems of low pay (including wages councils) since early last year and has issued this report as its response to the Consultative Paper on Wages Councils, published by the Department of Employment on March 21.

The report briefly summarises the history of wages councils and sets out some of the main issues—the effect of councils on employment, poverty, industrial relations and competition. It also examines some of the reforms which have been proposed both in the Consultative Paper and in the evidence received by the Committee. The report concludes that "whilst it is right that a system that has been in existence this long should be reviewed and reforms made, the Committee does not recommend the abolition of Wages Councils".

Fifth Report of the House of Commons Employment Committee: Wages Councils. HMSO, price £1.85. See p. 211 for further information on 2 recently published studies.

Fear of unemployment and new laws affecting industrial relations

The fear of unemployment, together with the new industrial relations laws are influencing industrial relations behaviour, Mr Pat Lowry, chairman of the Advisory, Conciliation and Arbitration Service said on the publication of the ACAS Annual Report for 1984.

"Perhaps there are employers who believe that these influences can be relied upon to act as a continuing substitute for an effective industrial relations policy. Perhaps there are trade unionists who have decided to wait for political change in the hope or expectation that all the changes of the past few years will prove to be reversible. I do not think that either option is sustainable.

Discussion

"Politicians will make laws and politicians may change laws, but I imagine there will be few who will dissent from the point we make in our annual report that, although managements and trade unions must have a sound knowledge of law and be clear about the effect on future relationships if they use it, the normal processes of discussion, consultation and negotiation, coupled with moves to broaden employee involvement, will remain the bedrock of good industrial relations.

"We do not want consensus at any price but the objective of all of us engaged in



Courtesy of David Langdon and the Sunday Mirror

industrial relations must surely be to do what we can to develop more constructive relationships between managements, employees and their trade unions. That is certainly the objective of ACAS."

The ACAS annual report says that three issues dominated the industrial relations scene last year—the "continuing recession affecting much of the economy", the

disputes in coal mining and some other parts of the public sector, and an increasing awareness of the role law is playing in industrial relations. Last year also saw the 10th anniversary of the founding of ACAS as an independent service, and a continuing high demand for its services.

Key feature

The report says that a key feature of the 1980, 1982 and 1984 legislation was the way in which it provided for the organisations and individuals directly affected—rather than the government or state—to initiate action against those who failed to observe its provisions. Assessing the impact of such arrangements was not easy. But where they had an effect it was likely to be in the broad thinking of the parties in the way they dealt with each other, rather than in the incidence of dramatic court-room battles. There had been a considerable increase in awareness by both employers and trade unions of the way in which the law might affect their actions.

During 1984 ACAS received 1,569 requests for conciliation; completed 842 in-depth advisory exercises and made 9,578 advisory visits; and received 42,723 individual conciliation cases.

ACAS Annual Report 1984 is available free from any office of ACAS.

Long term computer skills shortage alarming, says Employment Secretary

Long term skill shortages are in danger of becoming a permanent feature of Britain's computer based industries, Employment Secretary Tom King has warned. A recent CBI/MSC survey of manufacturing industry showed that of firms with shortages of computer staff almost seven out of ten have been affected for more than a year.

Mr King said that the 'solution' to the problem adopted by most firms was to poach staff from other companies. "These figures show how short sighted they are. Poachers will have to turn gamekeepers and start rearing home grown talents if we are to survive," Mr King said.

New technology led to more jobs, not fewer, and the number of msc trainees who went into computing at the end of their courses had risen last year. But, he said, too few companies were investing in training with indications that around 40 per cent of those employing computing staff provided none at all. He said: "This is an alarming gap which will have to be bridged if industry is to have sufficient supply of computing skills in the years ahead. Skill shortages are especially bad in the computing industry

and expected to get worse.

"There can be no doubt of the continued strength of demand for computer staff. The MSC/CBI survey showed that in manufacturing, computing and management services was the second largest area in which we experience shortages. A report by the National Computing Centre also points to high rates of recruitment of junior and trainee programmers and shortfalls of about ten per cent below required manpower levels for programmers, program analysts and system analysts."

Mr King was speaking at an award ceremony to mark the success of ADM Ltd in placing 1,000 msc trainees in skilled jobs. Congratulating Rosemary Sheldon from West London on her new appointment as a

systems analyst with National Westminster Bank, Mr King said, that since taking part in the Training Opportunities Scheme run by the Manpower Services Commission, ADM had made a "substantial contribution" towards meeting the needs of industry by turning trainees into skilled professionals.

Mr King said the Government helped employers to train in nationally identified skill shortages and of 10,400 people assisted this year under the £16 million Priority Skills Programme more than two-thirds were in computer skills. The Government launched the Adult Training Campaign to bring home to employers that investment in training brings results in terms of improved company performance and growth.

"There is a positive link between training excellence and good business performance but employers must be clear about their own training needs and tell training providers what they want. They should only buy training which suits their needs," he added.

Training for miners



Mr Merrick Spanton and Bryan Nicholson at the contract signing ceremony.

Mineworkers who take voluntary redundancy are to be helped towards finding new jobs through an agreement signed this month between the National Coal Board and the Skillcentre Training Agency of the Manpower Services Commission.

The STA has agreed to provide counselling services and special training for redundant mineworkers at Skillcentres in mining areas over the next three years.

Commenting on the deal, Coal Minister, Mr David Hunt, said: "The National Coal Board and the Government are determined

to encourage the creation of new opportunities for those who choose to leave the industry. We have already provided £10 million and we stand ready to provide more when it is needed."

For the Skillcentres, msc chairman, Mr Bryan Nicholson, said he hoped the agreement would demonstrate to other employers that the Skillcentre network is in a unique position to identify an area's skill needs and then provide those needs through training: "For too long Skillcentres have suffered from an image they don't deserve, of places where people are taught the old craft skills that industry no longer needs.

"These days the centres probably have more computer keyboards than lathes, and the bulk of investment is in new technology equipment.

Suited to need

"What's more, they no longer offer take-it-or-leave-it set courses of fixed duration. Today they can give the employer or individual training of any duration, exactly suited to their needs, and this is one of the factors that attracted the Coal Board."

Mr Merrick Spanton, the National Coal Board Member for Personnel and chairman of NCB (Enterprise) Ltd, emphasised that the aim of this retraining programme is to create new jobs by training people for skills in short supply "rather than putting people on the market to share the workload that is already available".

Probably three-quarters of the resources, he said, would be used to retrain people from the industrial side of the Coal Board's operations, and a quarter to retrain those from the non-industrial side—but the exact proportions would depend on the numbers coming forward to take voluntary redundancy in each sector.

Prompt access

It was difficult to estimate how many would want to take advantage of this new scheme, he added. Some of the older men may opt for early retirement, some may seek employment through other sources and some may choose other options, such as starting their own businesses using the system of loans or sheltered workshops that the NCB is already operating.

Under the scheme agreed with the STA, he said "skill training will be given if there is a reasonable chance of the person trained finding a suitable local job. Access to training places will be prompt, and be preceded immediately by proper assessment by the experts of the STA. When training has been completed, the STA will make every effort to place people in employment."

Full steam ahead with community programme

One of the "Great Little Trains of Wales" has just received approval from the local Manpower Board for its eleventh scheme under various msc programmes. The Welshpool and Llanfair Light Railway's latest scheme, under the Community Programme, is worth over £26,500 and will employ nine people mainly in improvements at Llanfair, Cyfrnydd and Castle stations.

The first msc scheme was run in 1976 and over the years work has been carried out in the workshops, on tree clearance, fencing, drainage, track laying, culverting and bridge repairs. Steam and diesel locomotives have been rebuilt and repaired and a new station at Raven Square, Welshpool complete with platforms, water tower, signal box and ticket office was built. Reconstruction of a three-mile stretch of derelict track depended heavily on msc-funded schemes.

The Welshpool and Llanfair line runs for eight miles westward from Welshpool in mid Wales. It was opened in 1903 built to narrow gauge, 2ft 6in, standard. Passenger

services ceased in 1931; total closure by British Railways came in 1956. A preservation society was formed to buy the line and re-open it as a tourist attraction. It now operates from Easter to October and is well used by local people as well as being very popular with tourists to this beautiful part of the Severn Valley.

Many of the other "Great Little Trains of Wales" have also sponsored schemes under msc programmes over the years including the Festiniog Railway. Other tourist attractions have also benefited from schemes and these include Llechwedd Slate Caverns in Snowdonia and the Big Pit Mining Museum in Gwent.



"Merlin" one of the Welshpool and Llanfair Light Railway's locos about to haul another passenger service out of Raven Square Station, Welshpool. The station was built under an msc-funded programme.

Two-year YTS is a major challenge for careers service

The launch in April 1986 of the new two-year Youth Training Scheme was the major challenge now facing the Careers Service, Employment Secretary Tom King told a national conference of careers officers in London.

"The existing YTS has been a great success and we are determined to build on it." Mr King said that the plans outlined in the recent White Papers *Employment: The Challenge for the Nation* and *Education and Training for Young People* presented the country with an opportunity to establish a training scheme that would really meet the needs of young people and for the first time lead to a proper vocational qualification.

"We must make everybody in schools, colleges and on both sides of industry much more aware of the vital importance of training, and the YTS has a crucial role to play in this as the bridge between work and school."



Employment Secretary Tom King addressing the conference.

Careers service congratulated on the success of the YTS

Nearly 80 per cent of all those entering the Youth Training Scheme in England were placed into schemes by the Careers Service, according to the latest annual report on the work of the Careers Service in England.

In a letter quoted in the report, Peter Morrison, Minister of State for Employment, personally expressed his thanks for all the work Careers Service staff had done for young people during the past 12 months, and said they should take their share of the credit for the splendid success of YTS.

The annual report gives a detailed account of the work of the Service in the 96 Local Education Authorities in England and shows that during the year:

- 229,000 placements were made onto the YTS by the Careers Service;
- there were 957,000 individual guidance interviews with school pupils and 83,500 with college students. In addition, there were 90,000 group sessions in schools and 6,600 in colleges;
- over 160,000 employers were visited.

Difficult task

Careers Services continued with the difficult task of helping young people make a satisfactory transition from education to working life in a changing and challenging world. The report highlights the efforts made to improve the Service's work in schools, with parents, employers, unemployed and handicapped young people, and to achieve equal opportunities for girls and boys and those from ethnic minorities.

Since the introduction of the Technical

and Vocational Education Initiative, the Service has been concerned with assessing guidance needs of pupils involved, and arranging programmes of work experience with local employers.

Greater use of computer technology and improved management techniques are pointed to in the report, which states that

consideration is being given to developing output and performance indicators to measure the effectiveness of the Careers Service.

The Careers Service in 1983-84 is available from the Department of Employment's Careers Service Branch, Caxton House, Tothill Street, London SW1H 9NF.

Learning to manage change

Learning to manage change was possibly the most important skill of this century, and resistance to change could be its major problem, Bryan Nicholson, chairman of the Manpower Services Commission, told an Industrial Society conference in London.

"Yet change there must be in our approach to education and training—that is our approach to learning. One of Britain's strengths has always been the quality of scientific research, engineering ingenuity and inventiveness. We are not so successful at harnessing this to the world of work, to production and productivity, to economic benefit and competitiveness.

"We must as a nation make a conscious decision to invest in learning, and to stick with it. Because investment in learning pays off.

"It pays off for the company in better performance and increased competitiveness. It pays off for the individual in better jobs, better careers and better personal development. It pays off for the country in more wealth creation, stronger exports and

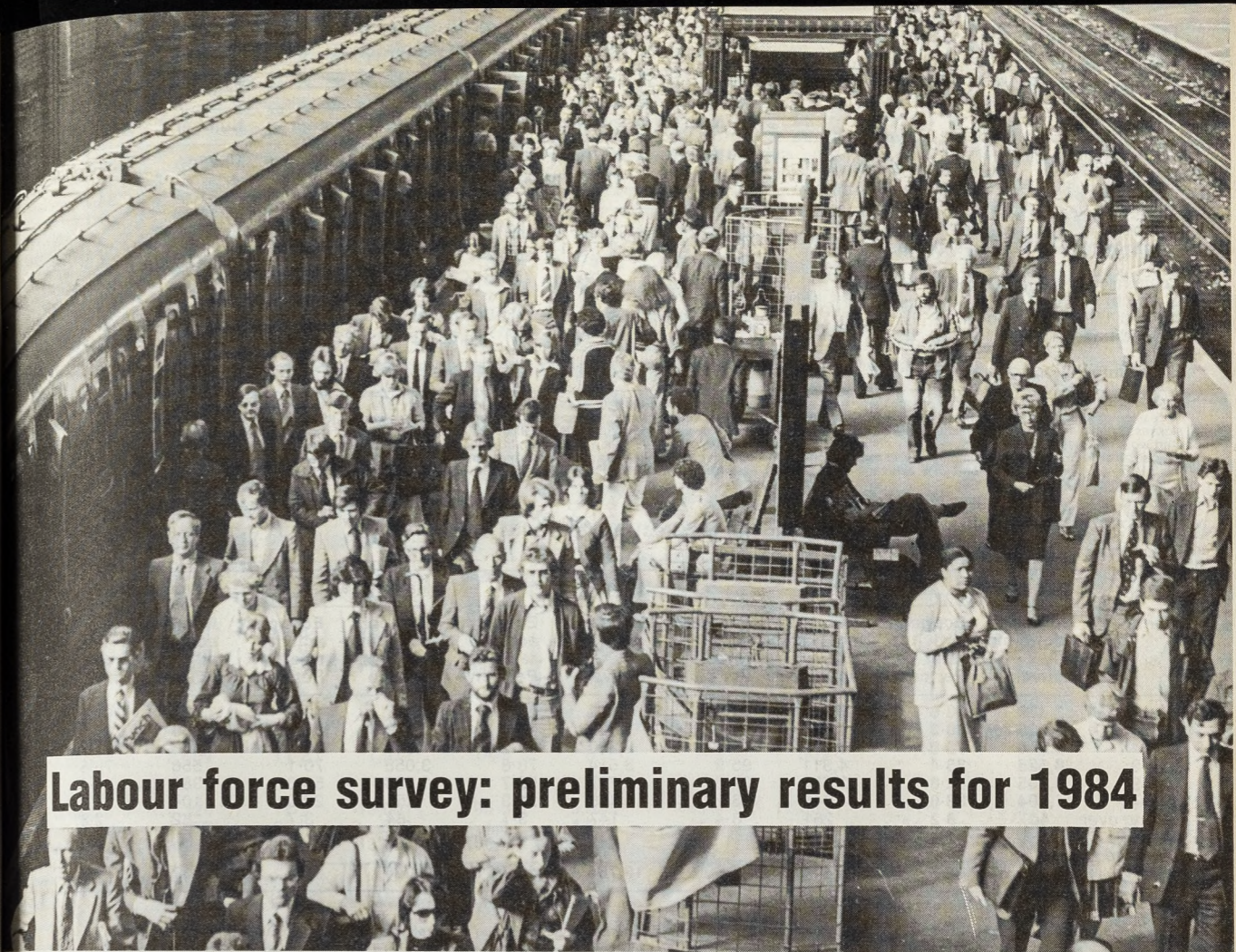
better market penetration."

Turning to vocational education and training for school leavers, Mr Nicholson said that he wanted to adopt the target that by the end of this decade it would be the norm for all young people to enter the labour market with a qualification relevant to employment.

Major step

The Youth Training Scheme had been a major step in this direction, an outstanding success. The majority of young people who had completed a YTS scheme had gone straight into jobs or further education or training. Yet it would be misleading to think of YTS as entirely, or even mainly, about creating jobs.

"Nor is YTS about numbers," he said. "The real objective is quality. Unless we study the lessons of the first two years of YTS and learn from those lessons, and act on them decisively, then we shall make no, or painfully slow, progress towards a genuine national traineeship."



Labour force survey: preliminary results for 1984

Early results from the 1984 Labour Force Survey have recently become available. The preliminary results presented in this article cover the basic survey estimates of economic activity, employment and unemployment, including industry, occupation, job search and training.

A Labour Force Survey (LFS) has been held in Great Britain* in alternate years since 1973. In June 1983 the Secretary of State for Employment announced that the survey was in future to be held annually¹. Early information from the 1984 survey was used in the calculation of revised employment estimates, published in February 1985². Further preliminary results are now available and a selection are presented below. Further articles will be prepared using survey data to examine specific aspects of the labour market.

The estimates in this article are based on interviews with members of some 57,000 private households throughout Great Britain during March, April and May 1984 (that is, about one in every 350 private households in Great Britain). These responding households constituted about 83 per cent of the eligible households found at addresses selected for the sample. The addresses were drawn by a random process from the Post Office's Postcode Address File in such a way that each standard region was represented in the correct proportion for the country as a whole, as were three strata of local authority districts defined by population size and

density. The selection process also took into account differences between districts in the proportion of adults unemployed.

The questionnaire covers household size and structure; accommodation details; basic demographic characteristics such as age, sex, marital status and ethnic origin; and, for persons aged 16 and over, details of economic activity. The latter is established by asking people[†] about paid work, job search etc during a specified seven-day period called the reference week, normally the week prior to the interview.

The results are scaled to give estimates relating to the population resident in private households in Great Britain, using the same grossing procedure as in 1983³. The population figures used in producing these preliminary results

* The LFS also extends to Northern Ireland in order to provide estimates for the whole of the United Kingdom, as required by the European Community. The results presented in this article refer to Great Britain only.

† The information is collected, whenever possible, directly from each person aged 16 and over in the household. However if a member of the household is unavailable for interview, information relating to that person may be provided by a related adult member of the household. Information was provided by such "proxy" informants for 37 per cent of the responding adults in the survey.

Table 1 Population by economic status:

Economic status	Great Britain: Spring 1984 Thousands					
	All persons		Male		Female	
	Number	Per cent	Number	Per cent	Number	Per cent
Economically active	26,179	48.5	15,416	58.6	10,764	38.8
of which:						
In Employment†	23,217	43.0	13,607	51.8	9,610	34.7
Unemployed*	2,901	5.4	1,770	6.7	1,131	4.1
Others on Government employment or training schemes‡	61	0.1	38	0.1	23	0.1
Economically inactive	27,816	51.5	10,873	41.4	16,943	61.2
of which:						
Aged 16 years and over	16,332	30.2	4,987	19.0	11,345	40.9
Aged under 16 years	11,484	21.3	5,887	22.4	5,597	20.2
Economically active and inactive	53,995	100	26,289	100	27,706	100

†Those in employment are defined as persons who said they had a paid job during the reference week.
*The unemployed are defined as those who were not in employment and said either that they were seeking work in the reference week or that they were not seeking work because of temporary sickness or holiday or they were waiting to start a new job or that they were awaiting the results of job applications. Full-time students who satisfy these conditions but who are unavailable to start work because they must complete their education, are excluded. This survey definition is different from the basis of the monthly unemployment count.
‡Those persons on Government employment or training schemes who described themselves as employed or unemployed under the above definitions are counted as such; the remainder are in this category (apart from those on TOPS schemes who said they were neither working nor seeking work, who are classified as inactive).

Table 2 Economic activity by age, sex and (for females) marital status
Persons aged 16 and over

Age	Great Britain: Spring 1984 Thousands									
	All persons		Male		Female		Married female		Other female†	
	Numbers economically active‡	Economic activity rate* Per cent	Numbers economically active‡	Economic activity rate* Per cent	Numbers economically active‡	Economic activity rate* Per cent	Numbers economically active‡	Economic activity rate* Per cent	Numbers economically active‡	Economic activity rate* Per cent
16-19	2,379	68.6	1,267	71.2	1,112	65.8	42	42.5	1,071	67.2
20-24	3,520	80.3	1,992	90.0	1,529	70.4	579	58.9	950	80.0
25-34	5,810	78.0	3,579	95.7	2,230	60.2	1,664	56.2	566	75.7
35-49	8,525	83.4	4,911	95.9	3,614	70.8	3,058	70.1	556	75.5
50-59	4,335	72.8	2,558	87.3	1,777	58.7	1,388	58.0	389	61.4
60-64	1,204	38.0	848	56.7	355	21.3	251	22.0	104	19.6
65 and over	407	5.2	261	8.4	147	3.1	64	3.7	82	2.8
All aged 16 and over	26,179	61.6	15,416	75.6	10,764	48.7	7,046	51.5	3,717	44.2

†Widowed, divorced, legally separated or single.
‡For definition, see Table 1 and text.
*Economic activity rates are calculated as the numbers economically active as a percentage of the population in the relevant sex and age group.

come from projections made by the Government Actuary's Department in England and Wales and the General Register Office for Scotland. The results are subject to revision when final estimates of the mid-1984 population become available later this year. As with all sample surveys the results are subject to sampling error.

Economic activity

Table 1 shows the private household population analysed by economic status, in which the key split is between economically active and inactive. The economically active are broadly those working or seeking work, and include all who reported having done some paid work in the reference week, those who had a paid job but were away during the reference week (eg because of sickness, holiday or layoff), and people without a job who were seeking work*. This follows the practice now adopted in the Department's mid-year labour force estimates and differs from the definition used in articles on previous surveys. The main differences from earlier surveys† are in the treatment of persons on Government employment or training schemes, and full-time students. Persons on Government employment or training schemes are counted under the new definition as economically active (and those who said they were working or looking for work are classified as "in employment" and "unemployed" accordingly), apart from trainees on TOPS courses who were neither working nor seeking work, who are classed as inactive. Full-time students are counted as in employment if they worked in the reference week and as

unemployed if they had been looking for work in the reference week and were not prevented from starting work by the need to complete their education.

The survey results indicate that there were nearly 26.2 million economically active adults in Great Britain in spring 1984, that is just under 49 per cent of the total private household population of all ages. Table 1 shows that a higher proportion of males are economically active than females (59 per cent and 39 per cent, respectively). The pattern is very similar to that shown in previous surveys.

Just over half the population, including the 21 per cent

* Those not seeking work because of temporary sickness or holiday, waiting to start a new job, or awaiting the results of job applications are included as seeking work.
† The treatment of these groups in Labour Force Survey articles is as follows:

	1981	1983	1984
Persons, on Government employment or training schemes except TOPS	Inactive	Active if reported doing paid work or seeking work; otherwise inactive	Active
TOPS Trainees	Inactive	Active if reported doing paid work or seeking work; otherwise inactive	Active if reported doing paid work or seeking work; otherwise inactive
Full-time students who did some paid work in the reference week	Inactive	Active (in employment)	Active (in employment)
Full-time students seeking work in the reference week	Inactive	Unemployed (Active) regardless of availability for work	Unemployed, unless not available to start work within two weeks because must complete education (inactive)

Table 3 Ethnic origin of persons economically active
Persons aged 16 and over

Ethnic origin†	Great Britain: Spring 1984 Thousands					
	All persons		Male		Female‡	
	Numbers economically active	Economic activity rate‡ Per cent	Numbers economically active	Economic activity rate‡ Per cent	Numbers economically active	Economic activity rate‡ Per cent
White	24,775	61.4	14,567	75.5	10,208	48.5
Non-white of which:	1,039	65.4	637	77.7	402	52.4
West Indian or Guyanese	292	75.0	152	82.8	141	68.1
Indian	370	67.7	228	81.5	142	53.2
Pakistani or Bangladeshi	128	51.6	109	78.9	19	17.1
Other*	248	61.6	147	67.6	101	54.6
All ethnic origins**	26,179	61.6	15,416	75.6	10,764	48.7

†This table is based on replies from respondents who were asked to identify which ethnic group in a given list they considered they belonged to.
‡Including African and mixed origin.
*Including those persons whose ethnic origin was not stated.
**Numbers economically active as a percentage of all those aged 16 and over.

Table 4 Employment status and whether working full-time or part-time by sex and, for women, marital status
Persons aged 16 and over in employment

Employment status	Great Britain: Spring 1984 Thousands									
	All persons		Male		Female		Married female		Other female	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Employee	16,161	69.6	11,159	82.0	5,001	52.0	2,652	41.2	2,349	74.0
Full-time‡	4,407	19.0	451	3.3	3,956	41.2	3,265	50.7	691	21.8
Part-time‡	20,583	88.7	11,621	85.4	8,962	93.3	5,920	92.0	3,042	95.8
Self-employed	2,159	9.3	1,839	13.5	320	3.3	239	3.7	81	2.6
Full-time‡	448	1.9	131	1.0	317	3.3	270	4.2	47	1.5
Part-time‡	2,609	11.2	1,972	14.5	637	6.6	509	7.9	129	4.0
In employment*	18,324	78.9	13,001	95.5	5,323	55.4	2,891	44.9	2,432	76.6
Full-time‡	4,857	20.9	582	4.3	4,275	44.5	3,536	54.9	739	23.3
Part-time‡	23,217	100	13,607	100	9,610	100	6,435	100	3,175	100

†Includes those who did not state whether they worked full or part-time.
‡Includes employment status not stated.
*The definition of full-time and part-time is based on the respondent's own assessment, not on the number of hours worked.

who were below school leaving age (16), were inactive. There was a big difference between males and females in the proportion of adults (aged 16 and over) who were inactive—24 per cent of adult males and 51 per cent of adult females.

More detailed economic activity rates, analysed by age and sex and, for females, marital status, are shown in table 2. The general pattern of activity rates was broadly in line with previous years and in all age groups the activity rates for men continued to be substantially higher than those for women. For men the rates increased with age until the mid 20s, averaged about 96 per cent between 25 and 50, and declined thereafter. For non-married women the rate was higher (about 80 per cent) for the 20 to 24 age group, between 25 and 50 it was about 75 per cent, and above 50 it declined with age.

For married women the rate showed the characteristic "bi-modal" pattern, reaching a peak in the early 20s and a second, higher, peak in the late 30s and 40s.

Ethnic origin

Table 3 shows the numbers of economically active people aged 16 and over in different ethnic groups, together with activity rates. The economic activity rates of both men and women of non-white ethnic origin were higher than those of white ethnic origin, being particularly high for those of West Indian or Guyanese origin. The exception is Pakistani and Bangladeshi women, among whom the economic activity rate is very low. This is a very similar pattern to that seen in the 1983 LFS. Factors which may affect this comparison were discussed in an article in the October 1983 issue of *Employment Gazette*†; for example the differing

levels of economic activity between the ethnic groups to some extent reflect different age structures. West Indians in particular have a high proportion of people in the age groups where economic activity was high.

Employment

Table 4 shows persons in employment by employment status and whether they worked full or part-time in their main job. The full-time/part-time split is based on respondents' own judgement rather than an examination of the hours they reported working*. These survey estimates of employment are on a different basis from the series published regularly in the yellow pages of *Employment Gazette*†.

The survey results show that married women account for only about a sixth of all persons in full-time employment but nearly three-quarters of all part-time workers. Nearly 45 per cent of all women in employment (and 55 per cent of married women) worked part-time, compared with only about four per cent of working men.

Nearly 15 per cent of men in employment were self-employed, compared with just seven per cent of women.

* A future article will examine the survey data on hours worked and reasons for working part-time.

† In particular, people with two jobs, both as employees, are counted twice in the regular series, which is a count of jobs rather than persons. In the LFS estimates they are only counted in their main occupation. The other main difference is in the treatment of persons on Government schemes who for certain schemes and, in the case of YTS, only if they have a contract of employment, are recorded as employees in the regular series, while the survey accepts their own description of employment status.

Table 5 Industrial analysis of persons in employment, by sex
Persons aged 16 and over in employment

Great Britain: Spring 1984
Thousands

Industry division	All persons in employment		Males in employment		Females in employment	
	Number	Per cent	Number	Per cent	Number	Per cent
0 Agriculture, forestry and fishing	571	2.5	452	3.3	118	1.2
1 Energy and water supply industry	697	3.0	593	4.4	104	1.1
2 Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	811	3.5	625	4.6	186	1.9
3 Metal goods, engineering and vehicles industries	2,542	10.9	2,008	14.8	534	5.6
4 Other manufacturing industries	2,339	10.1	1,424	10.5	915	9.5
5 Construction	1,764	7.6	1,615	11.9	149	1.6
6 Distribution, hotels and catering, repairs	4,698	20.2	2,153	15.8	2,545	26.5
7 Transport and communications	1,431	6.2	1,152	8.5	279	2.9
8 Banking, finance and insurance, business services and leasing	1,963	8.5	1,041	7.6	922	9.6
9 Other services	6,250	26.9	2,448	18.0	3,802	39.6
No reply, inadequately described/working outside UK	151	0.7	96	0.7	55	0.6
All industries	23,217	100	13,607	100	9,610	100

Table 6 Occupational analysis of persons in employment, by sex
Persons aged 16 and over in employment

Great Britain: Spring 1984
Thousands

Occupation group CODOT major group	All persons in employment		Males in employment		Females in employment	
	Number	Per cent	Number	Per cent	Number	Per cent
I Professional and related supporting management and administration	1,119	5.2	938	6.9	261	2.7
II Professional and related in education, welfare and health	2,054	8.8	701	5.2	1,352	14.1
III Literary, artistic, sports	255	1.1	152	1.1	102	1.1
IV Professional and related in science, engineering, technology and similar fields	1,041	4.5	947	7.0	95	1.0
V Management	2,297	9.9	1,738	12.8	559	5.8
VI Clerical and related	3,744	16.1	892	6.6	2,852	29.7
VII Selling	1,568	6.8	612	4.5	956	9.9
VIII Security and protective service	400	1.7	360	2.6	40	0.4
IX Catering, cleaning, hairdressing and other personal service	2,784	12.0	530	3.9	2,254	23.5
X Farming, fishing and related	422	1.8	352	2.6	70	0.7
XI Processing, making, repairing and related (excl metal and electrical)	1,601	6.9	1,112	8.2	489	5.1
XII Processing, making, repairing and related (metal and electrical)	2,395	10.3	2,297	16.9	98	1.0
XIII Painting, repetitive assembling, product inspecting, packaging and related	855	3.7	498	3.7	356	3.7
XIV Construction and mining NIE	844	3.6	839	6.2	5	0.1
XV Transport operating, materials moving and storing	1,328	5.7	1,258	9.2	70	0.7
XVI Miscellaneous	359	1.5	335	2.5	24	0.3
Inadequately described/not stated	70	0.3	45	0.3	25	0.3
All occupations	23,217	100	13,607	100	9,610	100

Broad grouping	Number	Per cent	Number	Per cent	Number	Per cent
Managerial and professional	6,847	29.5	4,477	32.9	2,369	24.7
Clerical and related	3,562	15.3	739	5.4	2,824	29.4
Other non-manual occupations	1,785	7.7	823	6.1	962	10.0
Craft and similar occupations including foremen in processing, production, repairing etc	4,019	17.3	3,620	26.6	399	4.2
General labourers	317	1.4	297	2.2	20	0.2
Other manual occupations	6,617	28.5	3,606	26.5	3,011	31.3
Inadequately described/not stated	70	0.3	45	0.3	25	0.3
All occupations	23,217	100	13,607	100	9,610	100

***"Managerial and professional" relate to CODOT major groups I-V; "Clerical and related" to the 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 within group XVI; "Other manual occupations" include selected occupations from groups VI to XVI.

Table 7 Employment status of persons with more than one job
Persons aged 16 and over in employment

Great Britain: Spring 1984
Thousands

Employment status in main activity	All persons in employment	Employment status in 2nd activity			Persons with no 2nd job
		Employee	Self-employed	In employment*	
Employee	16,161	237	114	358	15,803
Full-time	4,407	164	57	222	4,186
Part-time	20,583	401	171	580	20,002
All persons†					
Self-employed	2,159	28	49	77	2,082
Full-time	448	13	25	38	410
Part-time	2,609	41	74	116	2,494
All persons†					
In employment*	18,324	265	164	435	17,889
Full-time	4,857	177	82	260	4,597
Part-time	23,217	442	245	696	22,521
All persons†					

* Includes those who did not state whether they worked full or part-time.

† Includes employment status not stated.

‡ The definition of full-time and part-time is based on the respondent's own assessment, not on the number of hours worked.

Table 5 gives an industrial analysis of persons in employment. More than 60 per cent of total employment is now in the service sector (industry divisions 6-9) which, in spring 1984, accounted for half of all working males and more than three-quarters of all working females. There were three-quarters of a million more women working in service industries than men, even though in the whole economy men outnumber women by nearly 3 to 2. Seventy per cent of jobs in the manufacturing sector (industry divisions 2-4) are held by men, and in the construction industry men outnumber women by more than 10 to 1.

Comparing with earlier surveys, the 1984 LFS results confirm the trend of growth in employment in the service sector and decline within the production sector. These trends are reflected in the occupational structure of employment shown in table 6. More than half of the workforce in spring 1984 were working in non-manual occupations, the proportion being much higher for women than men.

Second jobs

Nearly 700,000 people—three per cent of all those in employment in spring 1984—had a second job in addition to their main job. Details are given in table 7, which shows that 1 in 3 second jobs were as self-employed, compared with 1 in 9 of main jobs. Having a second job was more common among those working self-employed in their first

Table 8 Persons in employment with a second job, by hours worked in second job

Great Britain: Spring 1984
Thousands

Persons aged 16 and over with 2 jobs	Number	Per cent
Hours worked in 2nd job		
Less than 5	278	39.9
5 but less than 10	180	25.9
10 but less than 15	105	15.1
15 but less than 20	41	5.9
20 but less than 30	48	6.8
31 or more	22	3.1
All hours*	696	100

* Includes numbers of hours not stated.

job than those who were employees; and more common among those working part-time in their first job than those working full-time. More than eight per cent of people working part-time as self-employed in their first job also had a second job, compared with just two per cent of full-time employees.

The hours that people worked in their second job are shown in table 8. Forty per cent reported working fewer than five hours in their second job; a third worked ten hours or more and only ten per cent worked 20 hours or more.

Table 9 Main method of seeking work of unemployed persons, by sex and, for women, marital status

Great Britain: Spring 1984
Thousands

Main method of seeking work	All persons		Male		Female		Married females		Other females*	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Visiting a Jobcentre, Government Employment Office etc	1,066	36.7	720	40.7	345	30.6	141	23.3	204	39.0
Name on private agency books	31	1.1	16	0.9	16	1.4	8	1.3	8	1.5
Advertising in newspapers	7	0.2	5	0.3	2	0.2	1	0.2	1	0.2
Answering advertisements	411	14.2	216	12.2	195	17.2	109	17.9	86	16.4
Studying situations vacant columns in newspapers	565	19.5	290	16.4	275	24.3	179	29.5	96	18.3
Direct approach to firms employers	254	8.8	177	10.0	77	6.8	44	7.2	33	6.4
Personal contacts	270	9.3	185	10.5	85	7.5	47	7.7	38	7.3
Other methods	76	2.6	43	2.4	33	2.9	16	2.6	17	3.3
All methods	2,901	100	1,770	100	1,131	100	608	100	523	100

* See note † to table 2.

† Includes some unemployed people who were not seeking work in the reference week because of temporary sickness or holiday, or they were waiting to start a new job, or they were awaiting the results of job applications; and those who did not state a main method of seeking work.

Bibliography

- (1) This and other changes were described in the article "Labour Force Survey changes", *Employment Gazette*, July 1983, pp. 295-296.
- (2) These revisions are described in "Revised employment estimates for 1981 to 1984", *Employment Gazette*, March 1985, pp. 114-118.
- (3) See article "Revised estimates from the 1983 Labour Force Survey", *Employment Gazette*, March 1985, pp. 109-113.
- (4) "Ethnic origin and economic status", *Employment Gazette*, October 1983, pp. 424-430.

Unemployment

The survey results indicate that in spring 1984 there were 2.9 million unemployed persons seeking work. This is an estimate of the number of people without a paid job who actually looked for a job in the reference week* and is therefore on a different basis from the monthly count of unemployed claimants. An article comparing the survey figures with the unemployment count in the second quarter of 1984 will be published in a forthcoming issue.

Table 9 shows the main method of seeking work used by unemployed persons. The most frequently reported main method for unemployed men and non-married women was visiting a jobcentre etc (41 per cent for men and 39 per cent for non-married women). Other methods that are used by more than ten per cent of men and non-married women as their main method of seeking work are studying situations vacant columns (19 per cent and 18 per cent respectively) and answering advertisements (12 per cent and 16 per cent respectively) and, for men, asking friends or relatives (11 per cent) and approaching firms or employers directly (10 per cent). The most frequently reported main method of seeking work by unemployed married women was studying situations vacant columns (30 per cent), followed by visiting a jobcentre etc (23 per cent). A further 18 per cent said that answering advertisements was their main way of trying to find a job.

Training

Table 10 gives estimates of the number of employees of working age who received some job-related training in the four weeks prior to interview. Just over ten per cent of employees reported that they had received some such training, the proportion being much higher among the young age groups (ranging from 30 per cent of 16-19 year-olds to only three per cent of those aged 50-64). For nearly

half of those who had received training in the last four weeks, all the training received in that period took place away from the job. The remainder had received on-the-job training only (35 per cent) or both on-the-job training and training away from the job (nearly 20 per cent). The pattern was different for the youngest age group, however; out of all 16-19 year olds who received some training, nearly 35 per cent received training both on-the-job and away from the job, with another 35 per cent receiving on-the-job training only, leaving only 30 per cent receiving training away from the job only.

Health and disability

Table 11 shows the economic activity of persons of working age who said they had health problems or disabilities which limited the kind of paid work that they could do. The proportion of persons who reported some kind of limiting health problem or disability ranged from less than four per cent of 16-19 year olds to nearly 1 in 5 of 50-59 year olds and nearly 1 in 3 of men aged 60-64, as shown in the lower panel of the table. Poor health and disability problems were reported more frequently by the economically inactive and the unemployed than those in employment, the differences being greatest among the older age groups. Overall nearly six per cent of persons in employment and 12 per cent of the unemployed (including nearly 25 per cent of the unemployed aged 50-59) reported health problems that limited the kind of paid work they can do. The proportion among the economically inactive was 23 per cent.

For all age groups, the economic activity rate of persons who reported a limiting health problem or disability was much lower than the average for persons of that age, and unemployment rates were higher.



NEW FROM THE DEPARTMENT OF EMPLOYMENT WOMEN AND EMPLOYMENT

Jean Martin and Ceridwen Roberts

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

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* The survey estimate also includes persons without a job who did not seek work in the reference week because of temporary sickness or holiday or because they were waiting to start a job or waiting for the results of a job application. Students seeking work but not available for work because they had to complete their education are excluded.

Table 10 Training received by employees in last 4 weeks, by age

Great Britain: Spring 1984
Thousands

	Age					
	All employees of working age*	16-19	20-24	25-34	35-49	50-64
All employees: training in last 4 weeks						
On the job training only	745	199	162	155	173	56
Training away from the job only	969	161	180	287	273	68
Both on the job and away from the job training	185	88	59	42	7	381
All who received training	2,095	544	429	501	489	132
As a percentage of all employees in the age group						Per cent
On the job training only	3.7	11.2	5.9	3.4	2.6	1.3
Training away from the job only	4.8	9.1	6.6	6.3	4.0	1.6
Both on the job and away from the job training	1.9	10.4	3.2	1.3	0.6	0.2
All who received training	10.5	30.6	15.7	11.0	7.2	3.2

*Persons of working age are males aged 16 and under 65 and females aged 16 and under 60.

Table 11 Economic activity of persons limited by health problems or disability†, by age

Great Britain: Spring 1984
Thousands

Persons of working age*	All persons of working age*	Age					
		16-19	20-24	25-34	35-49	50-59	60-64†
Persons limited by health problems or disabilities							
Economically active‡, of which—	1,597	76	152	246	548	455	120
in employment	1,247	47	105	182	441	374	98
unemployed	345	25	47	63	107	80	22
Economically inactive	1,720	49	75	165	404	675	351
All persons	3,317	125	228	411	952	1,130	471
Persons limited by health problems or disabilities as a percentage of all persons in each category							Per cent
Economically active‡, of which—	6.3	3.2	4.3	4.2	6.4	10.5	14.2
in employment	5.5	2.6	3.6	3.6	5.6	9.4	12.7
unemployed	12.0	5.0	7.8	9.2	16.4	24.2	27.1
Economically inactive	22.8	4.5	8.7	10.1	23.8	41.7	54.2
All persons	10.1	3.6	5.2	5.5	9.3	19.0	31.5

*Persons of working age are males aged 16 and under 65 and females aged 16 and under 60.

†Males.

‡Also includes persons on Government employment or training schemes (excluding TOPS) who said they were not working or looking for work (see Note a to Table 1). These figures are based on a self-assessment of health problems and disability. They cannot therefore be compared directly with the monthly figures for unemployed disabled people registered at Jobcentres, which were published until October 1982. The latter were based on an independent assessment by Jobcentre staff of whether an individual was "substantially handicapped" in obtaining or keeping suitable employment (Disabled Persons (Employment) Act 1944).

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Operation of the pre-hearing assessment procedure in England and Wales and Scotland

by Gillian R Smith*

Social Science branch,
Department of Employment

The February issue of *Employment Gazette* contained an article from ACAS which focused on the impact of the Pre-Hearing Assessment (PHA) procedure on ACAS conciliation. This article reports on the findings of research conducted in regional offices of industrial tribunals into more general questions about how the PHA procedure operates in unfair dismissal cases.

Since the introduction of unfair dismissal legislation in 1972, there has been a substantial increase in the number of cases completed, from 5,197 in 1972 to a peak of 35,389 in 1977, with a fall to 30,076 by 1983. Unfair dismissal cases, like any other form of legal redress, inevitably involve various types of costs for the parties concerned, for example, through time spent in preparing for the case or the specific costs of employing specialist representation, as well as for the Exchequer. While it is generally recognised that "genuine" complaints have a right to be brought and heard, concern has been expressed that unfair dismissal cases brought for vindictive and frivolous reasons or cases which are in some other sense "very weak" or "unreasonable", could result in unnecessary time and expense for the parties concerned, especially where such cases continue to a full tribunal hearing.

Throughout the 1970s, attempts were made within the tribunal system and elsewhere to ensure that cases thought

to be "very weak" or "unreasonable", would not proceed to a full hearing. In fact in each year since the legislation was introduced, only about one-third of cases continued to a tribunal hearing, with the remainder withdrawn or settled, often with the assistance of ACAS conciliation officers. In 1983, for example, only 10,381 out of the 30,076 unfair dismissal applications continued to a tribunal hearing (*Employment Gazette*, November 1984).

Jurisdiction sifting

In addition to the efforts of ACAS (whose role was described in greater detail in a previous article), provisions have existed in the tribunal system for weeding out certain

* The author is a senior research officer in the social science branch of the Department of Employment. The views expressed are those of the author and not necessarily those of the Department of Employment.

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types of weak cases. The tribunals have two procedures designed to sift out cases for which they do not have the necessary jurisdiction. On arrival at the Central Office of Industrial Tribunals, all applications undergo an initial scrutiny. Applicants may, at this stage, be advised that the tribunals appear not to have jurisdiction to hear their case. They are, however, entitled to proceed if they wish. Each year, about 1,500 applications are disposed of in this way. The second scrutiny occurs on receipt of the response (on form IT 3) from the employer. If jurisdiction is in doubt, for example, if the employer states that the applicant does not have the necessary length of or continuity of service, a preliminary hearing may be called. Such hearings confine themselves to matters of jurisdiction and have the power to dismiss applications found to be outside the scope of the legislation. The number of preliminary hearings held is relatively small.

Pre-Hearing Assessment procedure

By the end of the 1970s, concern continued to be expressed that not enough was being done to discourage cases with little or no prospect of success. In response to such criticism the PHA procedure was introduced through changes in the tribunal rules of procedure (Rule 6). The main purpose was to identify and "weed out" weak cases at an early stage. The new rule came into operation in October 1980 and allowed for a PHA to be instigated by a tribunal chairman on his own initiative or by either of the parties applying for one. Requests are considered by a tribunal chairman who makes the necessary decision. The procedure can be instigated in cases brought under any of the jurisdictions dealt with by the tribunals, its use is not confined to unfair dismissal cases. A PHA consists of a full tribunal of one chairman and two lay members who sit to briefly consider the written statements and oral arguments put forward by the parties, formal oral evidence will not be heard. Although a PHA tribunal does not have the power to strike out weak cases, the rules allow for a party (considered to be weak) to be warned that if she/he persists with the case, costs may be awarded against him/her at a full tribunal hearing.

Rule 6(1) states that:

“

A tribunal may at any time before the hearing (either, subject to Rule 3(2), on the application of a party to the proceedings made by notice to the Secretary of the Tribunals or of its own motion) consider by way of a pre-hearing assessment, the contents of the originating application and entry of appearance, any representations in writing which have been submitted and any oral argument advanced by or on behalf of a party.

”

The material part of Rule 6(2) states that:

“

If, upon a pre-hearing assessment, the tribunal considers that the originating application is unlikely to succeed, or that the contentions or any particular contention of a party, appear to have no reasonable prospect of success, it may indicate that in its opinion, if the originating shall not be withdrawn or the contentions or contention of the party shall be persisted in up to or at the hearing, the party in question may have an order for costs made against him at the hearing under the provisions of Rule 11*.

”

DE interest

At the time of its introduction, it was difficult to predict how the procedure would be used. The rules did not lay down the exact factors to be taken into account when instigating or handling PHAs and, therefore, allowed scope for different interpretations between chairmen. The Department of Employment therefore recognised that it would be necessary to monitor the new procedure closely, particularly in terms of its effectiveness in weeding out "hopeless" cases. Part of this monitoring has entailed analysing and publishing statistics on the number of PHA cases initiated and their eventual outcome (*Employment Gazette*: December 1982, October 1983 and November 1984).

Research project

Although these statistics have provided a broad indication of the extent to which the procedure is used and operates they do not permit full evaluation to be made. In 1983, therefore, it was decided to undertake a small-scale research project in order to monitor the operation of the procedure in greater depth. In particular, it was considered important to explore in a general way the factors which influence tribunal chairmen when calling PHAs or allowing PHA requests and whether the procedure was being used in cases involving particular types of respondents or applicants. Also, to identify the factors which lead tribunals to give costs warnings and what effect these have on the subsequent outcome of cases. The main interest in the DE was the operation and effectiveness of the procedure in respect of unfair dismissal cases.

Method

The research comprised three approaches. Firstly, detailed regional analysis of the data from which the annual published statistics are derived was undertaken†. Secondly, 37 interviews were conducted with regional chairmen, chairmen and administrative staff concerned with operating the PHA procedure in seven England and Wales tribunal regions. In addition, the president and a number of chairmen were interviewed in Scotland. Thirdly, a detailed analysis of 431 sets of case papers at the seven regions and in Scotland was undertaken in order to collect details about PHA cases; the characteristics of the parties involved and the length of time taken to dispose of complaints**. The seven England and Wales regions (London Central; London South; Birmingham; Manchester; Sheffield; Newcastle and Ashford) were chosen to reflect regional variations. The two principal factors influencing selection were the proportion of PHAs at each region and the proportion instigated by chairmen and respondents respectively. As far as possible, geographical location and outcome of PHA cases were also taken into account.

The findings

The procedure has been used in an increasing number of cases in England and Wales. In 1982-83 there were 3,479 PHA cases, that is estimated to be about 11.7 per cent of all

* Since this study took place Rule 6(2) has been slightly amended but not so as to make any material difference. (See the Industrial Tribunals Rule of Procedure Regulations 1985 (SI 1985 No 16)).

† PHA statistics relate to all jurisdictions dealt with by the tribunals not simply unfair dismissal. However, our enquiries suggest that the number of non unfair dismissal PHA cases is small (10 per cent or less).

** At all times during the course of the research the information collected was treated anonymously to ensure that individual cases could not be identified from the results.

Table 1 Total number of PHA cases in England, Wales and Scotland 1980-83

	1980-81		1981-82		1982-83	
	All	Per cent of unfair dismissal cases* (estimated)	All	Per cent of unfair dismissal cases (estimated)	All	Per cent of unfair dismissal cases (estimated)
England and Wales	1,778	5.0	2,349	7.1	3,479	11.7
Scotland	131	3.5	190	5.2	125	3.6

* These percentages are based on estimates since the two data sets are not directly comparable. PHA statistics are collected at tribunal offices for all jurisdictions, in respect of the date a PHA is called and are based on October-September each year. Unfair dismissal caseload figures are derived from an ACAS bases system. The above estimates are based on the assumption that in England and Wales 10 per cent of PHA cases do not relate to unfair dismissal jurisdiction.

unfair dismissal cases, compared with 5.0 per cent and 7.1 per cent in 1980-81 and 1981-82 respectively. Overall in Scotland the procedure has been used in a smaller proportion of cases, 3.5 per cent; 5.2 per cent and 3.6 per cent in respective years (table 1). To date PHAs have on the whole been confined to cases where the applicant is deemed to have the weak case, table 2 shows that in 1982-83 there were only 131 cases in which a PHA was called on the apparent weaknesses of the respondents contentions.

Further analysis of the England and Wales figures reveals considerable variations between the 16 regions (table 2) in the extent to which the procedure is used. A PHA was called in nearly one-third of cases in Manchester and at a further three regions (Bristol, London North, Newcastle) the procedure was used in over ten per cent of cases. In Ashford, Leeds, Liverpool and Southampton the procedure was used in between five per cent and ten per cent of cases, whereas a PHA was called in less than five per cent of unfair dismissal cases at seven regions (Bury St Edmunds, Cardiff, Exeter, London Central, London South, Nottingham and Sheffield).

Table 2 also gives regional information on who instigated the procedure. The national figures show that in 1982-83 52

per cent of PHAs in England and Wales were called on the initiative of the chairman, 47 per cent following a request from the respondent and about one per cent by the applicant. However, there was again considerable regional variation (table 2).

Identifying PHA cases—chairmen

A major objective of the research was to identify the factors which lead to the procedure being initiated in some cases but not others, and also to explore possible reasons for the regional differences outlined above. At all regional offices covered by our research, a scrutiny of case papers was performed by full-time chairmen (regardless of whether a request had been received) for the purpose of identifying PHA cases. This was normally based just on the originating applications and employers' responses and at three out of the seven regions administrative staff undertook a scrutiny beforehand and it was normal for them to make recommendations to chairmen.

Our enquiries revealed variations in practice which are consistent with the above statistics. Chairmen in some regions were reluctant to call a PHA relying instead on the respondent requesting one. In other regions chairmen were more active in setting cases down for a PHA on their own initiative. Overall, two main criteria were identified. Many chairmen said they would call a PHA only if there appeared to be some common ground between the applicant and respondent. Their reasoning was that it would not be necessary to hear evidence in such cases. The second main criteria concerned the merits of the complaint itself, if after establishing that there was some common ground, it appeared that the application had little prospect of success (phrases used included "very weak", "stone cold", "hopeless") a PHA would be called. There were, however, clear differences of emphasis between chairmen and this was in part a reflection of how far they thought the documents at

Table 2 Regional analysis of PHA cases during third year (1982-83)

	Total number of PHA cases	Number where the respondent had the weak case	Per cent of all unfair dismissal cases* (estimated)	Party which initiated the PHA			Percentage of requests from respondents granted
				Applicant per cent	Chairman per cent	Respondent per cent	
Ashford	133	2	9.3	1	74	25	(43)
Birmingham	565	2	12.6*	†	1	98	(89)
Bristol	158	5	14.7	3	56	41	(83)
Bury St Edmunds	106	0	4.9	1	39	60	(60)
Cardiff	15	0	1.0	0	13	87	(26)
Exeter	25	0	3.2	0	24	76	(39)
Leeds	186	4	7.8	4	46	50	(70)
Liverpool	132	6	5.6	1	10	89	(66)
London (C)	96	3	4.1	3	23	74	(51)
London (N)	347	5	12.7	†	69	31	(78)
London (S)	101	3	4.6	1	23	77	(55)
Manchester	999	85	30.8	†	83	17	(100)
Newcastle	353	3	13.7	†	73	27	(86)
Nottingham	53	1	3.0	0	17	83	(43)
Sheffield	66	3	4.8	0	42	58	(42)
Southampton	144	1	8.1	1	47	52	(59)
All England and Wales ROIT's (total)	3,479	123	11.7	1	52	47	(71)
Scotland	125	8	3.6	—	66	34	††

* In the third year the Birmingham total included 3 multiple cases of 132,110 and 26 respectively.

** See footnote to table 1.

† Less than 1 per cent.

†† Information on the percentage of requests from respondents granted in Scotland is not available.

this stage accurately reflected the principal issues surrounding the case. One legal commentator writing shortly after the introduction of the procedure, questioned how far it would be possible to judge from written representations whether an application would succeed. He predicted that the tribunals would in practice tend to use the procedure with caution*. A number of the chairmen interviewed who initiated a PHA in a small proportion of cases adhered to this view and emphasised that it was often difficult to assess fully from the case papers what the issues were. On the other hand many of the chairmen who instigated the procedure in a large proportion of cases tended to be more confident about how much the case papers revealed.

Requests from respondents

Respondents who requested a PHA were significantly more likely to have received specialist advice from a lawyer, employers' association or personnel manager at an early stage in the case compared with PHA cases initiated by chairmen. This is probably because specialist representatives were more likely to be aware of the procedure. It was normal for requests for a PHA to be made within three weeks of the receipt of the applicant's complaint (usually on form IT1), in other words respondents tended to request a PHA at the same time or just after submitting a response to the complaint (notice of appearance—on form IT3). Our statistical analysis and interviews indicated that the respondent made a request for a PHA (this includes requests not allowed) in about 6.6 per cent of all unfair dismissal cases in England and Wales and that the degree of regional variation was slight.

On average 71 per cent of requests received from respondents were granted by chairmen. However, this overall proportion conceals regional variation (final column, table 2). At eight regional offices, less than 60 per cent of ap-

plications for a PHA were accepted (Ashford, Cardiff, Exeter, London Central, London South, Nottingham, Sheffield, Southampton). At the four regions from this latter group which were visited during the course of our research chairmen employed the same criteria when dealing with requests as when they themselves were identifying PHAs. However, many chairmen stressed that requests often highlighted reasons why there should be a PHA which might not have been evident solely from a scrutiny of the case papers. At other regions chairmen employed different criteria when dealing with requests than when identifying PHA cases on their own initiative and a relatively high proportion of requests tended to be granted. For instance, in Manchester all requests were granted and 89 per cent were granted at the Birmingham Office.

The evidence presented above suggests that the number of PHAs in each region is dependent on how active chairmen are in setting cases down on their own initiative and on how selective they are in dealing with requests from respondents. However, the emerging patterns are complex and there are a number of exceptions to this rule. It is clear, however, that the differences are the result of variations in practice between chairmen and are not on the whole a reflection of regional differences in the extent to which respondents apply for a PHA nor do they appear to be the result of regional differences in the nature of unfair dismissal complaints brought.

Types of cases

The findings of both the interviews and case file analysis suggest that as a consequence of the factors outlined above the PHA procedure was to some extent regarded as more appropriate for dealing with particular "types" of unfair dismissal cases than others. It should be noted that the decision to call a PHA was sometimes based on contextual factors over and above the principal reason for dismissal. Most chairmen therefore, felt unable to make definitive statements, nevertheless just over half offered general observations. Most estimated that PHAs were called more often in "conduct" cases where there was very little dispute about what had happened and why the applicant had been dismissed. Theft, timekeeping offences and persistent absences from work were frequently mentioned as being "typical" PHA cases. Cases in which the dispute involved questions of competence or capacity of the applicant were generally regarded as inappropriate for a PHA since they were said usually to involve careful consideration of written and oral evidence.

Characteristics of the parties

Evidence from the case file analysis stage reveals that large employers were slightly more likely to be involved in PHA cases compared with smaller employers. This is in the main, a reflection of the fact that larger employers were more likely to request a PHA compared with smaller ones. In respect of other characteristics, it was anticipated that there might be differences between the parties to PHA cases compared with these to unfair dismissal cases generally, for example, it was thought that there might be differences in industrial and occupational distributions and that short service applicants might be more likely to be involved in PHA cases compared with those with longer periods of service. The results, however, do not confirm this, they indicate that the parties to PHA cases were not significantly different from those to unfair dismissal cases as a whole in

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* John Theodorides, *Industrial Tribunals—the Pre-Hearing Assessment*, *New Law Journal*, October 15, 1981.

terms of industry, occupation, age, sex, and length of service*.

Pre-hearing assessments

Of the 3,604 PHA cases initiated in 1982-83 about one-third were either withdrawn or settled without a PHA taking place (table 3), an assessment was therefore held in 2,299 and 83 cases in England and Wales and Scotland respectively. On average PHAs took place a few weeks after being initiated, and comprised a full-time chairman and two side or lay members.

It was usual, though not obligatory for both parties to either attend or be represented at PHAs in England and Wales. Our case file analysis revealed that the respondent did not attend and was not represented at only seven per cent of PHAs, the comparable proportion for applicants was 12 per cent. The extent of legal-representation was slightly lower than at industrial tribunals, 37 per cent of respondents and 20 per cent of applicants were legally represented at PHAs (table 4). In Scotland, however, it was fairly common for just the applicant or his representative to attend the PHA, the respondent did not attend and was not represented in 49 per cent of cases. In England and Wales and Scotland assessments lasted half an hour on average though this varied depending on the nature of the case and who attended. PHAs usually involved examination of written statements from the parties and any oral arguments they put forward. It should be stressed that witnesses are not called and formal oral evidence is not heard at a PHA.

The chairmen interviewed regarded the primary function of the PHA to be to decide whether or not to warn a party (usually the applicant) that if the "originating application shall not be withdrawn" he may have an order for costs made against him at the hearing under the provisions

Table 3 Outcome of PHA cases during the third year of operation (October 1982-September 1983)

	Total number of PHA cases	Per cent withdrawn or settled without a PHA	PHAs per cent of applicants warned	Cases where cost warning given to applicant			Cases where no warning given to applicant		
				Per cent of cases withdrawn or settled	Per cent dismissed at tribunal	Per cent succeeding at tribunal	Per cent of cases withdrawn or settled	Per cent dismissed at tribunal	Per cent succeeding at tribunal
Ashford	133	20	63	89.5	7.5	3.0 (2)††	38.4	43.6	18.0
Birmingham	565*	59	55	33.8	65.4	0.8 (1)	40.8	49.5	9.7
Bristol	158	41	48	88.9	11.1	0	58.4	29.2	12.5
Bury St Edmunds	106	25	58	82.6	17.4	0	35.3	47.1	17.6
Cardiff	15	27	82	55.5	0	44.4 (4)**	100.0	0	0.0
Exeter	25	8	57	76.9	23.1	0	10.0	70.0	20.0
Leeds	186	23	43	77.2	22.6	0	34.2	48.8	17.1
Liverpool	132	17	57	85.5	14.5	0	42.6	51.1	6.4
London (C)	96	22	47	77.4	22.8	0	42.5	45.0	12.5
London (N)	347	29	47	71.8	23.1	5.1 (6)	35.4	56.9	7.7
London (S)	101	15	41	77.2	22.9	0	37.2	35.3	27.5
Manchester	999	32	53	83.8	15.1	1.1 (4)	42.6	34.2	23.2
Newcastle	353	34	61	95.8	4.2	0	51.2	36.6	12.2
Nottingham	53	13	37	70.6	29.4	0	48.2	27.6	24.1
Sheffield	66	47	40	71.4	28.6	0	57.2	23.8	19.0
Southampton	144	26	51	75.9	18.5	5.6 (3)	17.3	57.7	25.0
Total: England and Wales	3,479	34	52	77.7	20.7	1.7 (20)	40.8	42.3	16.9
Scotland	125	33	56	(100)†	0	0	31.8†	50†	18.2†

* Includes multiple cases of 132,110 and 26 respectively.

†† Figures in brackets are the number of warned applicants succeeding at a tribunal.

† The outcome figures for Scotland are approximate since a small number of cases were outstanding when the data was compiled.

** This is one multiple case.

Table 4 Attendance and representation of applicants

		Per cent	
		England and Wales	Scotland
Applicant attended	Not represented	34	40
Applicant attended	Represented by a lawyer	15	12
Applicant attended	Represented by a trade union	15	12
Applicant attended	Represented by other form of representative	13	15
Applicant did not attend	Represented by a lawyer	5	9
Applicant did not attend	Represented by a trade union	2	3
Applicant did not attend	Represented by other form of representative	3	0
Applicant did not attend	Was not represented	12	6
Attendance and representation unclear		1	3
		100	100

Representation of respondents

		Per cent	
		England and Wales	Scotland
Personnel or industrial relations manager		26	9
Other company representative		18	9
Lawyer		37	21
Employers association		9	12
Other		3	0
Did not attend and was not represented		7	49
		100	100

of Rule 11†. In addition a number of those interviewed said that PHA itself could have beneficial side effects—these included that the PHA could sometimes result in settlements simply because the parties and/or their representatives have (usually) been brought together. Further, that the PHA often helped in drawing out the issues involved in cases and resulted in a reduction in the amount of time taken to hear those cases which subsequently proceeded to a tribunal hearing**.

* Information on the characteristics was collected from case files and compared with unpublished estimates of the characteristics of the parties to unfair dismissal cases nationally.

† Rule 11 empowers the tribunals to award costs where in bringing or conducting a case, a party has acted frivolously, vexatiously or otherwise unreasonably.

** It was outside the scope of the case file analysis to test this point.

Those interviewed were found to draw extensively on their experience of full tribunal hearings when sitting at PHAs. Overall, the same two criteria as used in identifying PHA cases appeared to be of primary importance in decisions. Firstly, chairmen said they would not normally give an opinion if they felt that it was not possible to reach a judgment on the information presented to them and they considered that evidence central to the case needed to be heard. Secondly, they would normally only give an opinion if after assessing the merits of the case they considered that the applicant would be very unlikely to succeed at a tribunal hearing. It seemed that cases where no warning resulted usually occurred because the issues were different or more complex than had originally appeared from the IT 1 and IT 3 and therefore the possibility that the applicant had an arguable case could not be ruled out.

On average an opinion was given against the applicant in 52 per cent of the PHAs held in England and Wales and 56 per cent in Scotland. The extent of regional variation in these proportions is not extensive when one takes into account that only a small number of PHAs took place at some ROITs (table 3). Our case file analysis revealed that in England and Wales an opinion was significantly more likely to be given where the applicant did not attend and was not represented at the PHA. Similarly, the chances of a PHA opinion being given against the employee in England and Wales were significantly reduced when the employer neither attended nor was represented. The actual form of representation did not appear to increase or decrease the chances of an opinion being given. Neither was there a significant difference in the extent to which a PHA opinion was given between cases where the PHA was initiated by a chairman compared with those called following a request by the respondent.

Effect on outcome

It appears from the evidence that the issuing of a PHA opinion has a significant impact on the subsequent outcome of cases. The majority of applicants in England and Wales (73 per cent) who received a warning subsequently withdrew their case, 4.7 per cent settled and 22.3 per cent continued to a tribunal hearing, whereas a relatively high proportion (59.2 per cent) of applicants who were not given a warning took their case to a hearing (25.3 per cent settled, 15.5 per cent withdrew) (table 3).

In order to gain an overall picture of the extent to which PHA cases were disposed of without a tribunal hearing we analysed the outcome of all cases in which a PHA was initiated in 1982-83 including those withdrawn or settled without a PHA and regardless of whether a cost warning was given. From table 5 it can be seen that 17.7 per cent of PHA

Table 5 Overall picture

		Per cent	
		All PHA cases 1982-83	All unfair dismissal cases 1982
Withdrawn before PHA	25.8	Withdrawn	33.4
Withdrawn after PHA	30.1	Settled	31.8
Settled before PHA	8.1		
Settled after PHA	9.6		
	Success rate: tribunal cases	Success rate: tribunal cases	
Dismissed at tribunal	20.5 (77.6)	Dismissed at tribunal	(69.3) 24.1
Succeeded at tribunal	5.9 (22.4)	Succeeded at tribunal	10.7 (30.7)
	100.0 (100.0)	100.0 (100.0)	

cases in 1982-83 were settled, 55.9 per cent withdrew and 26.4 per cent continued to a tribunal hearing. Of unfair dismissal cases generally in 1982 31.8 per cent settled, 33.4 per cent withdrew and 34.8 per cent were heard by a tribunal. In conclusion a lower proportion of PHA cases continued to a hearing compared with unfair dismissal cases as a whole, the proportion of settlements was lower and the proportion of withdrawals higher. There were, however, apparent differences between regions in the outcome of cases, indeed in some regions a roughly equal or in some cases a higher proportion of PHA cases continued to a hearing compared with unfair dismissal cases overall. Part of the explanation for this may be that only a relatively small number of PHA cases were initiated at some of the regions.

We were also interested in how far in the years since its introduction the PHA procedure had affected the proportion of all unfair dismissal cases which continue to a hearing. This proved difficult to assess since a range of factors other than the PHA procedure may influence this. Our attempts were further inhibited because it was not possible to carry out detailed regional analysis due to the lack of readily available regional statistics on the outcome of cases. Aggregate analysis confined to using the national annual unfair dismissal statistics is inconclusive. This reveals that during 1979 and 1980, 35.1 per cent of all unfair dismissal cases continued to a tribunal hearing, this proportion rose to 37 per cent during the first full year of the operation of the PHA procedure (1981). However, the proportion subsequently fell to 34.8 per cent in 1982 and 34.5 per cent in 1983. It is also difficult to draw any definite conclusions about the impact of the procedure on the incidence of conciliated settlements. It does appear from the table below that during the years since the procedure was introduced there has not been an overall drastic fall in the proportion of cases resulting in a conciliated settlement. By 1983 the percentage of cases conciliated was similar to the proportion in 1980.

		Per cent				
		1979	1980	1981	1982	1983
Withdrawn		30.1	31.7	31.6	33.4	32.1
Conciliated settlement		34.2	33.2	31.4	31.8	33.4
Continued to a hearing		35.1	35.1	37.0	34.8	34.5

Tribunal hearings

A further perspective on the effectiveness of the procedure involved analysis of the outcome of the 26.4 per cent of PHA cases which continued to a tribunal hearing. It should be stressed at this stage that cases are heard by a different tribunal than the one which sat at the PHA. Attempts are always made to prevent the subsequent tribunal from knowing what occurred at the PHA and whether an opinion was given until after the tribunal decision. As might have been predicted the tribunal success rate of PHA cases was lower than for unfair dismissal cases generally; 22.4 per cent of PHA cases which continued to a hearing were successful compared with a success rate of 30.7 per cent for unfair dismissal cases as a whole in 1982. There were, however, significant differences depending on whether a PHA opinion was given. Of those cases in which the applicant continued to a tribunal hearing despite having received a cost warning, 93 per cent had their case dismissed, seven per cent (or 20 cases) were successful. Six of

these cases occurred at London North, four at Cardiff* and Manchester respectively, three at Southampton, two at Ashford and one in Birmingham. The tribunal success rate of cases in which a PHA opinion was not given was higher, 28 per cent of non warned applicants who continued to a tribunal hearing were successful, this was only slightly lower than the success rate for unfair dismissal cases as a whole in 1982 which was 30.7 per cent (table 3).

Duration of cases

One of the original aims of the tribunal system was that there should be expedition throughout its operation. It therefore seemed useful to explore whether the PHA procedure had had any implications for the length of time cases took from start to finish. Information was collected on the date of the originating application, date of PHA, and date of final disposal of cases covered by our case file analysis in England and Wales.

Predictably the 33 per cent of cases which were withdrawn or settled without a PHA occurring were disposed of fairly quickly—mostly within two months of the applicant's original claim being made. The timing of withdrawals and settlements which took place subsequent to a PHA being held appeared to depend on whether a PHA opinion was given against the applicant. The vast majority of warned applicants who withdrew or settled did so within one month of the date of the PHA. However, applicants who withdrew or settled but did not receive a warning tended to wait longer (two months on average). We do not have any data on the duration of unfair dismissal cases not involving a PHA which withdrew or settled with which to compare the above. We are thus unable to assess whether initiation of the PHA procedure delays or speeds up withdrawals and settlements.

Explore procedures

We were, however, in a position to explore whether the procedure resulted in delays in cases which proceeded to a full tribunal hearing. Table 6 gives a breakdown of (1) all unfair dismissal cases and (2) all unfair dismissal cases at the seven regional offices covered by our research by whether they lasted less than or more than 20 weeks†. It can be seen that 57 per cent of all unfair dismissal cases which reached a tribunal hearing and 56 per cent at the regions covered by our research had been disposed of 20 weeks after receipt of the original application. Of the PHA cases covered by our research which continued to a hearing, however, only 30 per cent had been disposed of within this time period. It can be concluded therefore that in terms of PHA cases which eventually went to a tribunal hearing the initiation of the PHA procedure appears to have a delaying effect, that is, it appears to lengthen the time between application and disposal of cases.

Table 6 Duration of cases continuing to a tribunal hearing
Per cent

	Cases continuing to a tribunal hearing		
	PHA cases	All unfair dismissal cases	Unfair dismissal cases at 7 ROIT's*
Less than 20 weeks	30	57	56
More than 20 weeks	70	43	44
	100	100	100

* 7 ROITs covered by research: Manchester, Ashford, Sheffield, Birmingham, Newcastle, London Central, London South.

Conclusions

This article describes how the PHA procedure has in practice been implemented by the industrial tribunals. It reports that the procedure has been increasingly used, though to date as one would expect, its usage has been confined mainly to cases where the alleged weakness is in the applicant's contentions rather than those of the respondent. The extent to which the procedure has been used and the process by which a PHA is initiated differs between regional offices of industrial tribunals and though broadly consistent criteria were identified as influencing chairmen when setting cases down or allowing requests, there were clear differences in emphasis and interpretation. Such variation was found partly to be a reflection of how far chairmen considered it possible to judge the weakness of a case from the limited amount of documentary information available during its early stages.

Our study suggests that the issuing of a cost warning tends to have a significant impact on the subsequent outcome of cases, a large proportion of applicants given a warning subsequently withdrew their case as opposed to settling or continuing to a hearing, whereas a higher than average proportion of applicants who were not given a warning took their case to a tribunal. Overall, compared with the outcome of all unfair dismissal cases a lower proportion of PHA cases taken together continued to a tribunal hearing, the proportion resulting in a settlement was also lower and the proportion of withdrawals was significantly higher. Nevertheless, in the years since its introduction the PHA procedure does not appear to have resulted in clear discernible changes in the overall pattern of outcomes of unfair dismissal cases; the proportion of cases being settled, withdrawn and continuing to a hearing has remained fairly static since the late 1970s.

* The four cases in Cardiff are known to comprise of one multiple case.
† The 20 weeks break was the most appropriate given the format of unfair dismissal statistics.

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SPECIAL FEATURE



A plan for the evaluation of the Technical and Vocational Education Initiative

Ruth Tenne
Manpower Services
Commission

The author briefly outlines projects designed under the Technical and Vocational Education Initiative to stimulate the development of technical and vocational education for young people between the age of 14-18.

In September 1983 fourteen Local Education Authorities (LEAs) mounted the first year of their project under the terms of a Technical and Vocational Education Initiative (TVEI). Their purpose was to stimulate the development of technical and vocational education for young people between the age of 14-18. The Initiative was subsequently extended in September 1984 to a further 43 LEAs in England and Wales and four Education Authorities in Scotland (a total of 61 LEAs/EAs). In addition, approval has recently been given to increase this number in order to enable all LEAs, who so wish, to participate in the scheme. This could involve up to a further 40 projects.

The number of students involved in each of the LEAs/EAs TVEI project is about 250 per year, reaching a maximum of 1,000 per LEA. Overall, about three per cent of students in the relevant age group and eight per cent of secondary schools will be involved in the scheme.

The pilot scheme is funded by the Manpower Services Commission (MSC) which administers the Initiative as a whole through a special Unit. To assist it in its task the Commission appointed a National Steering Group (NSG) which includes various educational interests, representatives from the local authority associations, industry, commerce, trade unions and assessors from the Department of Education and Science, HMI, the Department of Employment, the Welsh Office, and the Scottish Education Department. The remit of the Group is to establish national guidelines for the operation of the scheme; to advise on selection of projects; oversee the operation of the Initiative; and advise on evaluation arrangements.

What is TVEI?

TVEI projects in LEAs have been launched from different starting points. However, all of them operate in existing

schools and colleges and their objectives have common features. First, to widen and enrich the curriculum in a way that will help young people to prepare for the world of work and to develop skills and interests that will assist them to lead a fuller life in the community. Second, to help students to learn and to successfully adapt to the changing occupational environment. For TVEI students this means that the TVEI elements within each project are broad and the technical and vocational courses are linked with wide vocational interests catered for by a common "core" curriculum and a large variety of options.

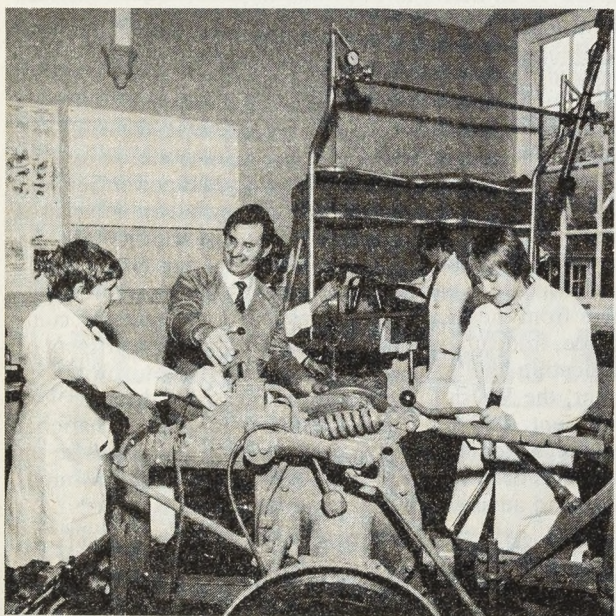
All TVEI programmes include a wide range of common elements which are taken by all students, thus forming a TVEI "Core". Core elements which are likely to be found in all programmes are careers education and planned work experience. Most projects include also residential education which is designed to encourage initiative, ability to work in a team, and coping skills. The technical and vocational core in some projects extend to information technology; cross-curricular modules which seek to bridge boundaries between subject areas; and a series of assignments in a range of broad vocational areas which enable the students to "sample" various subjects before making their individual choice. In most cases, projects offer students some options alongside the core. These include familiarisation with computers, craft, design and technology (CDT), modular technology, control technology, business studies, food and catering, personal and community services, social and health care, economics, agriculture, modern languages and communication, and interpersonal skills.

General Programme

In addition to TVEI options and core the students follow a general programme of studies (for example English, mathematics, biology, physics etc), which is taken together with non-TVEI students. The proportion of TVEI options and core varies from project to project, but in the first year of the course it is likely to take about 30 per cent of the curriculum. This proportion may increase in the following years of the four-year course.

The criteria of TVEI (outlined by the Commission) specify that there should be appropriate planned work experience,

Pupils at work in Hereford and Worcester Education Authority's TVEI resource centre in Hereford.



as an integral part of the programme, from the age of 15 onwards. Work experience, thus, begins for most TVEI students in the second year of the programme, or at the end of the first year. This involves work preparation and follow-up in the school, (or college), with the intention that students learn from their own experience. Some activities in the area are underway. These include industrial visits, visits by employers followed by group discussions with students, and simulated work experience taking place in school production units.

Aims and criteria

The aims and criteria for the scheme require that programmes should lead to nationally recognised qualifications and LEAs are giving consideration to how they can extend the range of examinations on offer. Some of the LEAs have taken the view that the interests of students are best served through concentration on the existing system of O-levels and CSE, while developing new or varied courses within that framework. Alongside the established GCE pattern at O- and A-level, the spread of the examination designations envisaged includes additional GCE options; foundation courses of the City and Guilds of London Institute (CGLI) and of the Business and Technician Education Council (BTEC). These will be offered in many schools in combination with the more traditional examinations pattern.

As well as preparing young people for nationally recognised qualifications, all projects are seeking to provide some mechanism for recording and reviewing the progress and achievements of individual students over the course of the programme. To achieve this purpose, LEAs will be developing profiling schemes and provide a record of achievements which students will be able to use on completion of their programme*.

The broad approach for evaluation of the scheme

To assess the extent to which the aims of the Initiative have been effectively achieved, the NSG set out a number of evaluation questions†, and an Evaluation Working Group (EWG) was established to offer advice on the approach and methods by which these questions should be addressed. Subsequently, the NSG has outlined a broad approach for the evaluation of the scheme which includes the following three dimensions:

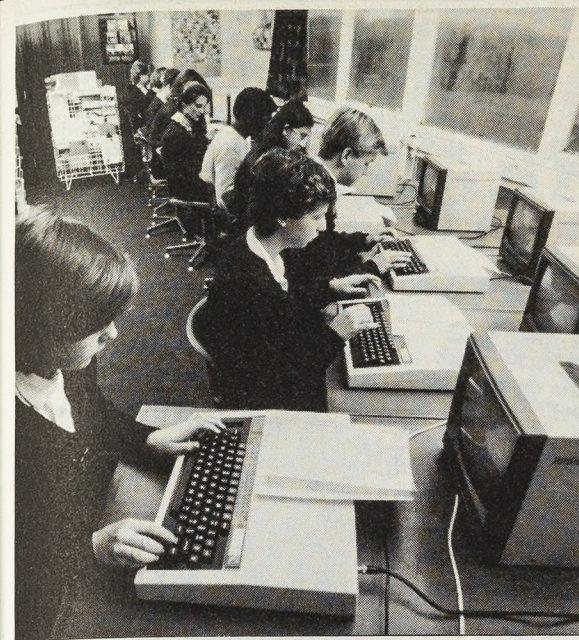
Monitoring and processing of statistical and financial information concerning the operation of LEA projects, with regular feedback to LEA and MSC staff. **In-depth** evaluation of TVEI projects, including an overall assessment of the outcome and longer-term implications of TVEI. **Formative** assessment aiming to stimulate change and influence developments within the Initiative.

The plan

The above-outlined approach was used as a base for an operational plan aiming to explore the NSG's evaluation questions. In consequence, a working plan was drawn up including the following three strands:

- **An Initiative-wide** programme of evaluation and monitoring, directly mounted and funded by the MSC over the lifetime of the Initiative. This programme will primarily include two main sub-programmes

* For a fuller description of TVEI see *TVEI Review 1984*; an MSC publication.
† See Annex D of *TVEI Review 1984*; an MSC publication.



TVEI project Bedfordshire—Business studies area (Lea Manor High School).

- (a) the development and change of TVEI curriculum;
- (b) the operation, organisation of the scheme; pupils' attainments; and the experience and perceptions of those involved in TVEI.

The two sub-programmes will be conducted by independent evaluators with the TVEI Unit assuming responsibility for overall management and coordination. In addition, a data base with four inter-connected strands is being set up to monitor the various aspects of the scheme—the financial, students and teachers, operational, and the curriculum.

A summative assessment, based on the output of the Unit's databases and the main findings and results of the two sub-programmes, will be undertaken towards the end of the programme. This may also include findings derived from the other following two strands of TVEI evaluation.

- **Special studies** addressing specific issues of general interest. These studies might explore particular aspects of the Initiative evaluated more generally in other contexts, or fill information gaps meriting closer examination. In the main, they will be action-oriented aiming to influence progressive developments, introduce desirable changes, and promote "good practice" on the scheme.
- **Local evaluation** of individual LEA projects which will enable each LEA to have regular independent feedback concerning its own project, and further insight into the particular features and implications of its TVEI scheme. Since the formative aspects play a key role in local evaluations, LEAs were asked to determine the content, methods and practices of their own evaluation within broad guidelines. Over half of the LEAs have now finalised their evaluation plans for the next four to five years, having consulted the TVEI Unit.

The programme*

The Initiative-wide evaluation set out above will be composed of the following two main sub-programmes:

Sub-programme 1

This sub-programme will be undertaken by a team from Leeds University School of Education. It will focus on the change and development of the curriculum in participating schools and colleges (around 350 at this stage of the scheme). Many of these schools are developing their curriculum along unconventional lines and they may be seeking to develop qualities and attributes for which conventional evaluation criteria may be inappropriate. For the purpose of the evaluation of TVEI, the curriculum is regarded as having five interrelated dimensions: content, organisation, learning and teaching processes, student assessment methods, and guidance and counselling.

The study of the above curriculum dimensions will focus on a number of major themes arising, mainly, from the NSG's evaluation questions and from the aims and criteria of the Initiative. These will include the following: the technical and vocational component; work practice and experience; general education; cohesion and integration of the general, technical and vocational elements of the curriculum; teaching and learning procedures; assessment and certification; spin-off effects of the TVEI curriculum and their impact on the education of non-TVEI students.

Evaluation plan

The investigation of the above aspects and their related themes will be primarily undertaken by case studies covering about 30 schools/colleges in participating authorities, and by special in-depth investigations covering a subsample of the case-study schools. In designing the enquiry methods, a distinction will be drawn between the *intended* curriculum and the *effective* curriculum (that is what is actually taking place in schools). Information will be provided about these two aspects of the curriculum and their interrelationships by a balanced combination of factual, observational, and attitudinal data. The results and findings of this enquiry will be reported by active means of dissemination aimed at LEAs, educational interests, policy makers and other interest groups (see action on dissemination of the evaluation outcome).

Sub-programme 2

This sub-programme will be conducted by the National Foundation for Educational Research (NFER). It will be centred upon the organisation and operation of the Initiative; the attainments of TVEI students; students' occupational and educational routes; and the experience and perceptions of those involved in, or affected by, the scheme.

Evaluation plan

The wide spectrum of sub-programme 2 means that both surveys and case study methods will have to be employed, covering the whole range of LEA projects.

- **Surveys** These will include samples of student cohorts including various TVEI intakes. In addition, a sample of TVEI heads of schools/colleges and teachers from all LEAs will be surveyed at two points to explore change and development over time. A further sample of TVEI Project co-ordinators and staff will be surveyed twice

* This programme applies initially to TVEI LEAs in England and Wales. A similar research programme will be carried out in Scotland, but this has not yet been finalised.

about a number of issues—including LEA policies for selecting TVEI schools; consortium arrangements; staffing and resourcing; in-service teacher training; provision for pupils with different abilities or needs; and dissemination of TVEI practices to non-TVEI schools/colleges.

□ **Focused case studies** These will involve intensive interviews with parents, employers, trade associations and unions. The participation of employers and other groups in the scheme will be examined with reference to their influence on the TVEI curriculum and work experience, and their reaction to the skills, qualities and qualifications gained by students. The views of other bodies including examination boards and institutions of further and higher education, will be also sought in respect of the operation and prospects of TVEI. It is important to note in this context that Her Majesty's Inspectorate is conducting an independent inspection survey of the Initiative. The survey includes short inspections of many projects and more detailed inspections of the remainder. Reports may be published at the discretion of the Secretary of State for Education and Science.

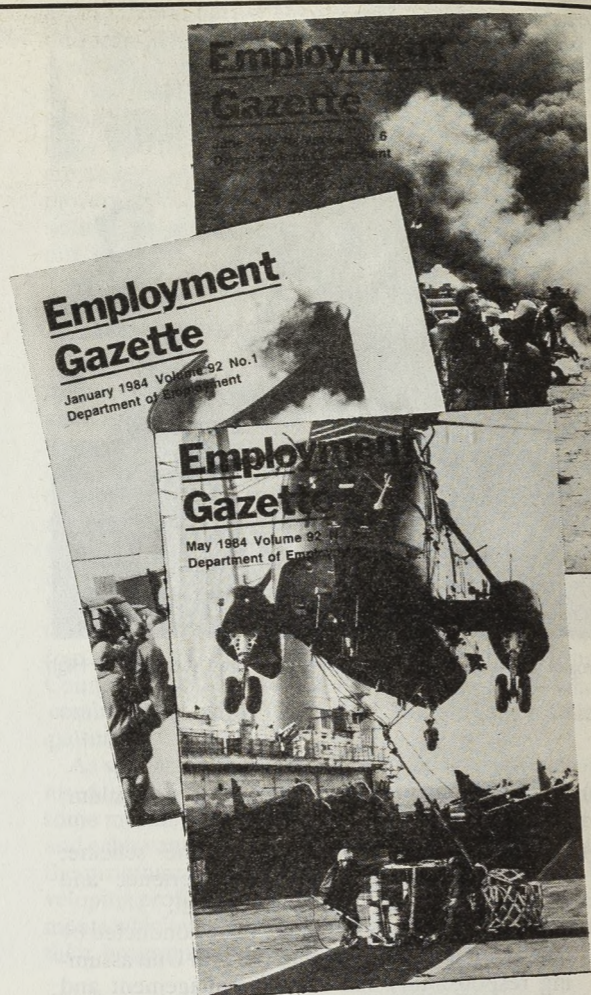
Dissemination of the evaluation outcome

The evaluation programme, both at national and local levels, will involve an "active" dissemination of results through a constant feedback to participating schools, LEA staff, and MSC. A variety of communication channels will be deployed for this purpose comprising periodical meetings, discussions with the Regional Advisers and Liaison Officers of the TVEI Unit (MSC), and database outputs furnished regularly to TVEI Project Co-ordinators.

In the main, however, the outcomes of the national evaluation programme will be disseminated by regional conferences, seminars, workshops, evaluation newsletters and written reports. These forms of dissemination should also help to inform the content of teacher training programmes, and draw lessons about the implementation and replication of the scheme. Interim and issue-based reports will be produced in connection with the planned conferences/seminars/workshops. The final report(s) of the Initiative-wide evaluation programme will be produced in time for a *national conference(s)* which is planned to be held towards the end of the programme (1988/89).

Preliminary results of the above-outlined programme are expected to be available in Autumn 1985. Reports which may have special interest for the public will be published in the *TVEI journal—Insight—Employment Gazette*, and professional journals.

TVEI at work.



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Contents

Commentary	S2	Industrial disputes	
		4-1	Summary; industry; causes S39
		4-2	Stoppages of work: summary S39
Employment		Earnings	
0-1	Background economic indicators	S7	C1 Earnings, prices and output chart S40
1-1	Working population	S8	5-1 Average earnings index: S41
1-2	Employees in employment		5-3 industrial sectors S42
	time series	S10	5-3 industry S42
1-3	Production industries	S12	5-4 Average earnings and hours: S44
1-8	Output, employment and productivity	S13	of manual workers
1-9	International comparison	S14	5-5 Index of average earnings: S44
1-11	Overtime and short-time	S15	non-manual workers
1-12	Hours of work	S16	5-6 Average earnings and hours: S46
			of all employees
Unemployment		5-7 Labour costs	S47
2-1	UK summary	S16	
2-2	GB summary	S16	Retail prices
2-3	Regions	S18	6-1 Recent movements S48
2-4	Assisted and local areas	S21	6-2 Latest figures: detailed indices S48
2-5	Age and duration	S23	6-3 Average retail prices of items of food S49
2-7	age	S24	6-4 General index: time series S50
2-8	Duration	S24	6-5 Changes on a year earlier: time series S52
2-9	Counties and local authority districts	S25	6-6 Pensioner household indices S52
2-10	Parliamentary constituencies	S28	6-7 Group indices for pensioner households S52
2-13	Students	S32	6-8 International comparisons S53
2-14	Temporarily stopped	S32	
2-18	International comparisons	S33	Household spending
2-19	Flows of unemployed and vacancies	S34	7-1 All expenditure S54
2-20	Flows by age	S35	7-2 Composition of expenditure S54
2-30	Confirmed redundancies: region	S36	
2-31	Confirmed redundancies: industry	S36	Definitions and conventions S55
Vacancies			Index S56
3-1	Summary: seasonally adjusted: regions	S37	
3-2	Summary: regions	S37	
3-5	Flows at Jobcentres	S38	

Publication dates of main economic indicators 1985

Unemployment and vacancies	Retail Price Index	Employment and hours	Average Earnings Index
Friday, May 31	Friday, June 14	Wednesday, June 19	Wednesday, June 19
Thursday, July 4	Friday, July 12	Wednesday, July 17	Wednesday, July 17

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

Unemployment and vacancies: 01-213 5662 (Ansafone Service) /6572

Employment and hours: 0923 28500 ext. 403.

Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).

Average Earnings Index: 0923 28500 ext. 408 or 412

Trends in labour statistics

Commentary

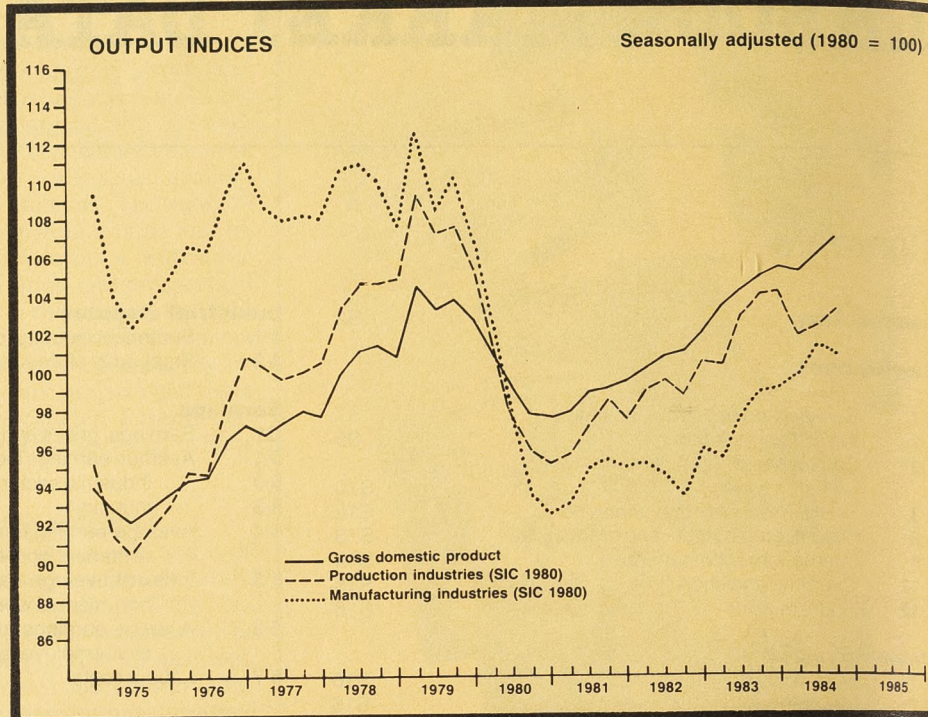
Summary

The economy has continued to expand and there is a consensus of forecasters expecting growth to continue into 1986.

GDP (output) is provisionally estimated to have grown by ¾ per cent in the first quarter of 1985, compared with the final quarter of 1984 and was 2½ per cent higher than a year earlier, despite the effects of the coal strike, which reduced output by about 1½ per cent over the period.

Output of the production industries is provisionally estimated to have risen by 2 per cent in the first quarter of 1985 compared with the previous quarter, and was 1½ per cent higher compared with a year earlier. It is estimated that the coal strike reduced output by about 3 per cent in the first quarter of 1985, by 3½ per cent in the previous quarter, and by 1 per cent in the first quarter of 1984. Manufacturing output in the first quarter was 1 per cent higher than in the previous quarter and 3 per cent above the level of a year earlier.

Consumers' expenditure, on a provisional estimate, was unchanged in the first quarter of 1985 compared with the previous quarter, but was 1½ per cent higher than a year earlier. The volume of retail sales, which accounts for about half of consumers' expenditure, was broadly unchanged in the three months to April, compared with the previous three months, and was 4 per cent higher than a year previously.



Real personal disposable income was more than 2 per cent higher in 1984 than in 1983.

Capital expenditure in the whole economy rose by 1 per cent in the last quarter of 1984, with a 1 per cent drop in manufacturing investment being more than offset by 3 per cent growth in the construction, distribution, and financial sectors. Taking 1984 as a whole, total capital expenditure rose by 12 per cent.

The total volume of stocks in the economy rose by £0.3 billion in the fourth quarter of 1984, but fell by £0.5 billion in the year as a whole. A further increase in stocks is expected in the first quarter of 1985 as the energy industries begin restocking in the aftermath of the coal strike.

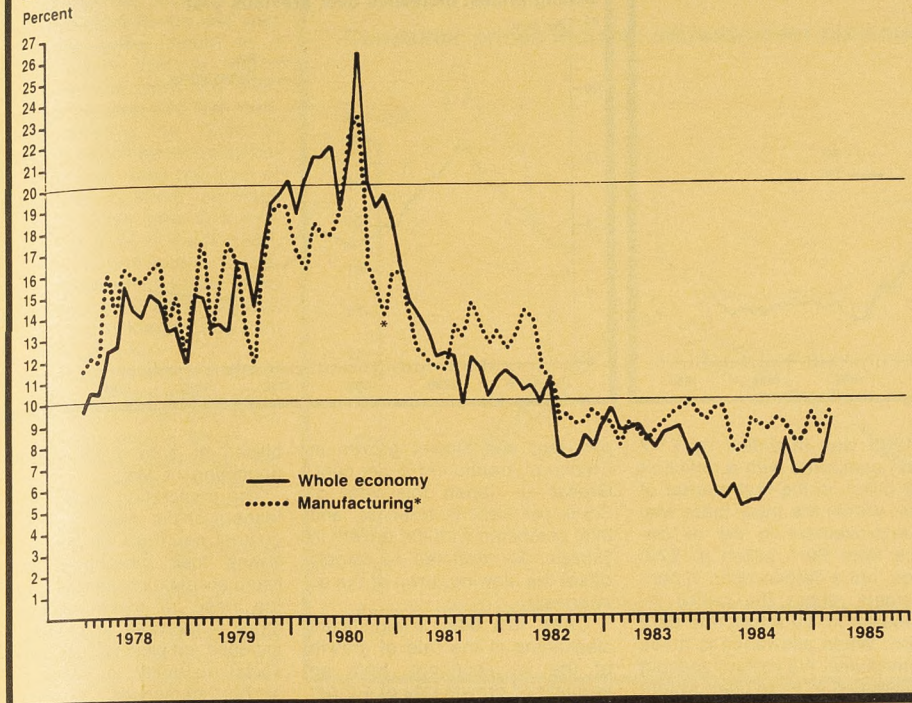
Sterling M_3 grew by 2.9 per cent in the month to mid-April, the largest monthly increase since July 1980. The growth in sterling

M_3 since the beginning of the new target period in February has been at an annualised rate of 11.9 per cent, well outside its 5 to 9 per cent target range, whereas M_0 grew by 0.7 per cent in April, bringing the annualised growth rate to 5.7 per cent, within its 3-7 per cent target range.

The number of employees in employment in manufacturing industries in Great Britain fell by 11,000 (seasonally adjusted) in March 1985 bringing the decrease for the first quarter to 27,000 compared with an increase of 2,000 in the fourth quarter of 1984. The general picture is still of the slow downward trend established in early 1984, following the rapid decline in the previous four years. The index of average weekly hours worked by operatives in manufacturing industries, which reflects hours of overtime and short-time working as well as normal basic hours, was 102.7 in the first quarter of 1985 (seasonally adjusted), compared with 102.8 in the fourth quarter of 1984.

The seasonally adjusted level of unemployment (excluding school leavers) increased by 29,000 in the month to April. This increase is higher than in recent months, but given the monthly variation in the series, it should not be interpreted as indicating a change in the underlying trend increase, which has been some 10 to 15,000 a month for more than a year and a half.

EARNINGS: Average earnings index: increases over previous year



The underlying increase in average earnings in the year to March 1985 was about 7½ per cent. The actual increase was higher because of the ending of the coal strike and a high level of bonus and overtime earnings following the bad weather.

The rate of inflation as measured by the 12-month change in the index of retail prices was 6.9 per cent April compared with 6.1 per cent in March.

Economic background

The Chancellor's Budget Statement forecast growth of 3½ per cent this year, which is slightly above the consensus of outside forecasts.

Movements in the *CSO's cyclical indicators* remain difficult to interpret, partly because of the coal strike. The longer leading indicator fell in the first three months of 1985, but the shorter leading indicator suggests that growth will continue.

GDP (output) is provisionally estimated to have grown by ¾ per cent in the first quarter of 1985, compared with the final quarter of 1984 and was 2½ per cent higher than a year earlier. The first order effects of the coal strike are likely to have reduced GDP (output) by 1½ per cent in the first quarter of 1985 compared with ½ per cent in the first quarter of 1984.

Output of the production industries is provisionally estimated to have risen by 2 per cent in the first quarter of 1985 compared with the previous quarter, but was 1½ per cent higher com-

pared with a year earlier, despite the effects of the coal strike which reduced output by about 3 per cent in the first quarter of 1985 and by 3½ per cent in the previous quarter, compared with 1 per cent in the first quarter of 1984. Within the total, *manufacturing output* in the first quarter was 1 per cent higher than in the previous quarter and 3 per cent above the level of a year earlier, while energy and water supply rose by 6 per cent in the first quarter, but was 1½ per cent lower than a year earlier.

The *cbi Industrial Trends Survey* for April shows demand and

output increasing at the fastest rate for 12 months. Confidence has improved significantly since the previous survey in January, with orders improving more rapidly than expected. The lack of orders and sales continues to be seen as the largest constraint on output, but shortages of skilled labour and plant capacity appear to be increasing problems. Companies' investment intentions were more buoyant than in January. Recent export orders and deliveries had improved in April but optimism about export prospects fell back slightly. More firms reported increased unit

costs in the four months to April than in the previous four months. The Survey suggests that the total work force will remain broadly unchanged in the next four months, but there will be some falls in larger companies.

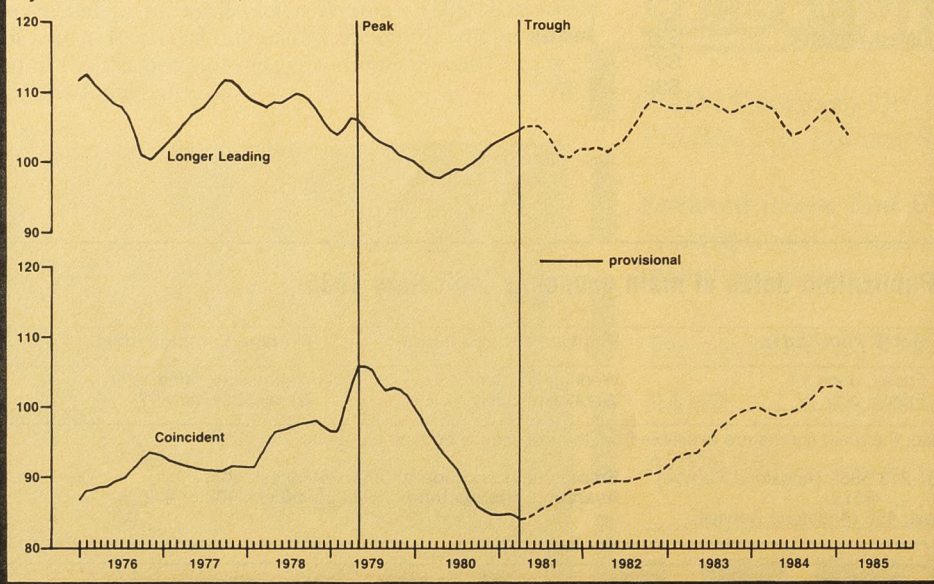
Consumers' expenditure, on a provisional estimate, was unchanged in the first quarter of 1985 compared with the previous quarter, but was 1½ per cent higher than a year earlier. A fall in expenditure on food was offset elsewhere, principally in energy consumption. The volume of retail sales, which accounts for about half of consumers' expenditure, was broadly unchanged in the three months to April, compared with the previous three months, and was 4 per cent higher than a year previously.

Real personal disposable income was more than 2 per cent higher in 1984 than in 1983: after remaining fairly stable through most of 1984, it jumped 2½ per cent in the fourth quarter because of the payment of public sector back-pay and higher than usual net receipts of dividends and interest, and so may be only a temporary rise. The personal savings ratio which had been between 10 and 11½ per cent for most of the previous two years rose to almost 13 per cent in the final quarter of 1984, but the figure may be erratically high.

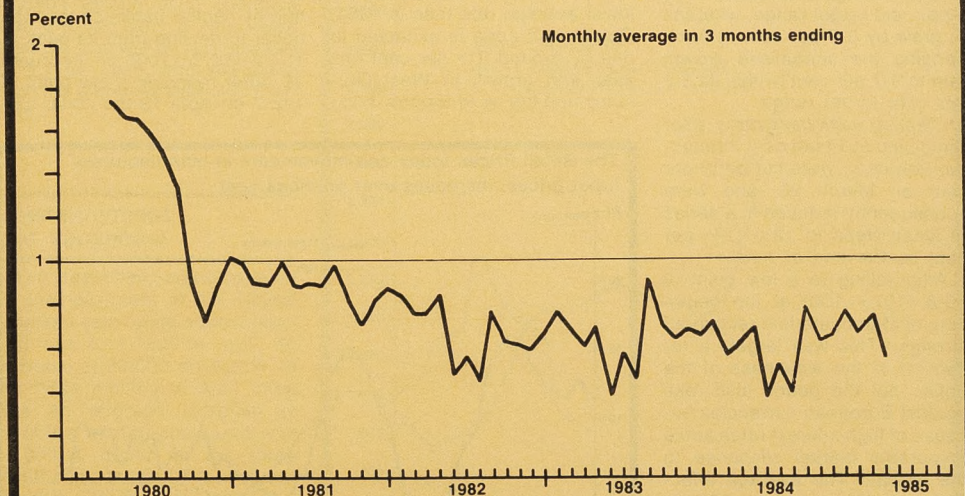
Capital expenditure in the whole economy rose by 1 per cent in the last quarter of 1984, with a 1 per cent drop in manufacturing investment being more than offset by 3 per cent growth in the construction, distribution, and financial sectors. Taking 1984 as a whole, total capital expenditure rose by 12 per cent.

The total volume of stocks in the economy rose by £0.3 billion in the fourth quarter of 1984, but fell by £0.5 billion in the year as a

Cyclical indicators Composite indices of indicator groups

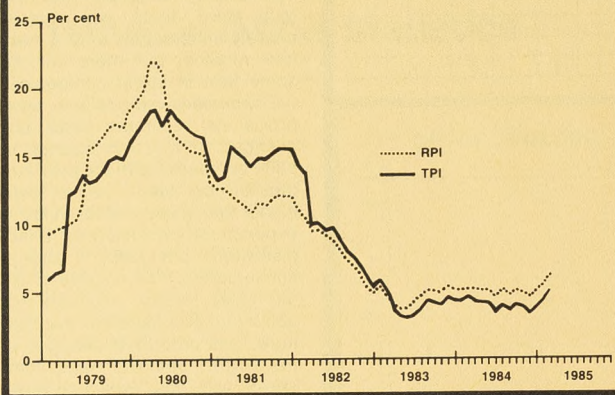


EARNINGS: Average earnings index: underlying rate of change*

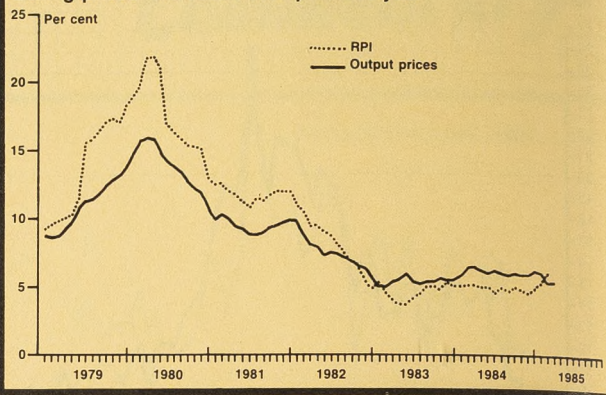


* Adjusted for seasonal and temporary factors: for description see Employment Gazette, April 1981, pages 193-6

RPI and TPI: increases over previous year



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



whole. In the final quarter of 1984, increases in manufacturers' and retailers' stocks more than offset falls in wholesaling and the energy and water sector. A further increase in stocks is expected in the first quarter of 1985 as the energy industries begin restocking in the aftermath of the coal strike.

The public sector borrowing requirement in the financial year 1984/85 is provisionally estimated at £10.1 billion compared with £9.7 billion in 1983/84. The 1984/85 figure was £2.85 billion greater than predicted in the 1984 Budget statement, but up to £2.75 billion of this overshoot is attributable to the coal strike.

Sterling M_3 grew by 2.9 per cent in the month to mid-April, the largest monthly increase since July 1980. It mainly reflects an exceptional surge in bank lending to the private sector, which may partly be accounted for by the acquisition of new capital equipment by firms before the reduction in capital allowances took effect. The growth in sterling M_3 since the beginning of the new target period in February has been at an annualised rate of 11.9 per cent, well outside its 5 to 9 per cent target range, whereas M_0 grew by 0.7 per cent in April, bringing the annualised growth rate to 5.7 per cent, within its 3-7 per cent target range.

Clearing bank base rates, after remaining at 14 per cent throughout February, were cut by 1/2 per cent on March 20, and were subsequently reduced in a series of small steps to 12 1/2-12 3/4 per cent by the end of April.

After falling to a low point of 70.8 (1975=100) at the beginning of March, sterling recovered strongly. This was largely a reflection of the weakness of the dollar, but the pound also rose against European currencies because of high interest rates and a favourable market response to the budget. The average effective exchange rate was 78.0 in April compared with an average of 73.4 in March and 79.9 in April 1984.

Visible trade in the first quarter

of 1985 was in deficit by £1.2 billion compared with a deficit of £1.3 billion in the first quarter of 1984. Within the total, there was an improvement in the oil balance from £0.5 billion to £2.0 billion, but a deterioration in non-oil trade, where the deficit increased from £0.4 billion to £3.2 billion. When allowance is made for invisibles, the current account is estimated to have been roughly in balance, following a surplus of £0.6 billion in the previous quarter.

In the first quarter of 1985, the volume of exports rose by 1 per cent and was 9 per cent higher than a year earlier. The underlying level of non-oil export volume has risen significantly in recent months. The volume of imports fell by 1 per cent in the first quarter, but was nevertheless 11 per cent higher than a year earlier. The underlying level of non-oil import volume has remained static in recent months.

World outlook

Growth rates in the OECD countries are expected to average 4-4 1/2 per cent in 1985, a slightly lower average rate than in 1984. Output in Europe is expected to rise by around 2 1/2 per cent this year with growth in West Germany and the UK of around 3-3 1/2

per cent and slower growth in France of around 1-1 1/2 per cent. Growth in Japan this year of 5-5 1/2 per cent is forecast, and this, combined with the growth in Europe, is expected to largely offset the slowing down of the US economy.

There has been a significant slackening in the rate of growth of the US economy; from an annualised growth rate of 4.2 per cent in the last quarter of 1984 it fell to 1.3 per cent in the first three months of 1985. There was also a drop in the economic indicators series in April taking it back to 167.1, almost precisely the level of a year ago. Domestic demand remained buoyant, with consumer spending growing by \$12.5 billion in 1972 prices in the first quarter, and the other components, fixed investment, stock-building and government spending growing by a further \$5.8 billion. However, an increasing tendency to consume imported goods meant that the balance of trade deteriorated by \$12.7 billion and real GNP increased by only \$5.6 billion.

The slow down in growth together with banking problems in Texas and Ohio and intervention by central banks caused the dollar to decline from its peak of 157.2 (1975=100) on February 26. After reaching a low point of 142.7 on April 19 the dollar sta-

bilised at around 148.0 at the beginning of May.

The declaration issued by the leaders of the seven leading industrial countries on May 6 following their meeting in Bonn, listed six main challenges ahead: the need to make economies more responsive to change; to increase employment; to reduce social inequality; to "correct persistent imbalances"; to halt protectionism and to improve the stability of the world monetary system. Despite the stress on growth and employment the declaration emphasised that the industrial powers have no intention of following a path of deflation through increased borrowing.

The Bonn declaration also endorsed the agreement by the OECD Ministerial Council that a new GATT round should begin as soon as possible. Most countries, France dissenting, thought it should begin in 1986.

Agreement was reached on March 28-29 for the admission of Spain and Portugal to the European Community. In the absence of any last minute blockages in the national parliaments, both Spain and Portugal will take up membership on the promised date of January 1, 1986. A seven-year transition period has been agreed for entry to the customs union and ten years for entry to the common agricultural policy. Both countries are allowed to restrain capital movements; up to five years for Spain and seven for Portugal. Full payment of dues to the Community will not be required for seven years.

Average earnings

The underlying increase in average weekly earnings in the year to March was about 7 1/2 per cent, similar to the increase (revised estimate) in the year to February.

The actual increase in the year to March, 9.1 per cent, was substantially higher than the underlying increase because of tem-

porary factors. Industrial action in the coal industry reduced average earnings in March last year (when the strike began) to a greater extent than in March 1985 (when the strike was over, although the overtime ban continued), inflating the 12-month change in actual earnings by about 1 per cent. Also the level of bonus and overtime earnings appears to have been at a temporary high level in March 1985, especially in construction, following the effects of the winter in the preceding months. Back-pay was a little higher in March 1985 than in March last year.

The underlying monthly rate of increase in average weekly earnings was about 1/2 per cent in the three months ending March.

In production industries, the underlying increase in average weekly earnings in the year to March was about 8 1/2 per cent, slightly higher than the increase in the year to February. Within this sector, the underlying increase in average weekly earnings in manufacturing industries was about 8 3/4 per cent in the year to March, slightly higher than the increase in the year to February.

The actual increases in the year to March for production and manufacturing industries were 11.5 per cent and 9.4 per cent respectively. The increase for production industries was significantly inflated because of the industrial action in the coal industry.

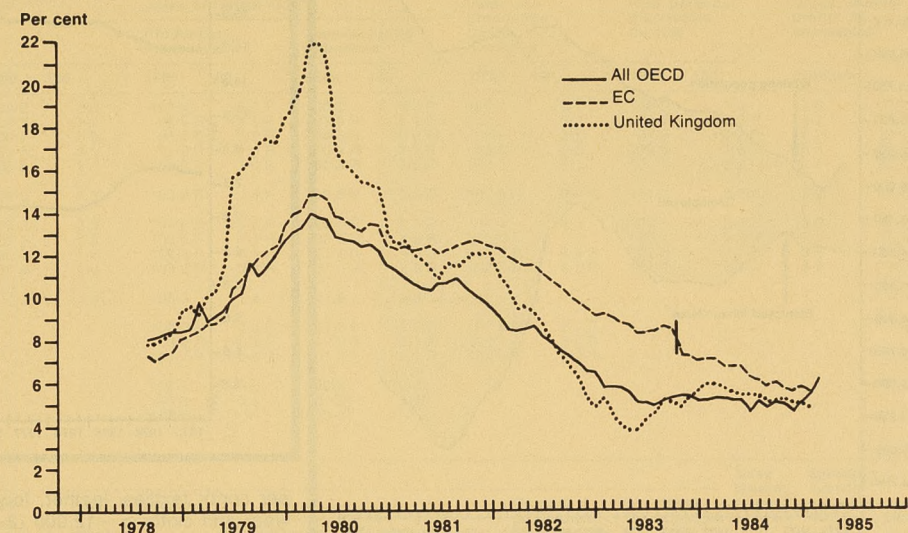
In the three months to March, wages and salaries per unit of output in manufacturing were 5.7 per cent higher than a year earlier.

Retail prices

The rate of inflation, as measured by the 12-month change in the retail prices index (RPI), was 6.9 per cent in April compared with 6.1 per cent in March. The overall level of prices rose by 2.1 per cent between March and April; a rise largely attributable to higher housing costs, as local authority rents and rates and water charges increased and mortgage interest payments were higher due to an increase in mortgage interest rates to nearly 14 per cent (which took effect on April 1). Prices for alcoholic drink, cigarettes and petrol rose as the duty increases announced in the Budget took effect. The April index also reflects higher charges for NHS prescriptions, television licences and motor vehicle licences. Amongst food items, fresh milk and fresh fruit and vegetables rose in price.

The tax and price index rose by 1.0 per cent between March and April, taking the 12-month rate to 6.4 per cent. The TPI was affected by the increases in the upper earnings limit for National Insur-

Consumer prices indices: increase over previous year



ance contributions and personal tax allowances announced in the Budget. The gap between the 12-month change in the TPI and that in the RPI narrowed to 0.5 of a percentage point from the 1.1 percentage points maintained since April 1984.

The producer price index for materials and fuel purchased by manufacturing industry rose by 6.0 per cent in April. The corresponding change in the price index for home sales of manufactured products stayed at 5.5 per cent in April. The 12-month rates of increase in input and output prices have not both been below the rate of increase in retail prices since August 1982.

In March (to which the latest figures relate) the average rate of inflation among OECD countries was 3.9 per cent; a little lower than the average for EC countries of 5.7 per cent, and still lower than the March UK rate of 6.1 per cent.

Unemployment and vacancies

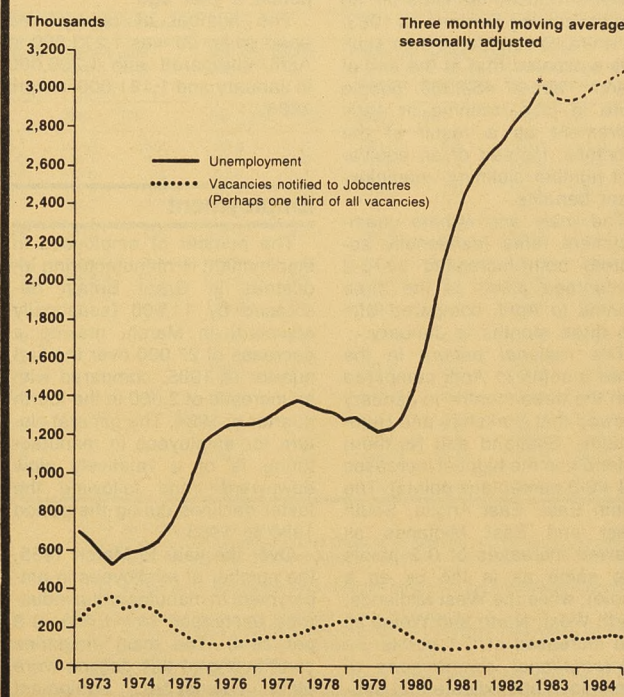
The seasonally-adjusted level of unemployment in the United Kingdom (excluding school leavers) was 3,177,000 in April, an increase of 29,000 on March. In the three months to April there was an average increase of 18,000 a month, compared with 10,000 a month in the three months to January. These three-monthly averages are still influenced by considerable month to month variations. Looking over a longer period, during the six months to April the rise averaged 14,000 a month, compared with

14,000 in the previous six months to October 1984 and 11,000 a month over the six months to April 1984. The rise of 29,000 in the month to April follows a modest rise of 4,000 in March, and increases of 18,000 in January and 20,000 in February. The high figure for April mainly reflects a lower outflow from unemployment than might be expected between March and April, but cannot be taken alone to indicate a departure from the underlying

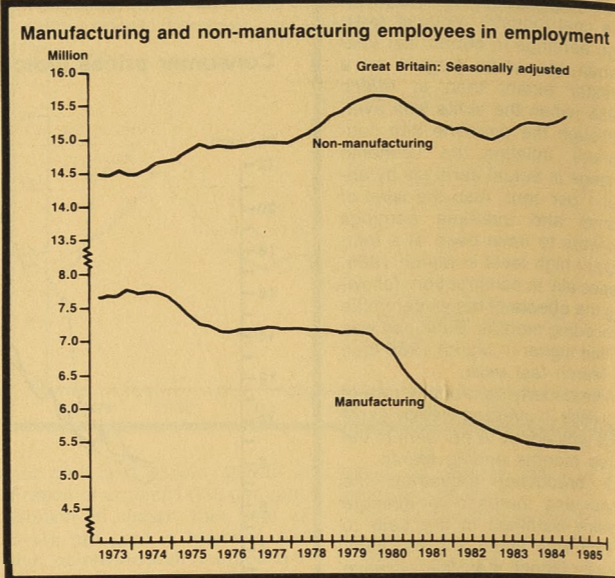
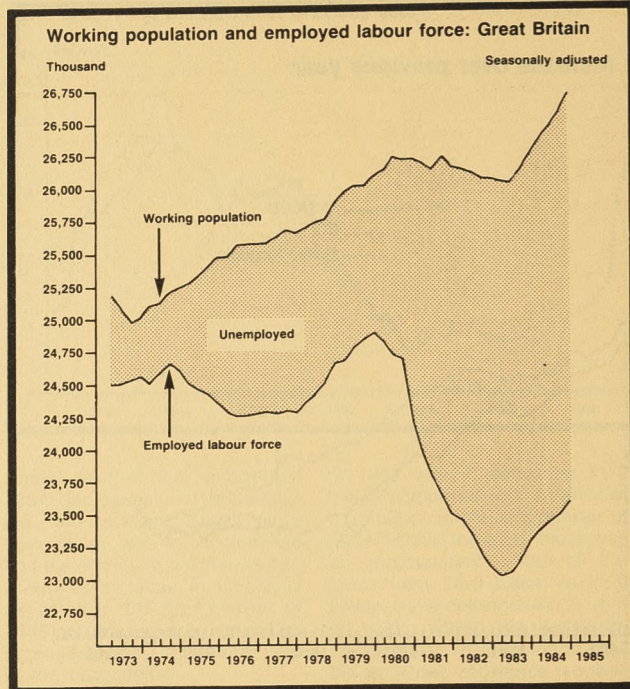
trend increase of some 10,000-15,000 per month as experienced for more than a year and a half.

The recorded total of unemployment in the UK increased by 5,000 between March and April to 3,273,000 (13.5 per cent of all employees). This increase reflects a decrease of 4,000 school leavers and an increase of 9,000 in adults. It is estimated that normal seasonal influences would lead to a fall of about

Unemployment and vacancies: United Kingdom



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



20,000 among adults. Hence the seasonally adjusted increase in adults of 29,000.

The April total included nearly 84,000 school leavers aged under 18, nearly 2,000 less than in April last year. The decrease of 4,000 in school leavers between March and April compares with a decrease of nearly 10,000 for the corresponding period last year.

The number of people assisted by the special employment and training measures at the end of March was 619,000, compared with 634,000 at the end of February. The fall of 15,000 mainly reflects reduced numbers on the Youth Training Scheme as 1983/84 entrants completed their stay. It is estimated that at the end of March, about 450,000 people were in jobs, training or early retirement as a result of the schemes, instead of an equivalent number claiming unemployment benefits.

The male and female unemployment rates (seasonally adjusted) both increased by 0.2 percentage points in the three months to April, compared with the three months to January.

The regional pattern in the three months to April compared with the three months to January showed that Yorkshire and Humberside, Scotland and Northern Ireland had the highest increases (all +0.3 percentage points). The South East, East Anglia, South West and East Midlands all showed increases of 0.2 points (the same as in the UK as a whole); while the West Midlands, North West, North and Wales all had increases of 0.1 points.

International comparisons of unemployment indicate that seasonally-adjusted national unemployment rates (latest three

months compared with the previous three months) increased in Germany, France, Belgium and the United Kingdom (all +0.2) and the United States and Sweden (both +0.1). There was no change in Canada and falls in Japan (-0.2) and the Netherlands (-0.5).

In April, the number unemployed for over a year was 1,334,000 compared with 1,316,000 in January and 1,218,000 in April 1984. The increase of 18,000 since January compares with an increase of 30,000 over the corresponding period a year ago.

The number of unemployed aged under 25 was 1,213,000 in April, compared with 1,286,000 in January and 1,181,000 in April 1984.

Employment

The number of employees in employment in manufacturing industries in Great Britain decreased by 11,000 (seasonally adjusted) in March, making a decrease of 27,000 over the first quarter of 1985, compared with an increase of 2,000 in the fourth quarter of 1984. The general picture for employees in manufacturing is of a relatively slow downward trend following the faster declines during the period 1980 to 1983.

Over the year to March 1985, the number of employees in employment in manufacturing industries decreased by 41,000 (0.8 per cent). The main industries contributing to this decline were other transport equipment -16,000 (5.3 per cent); motor vehicles and parts -12,000 (4.1

per cent); textiles, leather, footwear and clothing -12,000 (2.3 per cent) and timber, wooden furniture, rubber, plastics etc -9,000 (2.0 per cent); manufacturing industries showing increases over the year to March were mechanical engineering +11,000 (1.4 per cent); office machinery, electrical engineering and instruments +6,000 (0.7 per cent) and paper products, printing and publishing +3,000 (0.6 per cent).

In the year ending December 1984, the employed labour force, comprising employees in employment, the self employed, and HM Forces increased by 343,000 reflecting a substantial rise in employment in the service sector.

Overtime working by operatives in manufacturing industries was 11.9 million hours a week in March (seasonally adjusted) virtually unchanged from February. The average of 11.8 million hours a week worked in the first quarter of 1985 was virtually the same as the average for the fourth quarter of 1984.

Short-time working led to a loss of 0.49 million hours a week in March (seasonally adjusted). An average of 0.45 million hours was lost a week in the first quar-

ter of 1985 compared with 0.55 million hours lost a week in the fourth quarter of 1984. The index of average weekly hours worked by operatives in manufacturing (which reflects hours of overtime and short time working as well as normal basic hours) was 102.7 in March (seasonally adjusted). The average of 102.7 for the first quarter of 1985 compared with 102.8 for the fourth quarter of 1984.

Industrial stoppages

The number of working days lost through stoppages of work due to industrial disputes in April is provisionally estimated as 166,000. This compares with 525,000 in March, 2,642,000 in April last year and an average of 743,000 for April during the ten-year period 1976 to 1985.

Of the days lost in April 1985, an estimated 41,000 were attributable to the teachers' strikes. However, the estimated effect of this industrial action remains highly provisional. Just under half the remaining days lost in April were attributable to disputes in the telecommunications, shipbuilding and coal-mining industries.

Table 1-2 Employees in employment: industry has been extended in this issue to show revised estimates for the quarters September 1977 to June 1981 (but not June 1978). These replace the estimates previously published in the Historical Supplement to the April issue of Employment Gazette.

Seasonally adjusted	GDP average measure ^{1,2}		Output GDP ^{1,3,4}		Index of output U.K. ⁵		Index of production OECD countries ¹		Income		Gross trading profits of companies ⁸			
	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	1980 = 100	£ billion	£ billion	£ billion		
1980	100.0	-2.3	100.0	-2.9	100.0	-6.7 R	100.0	-8.8 R	100.0	1.0	17.8	0.1		
1981	98.6	-1.4	98.3	-1.7	96.5 R	-3.5 R	93.9 R	-6.1 R	97.7	-2.3 R	18.7	5.0		
1982	100.6	2.0	100.3	2.0	98.6 R	2.2 R	94.5 R	0.6 R	96.4	-3.8	22.3	19.1		
1983	103.7	3.1	103.3	3.0	101.9 R	3.3 R	96.9 R	2.5 R	99.5	3.2	26.5	19.0		
1984	106.2	2.4	105.8	2.4	102.9 R	1.0 R	100.3 R	3.5 R	106.6	7.1	32.4	22.1		
1983 Q4	105.3	3.8	104.9	4.0	103.9 R	5.4 R	98.8 R	5.8 R	102.8 R	8.8 R	101.3	3.3 R	7.0	19.6
1984 Q1	106.0	3.3	105.3	3.3	104.0 R	3.6 R	99.0 R	3.3 R	105.1	9.3	100.5	2.7 R	8.0	28.2
Q2	105.1	2.3	105.1	2.8	102.0 R	1.7 R	99.9 R	4.8 R	105.5	7.2	100.4	1.6 R	7.4	17.9
Q3	106.1	1.9	106.0	1.8	102.4 R	-0.4 R	101.4 R	4.0 R	107.8 R	6.9 R	101.5	1.7 R	8.8	24.4
Q4	107.7	2.3	106.9	1.9	103.3 R	-0.6 R	101.0 R	2.2 R	108.0 R	5.0 R	104.2	2.9	8.2	18.2
1985 Q1	..	..	[107.7]	[2.3]	105.5	1.4	101.8	2.8	..	..	..	..	..	..
1984 Oct	..	..	..	..	102.9 R	-0.3 R	100.3 R	3.7 R	107.9 R	6.3 R	..	..	..	..
Nov	..	..	..	..	103.2 R	-0.3 R	101.0 R	3.1 R	108.1 R	5.5 R	..	..	..	..
Dec	..	..	..	..	103.7 R	-0.6 R	101.6 R	2.2 R	108.0 R	5.0 R	..	..	..	..
1985 Jan	..	..	..	..	104.6	-0.5	100.3	2.0	..	..	..	..	..	..
Feb	..	..	..	..	105.0	-0.1	101.8	2.2	..	..	..	..	..	..
Mar	..	..	..	..	[107.0]	[1.4]	[103.2]	[2.8]	..	..	..	..	..	..
Apr	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Expenditure	Consumer expenditure 1980 prices		Retail sales volume ¹		Fixed investment ⁹		General government consumption at 1980 prices		Stock changes 1980 prices		Base lending rates ¹³		Monetary growth ¹⁴			
	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	1980 = 100	£ billion	1980 = 100	per cent	per cent	per cent	per cent		
1980	136.8	-0.4	100.0	-0.6	41.61	-5.2	7.3	-10.9	8.6	-1.4	48.8	1.5	-2.91 R	14	..	
1981	136.4	-0.3	100.2 R	0.2 R	37.96	-8.8	5.7	-22.1	8.6	-0.0	48.9	0.2	-2.74	14½	..	
1982	137.6	0.8	102.2 R	1.8 R	40.47	6.6	5.6	-1.7	9.4	8.2	49.2 R	0.7 R	-1.18 R	10-10¼	..	
1983	143.0	3.9	107.1 R	4.8 R	42.01	3.8	5.4	-2.9	9.8	4.5	50.5 R	2.5 R	-0.36 R	9	..	
1984	145.2	1.5	110.7 R	3.4 R	45.20	7.6	6.1	13.0	11.0	12.3	50.9	1.0	0.53	9½-9¾	..	
1983 Q4	36.2	3.5	109.2 R	4.0 R	10.72	2.9	1.4	3.7	2.6	7.7	12.7 R	2.0 R	0.23 R	9	2.4	1.7
1984 Q1	36.0	2.3	107.7 R	2.5 R	11.66	10.2	1.5	12.7	2.7	13.4	12.6 R	0.6 R	-0.35	8½-8¾	2.0	1.0
Q2	36.4	2.6	110.2 R	3.3 R	11.15	8.7	1.5	14.9	2.7	13.1	12.7 R	0.8 R	-0.33	9¼	2.2	1.5
Q3	36.2	0.2	111.5 R	3.3 R	11.14	6.5	1.6	16.8	2.7	11.1	12.7 R	1.1 R	-0.18	10½	2.8	1.1
Q4	36.6	1.0	113.6 R	4.0 R	11.26	5.0	1.6	7.2	2.8	10.2	12.9	1.5	-0.33	9½-9¾	2.3	1.1
1985 Q1	36.6	1.7	112.6	4.5	..	..	..	..	..	..	..	..	..	13-13½	..	[-0.4]
1984 Oct	..	..	112.0	3.2 R	..	..	..	..	..	..	..	..	..	10½	0.3	0.8
Nov	..	..	112.7 R	3.2 R	..	..	..	..	..	..	..	..	..	9½-9¾	2.7	0.6
Dec	..	..	115.6 R	3.8 R	..	..	..	..	..	..	..	..	..	9½-9¾	-0.5	1.5
1985 Jan	..	..	111.6 R	4.2 R	..	..	..	..	..	..	..	..	..	14	0.7	-0.9
Feb	..	..	112.0 R	4.3 R	..	..	..	..	..	..	..	..	..	14	0.5	0.1
Mar	..	..	113.8	4.4	..	..	..	..	..	..	..	..	..	13-13½	1.0	0.4
Apr	..	..	114.4	[4.1]	..	..	..	..	..	..	..	..	..	12½-12¾	[2.9]	[0.7]

Visible trade	Export volume		Import volume		Balance of payments		Competitiveness		Prices		Producer prices index ^{17, 19, 20}					
	1980 = 100	1980 = 100	1980 = 100	1980 = 100	£ billion	1975 = 100	1980 = 100	Jan 1978 = 100	1980 = 100	1980 = 100	1980 = 100					
1980	100.0	0.9	100.0	-5.4	1.5	3.6	96.1	10.1	100.0	19.2	132.8	17.3	100.0	8.5	100.0	14.0
1981	99.2	-0.8	96.1	-3.9	3.4	6.9	95.3	-1.2	104.1	4.1	152.5	14.8	109.2	9.2	109.5	9.5
1982	101.5	2.3	100.7	4.8	2.1	4.9	90.7	-4.8	100.6	-3.4	167.4	9.8	117.2	7.3	118.0	7.8
1983	102.6 R	1.1	107.9	7.1	-1.2 R	2.5	83.3	-8.2	95.2 R	-5.4 R	174.1	4.0	125.4	7.0	124.5	5.5
1984	110.4 R	7.6	118.8	10.1	-4.3 R	0.1	78.8	-5.4	94.2	-1.1	..	..	135.6	8.1	132.1	6.1
1983 Q4	106.7 R	3.5	113.1	13.7	-0.4 R	0.3	83.2	-6.6	96.8	-2.6	177.4	4.1	128.4	7.5	126.8	5.6
1984 Q1	108.7 R	6.6	112.1	7.3	-0.1	0.6	81.7	-1.5	96.1 R	6.4 R	178.7	4.3	133.6	7.2	129.0	5.9
Q2	107.3 R	7.0	117.1	10.0	-1.2	-0.6	79.8	-5.3	94.8 R	-1.5	179.5	4.1	134.3	8.7	132.0	6.3
Q3	108.0 R	6.5	119.8	11.4	-1.6	-0.6	78.0	-8.1	93.7 R	-4.0 R	181.3	3.5	134.1	7.5	132.8	6.2
Q4	117.5 R	10.1	126.1	11.5	-1.3 R	0.6	75.1	-9.7	92.1	-4.9	183.8	3.6	140.2	9.2	134.5	6.1
1985 Q1	118.5	9.0	124.8	11.3	-1.2	[0.0]	72.1	-11.8	..	..	186.5	4.4	[146.2]	[9.4]	[136.6]	[5.9]
1984 Oct	115.4 R	10.6	131.2	15.9	-0.8	0.2 R	75.6	-8.7	..	..	183.5	3.7	137.9	9.3	134.0	6.2
Nov	118.0 R	10.5	120.8	14.0	-0.2	0.3 R	75.7	-9.2	..	..	184.1	3.7	139.2	9.3	134.5	6.1
Dec	119.2 R	10.1	126.3	11.5	-0.3	0.1	74.0	-9.7	..	..	183.9	3.3	143.4	9.0	134.9	6.0
1985 Jan	116.5	10.3	118.2	14.9	-0.1	[0.3]	71.5	-10.8	..	..	184.7	3.8	145.5	9.0	135.8	6.1
Feb	121.5	7.7	124.4	10.5	-0.3	[0.1]	71.3	-12.1	..	..	186.4	4.3	147.6	10.0	[136.6]	[6.1]
Mar	117.6	9.0	131.8	11.3	-0.9	[0.5]	73.4	-11.8	..	..	188.4	5.0	[145.6]	[9.5]	[137.5]	[5.5]
Apr	..	..	..	..	..	..	78.0	-8.4	..	..	190.2	6.4	[142.0]	[6.0]	[139.0]	[5.5]

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For details of GDP measures see Economic Trends November 1981.
(3) For details of the accuracy of this series see Economic Trends, July 1984 p. 72.
(4) GDP at factor cost.
(5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.
(6) Production Industries: sic divisions 1 to 4.
(7) Manufacturing Industries: sic divisions 2 to 4.
(8) Industrial and commercial companies excluding North Sea oil companies net of stock appreciation.
(9) Gross domestic fixed capital formation.

(10) All industries.
(11) Including leased assets.
(12) Construction distribution and financial industries: sic divisions 5, 6 and 8.
(13) Base lending rate of the London clearing banks on the last

1.1 EMPLOYMENT Working population

Quarter	THOUSAND							
	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
GREAT BRITAIN								
Unadjusted for seasonal variation								
1975 Mar	13,240	8,894	22,135	1,934	338	24,407	746	25,153
June	13,240	8,973	22,213	1,933	336	24,482	803	25,285
Sep	13,253	8,971	22,224	1,922	340	24,486	1,048	25,534
Dec	13,161	8,997	22,158	1,911	339	24,408	1,117	25,525
1976 Mar	13,050	8,870	21,920	1,899	337	24,156	1,194	25,350
June	13,097	8,951	22,048	1,888	336	24,272	1,215	25,487
Sep	13,145	8,961	22,106	1,877	338	24,321	1,330	25,651
Dec	13,116	9,031	22,146	1,866	334	24,346	1,257	25,603
1977 Mar	13,018	8,951	21,968	1,854	330	24,152	1,270	25,422
June	13,076	9,051	22,126	1,843	327	24,296	1,303	25,599
Sep	13,129	9,059	22,188	1,843	328	24,359	1,450	25,809
Dec	13,083	9,114	22,197	1,843	324	24,364	1,339	25,703
1978 Mar	13,024	9,046	22,069	1,843	321	24,233	1,320	25,553
June	13,100	9,173	22,274	1,843	318	24,435	1,282	25,717
Sep	13,173	9,235	22,408	1,842	320	24,570	1,351	25,921
Dec R	13,179	9,378	22,557	1,842	317	24,720	1,222	25,938
1979 Mar	13,100	9,295	22,394	1,842	315	24,551	1,261	25,812
June	13,186	9,455	22,638	1,842	314	24,795	1,175	25,970
Sep	13,252	9,476	22,728	1,869	319	24,916	1,226	26,142
Dec	13,181	9,544	22,724	1,896	319	24,939	1,201	26,140
1980 Mar	13,036	9,402	22,438	1,923	321	24,682	1,313	25,995
June	13,018	9,440	22,458	1,950	323	24,731	1,444	26,176
Sep R	12,895	9,350	22,245	1,977	332	24,549	1,806	26,360
Dec	12,641	9,269	21,910	2,004	334	24,248	2,011	26,259
1981 Mar	12,384	9,082	21,466	2,031	334	23,831	2,239	26,070
June	12,278	9,107	21,386	2,057	334	23,777	2,299	26,076
Sep	12,229	9,085	21,314	2,070	335	23,719	2,643	26,363
Dec	12,060	9,057	21,117	2,083	332	23,532	2,663	26,195
1982 Mar	11,952	8,939	20,892	2,096	328	23,315	2,718	26,033
June	11,945	8,982	20,927	2,109	324	23,360	2,664	26,023
Sep	11,920	8,893	20,813	2,122	323	23,258	2,950	26,208
Dec	11,784	8,871	20,655	2,134	321	23,111	2,985	26,095
1983 Mar	11,673	8,744	20,417	2,147	321	22,885	3,059	25,944
June	11,689	8,896	20,585	2,160	322	23,067	2,871	25,937
Sep	11,733	8,940	20,674	2,228	325	23,227	3,044	26,271
Dec	11,655	9,037	20,692	2,297	325	23,314	2,961	26,275
1984 Mar	11,569	8,977	20,546	2,365	326	23,238	3,022	26,260
June	11,593	9,097	20,690	2,433	326	23,449	2,911	26,360
Sep R	11,644	9,129	20,773	2,465	328	23,566	3,157	26,722
Dec R	11,593	9,239	20,832	2,496	327	23,656	3,100	26,756
GREAT BRITAIN								
Adjusted for seasonal variation								
1975 Mar	13,304	8,933	22,237	1,934	338	24,509		25,273
June	13,251	8,962	22,213	1,933	336	24,482		25,329
Sep	13,201	8,963	22,164	1,922	340	24,426		25,415
Dec	13,141	8,951	22,092	1,911	339	24,342		25,475
1976 Mar	13,115	8,934	22,050	1,899	337	24,286		25,481
June	13,094	8,934	22,028	1,888	336	24,252		25,524
Sep	13,092	8,956	22,048	1,877	338	24,263		25,529
Dec	13,095	8,983	22,078	1,866	334	24,278		25,553
1977 Mar	13,084	9,017	22,101	1,854	330	24,285		25,563
June	13,077	9,037	22,114	1,843	327	24,283		25,631
Sep	13,074	9,054	22,128	1,843	328	24,299		25,686
Dec	13,064	9,066	22,130	1,843	324	24,297		25,652
1978 Mar	13,091	9,114	22,205	1,843	321	24,369		25,698
June	13,101	9,158	22,259	1,843	318	24,420		25,747
Sep	13,115	9,227	22,343	1,842	320	24,505		25,794
Dec R	13,166	9,332	22,496	1,842	317	24,659		25,890
1979 Mar	13,167	9,364	22,531	1,842	315	24,688		25,953
June	13,181	9,436	22,619	1,842	314	24,776		26,006
Sep	13,192	9,466	22,658	1,869	319	24,846		26,011
Dec	13,171	9,500	22,672	1,896	319	24,887		26,096
1980 Mar	13,103	9,473	22,576	1,923	321	24,820		26,127
June	13,015	9,421	22,436	1,950	323	24,709		26,226
Sep R	12,831	9,338	22,168	1,977	332	24,472		26,222
Dec	12,637	9,229	21,866	2,004	334	24,204		26,217
1981 Mar	12,449	9,154	21,603	2,031	334	23,968		26,194
June	12,276	9,084	21,360	2,057	334	23,752		26,142
Sep	12,164	9,073	21,237	2,070	335	23,642		26,220
Dec	12,059	9,019	21,079	2,083	332	23,494		26,153
1982 Mar	12,015	9,009	21,024	2,096	328	23,448		26,143
June	11,943	8,957	20,900	2,109	324	23,333		26,105
Sep	11,852	8,881	20,733	2,122	323	23,178		26,058
Dec	11,786	8,837	20,623	2,134	321	23,078		26,056
1983 Mar	11,733	8,813	20,546	2,147	321	23,014		26,046
June	11,688	8,870	20,558	2,160	322	23,040		26,029
Sep	11,666	8,928	20,594	2,228	325	23,147		26,116
Dec	11,658	9,004	20,662	2,297	325	23,284		26,237
1984 Mar	11,628	9,045	20,673	2,365	326	23,364		26,356
June	11,593	9,070	20,663	2,433	326	23,422		26,456
Sep R	11,578	9,117	20,695	2,465	328	23,487		26,567
Dec R	11,597	9,207	20,804	2,496	327	23,627		26,718

§ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female in HM Regular forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

|| From April 1983 the figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign on at an unemployment benefit office.

EMPLOYMENT 1.1 Working population THOUSAND

Quarter	THOUSAND							
	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces‡	Employed labour force‡	Unemployed||	Working population‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1975 Mar	13,536	9,094	22,631	1,995	338	24,964	778	25,742
June	13,536	9,174	22,710	1,994	336	25,040	838	25,878
Sep	13,548	9,172	22,720	1,983	340	25,043	1,093	26,136
Dec	13,456	9,198	22,655	1,972	339	24,966	1,163	26,129
1976 Mar	13,345	9,071	22,416	1,960	337	24,713	1,242	25,955
June	13,392	9,152	22,543	1,949	336	24,828	1,265	26,093
Sep	13,438	9,136	22,601	1,938	338	24,877	1,388	26,265
Dec	13,407	9,234	22,641	1,927	334	24,902	1,309	26,211
1977 Mar	13,307	9,155	22,462	1,915	330	24,707	1,323	26,030
June	13,363	9,257	22,620	1,904	327	24,850	1,359	26,209
Sep	13,420	9,268	22,687	1,904	328	24,919	1,514	26,433
Dec	13,375	9,328	22,702	1,904	324	24,930	1,397	26,327
1978 Mar	13,312	9,259	22,571	1,904	321	24,796	1,379	26,175
June	13,389	9,388	22,777	1,904	318	24,989	1,343	26,342
Sep	13,464	9,454	22,918	1,903	320	25,141	1,418	26,559
Dec R	13,473	9,600	23,073	1,903	317	25,297	1,280	26,573
1979 Mar	13,390	9,518	22,908	1,903	315	25,126	1,320	26,446
June	13,479	9,681	23,157	1,903	314	25,375	1,235	26,610
Sep	13,544	9,702	23,246	1,930	319	25,495	1,292	26,787
Dec	13,472	9,771	23,244	1,957	319	25,520	1,261	26,781
1980 Mar	13,325	9,629	22,953	1,984	321	25,258	1,376	26,634
June	13,336	9,666	22,972	2,011	323	25,306	1,513	26,819
Sep R	13,180	9,574	22,754	2,038	332	25,118	1,891	27,014
Dec	12,919	9,490	22,409	2,065	334	24,808	2,100	26,908
1981 Mar	12,656	9,301	21,957	2,092	334	24,383	2,333	26,716
June	12,547	9,323	21,870	2,118	334	24,323	2,395	26,718
Sep	12,496	9,303	21,799	2,131	335	24,265	2,749	27,014
Dec	12,326	9,275	21,602	2,144	332	24,078	2,764	26,842
1982 Mar	12,214	9,156	21,370	2,157	328	23,855	2,821	26,676
June	12,203	9,197	21,400	2,170	324	23,894	2,770	26,663
Sep	12,176	9,110	21,286	2,183	323	23,792	3,066	26,858
Dec	12,038	9,087	21,126	2,195	321	23,642	3,097	26,739
1983 Mar	11,923	8,959	20,882	2,208	321			

1.2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Production and construction		Production industries		Manufacturing industries		Service industries													
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments					
Divisions or Classes	0-9		1-5		1-4		2-4		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37					
1971 June	21,648	21,640	9,867	9,884	8,699	8,720	7,910	7,930	11,361	11,386	421	400	388	822	436	1,125	1,018					
1972 June	21,650	21,644	9,592	9,609	8,390	8,411	7,640	7,660	11,641	11,666	416	383	366	787	424	1,048	983					
1973 June	22,182	22,182	9,692	9,709	8,414	8,435	7,693	7,713	12,069	12,094	421	368	353	789	426	1,040	1,000					
1974 June	22,297	22,297	9,675	9,692	8,442	8,463	7,737	7,757	12,217	12,242	404	352	354	782	438	1,053	1,035					
1975 June	22,213	22,213	9,297	9,314	8,081	8,102	7,365	7,385	12,524	12,549	388	356	350	753	429	1,042	964					
1976 June	22,048	22,036	9,054	9,070	7,841	7,861	7,131	7,150	12,604	12,578	382	350	360	716	421	1,012	917					
1977 June	22,126	22,113	9,067	9,082	7,890	7,908	7,183	7,200	12,679	12,652	378	353	355	728	428	1,012	932					
1977 Sep	22,188	22,128	9,094	9,066	7,925	7,902	7,221	7,199	12,706	12,690	388	349	355	731	433	1,025	939					
1977 Dec	22,197	22,132	9,084	9,059	7,919	7,896	7,219	7,195	12,746	12,703	367	350	350	727	433	1,028	942					
1978 Mar	22,069	21,934	9,030	8,996	7,868	7,844	7,168	7,144	12,684	12,596	356	353	348	717	432	1,025	940					
1978 June	22,274	22,259	9,024	9,037	7,853	7,870	7,147	7,163	12,877	12,848	373	358	348	707	431	1,025	934					
1978 Sep	22,407	22,401	9,068	9,037	7,887	7,862	7,181	7,157	12,951	12,934	389	352	353	707	435	1,033	945					
1978 Dec	22,557	22,495	9,064	9,044	7,882	7,861	7,176	7,155	13,122	13,060	371	351	355	704	433	1,034	950					
1979 Mar	22,399	22,535	9,009	9,043	7,821	7,845	7,113	7,136	13,036	13,126	353	353	356	697	431	1,029	949					
1979 June	22,644	22,625	9,042	9,013	7,825	7,836	7,114	7,125	13,244	13,210	358	355	356	693	432	1,025	947					
1979 Sep	22,728	22,658	9,069	9,065	7,843	7,816	7,129	7,102	13,277	13,260	383	354	360	691	433	1,028	952					
1979 Dec	22,724	22,672	9,004	8,990	7,786	7,770	7,070	7,053	13,357	13,319	364	356	360	681	429	1,022	954					
1980 Mar	22,438	22,452	8,851	8,884	7,641	7,664	6,924	6,946	13,239	13,331	349	358	360	668	422	1,009	939					
1980 June	22,458	22,435	8,727	8,721	7,520	7,508	6,805	6,815	13,370	13,331	352	356	360	642	416	996	932					
1980 Sep	22,245	22,168	8,562	8,522	7,349	7,320	6,631	6,602	13,301	13,282	382	355	363	620	408	975	915					
1980 Dec	21,910	21,866	8,302	8,293	7,132	7,120	6,419	6,408	13,249	13,216	358	352	361	585	395	942	892					
1981 Mar	21,466	21,601	8,059	8,091	6,927	6,948	6,228	6,248	13,057	13,149	349	341	359	561	393	928	871					
1981 June	21,386	21,359	7,910	7,918	6,798	6,809	6,099	6,106	13,132	13,089	343	344	355	544	379	891	857					
1981 Sep	21,314	21,237	7,842	7,800	6,753	6,722	6,057	6,028	13,101	13,084	371	341	355	534	377	889	851					
1981 Dec	21,117	21,079	7,685	7,678	6,640	6,630	5,952	5,943	13,078	13,048	355	336	352	521	372	871	839					
1982 Mar	20,892	21,024	7,575	7,606	6,551	6,571	5,870	5,889	12,976	13,066	341	333	349	514	368	864	832					
1982 June	20,927	20,900	7,494	7,504	6,463	6,473	5,788	5,797	13,087	13,042	345	329	346	508	365	846	825					
1982 Sep	20,813	20,733	7,445	7,401	6,413	6,381	5,741	5,710	12,998	12,979	371	326	346	497	359	835	832					
1982 Dec	20,655	20,623	7,307	7,302	6,295	6,288	5,630	5,623	12,987	12,962	362	323	342	481	353	813	827					
1983 Mar	20,417	20,546	7,187	7,217	6,200	6,218	5,540	5,559	12,890	12,978	339	320	340	471	349	794	819					
1983 April			7,166	7,198	6,179	6,202	5,523	5,545				317	338	467	344	794	822					
1983 May			7,146	7,168	6,159	6,177	5,507	5,523				315	337	464	345	784	819					
1983 June	20,585	20,558	7,138	7,148	6,152	6,161	5,502	5,510	13,107	13,061	339	313	337	462	344	784	818					
1983 July			7,155	7,133	6,164	6,148	5,515	5,499				311	338	460	346	781	823					
1983 Aug			7,163	7,126	6,168	6,140	5,522	5,494				309	338	458	347	787	824					
1983 Sep	20,674	20,594	7,147	7,103	6,148	6,116	5,504	5,473	13,160	13,143	366	307	338	459	345	780	824					
1983 Oct			7,120	7,086	6,125	6,099	5,483	5,459				304	337	456	343	776	824					
1983 Nov			7,114	7,092	6,123	6,105	5,485	5,468				302	337	455	343	776	825					
1983 Dec	20,692	20,662	7,084	7,080	6,097	6,091	5,460	5,455	13,261	13,238	348	301	336	453	341	775	827					
1984 Jan			7,028	7,064	6,046	6,078	5,415	5,447				299	333	450	339	770	824					
1984 Feb			7,012	7,047	6,036	6,063	5,406	5,433				297	333	449	338	767	824					
1984 Mar	20,546	20,673	7,005	7,034	6,037	6,055	5,410	5,427	13,207	13,293	335	294	333	449	339	765	828					
1984 April			6,993	7,025	6,028	6,051	5,403	5,425				293	332	450	340	766	826					
1984 May			6,994	7,016	6,031	6,048	5,408	5,424				291	332	448	341	770	828					
1984 June	20,690	20,663	6,997	7,007	6,036	6,046	5,415	5,424	13,363	13,315	330	290	331	444	341	772	830					
1984 July			7,014	6,994	6,051	6,035	5,431	5,415				289	330	445	342	770	832					
1984 Aug			7,017	6,980	6,051	6,022	5,432	5,404				288	330	445	343	769	833					
1984 Sep	20,773	20,695	7,030	6,986	6,060	6,028	5,443	5,412	13,383	13,367	360	288	330	448	344	773	836					
1984 Oct			7,019	6,985	6,054	6,029	5,439	5,415				287	328	446	343	772	837					
1984 Nov			7,004	6,981	6,045	6,026	5,431	5,413				287	328	444	343	773	837					
1984 Dec	20,832	20,804	6,987	6,983	6,033	6,028	5,419	5,414	13,504	13,482	342	287	327	444	341	773	841					
1985 Jan			6,938	6,974	5,984	6,016	5,372	5,405				285	326	441	340	770	834					
1985 Feb			6,935	6,970	5,981	6,008	5,372	5,398				284	326	441	340	774	833					
1985 Mar			6,932	6,961	5,978	5,995	5,369	5,387				283	326	441	339	776	834					

* Estimates of employees in employment from October 1981 include an allowance for underestimation. See footnote to table 1-1.

EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Production and construction		Production industries		Manufacturing industries		Service industries													
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments					
Divisions or Classes	0-9		1-5		1-4		2-4		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37					
1971 June	21,648	21,640	9,867	9,884	8,699	8,720	7,910	7,930	11,361	11,386	421	400	388	822	436	1,125	1,018					
1972 June	21,650	21,644	9,592	9,609	8,390	8,411	7,640	7,660	11,641	11,666	416	383	366	787	424	1,048	983					
1973 June	22,182	22,182	9,692	9,709	8,414	8,435	7,693	7,713	12,069	12,094	421	368	353	789	426	1,040	1,000					
1974 June	22,297	22,297	9,675	9,692	8,442	8,463	7,737	7,757	12,217	12,242	404	352	354	782	438	1,053	1,035					
1975 June	22,213	22,213	9,297	9,314	8,081	8,102	7,365	7,385	12,524	12,549	388	356	350	753	429	1,042	964					
1976 June	22,048	22,036	9,054	9,070	7,841	7,861	7,131	7,150	12,604	12,578	382	350</										

1.3 EMPLOYMENT

Employees in employment*: index of production and construction industries

GREAT BRITAIN	Division class or group	THOUSAND											
		Mar 1984			Jan 1985			Feb 1985			Mar 1985		
SIC 1980		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Production and construction industries	1-5	5,259.3	1,745.4	7,004.7	5,201.7	1,735.8	6,937.5	5,202.0	1,733.2	6,935.2	5,196.4	1,735.3	6,931.7
Production industries	1-4	4,409.1	1,628.0	6,037.0	4,366.7	1,616.9	5,983.7	4,367.2	1,614.2	5,981.4	4,361.7	1,616.2	5,977.9
All manufacturing industries	2-4	3,864.2	1,545.5	5,409.7	3,836.9	1,535.5	5,372.4	3,838.9	1,532.7	5,371.6	3,834.9	1,534.6	5,369.5
Energy and water supply	1	544.9	82.4	627.3	529.9	81.4	611.3	528.3	81.5	609.8	526.8	81.6	608.4
Coal extraction and solid fuels	111	224.3	10.2	234.5	213.9	9.8	223.7	212.8	9.8	222.6	212.0	9.8	221.8
Electricity	1610	125.2	29.0	154.2	123.2	29.1	152.3	122.9	29.3	152.2	123.0	29.3	152.2
Gas	1620	73.2	24.5	97.6	70.7	24.1	94.8	70.4	24.0	94.4	69.9	24.0	93.9
Water supply	1700	54.7	9.7	64.4	53.0	9.7	62.7	53.2	9.8	63.0	52.9	10.0	62.9
Other mineral and ore extraction and processing	2	635.3	152.7	788.0	631.1	150.1	781.2	630.3	151.4	781.7	632.4	147.8	780.2
Metal manufacturing	22	191.9	19.0	210.9	191.9	16.0	208.0	191.5	16.0	207.5	193.1	15.7	208.8
Iron and steel	2210	88.9	5.2	94.1	89.5	4.7	94.3	88.9	4.4	93.3	89.5	4.4	93.9
Steel tubes, drawing, cold rolling and forming	2220/223	46.9	6.3	53.1	46.9	5.2	52.1	46.9	5.4	52.3	47.7	5.2	52.9
Non-ferrous metals	224	56.1	7.6	63.7	55.5	6.2	61.6	55.7	6.2	61.9	55.9	6.1	62.0
Extraction of metals, ores and minerals n.e.s.	21/23	38.4	3.0	41.4	38.6	2.7	41.3	38.6	2.7	41.3	38.6	2.7	41.3
Non-metallic mineral products	24	162.8	34.0	196.8	159.7	32.4	192.1	159.6	32.9	192.4	160.7	30.3	191.1
Building products of concrete, cement etc	243	36.8	4.0	40.8	35.1	3.6	38.7	34.6	3.5	38.1	34.1	3.5	37.6
Chemical industry	25	229.2	94.7	323.9	227.9	97.0	324.9	227.7	97.9	325.6	227.2	97.1	324.3
Basic industrial chemicals	251	98.7	19.8	118.5	97.5	19.9	117.3	97.2	20.0	117.2	97.1	20.2	117.3
Pharmaceutical products	2570	45.5	35.2	80.8	45.6	35.2	80.8	45.5	35.6	81.1	45.4	35.3	80.7
Soap and toilet preparations	258	18.9	16.4	35.3	19.1	17.9	37.0	19.3	18.3	37.7	19.0	17.6	36.6
Metal goods, engineering and vehicles	3	2,026.7	535.8	2,562.5	2,016.6	533.3	2,549.8	2,021.1	532.7	2,553.8	2,018.6	535.9	2,554.5
Metal goods n.e.s.	31	291.3	85.7	377.1	291.8	84.3	376.1	293.4	84.7	378.1	292.8	85.7	378.5
Foundries	311	82.8	8.5	70.4	60.8	7.9	68.7	61.1	7.9	69.0	60.7	8.3	69.1
Bolts, nuts, springs etc	313	34.8	11.6	46.4	34.7	11.4	46.1	35.0	11.6	46.6	34.7	11.7	46.4
Hand tools and finished metal goods	316	157.1	56.8	213.9	160.1	56.5	216.6	160.8	56.7	217.5	161.5	56.9	218.4
Mechanical engineering	32	643.5	121.2	764.7	648.4	121.7	770.1	652.6	121.5	774.1	653.5	122.9	776.3
Industrial plant and steelwork	320	64.4	8.6	73.0	65.7	8.5	74.2	66.6	8.8	75.3	64.9	8.7	73.6
Machinery for agriculture, food, chemical industries etc	321/324	68.3	12.3	80.6	64.8	12.7	77.6	67.5	12.9	80.4	67.4	12.9	80.3
Metal working machine tools etc	322	63.6	13.1	76.7	65.2	12.9	78.1	64.6	12.7	77.3	65.6	13.2	78.8
Mining machinery, construction equipment etc	325	71.3	10.1	81.4	72.2	9.8	82.0	70.9	9.5	80.4	71.6	9.8	81.4
Mechanical power transmission equipment	326	23.6	4.6	28.2	24.3	4.7	29.1	24.4	4.8	29.2	24.4	4.8	29.2
Other machinery and mechanical equipment	328	301.7	57.6	359.3	305.7	58.2	363.9	308.1	58.1	366.2	308.9	58.7	367.6
Office machinery and data processing equipment	33	53.7	18.0	71.7	55.4	18.2	73.6	55.6	18.4	73.9	55.6	18.5	74.1
Electrical and electronic equipment	34	436.5	210.5	647.0	440.1	209.8	649.9	439.6	208.6	648.2	439.0	209.7	648.7
Basic electrical equipment	3420	88.9	26.8	115.7	86.3	27.3	113.6	86.2	26.9	113.2	85.9	26.9	112.8
Industrial equipment, batteries etc	343	64.1	29.1	93.2	64.5	28.4	93.0	64.2	28.4	92.6	64.5	29.2	93.7
Telecommunications equipment	344	137.0	63.7	200.8	138.6	63.8	202.4	138.6	62.7	201.2	138.5	62.7	201.3
Other electronic equipment	345	73.6	56.8	130.5	77.0	56.5	133.6	76.6	57.0	133.6	76.7	57.1	133.8
Domestic-type electric appliances	3460	30.2	14.4	44.6	30.6	14.0	44.6	30.7	13.9	44.5	30.6	14.0	44.5
Motor vehicles and parts	35	259.4	33.6	293.0	249.8	32.7	282.5	249.9	32.9	282.8	248.7	32.8	281.5
Motor vehicles and engines	3510	95.6	8.9	104.5	96.3	9.0	105.3	95.7	8.9	104.6	96.0	8.9	104.9
Parts	3530	114.0	20.7	134.8	108.3	20.0	128.3	107.8	20.2	127.9	107.7	20.2	127.9
Other transport equipment	36	268.4	31.4	299.8	256.4	30.9	287.2	254.9	31.0	285.9	253.5	30.7	284.2
Shipbuilding and repairing	3610	94.4	8.2	102.6	86.0	7.8	93.7	84.7	7.8	92.5	83.5	7.8	91.3
Railway and tramway vehicles	3620	31.8	1.4	33.2	29.9	1.3	31.2	29.7	1.4	31.1	29.7	1.3	31.0
Aerospace equipment	3640	135.6	19.5	155.2	134.2	19.3	153.5	134.3	19.3	153.7	134.1	19.3	153.4
Instrument engineering	37	73.8	35.4	109.2	74.7	35.7	110.4	75.2	35.5	110.7	75.5	35.7	111.2
Other manufacturing industries	4	1,202.1	857.0	2,059.2	1,189.2	852.2	2,041.3	1,187.5	848.7	2,036.1	1,183.9	850.9	2,034.7
Food drink and tobacco	41/42	355.1	246.9	602.1	352.4	245.0	597.5	351.2	242.1	593.3	351.0	244.2	595.2
Slaughtering, meat, meat products and organic oils and fats	411/412	59.2	39.9	99.1	59.8	41.1	100.8	59.7	38.2	98.0	59.9	40.3	100.2
Milk and milk products	4130	31.3	11.0	42.3	30.8	11.0	41.8	30.8	11.0	41.8	31.0	11.1	42.1
Fruit and vegetable processing	4147	16.6	17.0	33.6	16.7	16.9	33.6	16.6	16.4	33.1	16.4	16.7	33.0
Grain milling, starch, bread, biscuits and flour confectionery	4160/4180/419	74.6	66.6	141.3	74.9	67.3	142.2	75.1	67.5	142.6	75.4	67.5	143.0
Cocoa, chocolate, sugar confectionery etc	421	30.4	31.9	62.3	29.2	31.1	60.3	29.4	31.3	60.7	29.5	31.9	61.4
Animal feeding stuffs and miscellaneous foods	422/4239	43.0	32.3	75.2	43.2	33.8	77.0	43.1	33.5	76.5	43.0	33.3	76.3
Spirit distilling, wines, brewing and malting	4240/4261/4270	59.3	19.5	78.7	58.0	18.7	76.7	57.6	19.0	76.6	57.5	18.6	76.1
Textiles	43	118.3	112.8	231.1	118.0	110.3	228.3	118.0	111.0	229.0	117.1	110.5	227.6
Woolen and worsted	4310	25.0	16.7	41.7	25.0	16.1	41.1	24.9	16.3	41.2	24.9	16.4	41.3
Cotton and silk	432	23.6	16.1	39.7	23.5	15.3	38.7	23.4	15.5	38.8	23.3	15.4	38.7
Hosiery and other knitted goods	436	24.3	57.2	81.5	24.0	56.4	80.4	24.2	56.6	80.9	23.8	56.0	79.8
Textile finishing etc	4336/4340/4350/4370	22.4	8.9	31.3	22.3	8.7	30.9	22.2	8.8	31.0	21.8	8.9	30.7
Footwear and clothing	45	69.9	203.7	273.6	67.1	201.3	268.3	67.0	201.3	268.3	66.2	199.7	265.9
Footwear	4510	22.6	27.1	49.7	21.7	26.9	48.5	21.7	26.6	48.3	21.6	26.4	48.0
Clothing, hats and gloves and fur goods	453/4560	37.2	160.0	197.3	36.5	158.1	194.6	36.4	158.5	194.9	35.1	157.5	192.6
Timber and wooden furniture	46	160.7	39.9	200.6	160.9	40.2	201.0	159.4	39.6	199.1	158.9	40.5	199.4
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	4610/4620/4630	59.0	9.7	68.8	58.9	10.2	69.1	58.3	10.0	68.3	58.3	9.9	68.2
Wooden and upholstered furniture etc	467	81.6	21.6	103.3	82.3	21.7	103.9	80.8	21.4	102.3	81.2	21.6	102.8
Paper, paper products, printing and publishing	47	322.5	159.7	482.2	321.6	162.9	484.5	322.2	161.5	483.7	321.3	163.8	485.1
Pulp, paper and board	4710	31.1	7.1	38.2	31.6	6.5	38.1	31.8	6.5	38.3	31.9	6.4	38.3
Conversion of paper and board	472	65.2	39.5	104.8	65.6	39.5	105.2	65.5	39.5	105.0	65.3	39.9	105.2
Printing and publishing	475	226.1	113.0	339.2									

EMPLOYMENT

Selected countries: national definitions

19

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)(6)	Belgium (3)(7)(8)	Canada	Denmark (7)	France (6)(8)	Germany (FR)	Greece (7)	Irish Republic (7)(9)	Italy (6)(10)	Japan (5)	Netherlands (7)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)(6)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		
	Thousand																	
Civilian labour force																		
1982 Q4	26,378	6,943 R	3,309	..	12,033	..	23,128	26,952 R	..	..	22,301 R	58,206 R	..	2,007 R	13,135	4,356 R	3,036 R	110,892 R
1983 Q1	26,365	6,965	3,296	..	12,048	..	..	26,977 R	..	..	22,540 R	58,831 R	..	1,997	13,102	4,368 R	3,029	110,726 R
Q2	26,347	6,972 R	3,293	..	12,186	..	..	26,942 R	..	..	22,676 R	58,797 R	..	2,030 R	13,106	4,381 R	3,018 R	111,172 R
Q3	26,443	6,984 R	3,297	..	12,245	..	..	26,943 R	..	..	22,549 R	58,972 R	..	2,037 R	13,210	4,380 R	3,015 R	112,052 R
Q4	26,558	7,023 R	3,288	..	12,224 R	..	22,903	26,931 R	..	..	22,712 R	58,942 R	..	2,032	13,265	4,369 R	3,015 R	112,100 R
1984 Q1	26,675	7,048 R	3,362	..	12,282 R	..	..	26,932 R	..	..	22,972	58,947 R	..	2,042	13,260	4,374 R	3,013 R	112,650 R
Q2	26,772	7,107 R	3,337	..	12,355 R	..	..	26,906 R	..	..	22,666	59,129 R	..	2,023 R	13,177	4,359 R	3,015 R	113,514 R
Q3	26,889	7,124 R	..	..	12,452 R	..	..	26,916 R	..	..	22,764	59,475 R	..	2,023 R	13,247	4,418 R	3,014 R	113,754 R
Q4	27,038	7,151	..	..	12,498	..	..	26,903	..	..	22,895	59,525	..	2,035	13,283	4,415	..	114,185
Civilian employment																		
	Thousand																	
1982 Q4	23,289	6,342	3,177	..	10,499	..	20,997	24,889	..	..	20,221 R	56,750 R	..	1,937	10,876	4,225	3,017	99,121 R
1983 Q1	23,219	6,277	3,146	..	10,546	..	..	24,761 R	..	..	20,311 R	57,247	..	1,923	10,757	4,221 R	3,003	99,227 R
Q2	23,245	6,254 R	3,160	..	10,693	..	..	24,688 R	..	..	20,370 R	57,252 R	..	1,959 R	10,825	4,230 R	2,990	99,889 R
Q3	23,350	6,266 R	3,162	..	10,824	..	..	24,644 R	..	..	20,349 R	57,383	..	1,970 R	10,848	4,218 R	2,984	101,582 R
Q4	23,487	6,359	3,168	..	10,864	..	20,676	24,668 R	..	..	20,369 R	57,393 R	..	1,975	10,805	4,223 R	2,988	102,591 R
1984 Q1	23,562	6,379	3,214	..	10,881	..	..	24,677 R	..	..	20,436	57,332 R	..	1,979	10,592	4,233 R	2,982	103,768 R
Q2	23,619	6,472 R	3,217	..	10,935	..	..	24,659 R	..	..	20,284	57,516 R	..	1,962 R	10,503	4,222 R	2,981	104,985 R
Q3	23,683	6,494 R	..	..	11,049	..	..	24,616 R	..	..	20,473	57,854	..	1,959 R	10,507	4,279 R	2,979	105,306 R
Q4	23,827	6,540	..	..	11,109	..	..	..	..	..	20,559	57,956	..	1,979	10,382	4,284	..	105,951 R
LATEST ANNUAL FIGURES: 1984 unless stated																		
	Thousand																	
Civilian Labour Force: Male	15,864	4,412	2,016	2,494	7,169	1,464	13,420	16,350	2,541	899	14,663	35,800	3,908	1,159	9,227	2,330	1,953	63,855
Female	10,812	2,697	1,277	1,594	5,231	1,195	9,380	10,564	1,166	369	7,951	23,470	1,840	872	4,056	2,061	1,067	49,709
All	26,676	7,109	3,294	4,088	12,399	2,659	22,800	26,914	3,707	1,268	22,614	59,271	5,639	2,031	13,283	4,391	3,020	113,544
Civilian Employment: Male	13,744	4,027	1,946	2,283	6,367	1,304	12,536	15,074	2,419	792	13,671	34,850	3,353	1,125	7,341	2,261	1,937	59,091
Female	9,902	2,444	1,213	1,337	4,633	1,059	8,303	9,575	1,072	339	6,679	22,820	1,631	844	3,041	1,994	1,057	45,915
All	23,646	6,471	3,159	3,620	11,000	2,363	20,839	24,649	3,491	1,131	20,350	57,660	4,984	1,970	10,382	4,255	2,994	105,005
Civilian employment: proportions by sector																		
	Per cent																	
Male: Agriculture	3.7	7.6	8.3	3.7	6.9 R	..	..	4.7	24.8	..	11.9	7.6	..	9.2	18.8	7.1	8.0	4.7
Industry	43.3	36.1	49.3	41.8	34.5 R	..	..	51.1	33.9	..	41.1	38.9	..	40.4	39.1	43.6	45.8	37.4
Services	53.0	56.3	42.2	54.5	58.6 R	..	..	44.2	41.3	..	47.0	53.5	..	50.2	42.1	49.3	46.2	57.9
Female: Agriculture	1.1	4.0	12.4	1.6	3.2	..	..	7.0	38.2	..	13.4	10.8	..	4.3	16.0	2.9	5.4	1.5
Industry	18.5	14.8	21.8	16.1	14.1 R	..	..	26.6	18.4	..	26.0	28.6	..	12.2	17.2	14.1	22.6	17.0
Services	80.4	81.2	65.6	82.2	82.8 R	..	..	66.4	43.6	..	60.6	60.6	..	83.3	66.8	82.9	72.0	81.5
All: Agriculture	2.6	6.2	9.9	3.0	5.3 R	7.5	8.1	5.6	28.9	17.3	12.4	8.9	5.0	7.1	18.0	5.1	7.1	3.3
Industry	32.9	28.1	38.8	32.3	25.9	28.5	33.8	41.6	29.2	31.1	36.1	34.8	28.8	28.3	32.7	29.8	37.6	28.5
Services	64.4	65.7	51.3	64.7	68.8	64.0	58.1	52.8	42.0	51.5	51.5	56.3	66.3	64.4	49.3	65.1	55.3	68.2

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

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

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1983.

[7] Annual figures relate to 1982.

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

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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

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		
													Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006	14.3	
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352	12.6	
1982	1,198	29.8	8.3	9.98		8	320	194	1,438	10.7	142	3.5	1,769	12.4	
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985	12.9	
1984	1,311	34.3	8.9	11.59		6	231	38	387	10.4	43	1.5	619	14.4	
Week ended															
1983 Mar 12	1,189	31.3	8.2	9.80	9.77	6	238	119	1,260	10.6	125	3.3	1,498	1,247	12.0
April 16	1,139	30.0	8.1	9.34	9.53	9	365	96	1,048	11.0	105	2.8	1,414	1,357	13.5
May 14	1,234	32.7	8.3	10.28	10.01	6	256	77	774	10.1	83	2.2	1,030	1,134	12.3
June 11	1,168	30.9	8.4	9.85	9.70	7	297	69	714	10.4	76	2.0	1,011	1,091	13.3
July 16	1,201	31.4	8.7	10.47	10.37	7	267	44	477	10.9	51	1.3	743	1,002	15.1
Aug 13	1,122	29.0	8.8	9.88	10.37	4	142	38	368	9.8	41	1.1	510	681	12.6
Sep 10	1,238	31.9	8.9	10.98	11.04	5	199	39	372	9.6	44	1.1	571	661	13.0
Oct 15	1,326	33.7	8.9	11.74	11.30	4	152	36	325	9.0	40	0.9	477	517	12.0
Nov 12	1,345	34.5	8.7	11.68	11.29	5	180	37	341	9.2	42	1.1	521	482	12.5
Dec 10	1,327	34.5	8.9	11.78	11.14	4	161	35	341	9.9	39	1.0	502	507	13.0
1984 Jan 14	1,185	31.1	8.4	9.89	11.10	6	245	42	493	11.9	48	1.3	738	586	15.5
Feb 11	1,305	34.3	8.7	11.24	11.30	8	306	44	437	9.9	51	1.4	742	567	14.5
Mar 10	1,294	34.0	8.7	11.21	11.19	4	174	47	528	11.2	52	1.4	702	592	13.6
April 14	1,311	34.5	8.7	11.36	11.57	4	144	44	395	9.2	48	1.3	554	526	11.5
May 19	1,335	35.1	8.9	11.79	11.51	4	179	41	361	8.8	45	1.2	540	591	11.7
June 16	1,328	34.9	8.9	11.79	11.68	7	281	39	394	10.2	46	1.2	675	717	14.8
July 14	1,304	34.1	9.0	11.71	11.62	7	271	33	317	9.7	39	1.0	587	786	15.1
Aug 18	1,234	32.2	9.0	11.05	11.52	8	316	31	333	10.8	39	1.0	649	865	16.6
Sep 15	1,290	33.6	9.0	11.55	11.61	7	284	32	334	10.6	39	1.0	618	720	16.0
Oct 13	1,376	35.6	9.0	12.73	11.89	5	189	31	343	11.2	36	0.8	532	588	15.1
Nov 10	1,380	35.9	8.9	12.27	11.87	7	266	35	348	10.0	41	1.1	615	570	14.8
Dec 8	1,391	36.4	9.0	12.49	11.83	3	122	32	357	11.0	35	0.9	479	488	13.5
1985 Jan 12 R	1,214	32.0	8.5	10.33	11.55	5	186	30	317	10.4	34	0.9	503	396	14.6
Feb 16 R	1,337	35.2	8.9	11.87	11.93	6	236	34	360	10.7	40	1.0	596	454	15.0
Mar 16	1,329	35.1	9.0	11.93	11.91	6	225	37	357	9.8	42	1.1	582	494	13.8

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

EMPLOYMENT 1.12

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.3	86.6	89.3	93.9	98.7	98.9	101.5	99.1	99.1
1982	84.4	84.9	80.7	83.4	91.2	100.5	100.9	103.9	99.6	99.6
1983	82.1	83.8	76.3	81.6	88.5	101.5	102.0	105.5	100.2	100.2
1984	82.1	85.8	72.6	81.5	85.6	102.4	103.5	104.3	105.6	100.4
Week ended										
1982 Dec 11	82.2	83.1	78.7	81.4	90.0	100.8	101.2	100.8	104.6	99.7
1983 Jan 15	81.3					100.9				
Feb 12	81.5					100.9				
Mar 12	81.6	83.1R	77.9	81.2	88.3	101.2	101.4	102.3	104.9	100.0
April 16	81.4					101.0				
May 14	81.7					101.1				
June 11	81.6	82.6	76.4	80.5	88.2	100.9	101.0	101.3	105.2	99.8
July 16	82.2					101.3				
Aug 13	82.4					101.6				
Sep 10	82.7	84.3	75.9	82.2	89.3	101.8	102.0	103.8	105.8	100.6
Oct 15	82.6					102.2				
Nov 12	83.0					102.7				
Dec 15	82.8	85.2	74.9	82.6	88.2	102.6	103.4	104.9	106.2	100.6
1984 Jan 14	81.7					102.6				
Feb 11	81.9					102.7				
Mar 10	81.8	85.6	73.7	82.2	85.1	102.5	103.7	104.4	106.2	100.2
Apr 14	81.9					102.5				
May 19	82.0					102.3				
Jun 16	82.2	85.3	71.2	81.3	86.3	102.2	103.1	102.4	105.8	100.4
July 14	82.3					102.0				
Aug 18	81.9					102.0				
Sep 15	82.3	85.3	71.8	81.2	86.2	102.1	102.7	104.0	105.2	100.6
Oct 13	82.3					102.6				
Nov 10	82.5					102.6				
Dec 8	82.7	86.8	73.6	81.3	84.9	103.1	104.6	106.5	105.2	100.2
1985 Jan 12	81.3					102.6 R				
Feb 16	81.7					102.8				
Mar 16	81.6	86.9	72.2	80.2	85.1	102.7	103.8	105.8	109.7	99.8

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION				
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over			
						Number	Per cent				Change since previous month	Average change over 3 months ended	
1980	1,664.9	6.8	104.1	..	1,560.8								
1981	2,520.4	10.4	100.6	..	2,419.8								
1982	2,916.0	12.1	123.5	..	2,793.4								
1983††	3,104.7	12.9	134.9	..	2,969.7								
1984	3,159.8	13.1	113.0	..	3,046.8								
1983	April 14††	3,169.9	13.2	134.5	..	3,035.4	3,024.4	12.6	0.5(29.9)	13.5(23.3)	323	2,629	218
	May 12	3,049.4	12.7	125.6	..	2,923.7	2,969.3	12.4	-55.1(19.1)	-9.3(25.2)	275	2,626	148
	June 9	2,983.9	12.4	118.9	128.4	2,865.0	2,963.0	12.3	-6.3(22.6)	-20.3(23.9)	266	2,596	122
	July 14	3,020.6	12.6	115.5	211.1	2,905.0	2,947.0	12.3	-16.0(4.2)	-25.8(15.3)	352	2,565	103
	Aug 11	3,009.9	12.5	112.1	211.9	2,897.8	2,935.8	12.2	-11.2(-2.1)	-11.2(8.2)	304	2,611	95
	Sep 8	3,167.4	13.2	214.6	..	2,952.8	2,944.4	12.3	8.6	-6.2(3.6)	461	2,613	94
	Oct 13	3,094.0	12.9	168.1	..	2,925.9	2,944.8	12.3	0.4	-0.7(2.3)	361	2,642	91
	Nov 10	3,084.4	12.8	137.7	..	2,946.7	2,947.2	12.3	2.4	3.8	317	2,680	87
	Dec 8	3,079.4	12.8	118.1	..	2,961.3	2,958.3	12.3	11.1	-4.6	291	2,703	86
1984	Jan 12	3,199.7	13.2	116.8	..	3,082.9	2,975.3	12.3	17.0	10.2	308	2,084	87
	Feb 9	3,186.4	13.2	105.5	..	3,080.9	2,999.4	12.4	24.1	17.4	295	2,809	87
	Mar 8	3,142.8	13.0	94.8	..	3,048.0	3,013.6	12.5	14.2	18.4	260	2,801	82
	April 5	3,107.7	12.8	85.3	..	3,022.4	3,012.0	12.5	-1.6	12.2	272	2,755	80
	May 10	3,084.5	12.8	104.2	..	2,980.3	3,026.2	12.5	14.2	8.9	277	2,790	78
	June 14	3,029.7	12.5	95.3	123.6	2,934.5	3,031.8	12.5	5.6	6.1	267	2,688	75
	July 12	3,100.5	12.8	92.4	166.7	3,008.1	3,049.4	12.6	17.6	12.5	365	2,660	75
	Aug 9	3,115.9	12.9	89.9	160.1	3,025.9	3,066.3	12.7	16.9	13.4	308	2,735	73
	Sep 13	3,283.6	13.6	181.9	..	3,101.7	3,090.6	12.8	24.3	19.6	478	2,731	74
	Oct 11	3,225.1	13.3	150.6	..	3,074.6	3,093.6	12.8	3.0	14.7	371	2,781	74
	Nov 8	3,222.6	13.3	127.9	..	3,094.7	3,097.1	12.8	3.5	10.3	325	2,826	71
	Dec 6	3,219.4	13.3	111.3	..	3,108.1	3,106.4	12.8	9.3	5.3	293	2,856	70
1985	Jan 10	3,341.0	13.8	109.4	..	3,231.5	3,123.9	12.9	17.5	10.1	302	2,965	74
	Feb 14	3,323.7	13.7	97.8	..	3,225.9	3,144.0	13.0	20.1	15.6	299	2,956	68
	Mar 14	3,267.6	13.5	88.0	..	3,179.6	3,148.0	13.0	4.0	13.9	264	2,936	67
	April 11	3,272.6	13.5	83.7	..	3,188.9	3,177.2	13.1	29.2	17.8	292	2,913	68

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION				
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		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	
1980	1,590.5	6.7	97.8	..	1,492.7								
1981	2,422.4	10.2	94.0	..	2,328.4								
1982	2,808.5	11.9	117.3	..	2,691.3								
1983††	2,987.6	12.7	130.7	..	2,856.8								
1984	3,038.4	12.9	109.7	..	2,928.7								
1983	April 14††	3,053.3	13.0	129.8	..	2,923.7	2,912.3	12.4	-1.5(27.9)	12.6(22.4)	312	2,526	215
	May 12	2,934.4	12.5	121.6	..	2,812.8	2,856.9	12.2	-55.4(18.8)	-10.4(24.2)	267	2,522	145
	June 9	2,870.5	12.2	115.3	125.6	2,755.2	2,851.0	12.2	-5.9(21.9)	-20.9(22.9)	258	2,493	120
	July 14	2,903.5	12.4	112.2	206.6	2,791.3	2,833.4	12.1	-17.6(2.3)	-26.3(14.3)	343	2,458	102
	Aug 11	2,892.9	12.3	109.0	206.1	2,783.9	2,821.6	12.0	-11.8(-2.8)	-11.8(7.1)	295	2,504	93
	Sep 8	3,043.7	13.0	208.5	..	2,835.2	2,828.9	12.0	7.3	-7.4(2.3)	447	2,505	92
	Oct 13	2,974.2	12.7	162.8	..	2,811.4	2,829.8	12.1	0.9	-1.2(1.8)	351	2,534	89
	Nov 10	2,964.7	12.6	133.1	..	2,831.6	2,831.5	12.1	1.7	3.3	308	2,571	86
	Dec 8	2,960.9	12.6	114.3	..	2,846.7	2,842.6	12.1	11.1	4.6	283	2,594	84
1984	Jan 12	3,077.4	13.0	113.2	..	2,964.3	2,859.2	12.1	16.6	9.8	299	2,692	86
	Feb 9	3,063.8	13.0	102.2	..	2,961.7	2,881.8	12.2	22.6	16.8	286	2,697	81
	Mar 8	3,021.9	12.8	91.9	..	2,930.0	2,895.7	12.3	13.9	17.7	252	2,689	80
	April 5	2,987.6	12.7	82.7	..	2,904.9	2,894.2	12.3	-1.5	11.7	264	2,645	79
	May 10	2,963.9	12.6	100.6	..	2,863.3	2,907.8	12.3	13.6	8.7	268	2,619	76
	June 14	2,910.8	12.3	92.3	120.9	2,818.6	2,913.7	12.3	5.9	6.0	258	2,579	74
	July 12	2,978.9	12.6	89.7	163.0	2,889.2	2,930.8	12.4	17.1	12.2	355	2,550	74
	Aug 9	2,995.2	12.7	87.4	156.0	2,907.8	2,947.7	12.5	16.9	13.3	300	2,624	71
	Sep 13	3,156.6	13.4	176.6	..	2,979.9	2,971.2	12.6	23.5	19.2	462	2,622	72
	Oct 11	3,103.2	13.1	146.5	..	2,956.7	2,975.2	12.6	4.0	14.8	360	2,670	73
	Nov 8	3,101.6	13.1	124.5	..	2,977.0	2,978.9	12.6	3.7	10.4	316	2,716	70
	Dec 6	3,100.0	13.1	108.6	..	2,991.4	2,988.6	12.7	9.7	5.8	285	2,746	69
1985	Jan 10	3,217.9	13.6	107.0	..	3,110.9	3,005.7	12.7	17.1	10.2	294	2,851	73
	Feb 14	3,200.7	13.6	95.6	..	3,105.1	3,024.7	12.8	19.0	15.3	290	2,843	67
	Mar 14	3,145.9	13.3	86.1	..	3,059.8	3,028.0	12.8	3.3	13.1	256	2,824	66
	April 11	3,150.3	13.3	81.9	..	3,068.4	3,056.4	12.9	28.4	16.9	284	2,800	67

Note: The seasonally adjusted series have been revised back to January 1982 to take account of more up-to-date assessments of seasonal variations and some technical improvements. The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of *Employment Gazette* December 1982.

UNEMPLOYMENT UK summary 2.1

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers †	Actual	Seasonally adjusted		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
1980	1,180.6	8.3	55.0	..	1,125.6							
1981	1,843.3	12.9	55.6	..	1,787.8							
1982	2,133.2	15.0	70.1	..	2,063.2							
1983††	2,218.6	15.8	77.2	..	2,141.4							
1984	2,197.4	15.7	65.0	..	2,132.4							
1983	April 14††	2,306.4	16.4	77.4	..	2,229.0	2,213.0	15.7				
	May 12	2,199.4	15.6	72.5	..	2,126.9	2,148.5	15.3				
	June 9	2,144.7	15.2	68.6	..	2,076.1	2,133.8	15.2				
	July 14	2,144.0	15.2	66.9	..	2,077.1	2,110.8	15.0				
	Aug 11	2,159.0	15.1	65.4	..	2,059.6	2,097.0	14.9				
	Sep 8	2,204.6	15.7	121.6	..	2,083.1	2,096.8	14.9				
	Oct 13	2,162.4	15.4	95.7	..	2,066.6	2,091.8	14.9				
	Nov 10	2,159.0	15.3	78.9	..	2,080.1	2,087.6	14.8				
	Dec 8	2,166.9	15.4	68.1	..	2,098.8	2,092.0	14.9				
1984	Jan 12	2,245.4	16.1	66.9	..	2,178.4	2,098.1	15.0				
	Feb 9	2,236.9	16.0	60.6	..	2,176.3	2,112.5	15.1				
	Mar 8	2,205.1	15.8	54.5	..	2,150.6	2,119.5	15.2				
	April 5	2,180.1	15.6	49.2	..	2,130.9	2,115.4	15.2				
	May 10	2,161.1	15.5	60.2	..	2,100.9	2,122.6	15.2				
	June 14	2,119.6	15.2	55.1	..	2,064.5	2,121.5	15.2				
	July 12	2,150.1	15.4	53.3	..	2,096.9	2,129.9	15.3				
	Aug 9	2,151.1	15.4	52.3	..	2,098.8	2,137.9	15.3				
	Sep 13	2,245.6	16.1	103.9	..	2,141.7	2,1					

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female		
									Number	Per cent	Change since previous month			Average change over 3 months ended	
SOUTH EAST															
1981	547.6	407.5	140.1	16.5	7.0	9.0	4.3	531.0							
1982	664.6	490.8	173.8	22.4	8.5	10.8	5.3	642.3							
Annual averages		721.4	514.5	206.9	24.5	9.3	11.4	696.9							
1983††		748.0	511.3	236.7	20.1	9.5	11.3	727.9							
1984		732.0	506.8	225.2	15.0	9.3	11.2	717.0	715.7	9.1	0.9	3.2	494.5	221.2	
Apr 5	724.8	499.9	224.9	17.8	9.2	11.1	6.6	707.0	707.0	9.1	2.9	2.8	494.2	224.4	
May 10	716.1	492.8	223.3	16.8	9.1	10.9	6.6	699.3	723.6	9.2	5.0	2.9	496.5	227.1	
Jun 14	735.2	500.9	234.4	16.2	9.3	11.1	6.9	719.0	728.4	9.2	4.8	4.2	498.6	229.8	
Jul 12	744.6	503.3	241.3	15.4	9.4	11.2	7.1	729.2	733.8	9.3	5.4	5.1	501.2	232.6	
Aug 9	777.7	521.6	256.1	31.5	9.9	11.6	7.6	746.1	741.2	9.4	7.4	5.9	505.8	235.4	
Sep 13	767.4	516.5	250.9	27.9	9.7	11.5	7.4	739.5	741.9	9.4	0.7	4.5	506.4	235.5	
Oct 11	767.5	517.3	250.2	23.7	9.7	11.5	7.4	743.7	743.8	9.4	1.9	3.3	506.8	237.0	
Nov 8	766.2	519.6	246.6	20.4	9.7	11.5	7.3	745.8	747.6	9.5	3.8	2.1	508.6	239.0	
Dec 6	795.6	541.8	253.8	18.5	10.1	12.0	7.5	777.1	753.6	9.5	6.0	3.9	513.4	240.2	
1985 Jan 10	797.0	544.8	252.3	16.4	10.1	12.1	7.4	780.6	761.1	9.6	7.5	5.8	519.9	241.2	
Feb 14	784.0	534.7	249.2	14.7	9.9	11.9	7.4	769.3	761.6	9.6	0.5	4.7	518.6	243.0	
Mar 14	784.0	534.7	249.2	14.7	9.9	11.9	7.4	769.3	761.6	9.6	0.5	4.7	518.6	243.0	
Apr 11	784.1	533.2	251.0	13.9	9.9	11.8	7.4	770.3	768.9	9.7	7.3	5.1	521.5	247.4	
GREATER LONDON (included in South East)															
1981	263.5	195.8	67.6	9.0	6.9	8.7	4.3	254.5							
1982	323.3	238.5	84.8	10.7	8.5	10.5	5.4	312.6							
Annual averages		359.9	258.8	101.1	12.0	9.5	11.6	347.9							
1983††		380.9	265.6	115.3	10.2	9.9	11.9	370.7							
1984		371.5	261.6	109.9	7.9	9.7	11.7	363.6	363.7	9.5	0.6	1.5	255.9	107.8	
Apr 5	370.2	260.0	110.2	8.9	9.7	11.7	6.9	361.3	365.1	9.5	1.4	1.4	256.0	109.1	
May 10	369.3	259.3	110.0	8.6	9.6	11.6	6.9	360.6	369.3	9.6	4.2	2.1	258.8	110.5	
Jun 14	377.8	263.1	114.7	8.3	9.9	11.8	7.2	369.4	371.5	9.7	2.2	2.6	259.7	111.8	
Jul 12	383.2	264.9	118.3	8.0	10.0	11.9	7.4	375.2	373.9	9.8	2.4	2.9	261.0	112.9	
Aug 9	397.3	272.8	124.4	14.5	10.4	12.2	7.8	382.7	378.3	9.9	4.4	3.0	263.9	114.4	
Sep 13	392.2	270.3	121.9	13.6	10.2	12.1	7.6	378.6	379.4	9.9	1.1	2.6	264.9	114.5	
Oct 11	391.1	270.3	120.8	12.1	10.2	12.1	7.5	379.0	380.9	9.9	1.5	2.3	265.8	115.1	
Nov 8	390.8	271.2	119.6	10.6	10.2	12.2	7.5	380.2	383.3	10.0	2.4	1.7	267.3	116.0	
Dec 6	400.1	278.0	122.1	9.6	10.4	12.5	7.6	390.5	385.6	10.1	2.3	2.1	268.8	116.8	
1985 Jan 10	400.8	279.3	121.5	8.6	10.5	12.5	7.6	392.2	387.9	10.1	2.3	2.3	270.9	117.0	
Feb 14	398.4	277.9	120.5	7.9	10.4	12.5	7.5	390.5	389.5	10.2	1.6	2.1	271.9	117.6	
Mar 14	398.4	277.9	120.5	7.9	10.4	12.5	7.5	390.5	389.5	10.2	1.6	2.1	271.9	117.6	
Apr 11	400.7	279.1	121.6	7.4	10.5	12.5	7.6	393.3	393.6	10.3	4.1	2.7	274.0	119.6	
EAST ANGLIA															
1981	61.4	45.9	15.5	2.0	8.3	10.3	5.3	59.4							
1982	72.2	53.2	19.0	2.4	9.7	12.0	6.3	69.8							
Annual averages		77.5	54.8	22.6	2.7	10.3	12.2	74.7							
1983††		77.0	51.8	25.2	2.2	10.1	11.6	8.0	74.8						
1984		77.8	53.3	24.5	1.6	10.2	12.0	7.8	76.2	74.3	9.7	-0.4	—	50.8	23.5
Apr 5	76.4	52.0	24.5	2.1	10.0	11.7	7.7	74.3	74.8	9.8	0.5	—	50.9	23.9	
May 10	73.5	49.6	23.9	1.9	9.6	11.1	7.6	71.5	74.9	9.8	0.1	0.1	50.7	24.2	
Jun 14	74.4	49.7	24.7	1.9	9.8	11.1	7.8	72.6	75.6	9.9	0.7	0.4	51.0	24.6	
Jul 12	74.3	49.3	25.0	1.7	9.8	11.1	7.9	72.6	75.8	9.9	0.2	0.3	50.9	24.9	
Aug 9	77.6	50.8	26.7	3.6	10.2	11.4	8.5	74.0	76.1	10.0	0.3	0.4	51.0	25.1	
Sep 13	77.2	50.7	26.5	2.9	10.1	11.4	8.4	74.2	75.5	9.9	-0.6	—	50.5	25.0	
Oct 11	77.7	51.2	26.5	2.4	10.2	11.5	8.4	75.3	75.8	9.9	0.3	—	50.6	25.2	
Nov 8	78.5	52.1	26.4	2.1	10.3	11.7	8.4	76.4	76.2	10.0	0.4	—	50.6	25.6	
Dec 6	83.2	55.2	28.0	1.9	10.9	12.4	8.9	81.3	77.6	10.2	1.4	0.7	51.5	26.1	
1985 Jan 10	84.5	56.4	28.1	1.7	11.1	12.6	8.9	82.8	78.7	10.3	1.1	1.0	52.3	26.4	
Feb 14	82.2	54.6	27.6	1.5	10.8	12.2	8.7	80.6	77.9	10.2	-0.8	0.6	51.5	26.4	
Mar 14	82.2	54.6	27.6	1.5	10.8	12.2	8.7	80.6	77.9	10.2	-0.8	0.6	51.5	26.4	
Apr 11	82.4	54.6	27.8	1.6	10.8	12.2	8.8	80.8	78.6	10.3	0.7	0.3	51.9	26.7	
SOUTH WEST															
1981	155.6	112.0	43.6	4.4	9.2	11.3	6.3	151.2							
1982	179.0	128.0	51.0	5.7	10.6	13.0	7.2	173.3							
Annual averages		188.6	129.3	59.3	6.2	11.2	13.2	182.3							
1983††		193.9	127.3	66.6	5.0	11.4	13.0	188.9							
1984		191.0	126.4	64.6	3.6	11.2	12.9	187.4	185.4	10.9	0.3	1.0	122.6	62.8	
Apr 5	185.5	122.9	62.6	4.5	10.9	12.6	8.6	181.1	185.8	10.9	0.4	0.6	122.7	63.1	
May 10	179.1	118.8	60.3	4.1	10.5	12.2	8.3	174.9	186.7	10.9	0.9	0.5	123.1	63.6	
Jun 14	183.8	120.7	63.1	4.0	10.8	12.4	8.6	179.8	188.4	11.0	1.7	1.0	123.8	64.6	
Jul 12	185.8	121.3	64.4	3.8	10.9	12.4	8.8	182.0	190.3	11.2	1.9	1.5	124.9	65.4	
Aug 9	198.6	128.7	70.0	8.4	11.6	13.2	9.6	190.2	193.4	11.3	3.1	2.2	126.9	66.5	
Sep 13	200.3	129.9	70.4	7.1	11.7	13.3	9.6	193.2	193.6	11.3	0.2	1.7	127.4	66.2	
Oct 11	203.5	132.1	71.4	5.9	11.9	13.5	9.8	197.6	194.3	11.4	0.7	1.3	127.9	66.4	
Nov 8	204.4	133.6	70.8	5.1	12.0	13.7	9.7	199.4	195.0	11.4	0.7	0.5	128.1	66.9	
Dec 6	213.2	139.5	73.7	4.7	12.5	14.3	10.1	208.6	196.8	11.5	1.8	1.1	129.1	67.7	
1985 Jan 10	213.7	140.4	73.3	4.2	12.5	14.4	10.0	209.6	199.5	11.7	2.7	1.7	131.3	68.2	
Feb 14	208.1	136.2	71.9	3.8	12.2	13.9	9.8	204.3	198.7	11.6	-0.8	1.2	130.2	68.5	
Mar 14	208.1	136.2	71.9	3.8	12.2	13.9	9.8	204.3	198.7	11.6	-0.8	1.2	130.2	68.5	
Apr 11	205.5	135.0	70.6	3.5	12.0	13.8	9.7	202.0	200.2	11.7	1.5	1.1	131.3	68.9	

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

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female	
									Number	Per cent	Change since previous month			Average change over 3 months ended
WEST MIDLANDS														
1981	290.6	213.9	76.6	12.3	12.5	15.2	8.3	278.3						
1982	337.9	249.9	87.9	14.8	14.7	17.9	9.8	323.0						
Annual averages		354.7	257.3	97.4	16.0	15.7	18.7	338.6						
1983††		345.6	243.1	102.5	12.8	15.3	18.0	332.8						
1984		340.3	241.5	98.8	9.5	15.1	17.9							

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual				Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			
NORTH														
1981	192.0	141.0	50.9	8.9	14.7	17.9	9.9	183.0						
1982	214.6	158.8	55.8	10.9	16.6	20.3	10.9	203.9						
1983††	225.7	164.7	61.0	11.8	17.9	21.8	12.0	213.9						
1984	231.3	166.4	64.9	9.8	18.4	22.6	12.4	221.5						
1984 Apr 5	224.7	163.3	61.4	6.9	17.8	22.2	11.7	217.9	217.9	17.3	0.5	1.7	158.6	59.3
May 10	225.9	163.9	63.0	8.8	17.9	22.3	11.8	215.1	219.9	17.5	2.0	1.6	160.0	59.9
Jun 14	223.1	161.7	61.4	8.0	17.7	22.0	11.7	215.1	220.8	17.5	0.9	1.1	160.5	60.3
Jul 12	227.0	163.6	63.4	8.1	18.0	22.2	12.1	218.8	221.7	17.6	0.9	1.3	160.9	60.8
Aug 9	226.6	162.4	64.2	8.2	18.0	22.1	12.3	218.4	222.6	17.7	0.9	0.9	161.0	61.6
Sep 13	243.1	171.7	71.3	17.1	19.3	23.3	13.6	225.9	224.2	17.8	1.6	1.1	162.2	62.0
Oct 11	236.6	168.4	68.2	13.4	18.8	22.9	13.0	223.2	224.6	17.8	0.4	1.0	162.3	62.3
Nov 8	237.9	170.0	67.9	11.4	18.9	23.1	13.0	226.5	226.0	17.9	1.4	1.1	163.4	62.6
Dec 6	236.5	169.8	66.7	10.0	18.8	23.1	12.7	226.5	225.9	17.9	-0.1	0.6	163.0	62.9
1985 Jan 10	242.5	174.0	68.5	9.1	19.2	23.6	13.1	233.4	225.6	17.9	-0.3	0.3	162.6	63.0
Feb 14	237.1	169.9	67.2	8.0	18.8	23.1	12.8	229.1	224.8	17.8	-0.8	-0.4	161.8	63.0
Mar 14	233.6	167.5	66.1	7.2	18.5	22.8	12.6	226.4	225.6	17.9	0.8	-0.1	162.3	63.3
Apr 11	236.5	169.9	66.6	6.9	18.8	23.1	12.7	229.6	230.3	18.3	4.7	1.6	165.6	64.7
WALES														
1981	145.9	106.8	39.1	6.5	13.5	16.3	9.2	139.4						
1982	164.8	120.9	43.8	7.7	15.4	18.8	10.4	157.1						
1983††	170.4	122.9	47.5	8.3	16.0	19.4	11.0	162.1						
1984	173.0	123.0	50.0	6.8	16.2	19.8	11.3	166.3						
1984 Apr 5	169.9	121.7	48.2	4.7	15.9	19.6	10.9	165.2	164.1	15.4	0.1	1.0	117.7	46.4
May 10	169.1	121.2	47.9	6.7	15.9	19.5	10.8	162.4	165.3	15.5	1.2	0.8	118.8	46.5
Jun 14	163.2	117.1	46.1	5.5	15.3	18.8	10.4	157.8	164.5	15.4	-0.8	0.2	117.8	46.7
Jul 12	167.5	119.2	48.3	5.3	15.7	19.1	10.9	162.2	166.4	15.6	1.9	0.8	119.0	47.4
Aug 9	167.7	118.9	48.8	5.1	15.7	19.1	11.0	162.7	167.6	15.7	1.2	0.8	119.8	47.8
Sep 13	182.3	127.4	54.9	12.0	17.1	20.5	12.4	170.3	170.2	16.0	2.6	1.9	121.5	48.7
Oct 11	178.9	126.1	52.8	9.6	16.8	20.3	11.9	169.3	170.0	16.0	-0.2	1.2	121.5	48.5
Nov 8	180.0	127.0	53.0	8.0	16.9	20.4	12.0	172.0	170.9	16.0	0.9	1.1	121.8	49.1
Dec 6	180.4	128.1	52.3	6.9	16.9	20.6	11.8	173.5	171.4	16.1	0.5	0.4	122.3	49.1
1985 Jan 10	185.9	131.9	53.9	6.6	17.4	21.2	12.2	179.3	171.9	16.1	0.5	0.6	122.6	49.3
Feb 14	183.8	130.9	52.9	5.8	17.3	21.0	12.0	178.0	172.4	16.2	0.5	0.5	123.1	49.3
Mar 14	180.6	128.7	51.8	5.2	16.9	20.7	11.7	175.4	172.6	16.2	0.2	0.4	123.5	49.1
Apr 11	180.0	128.1	52.0	5.0	16.9	20.6	11.7	175.0	173.3	16.3	0.7	0.5	123.4	49.9
SCOTLAND														
1981	282.8	197.6	85.2	14.6	12.4	15.0	8.9	268.2						
1982	318.0	223.9	94.1	17.8	14.0	17.1	9.9	300.2						
1983††	335.6	232.1	103.4	20.6	15.0	17.9	10.9	315.0						
1984	341.4	235.1	106.3	18.4	15.1	18.4	10.8	323.0						
1984 Apr 5	337.4	232.5	104.9	17.3	14.9	18.2	10.7	320.1	319.8	14.2	-1.5	0.7	221.9	97.9
May 10	331.8	230.1	101.6	16.1	14.7	18.0	10.4	315.7	322.2	14.3	2.4	0.3	224.5	97.7
Jun 14	329.3	227.8	101.4	15.1	14.6	17.8	10.3	314.1	322.7	14.3	0.5	0.5	224.4	98.3
Jul 12	336.7	230.5	106.2	14.7	14.9	18.0	10.8	321.9	323.3	14.3	0.6	1.2	224.4	98.9
Aug 9	336.8	230.4	106.4	14.5	14.9	18.0	10.8	322.2	324.1	14.4	0.8	0.6	224.5	99.6
Sep 13	349.2	238.5	110.7	25.2	15.5	18.7	11.3	324.0	326.1	14.4	2.0	1.1	226.0	100.1
Oct 11	343.1	235.7	107.4	20.6	15.2	18.4	11.0	322.5	325.7	14.4	-0.4	0.8	225.7	100.0
Nov 8	343.4	236.7	106.7	17.8	15.2	18.5	10.9	325.6	325.4	14.4	-0.3	0.4	225.8	99.6
Dec 6	343.1	237.9	105.2	15.8	15.2	18.6	10.7	327.3	326.3	14.4	0.9	0.1	226.2	100.1
1985 Jan 10	362.2	249.6	112.6	21.6	16.0	19.5	11.5	340.6	328.0	14.5	1.7	0.8	226.8	101.2
Feb 14	357.2	246.3	110.9	19.5	15.8	19.3	11.3	337.7	328.8	14.6	0.8	1.1	227.5	101.3
Mar 14	351.9	242.7	109.2	17.5	15.6	19.0	11.1	334.4	331.6	14.7	2.8	1.8	230.0	101.6
Apr 11	354.7	245.8	108.9	16.2	15.7	19.2	11.1	338.5	337.7	15.0	6.1	3.2	235.1	102.6
NORTHERN IRELAND														
1981	98.0	70.0	27.9	6.6	16.8	20.7	11.4	91.4						
1982	108.3	77.3	31.0	6.2	18.7	23.2	12.6	102.1						
1983††	117.1	85.1	32.0	4.2	20.2	25.6	13.0	112.9						
1984	121.4	87.7	33.7	3.3	20.9	26.4	13.5	118.1						
1984 Apr 5	120.1	87.6	32.5	2.6	20.7	26.4	13.0	117.5	117.8	20.3	-0.1	0.6	85.6	32.2
May 10	120.6	87.7	32.8	3.6	20.8	26.4	13.2	117.0	118.4	20.4	0.6	0.3	86.0	32.4
Jun 14	118.9	86.1	32.8	3.0	20.5	25.9	13.2	115.9	118.1	20.3	-0.3	0.1	85.4	32.7
Jul 12	121.6	87.0	34.7	2.8	20.9	26.2	13.9	118.9	118.6	20.4	0.5	0.3	85.7	32.9
Aug 9	120.7	86.5	34.2	2.5	20.8	26.1	13.7	118.2	118.6	20.4	—	0.1	85.7	32.9
Sep 13	127.1	90.0	37.1	5.3	21.9	27.1	14.9	121.8	119.4	20.5	0.8	0.4	86.2	33.2
Oct 11	122.0	87.2	34.8	4.1	21.0	26.3	13.9	117.9	118.4	20.4	-1.0	-0.1	85.6	32.8
Nov 8	121.0	87.0	34.0	3.3	20.8	26.2	13.6	117.7	118.2	20.3	-0.2	-0.1	85.4	32.8
Dec 6	119.4	86.7	32.7	2.7	20.5	26.1	13.1	116.7	117.8	20.3	-0.4	-0.5	85.4	32.4
1985 Jan 10	123.1	89.2	33.9	2.5	21.2	26.9	13.6	120.6	118.2	20.3	0.4	-0.1	85.7	32.5
Feb 14	123.0	89.8	33.2	2.1	21.2	27.1	13.3	120.8	119.3	20.5	1.1	0.4	86.7	32.6
Mar 14	121.7	88.9	32.8	1.9	20.9	26.8	13.1	119.8	120.0	20.7	0.7	0.7	87.1	32.9
Apr 11	122.3	88.9	33.3	1.8	21.0	26.8	13.4	120.5	120.8	20.8	0.8	0.9	87.4	33.4

See footnotes to table 2.1.

UNEMPLOYMENT Area statistics 2.4

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

	Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	per cent	per cent
ASSISTED REGIONS								
South West	9,426	4.350	13,776	21.7	23,202	12.0		
Development Areas	16,850	9.714	26,564	15.5	43,414	15.5		
Intermediate Areas	108,683	56.500	165,183	11.2	273,866	11.2		
Unassisted	134,959	70,564	205,523	12.0				
West Midlands	196,194	79.399	275,593	16.8	471,787	16.8		
Development Areas	48,123	24,492	72,615	11.8	120,738	11.8		
Intermediate Areas	148,071	74,907	203,178	12.7	251,249	12.7		
Unassisted	244,317	103,891	348,208	15.5				
East Midlands	3,633	1,571	5,204	22.4	8,834	22.4		
Development Areas	1,383	563	1,946	15.9	3,339	15.9		
Intermediate Areas	134,278	62,261	196,539	12.6	230,817	12.6		
Unassisted	139,294	64,395	203,689	12.8				
Yorkshire and Humberside	23,507	9,421	32,928	20.3	62,928	20.3		
Development Areas	10							

2.4 UNEMPLOYMENT Area statistics

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

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Newark	2,046	1,122	3,168	13.9	Wolverhampton	18,370	7,152	25,522	18.6
Newbury	1,503	878	2,381	7.9	Woodbridge and Leiston	976	455	1,431	8.1
Newcastle upon Tyne	48,075	18,060	66,135	18.4	Worcester	4,734	2,268	7,002	12.3
Newmarket	1,337	907	2,244	9.8	Workington	3,304	1,606	4,910	19.4
Newquay	1,611	973	2,584	26.4	Worksop	2,351	1,169	3,520	14.7
Newton Abbot	2,042	1,087	3,129	13.7	Worthing	4,014	1,922	5,936	8.9
Northallerton	705	401	1,106	9.3	Yeovil	2,076	1,347	3,423	8.7
Northampton	7,039	3,335	10,374	10.5	York	5,696	3,227	8,923	10.0
Northwich	4,298	2,207	6,505	14.3					
Norwich	9,527	4,462	13,989	10.4					
Nottingham	32,086	12,650	44,736	13.7					
Okehampton	353	201	554	12.7					
Oldham	8,333	3,607	11,940	14.5					
Oswestry	1,183	579	1,762	14.2					
Oxford	8,656	4,787	13,443	7.9					
Pendle	3,034	1,698	4,732	15.4					
Pennrhys	793	523	1,316	10.1					
Penzance and St. Ives	2,599	988	3,587	21.3					
Peterborough	8,189	3,580	11,769	13.4					
Pickering and Helmsley	331	222	553	8.5					
Plymouth	11,278	6,643	17,921	14.8					
Poole	4,076	1,915	5,991	10.8					
Portsmouth	13,518	5,830	19,348	12.3					
Preston	12,554	6,231	18,785	12.2					
Reading	7,313	3,543	10,856	8.0					
Redruth and Camborne	2,850	1,233	4,083	19.9					
Retford	1,594	991	2,585	13.0					
Richmondshire	850	736	1,586	13.2					
Ripon	487	344	831	8.1					
Rochdale	7,433	3,318	10,751	17.6					
Rotherham and Mexborough	15,400	6,291	21,691	20.8					
Rugby and Daventry	3,428	1,983	5,411	11.4					
Salisbury	2,250	1,355	3,605	9.0					
Scarborough and Filey	3,025	1,388	4,413	14.7					
Scunthorpe	7,077	2,714	9,791	19.1					
Settle	270	194	464	8.9					
Shaftesbury	797	433	1,230	8.7					
Sheffield	30,905	12,664	43,569	15.3					
Shrewsbury	3,382	1,507	4,889	11.7					
Sittingbourne and Sheerness	3,743	2,022	5,765	15.1					
Skegness	1,757	768	2,525	23.0					
Skipton	510	358	868	8.1					
Sleaford	827	537	1,364	12.9					
Slough	7,577	4,005	11,582	6.9					
South Molton	266	172	438	10.8					
South Tyneside	11,311	4,336	15,647	25.8					
Southampton	13,852	5,643	19,495	11.1					
Southend	24,476	10,696	35,172	14.7					
Spalding and Holbeach	1,586	906	2,492	11.5					
St. Austell	1,943	1,095	3,038	13.8					
Stafford	4,019	2,405	6,424	9.9					
Stamford	1,181	828	2,009	12.2					
Stockton-on-Tees	11,355	4,274	15,629	20.2					
Stoke	15,935	7,959	23,894	12.5					
Stroud	2,392	1,296	3,688	10.5					
Sudbury	1,124	608	1,732	11.6					
Sunderland	27,351	10,231	37,582	21.8					
Swindon	6,202	3,473	9,675	11.1					
Taunton	2,596	1,440	4,036	10.1					
Telford and Bridgnorth	9,301	3,601	12,902	21.5					
Thanet	5,552	2,506	8,058	20.4					
Theford	1,695	1,028	2,723	13.8					
Thirsk	349	223	572	13.1					
Tiverton	727	384	1,111	11.9					
Torbay	5,793	2,936	8,729	20.1					
Torrington	409	240	649	17.7					
Totnes	545	319	864	14.1					
Trowbridge and Frome	2,558	1,674	4,232	10.0					
Truro	1,702	840	2,542	12.1					
Tunbridge Wells	3,661	1,968	5,629	6.7					
Uttoxeter and Ashbourne	696	448	1,144	11.2					
Wakefield and Dewsbury	11,315	4,995	16,310	14.3					
Walsall	19,460	7,422	26,882	18.0					
Wareham and Swanage	567	381	948	10.2					
Warrminster	364	311	675	10.8					
Warrington	6,979	3,103	10,082	13.2					
Warwick	4,815	2,673	7,488	9.7					
Watford and Luton	18,469	9,488	27,957	8.9					
Wellingborough and Rushden	3,281	1,796	5,077	11.9					
Wells	1,279	748	2,027	8.3					
Weston-super-Mare	3,600	2,009	5,609	15.6					
Whitby	1,030	416	1,446	22.8					
Whitchurch and Market Drayton	1,278	637	1,915	14.4					
Whitehaven	2,735	1,353	4,088	13.5					
Widnes and Runcorn	8,522	3,304	11,826	19.7					
Wigan and St. Helens	24,035	10,945	34,980	19.1					
Winchester and Eastleigh	2,426	1,387	3,813	5.1					
Windsor	295	160	455	7.6					
Wirral and Chester	27,930	11,349	39,279	18.4					
Wisbech	1,968	780	2,748	16.5					
					Wales				
					Aberdare	2,988	1,090	4,078	21.9
					Aberystwyth	869	451	1,320	11.5
					Bangor and Caernarfon	3,619	1,377	4,996	18.6
					Brecon	552	242	794	10.4
					Bridgend	6,270	2,761	9,031	16.8
					Cardiff	21,570	7,661	29,231	14.7
					Cardigan	1,027	473	1,500	23.9
					Carmarthen	1,030	512	1,542	9.2
					Conwy and Colwyn	3,087	1,468	4,555	14.9
					Denbigh	808	440	1,248	14.4
					Dolgellau and Barmouth	475	218	693	15.9
					Ebbw Vale and Abergavenny	5,092	1,899	6,991	19.8
					Fishguard	446	192	638	20.3
					Haverfordwest	2,598	1,136	3,734	17.9
					Holyhead	2,692	1,119	3,811	22.4
					Lampeter and Aberaeron	757	295	1,052	23.0
					Llandello	321	161	482	14.8
					Llandrindod Wells	666	361	1,027	14.0
					Llanelli	4,009	1,730	5,739	17.8
					Machynlleth	402	155	557	18.6
					Merthyr and Rhymney	7,838	2,972	10,810	20.5
					Monmouth	439	200	639	13.2
					Neath and Port Talbot	5,756	2,499	8,255	16.3
					Newport	9,231	3,607	12,838	15.9
					Newtown	781	326	1,107	13.3
					Pontypool and Cwmbran	4,381	1,922	6,303	16.7
					Portypridd and Rhondda	8,238	3,128	11,366	17.7
					Porthmadoc and Ffestiniog	666	334	1,000	16.5
					Pwllheli	748	301	1,049	19.6
					Shotton, Flint and Rhyl	8,810	3,964	12,774	18.9
					South Pembrokeshire	2,163	836	2,999	22.3
					Swansea	13,461	5,271	18,732	16.7
					Welshpool	656	306	962	14.6
					Wrexham	5,609	2,569	8,178	18.0
					Scotland				
					Aberdeen	6,392	3,645	10,037	6.3
					Alloa	2,348	1,013	3,361	19.2
					Annan	842	470	1,312	16.1
					Arbroath	1,063	610	1,673	18.1
					Ayr	4,594	2,266	6,860	14.1
					Badenoch	366	227	593	16.2
					Banff	507	263	770	9.9
					Bathgate	7,168	3,127	10,295	21.9
					Berwickshire	447	296	743	15.5
					Blairgowrie and Pitlochry	949	509	1,458	14.8
					Brechin and Montrose	977	710	1,687	13.2
					Buckie	373	273	646	16.4
					Campbeltown	527	247	774	17.9
					Crieff	294	163	457	13.3
					Cumnock and Sanquhar	3,052	1,067	4,119	24.3
					Dumbarton	3,997	2,150	6,147	21.0
					Dumfries	1,687	915	2,602	10.8
					Dundee	11,391	5,626	17,017	17.5

2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand									
MALE AND FEMALE									
1984 Apr	160.6	368.6	651.3	711.5	445.9	403.5	276.0	90.3	3,107.7
Jul	164.1	350.9	688.3	709.6	439.8	397.0	267.3	83.5	3,100.5
Oct	234.0	374.9	677.5	725.5	449.7	405.7	274.0	83.9	3,225.1
1985 Jan	197.7	374.0	714.5	776.5	483.0	428.2	284.4	82.6	3,341.0
Apr	160.5	351.5	701.3	777.0	486.4	429.5	287.3	79.0	3,272.6
Per cent									
1984 Apr	5.2	11.9	21.0	22.9	14.3	13.0	8.9	2.9	100.0
Jul	5.3	11.3	22.2	22.9	14.2	12.8	8.6	2.7	100.0
Oct	7.3	11.6	21.0	22.5	13.9	12.6	8.5	2.6	100.0
1985 Jan	5.9	11.2	21.4	23.2	14.5	12.8	8.5	2.5	100.0
Apr	4.9	10.7	21.4	23.7	14.9	13.1	8.8	2.4	100.0
Thousand									
MALE									
1984 Apr	91.5	215.6	418.6	503.1	348.5	300.0	213.2	89.6	2,180.1
Jul	94.7	205.4	435.4	494.1	339.5	292.8	205.6	82.6	2,150.1
Oct	134.0	215.4	432.0	501.4	345.5	297.4	209.3	83.0	2,218.0
1985 Jan	113.9	218.9	459.1	539.6	371.9	314.1	217.1	81.4	2,316.0
Apr	92.7	208.1	452.4	537.0	371.8	312.9	218.3	77.6	2,270.7
Per cent									
1984 Apr	4.2	9.9	19.2	23.1	16.0	13.8	9.8	4.1	100.0
Jul	4.4	9.6	20.2	23.0	15.8	13.6	9.6	3.8	100.0
Oct	6.0	9.7	19.5	22.6	15.6	13.4	9.4	3.7	100.0
1985 Jan	4.9	9.5	19.8	23.3	16.1	13.6	9.4	3.5	100.0
Apr	4.1	9.2	19.9	23.6	16.4	13.8	9.6	3.4	100.0
Thousand									
FEMALE									
1984 Apr	69.1	153.0	232.7	208.4	97.4	103.5	62.7	0.7	927.6
Jul	69.4	145.5	252.9	215.5	100.2	104.2	61.7	0.9	950.4
Oct	99.9	159.5	245.5	224.1	104.2	108.3	64.6	1.0	1,007.1
1985 Jan	83.8	155.0	255.4	236.8	111.1	114.1	67.3	1.3	1,024.9
Apr	67.8	143.5	248.9	240.1	114.6	116.7	69.0	1.4	1,001.8
Per cent									
1984 Apr	7.4	16.5	25.1	22.5	10.5	11.2	6.8	0.1	100.0
Jul	7.3	15.3	26.6	22.7	10.5	11.0	6.5	0.1	100.0
Oct	9.9	15.8	24.4	22.2	10.3	10.8	6.4	0.1	100.0
1985 Jan	8.2	15.1	24.9	23.1	10.8	11.1	6.6	0.1	100.0
Apr	6.8	14.3	24.8	24.0	11.4	11.6	6.9	0.1	100.0

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

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand								
MALE AND FEMALE								
1984 Apr	156.9	116.4	206.8	248.3	485.3	675.8	1,218.2	3,107.7
Jul	214.8	150.4	214.7	222.5	432.4	631.2	1,234.4	3,100.5
Oct	205.2	165.3	346.4	232.5	452.7	546.2	1,276.9	3,225.1
1985 Jan	192.2	110.1	253.3	284.7	603.5	581.2	1,316.0	3,341.0
Apr	165.4	127.2	218.1	248.6	490.5	688.5	1,334.2	3,272.6
Per cent								
1984 Apr	5.0	3.7	6.7	8.0	15.6	21.7	39.2	100.0
Jul	6.9	4.8	6.9	7.2	13.9	20.4	39.8	100.0
Oct	6.4	5.1	10.7	7.2	14.0	16.9	39.6	100.0
1985 Jan	5.8	3.3	7.6	8.5	18.1	17.4	39.4	100.0
Apr	5.1	3.9	6.7	7.6	15.0	21.0	40.8	100.0
Thousand								
MALE								
1984 Apr	103.0	75.8	134.8	157.9	321.0	439.1	948.5	2,180.1
Jul	132.0	94.0	138.2	142.2	279.2	409.6	955.2	2,150.1
Oct	130.8	103.6	208.5	149.6	289.4	356.4	979.7	2,218.0
1985 Jan	120.0	71.9	108.2	186.1	382.7	376.5	1,010.7	2,316.0
Apr	104.7	82.4	139.7	159.4	319.0	441.6	1,023.8	2,270.7
Per cent								
1984 Apr	4.7	3.5	6.2	7.2	14.7	20.1	43.5	100.0
Jul	6.1	4.4	6.4	6.6	13.0	19.1	44.4	100.0
Oct	5.9	4.7	9.4	6.7	13.0	16.1	44.2	100.0
1985 Jan	5.2	3.1	7.3	8.0	16.5	16.3	43.6	100.0
Apr	4.6	3.6	6.2	7.0	14.1	19.4	45.1	100.0
Thousand								
FEMALE								
1984 Apr	53.9	40.6	72.0	90.4	164.3	236.8	269.7	927.6
Jul	82.9	56.4	76.5	80.6	153.2	221.7	279.2	950.4
Oct	74.4	61.8	137.9	82.9	163.3	189.8	297.1	1,007.1
1985 Jan	72.2	38.2	85.1	98.6	220.8	204.7	305.3	1,024.9
Apr	60.7	44.9	78.3	89.2	171.5	247.0	310.4	1,001.8
Per cent								
1984 Apr	5.8	4.4	7.8	9.7	17.7	25.5	29.1	100.0
Jul	8.7	5.9	8.0	8.5	16.1	23.3	29.4	100.0
Oct	7.4	6.1	13.7	8.2	16.2	18.8	29.5	100.0
1985 Jan	7.0	3.7	8.3	9.6	21.5	20.0	29.8	100.0
Apr	6.1	4.5	7.8	8.9	17.1	24.7	31.0	100.0

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

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts* at March 14, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
per cent									
SOUTH EAST									
Bedfordshire	14,610	7,742	22,352	10.3	West Sussex	11,684	6,515	18,199	7.3
Luton	6,906	3,189	10,095		Adur	1,145	537	1,682	
Mid Bedfordshire	1,645	1,181	2,826		Arun	2,566	1,313	3,879	
North Bedfordshire	3,618	1,904	5,522		Chichester	1,656	874	2,530	
South Bedfordshire	2,441	1,468	3,909		Crawley	1,462	942	2,404	
Berkshire	15,390	7,997	23,387	7.4	Horsham	1,381	902	2,283	
Bracknell	1,841	1,065	2,906		Mid Sussex	1,474	1,007	2,481	
Newbury	2,000	1,219	3,219		Worthing	2,000	940	2,940	
Reading	4,907	2,008	6,915		Greater London	279,143	121,561	400,704	10.5
Slough	3,147	1,515	4,662		Barking and Dagenham	6,210	2,433	8,643	
Windsor and Maidenhead	2,032	1,209	3,241		Barnet	7,149	3,812	10,961	
Wokingham	1,463	981	2,444		Bexley	5,318	3,094	8,412	
Buckinghamshire	12,342	6,548	18,890	8.4	Brent	11,228	5,082	16,310	
Aylesbury Vale	2,223	1,325	3,548		Bromley	6,597	3,187	9,784	
Chiltern	1,061	611	1,672		Camden	11,073	4,649	15,722	
Milton Keynes	5,671	2,855	8,526		City of London	86	38	124	
South Buckinghamshire	851	413	1,264		City of Westminster	10,569	4,192	14,761	
Wycombe	2,536	1,344	3,880		Croydon	8,969	4,531	13,492	
East Sussex	20,010	9,167	29,177	12.0	Ealing	9,333	5,039	14,372	
Brighton	6,833	2,922	9,755		Enfield	7,057	3,165	10,222	
Eastbourne	2,181	974	3,155		Greenwich	9,956	4,373	14,329	
Hastings	3,166	1,275	4,441		Hackney	14,621	5,617	20,238	
Hove	3,056	1,396	4,452		Hammersmith and Fulham	8,695	3,575	12,270	
Lewes	1,589	885	2,474		Haringey	11,763	5,214	16,977	
Rother	1,540	783	2,323		Harrow	3,963	2,234	6,197	
Wealden	1,645	932	2,577		Havering	6,491	2,974	9,465	
Essex	43,886	21,376	65,262	12.5	Hillingdon	5,831	3,167	8,998	
Basildon	6,400	2,847	9,247		Hounslow	4,692	2,681	7,373	
Braintree	2,470	1,679	4,149		Islington	8,961	4,719	13,680	
Brentwood	1,392	646	2,038		Kensington and Chelsea	11,644	4,719	16,363	
Castle Point	2,455	1,124	3,579		Kingston-upon-Thames	6,987	3,129	10,116	
Chelmsford	2,586	1,587	4,173		Lambeth	2,770	1,268	4,038	
Colchester	3,958	2,198	6,156		Lewisham	18,712	7,274	25,986	
Epping Forest	2,482	1,294	3,776		Merton	12,356	4,881	17,237	
Harlow	2,587	1,512	4,099		Newham	4,040	2,086	6,126	
Malden	1,229	663	1,892		Redbridge	12,256	4,692	16,948	
Rochford	1,665	797	2,462		Richmond-upon-Thames	6,169	3,074	9,243	
Southend-on-Sea	6,434	2,570	9,004		Southwark	3,341	1,828	5,169	
Tendring	3,989	1,690	5,679		Sutton	15,276	5,421	20,697	
Thurrock	5,322	2,245	7,567		Tower Hamlets	12,296	3,836	16,132	
Uttlesford	917	524	1,441		Waltham Forest	8,263	3,539	11,802	
Hampshire	40,847	19,723	60,570	10.0	Wandsworth	11,736	4,915	16,651	
Basingstoke and Deane	2,527	1,525	4,052		EAST ANGLIA				
East Hampshire	1,422	792	2,214		Cambridgeshire	16,181	8,274	24,455	9.9
Eastleigh	1,820	1,185	3,005		Cambridge	2,612	1,225	3,837	
Fareham	1,883	1,160	3,043		East Cambridgeshire	1,395	557	1,952	
Gosport	2,135	1,500	3,635		Fenland	2,681	1,198	3,879	
Hart	850	565	1,415		Huntingdon	2,468	1,770	4,238	
Havant	4,475	1,748	6,223		Peterborough	6,366	2,625	8,991	
New Forest	3,278	1,516	4,794		South Cambridgeshire	1,216	899	2,115	
Portsmouth	7,956	3,454	11,410		Norfolk	23,434	11,440	34,874	12.5
Rushmoor	1,415	971	2,386		Breckland	2,889	1,734	4,623	
Southampton	9,926								

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts* at March 14, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Gloucestershire	14,276	7,302	21,578	10.0	Nottinghamshire	41,659	17,367	59,026	13.2
Cheltenham	2,803	1,281	4,084		Ashfield	4,097	1,578	5,675	
Cotswold	1,233	663	1,896		Bassetlaw	3,684	2,000	5,684	
Forest of Dean	2,533	1,460	3,993		Broxtowe	3,330	1,512	4,842	
Gloucester	3,676	1,600	5,276		Gedling	3,031	1,533	4,564	
Stroud	2,390	1,324	3,714		Mansfield	4,140	1,723	5,863	
Tewkesbury	1,641	974	2,615		Newark	3,161	1,775	4,936	
					Nottingham	17,627	6,005	23,632	
Somerset	10,533	6,204	16,737	10.4	Rushcliffe	2,589	1,241	3,830	
Mendip	1,943	1,164	3,107						
Sedgemoor	2,728	1,474	4,202		YORKSHIRE AND HUMBERSIDE				
Taunton Deane	2,502	1,391	3,893		Humberside	41,853	15,795	57,648	17.1
West Somerset	790	479	1,269		Beverley	2,341	1,365	3,706	
Yeovil	2,570	1,696	4,266		Boothferry	2,281	1,146	3,427	
					Cleethorpes	3,339	1,294	4,633	
Wiltshire	12,673	7,858	20,531	9.9	East Yorkshire	2,171	1,116	3,287	
Kennet	1,132	839	1,971		Glanford	2,296	1,136	3,432	
North Wiltshire	2,121	1,457	3,578		Great Grimsby	5,806	1,671	7,477	
Salisbury	2,165	1,316	3,481		Holderness	1,426	759	2,185	
Thamesdown	5,084	2,726	7,810		Kingston-upon-Hull	17,904	5,959	23,863	
West Wiltshire	2,171	1,520	3,691		Scunthorpe	4,289	1,349	5,638	
WEST MIDLANDS					North Yorkshire	17,369	9,848	27,217	10.7
Hereford and Worcester	21,488	10,909	32,397	13.8	Craven	850	606	1,456	
Bromsgrove	2,860	1,426	4,286		Hambleton	1,679	973	2,652	
Hereford	1,712	945	2,657		Harrowgate	2,852	1,595	4,447	
Leominster	1,071	552	1,623		Richmondshire	868	739	1,607	
Malvern Hills	2,257	998	3,255		Ryedale	1,502	949	2,451	
Redditch	3,111	1,658	4,769		Scarborough	4,024	1,778	5,802	
South Herefordshire	1,240	696	1,936		Selby	1,861	1,240	3,101	
Worcester	3,340	1,423	4,763		York	3,733	1,968	5,701	
Wychavon	2,394	1,415	3,809						
Wyre Forest	3,503	1,796	5,299		South Yorkshire	67,286	28,693	95,979	17.2
					Barnsley	10,525	4,739	15,264	
Shropshire	16,053	6,732	22,785	16.7	Doncaster	15,107	7,053	22,160	
Bridgnorth	1,559	826	2,385		Rotherham	12,846	5,565	18,411	
North Shropshire	1,440	727	2,167		Sheffield	28,808	11,336	40,144	
Oswestry	1,009	483	1,492						
Shrewsbury and Atcham	3,066	1,338	4,404		West Yorkshire	86,551	36,362	122,913	14.0
South Shropshire	1,049	485	1,534		Bradford	22,395	8,114	30,509	
The Wrekin	7,930	2,873	10,803		Calderdale	6,801	3,348	10,149	
					Kirklees	13,617	6,520	20,137	
Staffordshire	35,435	18,219	53,654	13.8	Leeds	31,204	12,589	43,793	
Cannock Chase	3,663	1,974	5,637		Wakefield	12,534	5,791	18,325	
East Staffordshire	3,273	1,691	4,964						
Lichfield	2,716	1,428	4,144		NORTH WEST				
Newcastle-under-Lyme	3,716	1,834	5,550		Cheshire	36,043	17,145	53,188	13.5
South Staffordshire	3,406	1,810	5,216		Chester	4,775	2,191	6,966	
Stafford	3,011	1,708	4,719		Congleton	1,735	1,264	2,999	
Staffordshire Moorlands	2,179	1,371	3,550		Crewe and Nantwich	3,025	1,772	4,797	
Stoke-on-Trent	10,246	4,787	15,033		Ellesmere Port and Neston	4,032	1,822	5,854	
Tamworth	3,225	1,616	4,841		Halton	8,015	3,010	11,025	
					Macclesfield	3,379	1,848	5,227	
Warwickshire	15,059	8,272	23,331	12.5	Vale Royal	4,103	2,135	6,238	
North Warwickshire	1,873	1,116	2,989		Warrington	6,979	3,103	10,082	
Nuneaton and Bedworth	4,862	2,390	7,252						
Rugby	2,647	1,541	4,188		Lancashire	54,446	26,021	80,467	14.5
Stratford-on-Avon	2,158	1,370	3,528		Blackburn	6,645	2,726	9,371	
Warwick	3,519	1,855	5,374		Blackpool	8,226	3,705	11,931	
					Burnley	3,939	1,889	5,828	
West Midlands	156,282	59,759	216,041	16.5	Chorley	2,905	1,644	4,549	
Birmingham	66,402	23,927	90,329		Fylde	1,660	900	2,560	
Covertry	18,022	7,753	25,775		Hyndburn	2,843	1,376	4,219	
Dudley	14,013	6,158	20,171		Lancaster	4,709	2,450	7,159	
Sandwell	18,843	7,371	26,214		Pendle	3,034	1,698	4,732	
Solihull	7,674	3,302	10,976		Preston	6,430	2,595	9,025	
Walsall	15,097	5,230	20,327		Ribble Valley	725	554	1,279	
Wolverhampton	16,230	6,018	22,248		Rossendale	2,080	1,086	3,166	
					South Ribble	2,920	1,774	4,694	
EAST MIDLANDS					West Lancashire	5,237	2,173	7,410	
Derbyshire	33,521	15,420	48,941	13.7	Wyre	3,093	1,451	4,544	
Amber Valley	3,252	1,596	4,848						
Bolsover	2,686	1,264	3,950		Greater Manchester	126,649	51,913	178,562	15.3
Chesterfield	4,308	1,871	6,179		Bolton	12,365	5,284	17,649	
Derby	10,578	3,966	14,544		Bury	6,201	3,094	9,295	
Erewash	3,920	1,716	5,636		Manchester	33,305	10,855	44,160	
High Peak	2,486	1,467	3,953		Oldham	9,088	4,109	13,197	
North East Derbyshire	3,399	1,770	5,169		Rochdale	9,990	4,316	14,306	
South Derbyshire	1,644	967	2,611		Salford	14,039	4,926	18,965	
West Derbyshire	1,248	803	2,051		Stockport	9,856	4,595	14,451	
					Tameside	9,112	4,277	13,389	
Leicestershire	27,132	13,410	40,542	10.7	Trafford	8,718	3,426	12,144	
Blaby	1,420	920	2,340		Wigan	13,975	7,031	21,006	
Hinkley and Bosworth	2,062	1,299	3,361						
Charnwood	3,189	1,789	4,978		Merseyside	101,426	37,616	139,042	20.9
Harborough	1,052	633	1,685		Knowsley	15,249	5,162	20,411	
Leicester	14,660	6,015	20,675		Liverpool	40,981	14,739	55,720	
Melton	1,053	644	1,697		St Helens	10,460	4,141	14,601	
North West Leicestershire	2,255	1,124	3,379		Sefton	15,503	6,177	21,680	
Oadby and Wigston	883	565	1,448		Wirral	19,233	7,397	26,630	
Rutland	558	421	979						
					NORTH				
Lincolnshire	19,531	9,459	28,990	14.0	Cleveland	41,614	14,352	55,966	22.8
Boston	2,104	981	3,085		Hartlepool	7,542	2,605	10,147	
East Lindsey	4,250	2,070	6,320		Langbaugh	10,131	3,651	13,782	
Lincoln	4,359	1,534	5,893		Middlesbrough	12,586	3,822	16,408	
North Kesteven	1,893	1,101	2,994		Stockton-on-Tees	11,355	4,274	15,629	
South Holland	1,645	940	2,585						
South Kesteven	2,970	1,653	4,623		Cumbria	14,585	8,180	22,765	12.3
West Lindsey	2,310	1,180	3,490		Allerdale	3,801	1,955	5,756	
					Barrow-in-Furness	2,108	1,450	3,558	
Northamptonshire	17,451	8,739	26,190	12.3	Carlisle	3,358	1,819	5,177	
Corby	3,457	1,473	4,930		Copeland	2,869	1,404	4,273	
Daventry	1,232	790	2,022		Eden	921	617	1,538	
East Northamptonshire	1,246	825	2,071		South Lakeland	1,528	935	2,463	
Kettering	2,047	1,009	3,056						
Northampton	6,288	2,827	9,115						
South Northamptonshire	952	705	1,657						
Wellingborough	2,229	1,110	3,339						

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts* at March 14, 1985

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
	per cent					per cent			
Durham	29,945	12,018	41,963	18.7	Dumfries and Galloway region	5,184	2,832	8,016	14.0
Chester-le-Street	2,409	975	3,384		Annandale and Eskdale	1,148	684	1,832	
Darlington	4,596	2,028	6,624		Nithsdale	1,979	1,065	3,044	
Derwentside	5,723	2,053	7,776		Stewartry	633	383	1,016	
Durham	3,102	1,436	4,538		Wigton	1,424	700	2,124	
Easington	4,666	1,918	6,584						
Sedgefield	4,746	1,931	6,677		Fife region	13,538	7,275	20,813	15.6
Teesdale	914	386	1,300		Dunfermline	4,670	2,696	7,366	
Wear Valley	3,789	1,291	5,080		Kirkcaldy	7,373	3,524	10,897	
					North East Fife	1,495	1,055	2,550	
Northumberland	10,090	4,952	15,042	15.1					
Alnwick	927	544	1,471		Grampian region	11,052	6,605	17,657	8.0
Berwick-upon-Tweed	764	436	1,200		Banff and Buchan	2,065	1,177	3,242	

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies* at April 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
SOUTH EAST							
Bedfordshire							
Luton South	4,555	2,080	6,635	Epsom and Ewell	1,254	652	1,906
Mid Bedfordshire	1,759	1,173	2,932	Esher	976	523	1,499
North Bedfordshire	3,069	1,525	4,594	Guildford	1,436	633	2,069
North Luton	2,861	1,512	4,373	Mole Valley	1,125	581	1,706
South West Bedfordshire	2,366	1,452	3,818	North West Surrey	1,468	827	2,295
Berkshire							
East Berkshire	2,231	1,261	3,492	Reigate	1,360	715	2,075
Newbury	1,656	973	2,629	South West Surrey	1,095	521	1,616
Reading East	2,966	1,219	4,185	Spelthorne	1,581	833	2,414
Reading West	2,570	1,198	3,768	Woking	1,583	887	2,470
Slough	3,147	1,515	4,662	West Sussex			
Windsor and Maidenhead	1,642	1,013	2,655	Arundel	2,211	1,124	3,335
Wokingham	1,178	818	1,996	Chichester	1,656	874	2,530
Buckinghamshire							
Aylesbury	1,703	982	2,685	Crawley	1,678	1,134	2,812
Beaconsfield	1,148	571	1,719	Horsham	1,381	902	2,283
Buckingham	1,706	953	2,659	Mid Sussex	1,258	815	2,073
Chesham and Amersham	1,047	619	1,666	Shoreham	1,500	726	2,226
Milton Keynes	4,825	2,486	7,311	Worthing	2,000	940	2,940
Wycombe	1,913	937	2,850	Greater London			
East Sussex							
Bexhill and Battle	1,366	676	2,042	Barking	3,009	1,130	4,139
Brighton Kempdown	3,477	1,374	4,851	Battersea	4,918	1,949	6,867
Brighton Pavilion	3,356	1,548	4,904	Beckenham	2,176	1,042	3,218
Eastbourne	2,335	1,059	3,394	Bethnal Green and Stepney	6,010	1,673	7,683
Hastings and Rye	3,506	1,448	4,954	Bexley Heath	1,471	920	2,391
Hove	3,056	1,452	4,508	Bow and Popular	6,286	2,163	8,449
Lewes	1,667	912	2,579	Brent East	4,408	1,989	6,397
Wealden	1,247	754	2,001	Brent North	2,135	1,083	3,218
Essex							
Basildon	4,967	2,091	7,058	Brent South	4,685	2,010	6,695
Billerica	2,574	1,389	3,963	Brentford and Isleworth	2,762	1,458	4,220
Braintree	2,143	1,457	3,600	Carshalton and Wallington	2,022	1,002	3,024
Brentwood and Ongar	1,663	777	2,440	Chelsea	3,080	1,380	4,460
Castle Point	2,455	1,124	3,579	Chingford	1,750	875	2,625
Chelmsford	1,994	1,172	3,166	Chipping Barnet	1,312	794	2,106
Epping Forest	1,935	992	2,927	Chislehurst	1,622	681	2,303
Harlow	2,863	1,683	4,546	Croydon Central	2,557	1,049	3,606
Havrich	3,386	1,375	4,761	Croydon North East	2,477	1,331	3,808
North Colchester	2,871	1,483	4,354	Croydon North West	2,610	1,362	3,972
Rochford	1,959	1,045	3,004	Croydon South	1,317	789	2,106
Saffron Walden	1,542	913	2,455	Dagenham	3,201	1,303	4,504
South Colchester and Maldon	2,919	1,679	4,598	Dulwich	3,407	1,501	4,908
Southend East	3,688	1,401	5,089	Ealing North	2,548	1,266	3,814
Southend West	2,746	1,169	3,915	Ealing Acton	3,194	1,520	4,714
Thurrock	4,181	1,612	5,793	Ealing Southall	3,591	2,253	5,844
Hampshire							
Aldershot	1,835	1,263	3,098	Edmonton	2,851	1,234	4,085
Basingstoke	2,106	1,221	3,327	Eltham	2,539	1,110	3,649
East Hampshire	1,559	910	2,469	Enfield North	2,424	1,010	3,434
Eastleigh	2,573	1,526	4,099	Enfield Southgate	1,782	921	2,703
Fareham	2,090	1,192	3,282	Erith and Crayford	2,711	1,493	4,204
Gosport	2,306	1,648	3,954	Feltham and Heston	3,069	1,709	4,778
Havant	3,858	1,475	5,333	Finchley	1,884	1,087	2,971
Isle of Wight	4,410	2,293	6,703	Fulham	3,726	1,699	5,425
New Forest	1,616	694	2,310	Greenwich	3,283	1,389	4,672
North West Hampshire	1,448	927	2,375	Hackney North and Stoke Newington	7,174	2,702	9,876
Portsmouth North	3,371	1,455	4,826	Hackney South and Shoreditch	7,447	2,915	10,362
Portsmouth South	5,032	2,272	7,304	Hammersmith	4,929	1,876	6,805
Romsey and Waterside	2,222	1,118	3,340	Hampstead and Highgate	4,305	2,109	6,414
Southampton Itchen	4,835	1,792	6,627	Harrow East	2,241	1,308	3,549
Southampton Test	4,338	1,540	5,878	Harrow West	1,722	926	2,648
Winchester	1,488	690	2,178	Hayes and Harlington	1,806	1,091	2,897
Hertfordshire							
Broxbourne	1,827	1,015	2,842	Hendon North	1,966	909	2,875
Hertford and Stortford	1,294	854	2,148	Hendon South	1,987	1,022	3,009
Hertsmere	1,712	835	2,547	Holborn and St Pancras	6,768	2,540	9,308
North Hertfordshire	2,337	1,241	3,578	Hornchurch	2,203	1,035	3,238
South West Hertfordshire	1,629	869	2,498	Hornsey and Wood Green	5,024	2,475	7,499
St Albans	1,815	834	2,649	Ilford North	1,957	1,001	2,958
Stevenage	2,546	1,591	4,137	Ilford South	2,763	1,318	4,081
Watford	2,176	1,065	3,241	Islington North	6,472	2,641	9,113
Welwyn Hatfield	1,866	1,073	2,939	Islington South and Finsbury	5,172	2,078	7,250
West Hertfordshire	2,224	1,302	3,526	Kensington	3,907	1,749	5,656
Kent							
Ashford	2,552	1,288	3,840	Kingsion-upon-Thames	1,726	764	2,490
Canterbury	2,776	1,358	4,134	Lewisham East	3,303	1,375	4,678
Dartford	2,388	1,269	3,657	Lewisham West	3,866	1,493	5,359
Dover	2,651	1,612	4,263	Lewisham Deptford	5,387	2,013	7,400
Faversham	3,572	1,920	5,492	Leyton	3,737	1,477	5,214
Folkstone and Hythe	3,147	1,489	4,636	Mitcham and Morden	2,514	1,121	3,635
Gillingham	3,629	1,826	5,455	Newham North East	3,888	1,669	5,557
Gravesham	3,508	1,637	5,145	Newham North West	4,119	1,564	5,683
Maidstone	2,536	1,250	3,786	Newham South	4,249	1,459	5,708
Medway	3,585	1,824	5,409	Norwood	6,389	2,477	8,866
Mid Kent	3,311	1,676	4,987	Old Bexley and Sidcup	1,136	681	1,817
North Thanet	3,696	1,625	5,321	Orpington	1,536	719	2,255
Sevenoaks	1,648	837	2,485	Peckham	6,590	2,225	8,815
South Thanet	3,073	1,592	4,665	Putney	2,863	1,231	4,094
Tonbridge and Malling	1,972	1,019	2,991	Ravensbourne	1,263	745	2,008
Tunbridge Wells	1,739	863	2,602	Richmond-upon-Thames and Barnes	1,827	994	2,821
Oxfordshire							
Banbury	2,111	1,410	3,521	Romford	1,962	961	2,923
Henley	1,281	747	2,028	Ruislip-Northwood	1,062	699	1,761
Oxford East	2,909	1,300	4,209	Southwark and Bermondsey	5,279	1,695	6,974
Oxford West and Abingdon	1,982	1,110	3,092	Streatham	4,639	1,936	6,575
Wantage	1,547	923	2,470	Surbiton	1,044	504	1,548
Witney	1,731	1,237	2,968	Sutton and Cheam	1,318	840	2,158
Surrey							
Chertsey and Walton	1,363	760	2,123	The City of London	4,427	1,570	5,997
East Surrey	1,034	610	1,644	and Westminster South	3,955	1,735	5,690
West Midlands							
Birmingham Edgbaston	6,263	2,307	8,570	Tooting	6,739	2,739	9,478
Birmingham Erdington	4,163	1,726	5,889	Tottenham	1,514	834	2,348
Birmingham Hall Green	5,901	2,033	7,934	Twickenham	2,326	978	3,304
Birmingham Hodge Hill	7,447	2,601	10,048	Uxbridge	1,824	891	2,715
Birmingham Ladywood	6,330	2,205	8,535	Vauxhall	7,624	2,861	10,485
Birmingham Northfield	6,233	2,228	8,461	Walthamstow	2,776	1,187	3,963
Birmingham Perry Barr	8,163	2,372	10,535	Wanstead and Woodford	1,449	755	2,204
Birmingham Small Heath	7,466	2,094	9,560	Westminster North	6,228	2,660	8,888
Birmingham Sparkbrook	3,735	1,615	5,350	Wimbledon	1,890	965	2,855
Birmingham Yardley	4,584	1,850	6,434	Woolwich	4,134	1,874	6,008
Coventry North East	6,335	2,494	8,829	East Anglia			
Coventry North West	3,485	1,716	5,201	Cambridgeshire			
Coventry South East	4,980	1,902	6,882	Cambridge	2,364	1,093	3,457
Coventry South West	3,223	1,641	4,864	Huntingdon	2,188	1,554	3,742
Dudley East	5,890	2,373	8,263	North East Cambridgeshire	3,188	1,460	4,648
Dudley West	4,535	2,151	6,686	Peterborough	5,756	2,223	7,979
Halesowen and Stourbridge	5,588	1,634	7,222	Greater London			
Meriden	5,259	2,030	7,289	Barking	3,009	1,130	4,139
Solihull	2,415	1,272	3,687	Battersea	4,918	1,949	6,867
Sutton Coldfield	2,364	1,269	3,633	Beckenham	2,176	1,042	3,218
Walsall North	6,296	1,921	8,217	Bethnal Green and Stepney	6,010	1,673	7,683
Walsall South	5,721	2,025	7,746	Bexley Heath	1,471	920	2,391
Warley East	5,027	1,937	6,964	Bow and Popular	6,286	2,163	8,449
Warley West	4,199	1,768	5,967	Brent East	4,408	1,989	6,397
West Bromwich East	4,522	1,756	6,278	Brent North	2,135	1,083	3,218
West Bromwich West	5,095	1,910	7,005	Brent South	4,685	2,010	6,695
Wolverhampton North East	6,342	2,269	8,611	Brentford and Isleworth	2,762	1,458	4,220
Wolverhampton South East	5,417	1,738	7,155	Carshalton and Wallington	2,022	1,002	3,024
Wolverhampton South West	4,471	2,011	6,482	Chelsea	3,080	1,380	4,460
East Midlands							
Derbyshire							
Amber Valley	2,869	1,338	4,207	Chingford	1,750	875	2,625
Bolsover	3,211	1,487	4,698	Chipping Barnet	1,312	794	2,106
Chesterfield	3,918	1,662	5,580	Chislehurst	1,622	681	2,303
Derby North	3,759	1,457	5,216	Croydon Central	2,557	1,049	3,606
Derby South	5,795	2,032	7,827	Croydon North East	2,477	1,331	3,808
Erewash	3,756	1,646	5,402	Croydon North West	2,610	1,362	3,972
High Peak	2,584	1,554	4,138	Croydon South	1,317	789	2,106
North East Derbyshire	3,264	1,756	5,020	Dagenham	3,201	1,303	4,504
South Derbyshire	2,568	1,444	4,012	Dulwich	3,407	1,501	4,908
West Derbyshire	1,697	1,044	2,741	Ealing North	2,548	1,266	3,814
Leicestershire							
Blaby	1,822	1,147	2,969	Ealing Acton	3,194	1,520	4,714
Bosworth	2,221	1,368	3,589	Ealing Southall			

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies* at April 11, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
North Yorkshire				Stockport	3,444	1,480	4,924
Harrogate	2,161	1,153	3,314	Stretford	6,754	2,249	9,003
Richmond	2,338	1,592	3,930	Wigan	4,696	2,251	6,947
Ryedale	1,939	1,170	3,109	Worsley	4,116	1,806	5,922
Scarborough	3,684	1,618	5,302	Merseyside			
Selby	1,973	1,299	3,272	Birkenhead	7,660	2,378	10,038
Skipton and Ripon	1,541	1,048	2,589	Bootle	8,624	2,688	11,312
York	3,733	1,968	5,701	Crosby	3,580	1,838	5,418
South Yorkshire				Knowsley North	7,699	2,298	9,997
Barnsley Central	3,893	1,613	5,496	Knowsley South	7,550	2,864	10,414
Barnsley East	3,463	1,484	4,947	Liverpool Broadgreen	5,796	2,456	8,252
Barnsley West and Penistone	3,179	1,642	4,821	Liverpool Garston	5,925	2,063	7,988
Don Valley	4,489	2,197	6,686	Liverpool Mossley Hill	5,040	2,013	7,053
Doncaster Central	5,283	2,332	7,615	Liverpool Riverside	9,283	2,970	12,253
Doncaster North	5,335	2,524	7,859	Liverpool Walton	7,638	2,818	10,456
Rother Valley	3,594	1,830	5,424	Southport	7,299	2,419	9,718
Rotherham	5,063	1,880	6,943	St Helens North	4,838	2,059	6,897
Sheffield Central	7,406	2,300	9,706	St Helens South	5,622	2,082	7,704
Sheffield Attercliffe	3,990	1,782	5,772	Wallasey	5,523	2,227	7,750
Sheffield Brightside	5,685	2,046	7,731	Wirral South	2,887	1,386	4,273
Sheffield Hallam	3,110	1,581	4,691	Wirral West	3,163	1,406	4,569
Sheffield Heeley	4,867	1,875	6,742				
Sheffield Hillsborough	3,750	1,752	5,502	NORTH			
Wentworth	4,189	1,855	6,044	Cleveland			
West Yorkshire				Hartlepool	7,542	2,605	10,147
Batley and Spen	3,701	1,618	5,319	Langbaugh	6,109	2,255	8,364
Bradford North	5,776	1,965	7,741	Middlesbrough	8,570	2,512	11,082
Bradford South	4,671	1,683	6,354	Redcar	6,874	2,291	9,165
Bradford West	6,641	2,010	8,651	Stockton North	7,075	2,381	9,456
Calder Valley	2,643	1,636	4,279	Stockton South	5,444	2,308	7,752
Colne Valley	2,506	1,463	3,969	Cumbria			
Dewsbury	3,531	1,636	5,167	Barrow and Furness	2,368	1,651	4,019
Elmet	2,332	1,190	3,522	Carlisle	2,782	1,402	4,184
Halifax	4,158	1,712	5,870	Copeland	2,869	1,404	4,273
Hemsworth	3,111	1,570	4,681	Penrith and the Borders	1,972	1,353	3,325
Huddersfield	3,879	1,803	5,682	Westmorland and Lonsdale	1,359	797	2,156
Keighley	2,743	1,290	4,033	Workington	3,235	1,573	4,808
Leeds Central	5,619	1,945	7,564	Durham			
Leeds East	6,032	2,044	8,076	Bishop Auckland	5,434	1,984	7,418
Leeds North East	3,437	1,457	4,894	City of Durham	3,102	1,436	4,538
Leeds North West	2,947	1,293	4,240	Darlington	4,292	1,850	6,142
Leeds West	4,350	1,685	6,035	Easington	4,044	1,733	5,777
Morley and Leeds South	3,617	1,395	5,012	North Durham	5,139	1,979	7,118
Normanton	2,393	1,408	3,801	North West Durham	4,545	1,601	6,146
Pontefract and Castleford	3,862	1,606	5,468	Sedgefield	3,399	1,435	4,834
Pudsey	2,123	1,250	3,373	Northumberland			
Shipley	2,564	1,166	3,730	Berwick-upon-Tweed	2,151	1,210	3,361
Wakefield	3,715	1,537	5,252	Blyth Valley	3,329	1,457	4,786
				Hexham	1,481	930	2,411
				Wansbeck	3,129	1,355	4,484
NORTH WEST				Tyne and Wear			
Cheshire				Blaydon	3,566	1,542	5,108
City of Chester	4,032	1,695	5,727	Gateshead East	5,402	2,066	7,468
Congleton	1,832	1,349	3,181	Houghton and Washington	5,860	2,372	8,232
Crewe and Nantwich	2,928	1,687	4,615	Jarrow	5,864	2,078	7,942
Eddisbury	3,443	1,728	5,171	Newcastle upon Tyne Central	4,405	1,789	6,194
Ellesmere Port and Neston	3,340	2,051	5,391	Newcastle upon Tyne East	5,295	1,851	7,146
Halton	5,960	2,443	8,403	Newcastle upon Tyne North	4,840	1,873	6,713
Macclesfield	2,044	1,229	3,273	South Shields	5,447	2,258	7,705
Tatton	2,430	1,293	3,723	Sunderland North	8,709	2,693	11,402
Warrington North	4,733	1,891	6,624	Sunderland South	6,371	2,380	8,751
Warrington South	4,301	1,779	6,080	Tyne Bridge	7,522	2,113	9,635
Lancashire				Tynemouth	4,691	1,836	6,527
Blackburn	5,684	2,060	7,744	Wallsend	5,669	2,287	7,956
Blackpool North	4,069	1,772	5,841				
Blackpool South	4,157	1,933	6,090	WALES			
Burnley	3,939	1,889	5,828	Clywd			
Chorley	3,046	1,754	4,800	Alyn and Deeside	3,198	1,534	4,732
Fylde	1,818	1,000	2,818	Clywd North West	3,614	1,666	5,280
Hyndburn	2,843	1,376	4,219	Clywd South West	2,668	1,294	3,962
Lancaster	2,344	1,170	3,514	Delyn	3,621	1,540	5,161
Morecambe and Lunesdale	2,593	1,429	4,022	Wrexham	3,435	1,616	5,051
Pendle	3,034	1,698	4,732	Dyfed			
Preston	5,803	2,145	7,948	Carmarthen	2,601	1,184	3,785
Ribble Valley	1,194	904	2,098	Ceredigion and Pembroke North	2,661	1,249	3,910
Rossendale and Darwen	3,041	1,752	4,793	Llanelli	3,460	1,503	4,963
South Ribble	2,920	1,774	4,694	Pembroke	4,820	1,990	6,810
West Lancashire	5,096	2,063	7,159	Gwent			
Wyre	2,865	1,302	4,167	Blaenau Gwent	4,074	1,408	5,482
Greater Manchester				Ishryn	2,626	1,114	3,740
Altrincham and Sale	2,258	1,042	3,300	Monmouth	2,321	1,129	3,450
Ashton-under-Lyne	3,393	1,593	4,986	Newport East	3,760	1,424	5,184
Bolton North East	4,063	1,607	5,670	Newport West	3,960	1,503	5,463
Bolton South East	4,860	2,006	6,866	Torfaen	3,957	1,698	5,655
Bolton West	3,442	1,671	5,113	Gwynedd			
Bury North	3,088	1,508	4,596	Caernarfon	2,737	1,053	3,790
Bury South	3,113	1,586	4,699	Conwy	2,752	1,127	3,879
Cheadle	1,700	1,012	2,712	Meirionnydd nant Conwy	1,406	672	2,078
Davyhulme	3,430	1,306	4,736	Ynys Mon	3,355	1,392	4,747
Denton and Reddish	3,979	1,817	5,796	Mid Glamorgan			
Eccles	3,915	1,627	5,542	Bridgend	2,832	1,299	4,131
Hazel Grove	2,338	1,192	3,530	Caerphilly	4,416	1,616	6,032
Heywood and Middleton	4,384	1,818	6,202	Cynon Valley	3,363	1,234	4,597
Leigh	4,101	2,026	6,127	Merthyr Tydfil and Rhymney	4,251	1,552	5,803
Littleborough and Saddleworth	2,359	1,339	3,698	Ogmore	3,375	1,264	4,639
Makerfield	4,221	2,256	6,477	Pontypridd	3,467	1,378	4,845
Manchester Central	9,218	2,673	11,891	Rhondda	4,030	1,483	5,513
Manchester Blackley	4,924	1,659	6,583				
Manchester Gorton	5,191	1,751	6,942				
Manchester Withington	4,834	1,967	6,801				
Manchester Wythenshawe	5,414	1,634	7,048				
Oldham Central and Royton	4,467	1,789	6,256				
Oldham West	3,107	1,490	4,597				
Rochdale	4,761	1,989	6,750				
Salford East	6,965	1,991	8,956				
Stalybridge and Hyde	4,114	1,778	5,892				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies* at March 14, 1985

	Male	Female	All unemployed		Male	Female	All unemployed
Powys				Strathclyde region			
Brecon and Radnor	1,667	863	2,530	Argyll and Bute	2,386	1,259	3,645
Montgomery	1,567	683	2,250	Ayr	3,427	1,668	5,095
South Glamorgan				Carrick, Cumnock and Doon Valley	4,495	1,758	6,253
Cardiff Central	4,479	1,832	6,311	Clydebank and Milngavie	3,417	1,284	4,701
Cardiff North	1,948	777	2,725	Clydesdale	3,403	1,654	5,057
Cardiff South and Penarth	4,482	1,386	5,868	Cumbernauld and Kilsyth	3,091	1,565	4,656
Cardiff West	4,871	1,466	6,337	Cunninghame North	3,768	1,715	5,483
Vale of Glamorgan	3,732	1,599	5,331	Cunninghame South	4,754	1,725	6,479
West Glamorgan				Dumbarton	3,997	2,150	6,147
Aberavon	3,563	1,326	4,889	East Kilbride	3,237	1,844	5,081
Gower	2,530	1,267	3,797	Eastwood	2,218	1,133	3,351
Neath	2,972	1,589	4,561	Glasgow Central	3,144	1,258	4,402
Swansea East	4,735	1,543	6,278	Glasgow Cathcart	5,400	1,800	7,200
Swansea West	4,749	1,723	6,472	Glasgow Garscadden	5,066	1,518	6,584
SCOTLAND				Glasgow Govan	4,639	1,671	6,310
Borders region				Glasgow Hillhead	8,674	1,765	10,439
Roxburgh and Berwickshire	1,218	745	1,963	Glasgow Maryhill	5,654	2,062	7,716
Tweeddale, Ettrick and Lauderdale	1,075	604	1,679	Glasgow Pollock	5,946	1,763	7,709
Central region				Glasgow Provan	7,320	2,092	9,412
Clackmannan	3,141	1,415	4,556	Glasgow Rutherglen	5,372	1,851	7,223
Falkirk East	3,685	1,704	5,389	Glasgow Shettleston	4,997	1,643	6,640
Falkirk West	3,155	1,543	4,698	Glasgow Springburn	6,535	2,198	8,733
Stirling	2,693	1,467	4,160	Greenock and Port Glasgow	6,097	2,106	8,203
Dumfries and Galloway region				Hamilton	4,712	2,025	6,737
Dumfries	2,621	1,454	4,075	Kilmarnock and Loudoun	4,224	1,738	5,962
Galloway and Upper Nithsdale	2,563	1,378	3,941	Monklands East	4,517	1,784	6,301
Fife region				Monklands West	3,612	1,570	5,182
Central Fife	3,664	1,821	5,485	Motherwell North	4,654	2,019	6,673
Dunfermline East	2,961	1,622	4,583	Motherwell South	4,088	1,592	5,680
Dunfermline West	2,127	1,289	3,416	Paisley North	3,992	1,750	5,742
Kirkcaldy	3,291	1,488	4,779	Paisley South	4,063	1,685	5,748
North East Fife	1,495</						

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Apr 5	14,563	5,631	1,638	2,694	2,032	2,566	3,906	3,545	1,088	2,616	4,360	39,008	552	39,560
May 10	1,867	1,116	132	525	530	501	884	965	298	256	919	6,877	—	6,877
Jun 14	2,270	1,206	248	561	813	483	921	1,626	678	430	8,549	16,579	6,325	22,904
Jul 12	44,098	18,076	4,431	10,759	15,141	9,791	16,856	24,242	9,214	11,259	23,236	169,027	8,888	177,916
Aug 12	51,462	22,759	4,673	12,924	16,989	11,162	17,487	26,051	9,368	11,932	23,587	185,635	9,023	194,658
Sep 13	61,735	26,111	5,494	15,507	19,266	14,066	20,724	30,349	11,699	13,965	26,146	218,951	9,945	228,896
Oct 11	9,853	5,247	814	2,042	2,617	1,656	2,096	3,429	1,126	1,296	3,817	28,746	2,043	30,789
Nov 8	2,320	1,472	213	360	553	450	432	865	225	296	773	6,487	—	6,487
Dec 6	1,600	1,221	47	171	168	140	138	215	96	121	217	2,913	—	2,913
1985 Jan 10	7,064	2,981	677	1,972	1,142	894	2,887	2,137	816	1,099	1,065	19,753	567	20,320
Feb 14	639	292	52	159	186	127	158	220	89	111	324	2,065	—	2,065
Mar 14	584	307	57	379	182	113	153	210	95	101	228	2,102	—	2,102
Apr 11	15,118	6,418	1,178	3,459	2,769	3,056	5,743	4,562	2,202	2,653	4,491	45,231	886	46,117

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Apr 5	877	248	210	378	1,753	1,797	4,503	1,239	942	1,348	1,691	14,738	1,129	15,867
May 10	727	214	108	326	1,667	967	5,204	887	903	966	2,524	14,279	1,048	15,327
Jun 14	1,018	246	131	305	8,221	1,216	5,312	1,057	920	1,392	1,538	21,110	1,194	22,304
Jul 12	1,136	551	57	209	3,199	873	4,818	977	939	1,314	2,043	15,565	1,159	16,724
Aug 9	737	180	59	228	1,183	967	3,888	993	694	1,196	1,772	11,717	1,051	12,768
Sep 13	943	413	50	244	1,033	1,134	2,957	841	699	760	1,638	10,299	1,028	11,327
Oct 11	1,309	1,098	62	384	1,698	941	3,104	1,020	770	894	1,764	11,946	756	12,702
Nov 8	1,110	531	114	227	1,034	1,219	3,162	965	926	977	2,015	11,747	907	12,654
Dec 6	1,260	180	172	367	1,198	1,229	3,293	4,673	847	888	2,309	16,236	943	17,179
1985 Jan 10	725	200	389	260	1,446	1,167	3,218	1,313	937	1,068	2,500	13,023	1,123	14,146
Feb 14	954	292	407	496	2,536	1,678	3,642	1,911	1,534	1,629	3,016	17,903	1,558	19,461
Mar 14	815	208	269	374	2,533	991	2,209	1,372	1,150	1,023	2,540	13,276	1,166	14,442
Apr 11	579	250	204	376	2,369	1,196	1,343	1,166	754	775	2,058	10,820	1,042	11,862

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

Selected countries: national definitions

THOUSAND

	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden*	Switzerland*	United Statesxx	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1980	1,665	1,561	409	53	322	865	184	1,451	889	37	1,776	1,140	325	22.3	1,277	86**	6.3	7,637	
1981	2,520	2,420	394	69	392	898	241	1,773	1,272	42	1,993	1,259	480	28.4	1,566	108	5.9	8,273	
1982	2,917	2,793	495	105	457	1,314	258	2,008	1,833	51	2,379	1,359	655	41.4	1,873	137	13.2	10,678	
1983	3,105	2,970	697	127	505	1,448	281	2,041	2,258	62	2,707	1,561	801	63.6	2,207	151	26.3	10,717	
1984	3,160	3,047	642	130	513	1,399	275	2,310	2,265	71	2,955	1,608	822	66.6	2,476	137	32.1	8,539	
Quarterly averages																			
1984 Q1	3,176	3,071	720	179	520	1,497	319	2,252	2,490	86	2,996	1,713	852	75.6	2,442	145	34.2	9,406	
Q2	3,074	2,979	649	112	502	1,430	269	2,183	2,166	60	2,935	1,637	813	63.3	2,414	127	32.4	8,420	
Q3	3,167	3,045	607	93	519	1,345	251	2,281	2,183	52	2,866	1,577	826	66.4	2,455	147	29.7	9,382	
Q4	3,222	3,092	592	138	509	1,325	261	2,522	2,220	87	3,025	1,507	799	61.1	2,591	129	32.0	7,945	
1985 Q1	3,311	3,021	668	188	530	1,495		2,568		233	3,232							8,886	
Monthly																			
1984 May	3,084	2,980	637	110	504	1,460	266	2,168	2,133	57	2,930	1,600	807	59.2	2,404	115	32.3	8,154	
Jun	3,030	2,934	634	92	494	1,362	252	2,148	2,113	54	2,915	1,630	816	61.6	2,393	128	31.4	8,582	
Jul	3,101	3,008	596	91	520	1,326	240	2,184	2,202	55	2,859	1,570	818	64.9	2,404	147	30.5	8,714	
Aug	3,116	3,026	605	92	524	1,347	258	2,241	2,202	50	2,838	1,570	840	72.1	2,449	153	29.5	8,382	
Sep	3,284	3,102	621	96	512	1,363	256	2,416	2,144	50	2,901	1,590	821	62.3	2,512	140	28.9	8,051	
Oct	3,225	3,075	579	117	511	1,305	262	2,516	2,145	63	2,968	1,590	803	60.2	2,577	138	29.6	7,989	
Nov	3,223	3,095	571	139	510	1,355	258	2,525	2,189	89	2,177	1,510	798	58.3	2,591	125	32.3	7,869	
Dec	3,219	3,108	627	157	506	1,316	262	2,525	2,325	108	2,073	1,420	796	64.8	2,604	123	34.1	7,978	
1985 Jan	3,341	3,232	658	198	530	1,483		2,553	2,619	113	2,34	1,520	804	70.3		149	36.2	9,131	
Feb	3,324	3,226	674	194	533	1,455		2,611	2,611	103	2,34	1,640	802			130	33.9	8,902	
Mar	3,268	3,180	672	171	526	1,546		2,474		230	3,242							8,625	
Apr	3,273	3,189																	
Percentage rate latest month																			
	13.5		9.2 p	5.9	19.1	12.5	10.0	13.3	10.0	6.0	17.8	14.2	2.7	17.2	3.5	21.8	3.0	1.1 e	7.5
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1984 Q1		2,996	664	122	505	1,389	281	2,191	2,230	64	2,543	1,600	838	70.5	2,383	142			8,882
Q2		3,023	657	144	512	1,406	273	2,306	2,278	68	2,519	1,590	840	66.5	2,437	135			8,529
Q3		3,069	632	153	525	1,402	270	2,354	2,302	68	2,192	1,650	821	69.0	2,537	135			8,447
Q4		3,099	615	125	508	1,390	258	2,381	2,254	83	2,347	1,600 e	791	60.3	2,553	135			8,233
1985 Q1		3,139	617	130 e	514 e	1,396		2,305		227									8,426
Monthly																			
1984 May		3,026	639	141	514	1,442	271	2,296	2,276	70	2,11	1,570	846	63.8	2,427	127			8,560
Jun		3,032	657	155	513	1,379	273	2,325	2,290	68	2,14	1,660	831	67.5	2,466	127			8,228
Jul		3,049	631	153	521	1,361	271	2,343	2,304	70	2,15	1,650	819	69.6	2,490	146			8,491
Aug		3,066	637	158	533	1,391	272	2,360	2,307	67	2,16	1,650	828	71.8	2,546	135			8,481
Sep		3,091	628	148	521	1,453	270	2,364	2,294	66	2,17	1,650	815	65.6	2,573	124			8,370
Oct		3,094	615	133	516	1,403	263	2,373	2,267	75	2,16	1,660	803	62.0	2,578	144			8,367
Nov		3,097	622	125	513	1,411	256	2,254	2,254	83	2,19	1,610	793	58.5	2,542	134			8,142
Dec		3,106	608	116	495	1,356	253	2,406	2,242	92	2,22	1,530 e	777	60.4	2,538	128			8,191
1985 Jan		3,128	614	118 e	510 e	1,400		2,444	2,297	86 e	2,26	1,480 e	780	62.9 e		145			8,484
Feb		3,144	603	124 e	513 e	1,383		2,298	2,298	80 e	2,29	1,540 e	783						8,399
Mar		3,148	633	148 e	520 e	1,405		2,320	2,320	227									8,396
Apr		3,177																	
Percentage rate:																			
latest month	13.1		8.8 p	5.1 e	18.9 e	11.2	9.6	12.7	9.3	4.7 e	17.5	10.1	2.6 e	16.8	3.1 e	21.3	3.3		7.3
latest three months																			
change on previous three months	+0.2	NC	+0.2	+0.2	—	-0.5	+0.2	+0.2	+0.2	+0.6	+0.6	+0.5	-0.2	-0.5	-0.3	+0.2	+0.1		+0.1

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

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

† See footnotes to table 2-1.

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

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

¶ Average of 11 months.

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

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

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

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

2.19 UNEMPLOYMENT Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984	Apr 5	328.7	9.0	319.8	+3.9	215.2	5.2	210.0	-7.5	113.5	50.3	3.7	109.8	+3.6
	May 10	336.3	31.1	305.2	+3.9	215.4	18.1	197.3	-7.5	120.8	50.9	13.0	107.9	+3.6
	June 14	316.6	13.3	303.3	-0.1	204.9	7.7	197.2	-4.9	111.7	47.2	5.7	106.1	+4.8
	July 12	419.1	14.7	404.3	+22.5	260.8	8.2	252.6	+9.4	158.3	52.1	6.6	151.7	+13.1
	Aug 9	363.8	13.8	350.0	-0.6	227.9	8.1	219.9	-6.3	135.8	53.4	5.7	130.1	+5.8
	Sep 13	511.0	100.3	410.7	+11.0	308.7	56.5	252.3	+4.1	202.3	54.5	43.9	158.4	+7.0
	Oct 11	446.3	32.0	414.3	-4.7	281.2	17.9	263.3	-3.7	165.1	57.5	14.1	151.0	-1.0
	Nov 8	391.0	15.0	376.0	+3.9	250.1	8.4	241.6	0.0	140.9	55.4	6.5	134.4	+3.9
	Dec 6	353.8	10.7	343.1	+3.5	231.6	6.1	225.6	-1.1	122.2	50.7	4.6	117.6	+4.7
1985	Jan 10	343.4	13.8	329.6	-7.3	217.8	7.9	209.9	-5.9	125.6	50.7	5.9	119.8	-1.5
	Feb 14	378.5	14.5	364.0	+16.4	247.4	8.2	239.3	+12.7	131.0	54.9	6.3	124.7	+3.8
	Mar 14	326.1	9.6	316.4	+8.5	209.3	5.6	203.7	+3.0	116.8	52.4	4.1	112.7	+5.5
	Apr 11	342.1	9.0	333.1	+13.3	219.2	5.2	214.0	+4.0	122.9	56.7	3.8	119.1	+9.3

UNITED KINGDOM Month ending		OUTFLOW‡												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1984	Apr 5	366.8	12.3	354.5	+8.9	242.3	6.8	235.5	+1.7	124.5	48.6	5.5	119.0	+7.2
	May 10	356.4	10.2	346.2	+8.9	231.8	5.9	225.9	+1.7	124.6	49.3	4.3	120.3	+7.2
	June 14	364.0	14.7	349.4	+7.0	240.9	8.4	232.5	+2.6	123.2	48.2	6.3	116.9	+4.4
	July 12	342.3	12.6	329.8	-6.6	227.7	7.0	220.7	-8.1	114.6	44.7	5.5	109.1	+1.5
	Aug 9	347.1	11.0	336.2	-19.6	226.9	5.9	220.9	-18.6	120.3	44.2	5.0	115.2	-1.0
	Sep 13	365.6	21.7	343.9	+9.3	226.9	12.3	214.5	-5.2	138.8	51.3	9.4	129.4	+14.5
	Oct 11	509.7	54.5	455.1	-4.9	311.0	30.6	280.4	-11.2	198.6	55.1	23.9	174.8	+6.0
	Nov 8	393.8	30.7	363.1	+3.9	245.0	17.0	228.0	-4.6	148.8	51.8	13.7	135.1	+8.6
	Dec 6	357.3	20.7	336.6	+4.5	221.0	11.4	209.6	-1.6	136.2	49.9	9.3	126.9	+6.1
1985	Jan 10	238.0	9.3	228.8	-9.4	145.3	5.1	140.2	-10.4	92.7	37.5	4.2	88.5	+1.0
	Feb 14	393.5	16.4	377.1	+19.5	252.8	9.0	243.8	+10.4	140.7	56.0	7.4	133.3	+9.1
	Mar 14	386.8	12.9	374.0	+23.3	253.3	7.3	246.0	+13.2	133.5	53.4	5.6	128.0	+10.1
	Apr 11	336.7	8.7	328.0	-26.5	217.7	4.9	212.8	-22.7	119.1	48.6	3.8	115.3	-3.7

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

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

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

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

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

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

INFLOW											OUTFLOW											THOUSAND
Great Britain Month ending	Age group										All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59 [§]	60 and over [§]	All ages	
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59 [§]	60 and over [§]													
MALE																						
1984 April	16.0	21.9	44.6	27.6	21.0	31.5	23.6	12.9	10.2	209.2	15.7	26.2	48.9	30.0	22.6	34.5	22.5	8.9	10.8	220.1		
May	27.6	20.4	42.1	26.4	19.8	30.2	21.9	11.2	9.2	208.9	12.7	24.3	46.3	27.5	20.5	31.6	20.9	8.7	10.3	202.8		
June	18.4	21.9	43.9	26.0	19.2	29.1	20.8	10.6	8.5	198.4	15.3	26.4	50.2	30.0	22.4	34.0	22.3	8.9	10.9	220.3		
July	19.5	29.7	78.2	31.0	21.3	31.3	22.4	11.3	9.3	254.1	13.9	25.7	50.3	28.8	20.8	31.9	20.8	8.2	10.1	210.4		
August	19.6	25.7	55.6	28.6	20.4	30.6	21.5	10.6	8.9	221.6	12.2	24.4	53.1	27.6	20.1	29.6	19.8	7.5	9.2	203.6		
September	70.5	46.7	29.2	21.1	31.6	22.6	12.3	9.3	298.8	20.0	25.4	55.9	27.8	19.5	29.1	18.8	7.5	8.8	213.0			
October	32.9	35.5	62.0	33.4	23.4	35.4	25.3	13.7	11.6	273.2	40.3	47.5	67.8	31.6	21.7	31.9	20.1	8.3	10.1	279.2		
November	23.2	28.5	54.1	31.7	23.1	35.4	25.2	12.1	9.8	243.0	26.9	28.6	51.2	27.4	19.6	29.2	19.1	7.7	10.5	220.1		
December	19.7	25.3	49.8	30.5	22.6	34.2	23.8	11.0	8.6	225.5	20.9	25.5	46.8	25.5	18.2	27.5	18.0	7.3	10.4	200.2		
1985 January	19.2	23.2	46.8	27.7	20.7	31.8	22.0	11.1	9.2	211.7	10.3	15.4	31.0	17.2	12.4	18.9	12.7	5.3	7.5	130.6		
February	22.0	27.1	52.9	32.8	24.0	37.3	24.8	10.7	8.6	240.1	18.6	25.2	51.3	30.3	22.0	33.3	21.5	8.2	11.2	221.7		
March	16.6	22.3	44.7	27.5	20.0	30.7	22.1	10.6	8.4	202.9	16.9	26.5	53.1	31.9	23.2	35.6	22.0	8.4	10.3	227.9		
[April]	14.1	20.4	43.8	26.1	19.3	30.1	22.3	11.8	9.5	197.3	11.4	21.4	42.3	25.3	18.2	28.4	18.2	7.2	8.3	180.6		
FEMALE																						
1984 April	11.4	16.1	29.0	17.3	9.8	13.3	9.0	3.2	—	109.5	12.4	20.4	31.8	17.3	9.6	12.3	7.9	2.4	0.1	114.1		
May	20.0	15.1	28.2	17.8	9.9	13.3	9.3	3.0	—	116.3	10.1	20.3	32.3	17.4	9.9	12.7	8.1	2.6	0.1	113.4		
June	13.0	16.0	29.2	16.6	9.1	12.0	8.3	2.9	—	107.1	11.7	20.5	32.3	17.7	9.5	12.2	7.8	2.4	0.1	114.3		
July	14.6	24.2	57.2	19.5	10.6	14.1	9.0	3.0	—	152.3	10.5	19.5	32.2	16.9	8.9	11.2	7.2	2.2	0.1	108.6		
August	14.0	19.8	39.9	19.4	10.8	14.8	9.5	3.2	—	131.5	9.7	19.4	36.1	16.8	8.6	10.6	6.7	2.1	0.1	110.1		
September	54.5	43.5	37.3	19.4	10.9	14.8	10.0	4.1	—	194.4	15.3	21.6	42.5	18.5	10.7	14.2	8.1	2.3	0.1	133.3		
October	26.3	29.9	41.2	21.3	11.6	15.0	10.5	3.9	—	159.6	31.7	41.6	48.0	20.9	11.6	14.6	8.4	2.6	0.1	179.6		
November	17.9	22.3	36.5	20.3	10.9	14.7	10.4	3.6	—	136.5	21.8	25.6	36.9	18.9	10.6	12.9	7.8	2.4	0.1	137.0		
December	14.5	18.4	31.8	18.5	9.8	13.2	9.1	2.9	—	118.3	16.9	22.7	35.1	18.1	10.0	12.4	7.4	2.2	0.1	125.0		
1985 January	15.3	19.0	32.3	17.9	10.4	14.3	9.2	3.0	—	121.4	8.5	14.0	23.6	13.6	7.5	9.5	5.7	1.7	0.1	84.3		
February	16.5	19.5	32.8	19.6	11.0	14.4	9.7	3.1	—	126.6	14.7	20.8	35.1	20.3	11.1	13.6	8.1	2.4	0.1	126.2		
March	12.1	15.9	29.0	18.2	10.6	14.2	9.5	3.1	—	112.6	12.6	20.5	33.9	19.2	11.0	13.8	8.3	2.5	0.1	121.8		
[April]	10.2	14.6	28.4	17.7	10.6	14.9	9.8	3.4	—	109.6	8.8	16.7	28.7	16.3	9.0	11.2	6.8	2.2	0.1	99.9		
Changes on a year earlier																						
MALE																						
1984 April*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3		
May*	-7.3	-0.1	+1.5	0.0	-0.9	-1.3	-1.5	-1.2	-2.7	-13.7	-2.3	+2.7	+1.4	-0.1	-0.4	-0.3	-1.0	-0.8	-0.5	-3.3		
June	-1.7	+0.2	+3.1	-0.2	-1.1	-1.4	-1.6	-1.8	-2.2	-7.7	-0.6	+3.4	+2.3	+0.3	+0.1	+0.2	-0.9	-1.2	-1.3	-9.8		
July	-1.8	+2.0	+8.3	+1.4	-0.2	-0.1	-0.4	-1.2	-1.3	+6.8	-0.4	+1.4	+0.1	-0.8	-1.5	-2.1	-2.0	-1.2	-2.7	-12.0		
August	-2.4	-0.3	+3.6	-0.1	-1.1	-0.5	-0.9	-2.1	-1.5	-7.3	-1.9	-0.6	-3.5	-2.6	-1.8	-3.8	-2.8	-1.9	-3.6	-22.4		
September	-9.8	+1.0	+4.0	+0.9	+0.1	-0.4	-0.8	-0.9	-0.9	-6.8	+3.6	+0.9	+0.7	-1.1	-0.9	-2.8	-2.7	-1.5	-2.2	-7.0		
October	-10.3	-1.8	+4.3	+0.6	-0.5	-1.0	-1.5	-1.3	-0.3	-11.9	-10.7	+2.8	+1.7	-1.3	-1.8	-1.9	-2.3	-1.1	-1.3	-16.0		
November	-0.9	+1.6	+2.6	+0.2	-0.4	-0.1	-1.0	-1.3	-1.5	-0.9	-5.8	+0.6	+1.6	-0.4	-1.2	-1.9	-2.3	-1.3	-1.7	-12.5		
December	-0.5	+1.4	+2.9	+0.8	-0.2	-1.0	-1.5	-1.8	-1.8	-1.7	-2.7	+1.0	+1.8	-0.1	-0.6	-0.7	-1.5	-0.9	-1.4	-5.0		
1985 January	-2.1	-0.1	+1.1	-0.3	-0.7	-0.4	-1.7	-1.6	-1.3	-7.1	-2.0	-1.0	+0.4	-0.9	-1.1	-1.6	-1.6	-1.0	-1.3	-9.2		
February	+0.4	+1.8	+5.1	+2.9	+1.3	+3.0	+0.5	-1.1	-0.9	+12.9	-2.0	+1.4	+5.0	+1.2	+0.2	+0.9	0.0	-0.5	-1.0	+5.3		
March	-0.7	+0.9	+2.7	+0.8	-0.2	0.0	-0.1	-0.4	-0.5	+2.5	-1.2	+1.3	+4.2	+2.3	+0.9	+1.9	+0.3	-0.2	-0.6	+8.9		
[April]	-1.9	-1.5	-0.8	-1.5	-1.7	-1.4	-1.3	-1.1	-0.7	-11.9	-4.3	-4.8	-6.6	-4.7	-4.4	-6.1	-4.3	-1.7	-2.5	+39.5		
FEMALE																						
1984 April*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3		
May*	-6.0	-1.1	+1.4	+1.7	+1.0	+1.3	+0.5	-0.2	—	-1.5	-4.1	+1.3	+1.8	+1.4	+1.1	+1.4	+0.6	-0.2	0.0	+3.3		
June	-1.9	-0.6	+2.3	+1.8	+0.8	+0.7	+0.1	0.0	—	+3.2	-1.2	+0.9	+1.3	+1.1	+0.8	+1.0	0.0	-0.4	0.0	+4.4		
July	-1.6	+0.5	+6.5	+2.1	+0.6	+0.8	-0.1	-0.1	—	+10.7	-1.3	+0.3	+1.7	+1.6	+0.4	+0.5	-0.1	-0.3	0.0	+2.6		
August	-1.9	-1.0	+3.6	+1.7	+0.8	+1.5	+0.4	+0.1	—	+5.3	-1.8	-0.5	+0.8	+1.2	+0.3	0.0	-0.3	-0.3	0.0	-0.8		
September	-11.4	-0.4	+1.9	+1.5	+1.1	+1.8	+0.7	+0.2	—	-4.7	+2.4	+1.4	+3.7	+1.9	+1.2	+1.5	+0.5	-0.2	0.0	+12.2		
October	-9.3	-3.8	+1.8	+1.4	+0.9	+1.0	+0.5	0.0	—	-7.7	-10.1	+3.3	+3.5	+2.0	+0.7	+0.8	-0.2	-0.2	0.0	-0.1		
November	-1.4	+0.4	+1.1	+1.1	+0.8	+1.1	+0.5	-0.1	—	+3.4	-4.9	+0.5	+2.4	+1.9	+1.2	+0.7	+0.1	-0.2	0.0	+1.8		
December	-0.9	+0.4	+1.8	+1.3	+0.5	+0.9	+0.3	-0.2	—	+4.2	-2.9	+0.3	+2.3	+1.6	+1.1	+1.1	+0.4	-0.3	0.0	+3.6		
1985 January	-3.2	-2.0	+0.1	+0.4	+0.5	+1.0	+0.2	-0.2	—	+3.3	-1.5	-0.9	+0.3	+1.1	+0.3	+0.4	-0.1	-0.3	0.0	-0.5		
February	-0.2	-0.1	+0.8	+1.0	+0.7	+1.0	+0.6	0.0	—	+3.7	-1.6	+0.2	+2.6	+2.3	+1.1	+1.0	+0.2	-0.1	0.0	+5.6		
March	-0.6	-0.3	+0.9	+1.4	+1.1	+1.4	+0.7	+0.1	—	+4.9	-1.2	+0.3	+2.8	+2.2	+1.5	+1.7	+0.6	+0.1	0.0	+7.8		
[April]	-1.2	-1.5	-0.6	+0.4	+0.8	+1.6	+0.8	+0.2	—	+0.1	-3.6	-3.7	-3.1	-1.0	-0.6	-1.1	-1.1	-0.2	0.0	-14.2		

* Changes on a year earlier in the flows figures for April and May have been averaged to take account of the different timing of Easter.
 ** Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4 1/3 week month.
 † From April to August 1983 the figures for men aged 59 and over reflect the effects of the provisions in the 1983 Budget, because some of them no longer have to sign at an unemployment benefit office, estimates of this effect on computerised records are not available. This has a greater effect on the outflow than the inflow.
 § Figures for older age groups are further affected by an increase in the numbers of people who attend benefit offices only quarterly and cease to be part of the computerised records. This has a greater effect on the outflow than the inflow since the vast majority of new claims to benefit are computerised.

2.30 CONFIRMED REDUNDANCIES* Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,178	493,704
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,396	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	400,416
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984	42,501	24,239	2,356	14,758	25,675	20,643	26,570	37,935	25,727	196,165	11,441	30,164	237,770
1983 Q4	15,325	8,596	933	7,167	7,604	6,014	9,875	11,994	7,411	66,323	4,499	8,448	79,270
1984 Q1	8,458	4,106	814	3,286	5,910	4,451	8,388	10,138	6,087	47,532	3,031	7,763	58,326
Q2	11,691	5,129	282	3,917	6,550	4,840	6,537	9,175	9,359	52,351	2,319	10,031	64,701
Q3	11,980	8,525	974	3,817	8,193	5,714	6,409	8,274	5,620	50,981	3,356	7,715	62,052
Q4	10,372	6,479	286	3,738	8,193	5,714	6,409	8,274	5,620	50,981	3,356	7,715	62,052
1984 June	3,897	1,876	95	1,601	2,066	1,751	2,492	3,421	3,391	18,714	766	2,075	21,555
July	3,872	2,709	94	1,067	2,685	1,946	1,897	3,070	2,365	16,996	1,126	3,705	21,827
Aug	4,062	3,116	232	1,575	2,828	2,172	1,786	2,406	1,635	16,896	1,161	2,854	20,711
Sep	4,046	2,700	648	1,175	2,580	1,596	2,726	2,798	1,620	17,289	1,069	1,156	19,514
Oct	3,475	2,661	14	1,014	1,687	2,059	1,803	3,168	840	14,060	943	1,302	16,305
Nov	2,648	1,591	21	1,222	1,604	1,572	1,338	3,293	1,605	13,303	649	1,958	15,910
Dec	4,249	2,227	251	1,502	1,731	2,007	2,095	3,887	2,216	17,938	1,143	1,395	20,476
1985 Jan	2,751	2,167	16	1,191	1,373	1,538	1,175	2,403	1,621	12,068	724	1,385	14,177
Feb	1,791	1,353	192	669	1,258	862	1,613	1,914	1,754	10,053	874	1,812	12,739
Mar†	(2,980)	(1,808)	(244)	(1,390)	(2,109)	(1,699)	(1,643)	(2,532)	(2,698)	(15,295)	(1,101)	(2,567)	(18,963)
Apr†	(2,732)	(1,759)	(189)	(747)	(1,339)	(701)	(760)	(1,797)	(1,611)	(9,876)	(653)	(2,160)	(12,689)

2.31 CONFIRMED REDUNDANCIES* Division

SIC 1980	Division	Class or Group	1983††		1984		1985		1986		1987	
			1983††	1984	1983 Q4††	1984 Q1	Q2	Q3	Q4	1985 Feb	Mar†	Apr†
Agriculture, forestry and fishing	0	01-03	874	222	87	70	42	14	96	19	(23)	(72)
Coal extraction and coke	11-12	11,407	7,449	3,677	2,819	2,304	1,561	765	322	(335)	(333)	
Mineral oil and natural gas extraction	13	144	209	62	95	0	53	61	0	(14)	(14)	
Mineral oil processing	14	373	679	146	122	95	138	324	0	(0)	(63)	
Nuclear fuel production	15	540	0	153	0	0	0	0	0	(0)	(0)	
Gas, electricity and water	16-17	2,376	988	552	255	138	346	249	33	(46)	(13)	
Energy and water supply industries	1	14,841	9,325	4,590	3,291	2,537	2,098	1,399	355	(395)	(423)	
Extraction of other minerals and ores	21,23	217	359	93	49	22	86	202	10	(0)	(0)	
Metal manufacture	22	20,248	8,508	3,550	2,294	3,176	1,811	1,227	106	(351)	(342)	
Manufacture of non-metallic products	23	6,193	3,715	2,239	1,462	839	671	743	199	(236)	(129)	
Chemical industry	25	8,267	5,184	2,296	1,579	1,049	1,226	1,330	240	(183)	(303)	
Production of man-made fibres	26	1,409	275	212	130	66	70	9	236	(22)	(24)	
Extraction of minerals and ores other than fuel: manufacture of metal mineral products and chemicals	2	36,334	18,041	8,390	5,514	5,152	3,864	3,511	791	(792)	(798)	
Shipbuilding and repairing	30	7,398	7,111	2,894	3,187	1,386	1,579	959	575	(623)	(78)	
Manufacture of metal goods	31	18,098	8,978	3,446	1,780	1,999	2,953	2,246	375	(661)	(473)	
Mechanical engineering	32	44,975	30,069	10,333	7,668	10,029	9,925	6,447	1,566	(1,766)	(1,537)	
Manufacture of office machinery and data processing equipment	33	1,678	1,842	685	450	869	309	214	63	(114)	(462)	
Electrical and electronic engineering	34	18,186	13,798	3,747	4,412	3,539	2,676	1,267	1,267	(1,490)	(848)	
Manufacture of motor vehicles	35	15,054	13,380	2,818	2,361	2,780	4,627	3,612	1,252	(863)	(465)	
Manufacture of aerospace and other transport equipment	36	12,044	9,670	4,841	1,719	4,323	1,824	1,804	75	(375)	(188)	
Instrument engineering	37	5,621	1,150	1,375	432	180	279	259	286	(52)	(12)	
Metal goods and engineering and vehicles industries	3	123,054	85,998	30,139	20,768	25,978	21,035	18,217	5,459	(5,944)	(4,163)	
Food, drink and tobacco	41-42	22,040	17,413	5,835	3,629	5,789	3,471	4,524	792	(2,267)	(980)	
Textiles	43	9,957	5,545	2,378	1,539	1,155	1,328	268	(1,130)	(452)	(1,130)	
Leather, footwear and clothing	44-45	9,054	8,130	2,180	1,701	2,335	2,479	1,615	489	(1,221)	(425)	
Timber and furniture	46	3,206	3,721	594	633	587	877	1,624	159	(288)	(142)	
Paper, printing and publishing	47	9,409	5,985	1,352	1,316	1,441	1,333	1,895	243	(716)	(381)	
Other manufacturing	48-49	8,689	5,743	1,199	1,737	1,199	1,098	1,709	356	(405)	(1,120)	
Other manufacturing industries	4	62,355	46,282	13,625	10,539	12,890	10,413	12,695	2,307	(6,027)	(3,500)	
Construction	5	23,621	22,572	6,950	5,205	5,867	5,547	5,953	836	(1,245)	(829)	
Wholesale distribution	61-63	7,080	7,234	1,549	2,065	1,829	1,841	1,499	618	(694)	(484)	
Retail distribution	64-65	16,235	13,194	3,630	2,954	3,003	4,525	2,712	1,073	(1,165)	(917)	
Hotel and catering	66	4,000	3,117	1,344	999	572	802	119	(176)	(60)	(60)	
Repair of consumer goods and vehicles	67	706	817	237	240	128	206	253	56	(223)	(1)	
Distribution, hotels and catering, repairs	6	28,021	24,362	6,761	5,993	5,959	7,144	5,266	1,866	(2,258)	(1,462)	
Transport	71-77	9,171	6,191	2,379	1,492	1,071	2,117	1,511	426	(837)	(143)	
Telecommunications	79	6,469	565	1,402	143	200	146	76	27	(84)	(14)	
Transport and communication	7	15,640	6,756	3,781	1,635	1,271	2,263	1,587	453	(921)	(157)	
Insurance, banking, finance and business services	81-85	4,986	6,443	1,103	1,047	1,724	2,269	1,403	203	(439)	(506)	
Banking, finance, insurance business services and leasing	8	4,986	6,443	1,103	1,047	1,724	2,269	1,403	203	(439)	(506)	
Public administration and defence	91-94	8,956	13,188	1,561	2,963	1,940	6,318	1,967	203	(506)	(521)	
Medical and other health services	95	2,096	1,599	432	520	393	492	194	131	(119)	(211)	
Other services n.e.s.	96-99, 00	5,861	2,727	1,852	781	948	595	403	116	(294)	(47)	
Other services	9	16,913	17,514	3,844	4,264	3,281	7,405	2,564	450	(919)	(779)	
All production industries	1-4	236,583	159,901	56,743	40,112	46,557	37,410	35,822	8,912	(13,158)	(8,884)	
All manufacturing industries	2-4	221,743	150,576	52,153	36,821	44,020	35,312	34,423	8,557	(12,763)	(8,461)	
All service industries	6-9	65,560	55,075	15,490	12,939	12,235	19,081	10,820	2,972	(4,537)	(2,904)	
ALL INDUSTRIES AND SERVICES	0-9	326,638	237,770	79,270	58,326	64,701	62,052	52,691	12,739	(18,963)	(12,689)	

Notes: * Figures are based on reports (ES955) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*.
 ** Included in the South East.
 † Provisional figures as at May 1, 1985; final figures are expected to be higher than this. The final total for Great Britain is projected to be about 22,000 in March and 19,000 in April.
 †† These figures for 1983 are estimated because of the change in the industrial classification system made in January 1984.

VACANCIES 3.1 Regions: notified to Jobcentres: seasonally adjusted THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1984 Mar 30	54.7	25.3	5.3	12.7	10.7	8.6	9.3	14.8	7.6	6.9	15.8	146.6	1.3	147.9
May 4	57.8	25.7	5.7	14.5	11.0	8.0	9.8	16.1	8.0	7.6	15.7	154.2	1.5	155.7
Jun 8	60.3	27.1	5.6	13.4	12.1	7.9	10.0	16.8	8.5	7.9	15.1	157.0	1.7	158.7
Jul 6	62.8	27.9	5.4	14.9	12.5	8.5	10.2	16.3	8.8	7.8	15.2	162.5	1.7	164.2
Aug 3	61.1	27.7	5.2	13.9	12.3	8.4	10.3	16.1	8.3	8.1	16.1	159.9	1.7	161.6
Sep 7	62.8	28.7	5.7	15.3	12.8	9.9	10.7	17.4	8.9	8.1	16.3	168.0	1.6	169.6
Oct 5	62.0	27.2	5.5	15.5	13.5	10.2	10.6	17.3	8.3	8.0	17.7	168.8	1.7	170.5
Nov 2	63.1	27.8	5.7	14.8	13.0	9.1	10.2	17.5	8.0	7.7	16.7	165.8	1.8	167.6
Nov 30	62.8	28.3	5.5	14.3	11.									

3.5 VACANCIES Flows at Jobcentres: seasonally adjusted *

GREAT BRITAIN	Average of 3 months ended											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	152	150	147	142	142	144	144	147	151	155	157	157
1982	160	162	164	164	165	164	164	164	163	162	162	164
1983	166	170	171	172	172	178	185	198	201	203	200	204
1984	193	188	184	190	195	198	201	205	206	208	211	214
1985	206	200	196	193 †								
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	152	150	148	144	143	147	145	145	146	152	155	155
1982	157	160	163	164	165	164	164	163	163	161	162	163
1983	165	167	167	170	172	176	180	189	194	198	200	205
1984	199	192	185	189	191	194	198	204	205	207	210	217
1985	210	203	197	186 †								
Excess inflow over outflow												
1978	7	9	8	6	4	5	5	5	5	7	6	4
1979	-1	-3	-3	2	7	8	4	-2	-4	-6	-5	-9
1980	-13	-15	-14	-11	-11	-11	-13	-11	-10	-8	-7	-4
1981	0	0	-1	-2	-1	-3	-1	2	1	3	2	2
1982	3	2	1	0	0	0	0	1	5	3	2	1
1983	1	3	4	2	0	2	5	9	7	5	0	1
1984	-6	-4	-1	2	4	4	3	1	1	1	1	-5
1985	-4	-3	-1	7 †								-3

* The vacancy flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635 while the coverage of the flow statistics differs from the published totals of vacancies notified to Jobcentres, the movements in the respective series are closely related.
 † The vacancy flow figures for the month ending April 1985 are distorted. See also footnote to tables 3.1 and 3.2. When the May figures become available a more reliable picture will be given using the combined figures for April and May.

4.1 INDUSTRIAL DISPUTES Stoppages of work *

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month	63	129,800	166,000
of which: Beginning in month continuing from earlier months	49	39,800 †	91,000
	14	90,000 ‡	75,000

† Includes 38,900 directly involved.
 ‡ Includes 300 involved for the first time in the month.

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

United Kingdom	Beginning in April 1985		Beginning in the first four months of 1985	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels -extra-wage and fringe benefits	27	13,100	115	122,100
Duration and pattern of hours worked	1	200	1	200
Redundancy questions	2	1,700	8	2,900
Trade union matters	7	19,700	26	36,900
Working conditions and supervision	—	—	13	6,600
Manning and work allocation	4	1,000	26	11,000
Dismissal and other disciplinary measures	5	1,100	27	4,800
All causes	3	2,200	23	19,100
	49	38,900	239	203,400

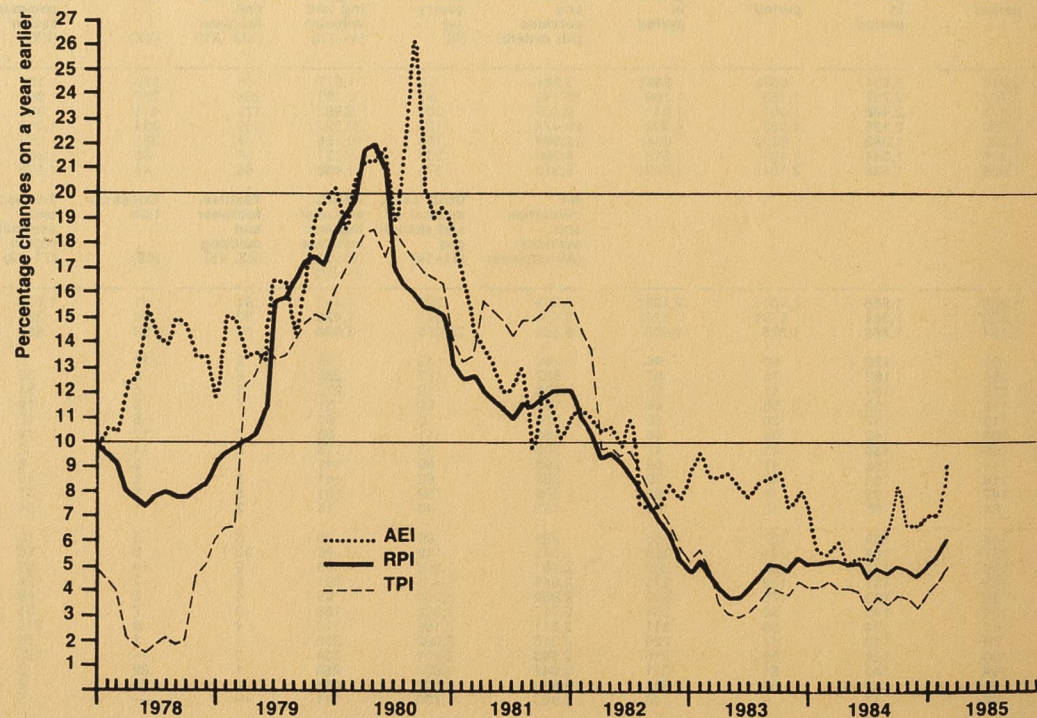
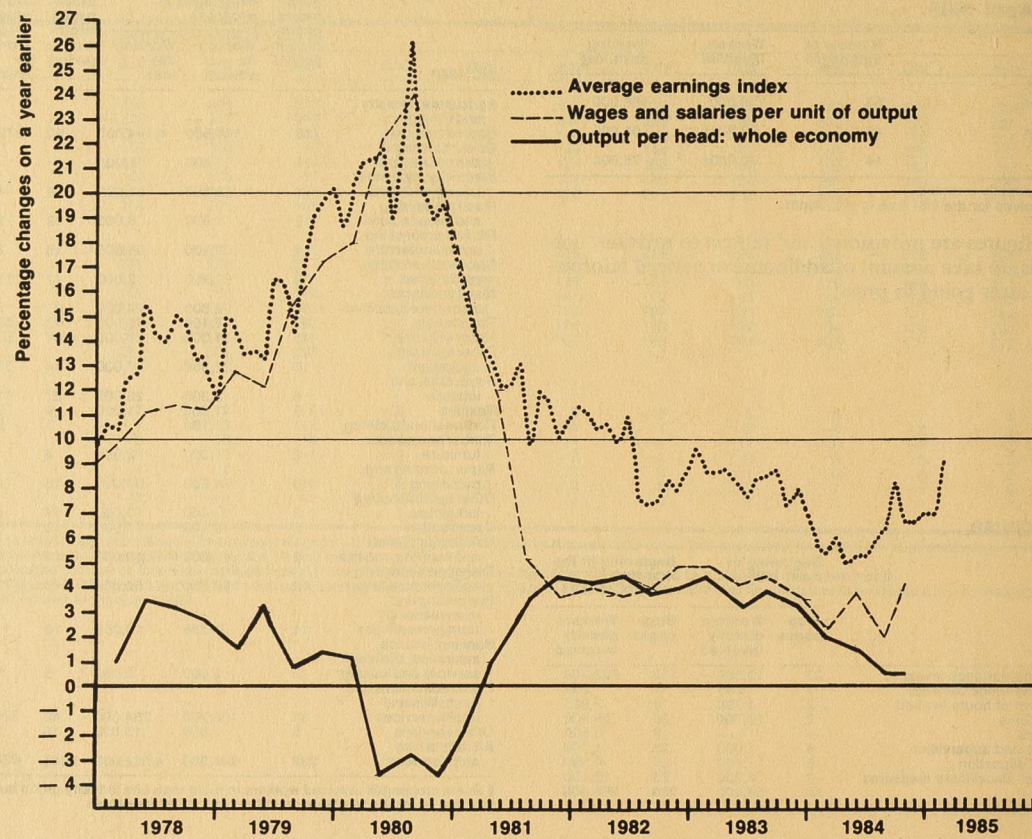
4.2 Stoppages of work *: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period †	In progress in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666 ‡	668 ‡	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830 ‡	834 ‡	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101 ‡	2,103 ‡	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1982	1,528	1,538	2,101 ‡	2,103 ‡	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573 ‡	574 ‡	3,754	591	1,420	32	68	295	1,348
1984	1,154	1,169	1,375	1,405	26,564	22,265	2,024	64	93	660	1,458
1983 Feb	99	129	56	96	746	46	93	2	10	5	590
Mar	150	182	76	97	527	167	283	5	6	30	35
Apr	119	154	41	65	386	10	278	3	4	54	37
May	118	153	36	44	139	29	61	1	3	19	25
June	119	137	28	30	118	3	61	1	5	12	37
July	108	146	34	48	186	11	59	7	17	14	75
Aug	109	139	41	47	206	13	116	2	14	2	60
Sep	114	159	41	59	298	90	141	1	2	8	56
Oct	118	153	47	70	303	62	141	1	2	45	53
Nov	147	195	71	89	366	109	101	6	5	61	83
Dec	54	86	32	68	153	40	15	2	1	34	61
1984 Jan	144	159	127	156	298	96	66	3	5	12	117
Feb	137	183	331	399	531	149	88	32	6	26	230
Mar	126	172	263	282	2,151	1,808	149	9	14	53	119
Apr	103	137	122	275	2,642	2,401	101	2	7	24	107
May	96	130	175	398	2,959	2,602	95	4	2	58	198
June	104	145	50	234	2,717	2,302	166	3	7	61	179
July	84	124	58	211	2,511	2,101	110	4	6	219	71
Aug	78	110	61	220	2,316	2,002	208	1	1	66	39
Sep	90	122	56	216	2,583	2,201	204	2	—	125	51
Oct	104	143	61	221	3,042	2,604	258	1	22	3	153
Nov	64	102	65	231	2,910	2,300	438	2	23	8	138
Dec	24	47	6	146	1,903	1,700	141	—	—	5	56
1985 Jan	57	71	19	149	2,131	2,008	13	1	20	15	73
Feb	72	100	87	209	1,990	1,815	42	3	13	8	110
Mar	61	85	63	222	525	307	46	1	1	7	162
Apr	49	63	42	130	166	15	39	5	—	37	70

* See page of "Definitions and Conventions" for notes on coverage. Figures from 1984 are provisional.
 † Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
 ‡ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

United Kingdom	Jan to April 1985			Jan to April 1984		
	Stoppages beginning in period	Stoppages in progress	Workers involved	Stoppages beginning in period	Stoppages in progress	Workers involved
SIC 1980						
Agriculture, forestry and fishing	—	—	—	1	300	1,000
Coal extraction	16	144,500	4,144,000	69	279,700	4,453,000
Coke, mineral oil and natural gas	2	400	1,000	—	—	—
Electricity, gas, other energy and water	1	2,500	14,000	9	4,600	27,000
Metal processing and manufacture	12	1,600	8,000	12	2,500	9,000
Mineral processing and manufacture	4	3,400	36,000	16	2,800	17,000
Chemicals and man-made fibres	5	900	2,000	17	11,900	44,000
Metal goods not elsewhere specified	14	2,800	24,000	21	2,400	13,000
Engineering	27	7,400	43,000	62	53,500	200,000
Motor vehicles	11	4,300	17,000	54	81,400	105,000
Other transport equipment	10	22,300	47,000	14	25,800	77,000
Food, drink and tobacco	6	2,300	23,000	27	11,900	96,000
Textiles	5	1,500	11,000	9	2,100	6,000
Footwear and clothing	1	100	—	7	5,500	39,000
Timber and wooden furniture	2	300	2,000	4	800	16,000
Paper, printing and publishing	10	4,500	30,000	16	4,200	35,000
Other manufacturing industries	3	400	3,000	14	2,300	31,000
Construction	9	3,100	34,000	12	8,500	32,000
Distribution, hotels and catering, repairs and communication	5	500	2,000	18	2,700	9,000
Supporting and miscellaneous transport services	42	30,300	58,000	65	71,500	101,000
Banking, finance, insurance, business services and leasing	3	2,600	5,000	3	8,800	16,000
Public administration, education and health services	34	106,700	284,000	49	276,200	237,000
Other services	6	600	13,000	16	3,700	45,000
All industries and services	239	344,300	4,812,000	510 ‡	874,700	5,623,000

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



GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)				
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted		
			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†	
SIC 1980													
1980	111.4				109.1				109.4				
1981	125.8				123.6				124.1				
1982	137.6				137.4				138.2				
1983	149.2				149.7				150.0				
1984	158.3				162.8				158.5				
1980	Jan*	100.0	101.1		100.0	100.5			100.0	100.6			
	Feb*	102.6	103.7		101.2	101.9			101.1	101.8			
	Mar*	105.9	105.9		104.4	104.3			105.5	105.1			
	April	107.1	107.7		105.7	106.1			106.1	106.3			
	May	109.2	109.2		108.3	107.3			108.6	107.5			
	June	112.5	111.4		111.6	110.0			111.7	110.2			
	July	113.3	112.2		112.5	111.5			112.7	111.6			
	Aug	114.0	114.1		110.8	111.9			111.1	112.1			
	Sep	117.9	118.0		111.7	112.8			111.9	113.1			
	Oct	116.0	116.2		112.2	113.0			112.5	113.4			
	Nov	117.8	117.3		115.2	114.5			115.2	114.5			
	Dec	120.8	119.6		116.1	115.5			115.9	115.5			
1981	Jan	118.2	119.7	18.4	117	116.5	15.9	14½	116.4	117.3	16.6	15	
	Feb	119.3	120.7	16.4	117½	118.2	16.0	14	117.8	118.7	16.6	14½	
	Mar	121.2	121.3	14.5	115½	118.9	14.0	14	119.9	119.4	13.6	14½	
	April	121.9	122.6	13.8	114	119.2	12.3	14	119.1	119.7	12.6	14½	
	May	123.5	123.6	13.2	113½	120.0	11.8	13½	121.5	120.5	12.1	14	
	June	126.0	124.8	12.0	112½	124.5	11.5	13½	125.2	123.5	12.1	14	
	July	126.9	125.8	12.1	111½	125.4	11.4	13½	126.2	124.8	11.8	14	
	Aug	129.0	128.9	13.0	111½	126.0	13.4	13½	126.3	127.3	13.6	13¾	
	Sep	129.4	129.5	9.7	111½	126.2	12.9	13½	126.6	127.9	13.1	13¾	
	Oct	130.0	130.2	12.0	111½	128.6	12.9	14.5	128.9	129.9	14.6	13¾	
	Nov	131.4	130.8	11.5	111	130.8	13.4	13½	130.9	130.0	13.5	13½	
	Dec	133.1	131.7	10.1	111	130.8	12.7	13	130.9	130.5	13.0	13	
1982	Jan	131.2	132.8	10.9	111	131.1	13.3	12¾	131.6	132.6	13.0	13	
	Feb	132.8	134.3	11.3	10¾	131.8	12.4	12	133.7	134.7	13.5	12½	
	Mar	134.6	134.7	11.0	10¾	134.4	13.0	11¾	135.2	134.6	12.7	12	
	April	134.5	135.4	10.4	10½	134.8	14.1	11¾	135.2	136.1	13.7	11¾	
	May	136.5	136.7	10.6	10½	137.5	13.8	11½	137.8	136.9	13.6	11½	
	June	138.3	137.0	9.8	9½	138.8	11.5	11¼	139.6	137.6	11.4	11	
	July	140.7	139.5	10.9	9¼	139.2	13.7	11.0	140.1	138.5	11.0	11	
	Aug	138.8	138.6	7.5	8¾	137.6	13.8	9.1	138.4	139.3	9.4	9½	
	Sep	138.7	138.9	7.3	8¾	137.9	13.3	9.3	138.7	140.2	9.6	9½	
	Oct	139.6	139.8	7.4	8¾	140.0	8.9	9¼	139.9	141.1	8.6	9½	
	Nov	142.4	141.7	8.3	8½	142.5	9.0	9	143.7	142.8	9.8	9¼	
	Dec	143.6	142.0	7.8	8	143.2	9.6	9	144.0	143.8	10.2	9	
1983	Jan	142.6	144.5	8.8	8	142.9	14.0	9.1	143.5	144.6	9.0	8¾	
	Feb	145.4	147.2	9.6	8	143.7	14.8	9.0	144.1	145.2	7.8	8¾	
	Mar	146.1	146.3	8.6	7¾	145.1	14.5	7.9	145.9	145.3	7.9	8½	
	April	146.0	147.0	8.6	7½	146.7	14.8	8.9	147.4	148.5	9.1	8½	
	May	148.3	148.6	8.7	7½	149.2	14.8	8.6	149.3	148.4	8.4	8½	
	June	149.7	148.2	8.2	7½	150.2	14.8	8.1	150.4	148.2	7.7	8	
	July	151.7	150.3	7.7	7½	151.2	14.9	8.6	151.8	150.0	8.3	8½	
	Aug	150.4	150.2	8.4	7¾	149.9	15.0	9.0	150.4	151.3	8.6	8½	
	Sep	150.5	150.7	8.5	7¾	150.9	15.2	9.4	151.4	153.0	9.1	9	
	Oct	151.7	152.0	8.7	7¾	153.3	15.4	9.6	154.1	155.4	10.1	9¼	
	Nov	152.8	152.1	7.3	7¾	156.5	15.6	9.9	155.7	154.7	8.3	9¼	
	Dec	155.1	153.4	8.0	8	157.0	15.6	9.7	155.9	155.8	8.3	9¼	
1984	Jan	152.7	154.7	7.1	7¾	155.9	15.7	9.0	154.9	156.0	7.9	9	
	Feb	153.8	155.6	5.7	7¾	157.5	15.7	9.6	156.5	157.8	8.7	9	
	Mar	154.2	154.4	5.5	7¾	159.3	15.9	9.8	154.3	153.7	5.8	9	
	April	154.7	155.8	6.0	7¾	158.0	15.9	7.7	153.4	154.5	4.0	8¾	
	May	155.7	156.0	5.0	7¾	160.6	15.9	7.6	155.7	154.7	4.2	8¾	
	June	157.5	156.0	5.3	7¾	163.8	16.1	9.0	158.4	156.1	5.3	8¾	
	July	159.6	158.2	5.3	7½	164.6	16.2	8.8	159.5	157.6	5.1	8½	
	Aug	159.2	159.0	5.9	7½	162.8	16.3	8.6	157.7	158.7	4.9	8¼	
	Sep	159.9	160.2	6.3	7½	164.5	16.6	9.0	159.7	161.4	5.5	8¼	
	Oct	164.2	164.5	8.2	7½	167.2	16.8	9.0	162.2	163.6	5.3	8	
	Nov	162.8	162.0	6.5	7½	169.1	16.8	8.0	164.4	163.4	5.6	8	
	Dec	165.3	163.5	6.6	7½	170.0	16.9	8.2	164.9	164.7	5.7	8	
1985	Jan	163.4	165.5	7.0	7½	170.5	17.1	9.4	165.9	167.1	7.1	8¼	
	Feb	164.6	166.5	7.0	7½	170.6	17.0	8.4	166.3	167.6	6.2	8¼	
	[Mar]	168.2	168.4	9.1	7½	174.2	17.4	9.4	172.0	171.3	11.5	8½	

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.
 * The figures reflect abnormally low earnings owing to the effects of national disputes.
 † For the derivation of the underlying change, see *Employment Gazette*, February 1985, p82.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980 Annual averages	117.7	106.1	104.4	116.2	**	109.1	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981 Annual averages	131.8	118.6	119.8	133.5	125.0	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.9	120.2
1982 Annual averages	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.8
1983 Annual averages	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1984 Annual averages	169.6	67.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1980 Jan	100.0	100.0	100.0	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.9	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	123.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	126.1	124.8	132.6	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 Nov	160.4	123.9	140.9	165.1	154.3	156.8	164.7	148.6	156.8	146.0	150.6	147.9	155.5	147.2
1983 Dec	156.7	123.6	151.9	161.5	155.8	156.6	166.1	152.8	158.7	147.2	147.4	146.6	159.7	146.1
1984 Jan	155.3	121.5	158.1	162.7	167.3	151.4	155.8	148.8	158.3	145.7	148.4	145.2	153.9	149.8
1984 Feb	158.6	125.2	159.9	163.0	159.3	153.8	158.1	151.3	160.0	147.4	154.5	149.0	155.5	151.6
1984 Mar	156.6	54.4	161.6	164.9	162.6	155.5	158.2	153.7	163.4	147.0	154.2	151.2	155.5	153.4
1984 April	165.2	55.7	164.0	167.0	171.2	154.1	157.6	150.5	166.9	148.0	151.9	147.9	155.7	145.2
1984 May	163.1	51.0	158.4	171.1	161.4	158.5	159.9	153.6	165.1	149.6	152.3	151.4	158.2	155.1
1984 June	171.2	51.6	162.0	170.1	162.6	162.3	164.8	157.0	167.5	147.7	163.4	151.7	162.1	156.7
1984 July	177.4	51.3	167.2	175.8	181.6	160.0	164.2	158.8	169.6	152.2	153.7	153.0	162.4	157.0
1984 Aug	186.1	51.0	162.1	172.3	164.6	158.6	171.3	155.3	166.2	147.0	152.6	150.6	159.4	152.6
1984 Sep	188.6	57.5	163.9	174.0	163.7	164.2	164.8	156.5	168.3	151.3	158.3	153.0	162.8	155.5
1984 Oct	181.3	57.6	162.7	177.0	176.1	162.6	166.0	161.2	170.7	147.7	174.1	154.7	164.2	158.2
1984 Nov	168.2	67.1	164.3	176.6	164.4	165.2	179.0	162.7	172.9	153.1	161.7	157.3	169.5	159.5
1984 Dec	163.5	68.5	165.7	170.7	170.9	167.4	179.5	163.9	176.8	151.4	163.8	157.6	171.6	158.3
1985 Jan	163.9	74.0	170.5	174.9	177.5	163.0	170.8	164.2	173.8	171.0	161.8	156.7	167.5	163.1
1985 Feb	170.3	78.2	173.1	175.9	169.7	165.5	170.4	165.5	175.6	162.3	164.6	158.7	170.0	164.2
1985 Mar	170.3	122.5	174.1	176.3	176.1	168.8	173.3	169.6	181.4	169.0	168.1	162.1	168.8	165.8

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

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing</
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5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
(a) SIC 1968 October												
MALE (full-time on adult rates)												
Weekly earnings												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	£ 92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
1982	138.28	175.01	148.46	139.01	130.01	121.30	128.47	141.81	132.73	123.74	113.78	107.12
1983	148.55	196.68	163.53	154.23	140.70	133.83	138.54	148.55	146.81	136.90	126.47	115.09
Hours worked												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
1982	44.9	43.2	43.1	41.4	41.4	41.4	41.8	43.7	39.7	41.3	42.5	42.3
1983	45.3	45.3	43.0	42.2	41.9	41.4	41.9	42.8	40.7	42.1	43.8	43.1
Hourly earnings												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	pence 218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
1982	308.0	405.1	344.5	335.8	314.0	293.0	307.3	324.5	334.3	299.6	267.7	253.2
1983	327.9	434.2	380.3	365.5	335.8	323.3	330.6	347.1	360.7	325.2	288.7	267.0
FEMALE (full-time on adult rates)												
Weekly earnings												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	£ 61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
1982	90.76	120.04	94.36	88.12	90.39	87.73	89.32	94.02	97.67	84.27	71.35	71.39
1983	99.56	108.61	101.13	96.16	99.14	97.63	97.77	100.20	108.62	91.40	77.75	74.41
Hours worked												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
1982	38.4	41.3	39.0	37.8	38.4	38.4	37.6	38.2	37.6	37.4	37.6	37.6
1983	39.0	39.4	38.4	38.3	39.0	39.3	38.0	37.4	38.3	37.9	38.1	37.6
Hourly earnings												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	pence 163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1
1982	236.4	290.7	241.9	233.1	235.4	228.5	237.6	246.1	259.8	225.3	189.8	189.9
1983	255.3	275.7	263.4	251.1	254.2	248.4	257.3	267.9	283.6	241.2	204.1	197.9

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

* Except sea transport.

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

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

(b) SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	£ 120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
Hours worked										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
Hourly earnings										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	pence 274.7
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
FEMALE (full-time on adult rates)										
Weekly earnings										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	£ 77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
Hours worked										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38					

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
April of each year										
FULL-TIME MEN†										
Manual occupations										
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	116.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1984	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
Non-manual occupations										
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	178.5	179.8	38.9	453.4	452.5	177.9	178.9	38.2	462.5	462.3
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1984	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1984	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
All occupations										
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	281.8	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1984	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1984	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
FULL-TIME WOMEN†										
Manual occupations										
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	39.5	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1984	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1984	86.7	90.4	39.7	227.3	225.3	85.8	88.1	39.3	224.9	222.6
1984	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
Non-manual occupations										
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	97.0	97.4	37.2	259.8	258.5	104.3	104.9	36.5	283.0	282.2
1984	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1984	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1984	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
All occupations										
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
1983†	86.8	89.4	38.5	231.4	229.7	97.5	99.0	37.1	263.1	262.1
1984	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
1984	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1984	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983†	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1
1984	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983†	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7
1984	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity and water	production industries	economy
Labour costs							Pence per hour
	1973	106.90	143.45	107.32	129.61	109.37	..
	1975	161.68	249.36	156.95	217.22	166.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
	1979	295.1	431.1	263.9	377.1	298.9	..
	1980	361.0	532.7	333.6	495.1	368.6	..
	1981	394.34	603.34	357.43	595.10	405.57	..
	1982	432.8	691.1	386.8	682.0	446.6	..
	1983	466.1	736.4	416.1	731.6	480.5	..
Percentage shares of labour costs *							Percent
Wages and salaries †	1973	89.9	82.5	91.1	84.7	89.3	..
	1978	84.3	76.2	86.8	78.2	83.9	..
	1981	82.1	73.3	85.0	75.8	81.6	..
	1982	82.7	72.3	85.5	75.8	82.0	..
	1983	83.1	71.4	86.0	75.5	82.3	..
of which Holiday, sickness, injury and maternity pay	1973	8.4	12.0	6.4	9.8	9.2	..
	1978	9.2	9.3	6.8	11.2	9.0	..
	1981	10.0	8.7	7.8	11.5	9.7	..
	1982	10.2	8.5	7.9	11.9	9.9	..
	1983	10.4	8.4	8.0	11.8	10.1	..
Statutory National Insurance contributions	1973	4.9	4.3	4.9	4.5	4.9	..
	1978	8.5	6.7	9.1	6.9	8.4	..
	1981	9.0	7.0	9.9	7.0	8.9	..
	1982	8.3	6.3	9.1	6.4	8.1	..
	1983	7.6	5.7	8.4	5.8	7.5	..
Private social welfare payments	1973	3.5	5.9	1.6	8.0	3.7	..
	1978	4.8	9.4	2.3	12.2	5.1	..
	1981	5.2	10.1	2.8	13.1	5.6	..
	1982	5.3	10.3	3.0	13.5	5.9	..
	1983	5.5	10.7	3.1	13.9	6.0	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1973	1.6	7.3	2.4	2.9	2.2	..
	1978	2.3	7.7	1.9	2.6	2.6	..
	1981	3.7	9.6	2.3	4.1	3.9	..
	1982	3.7	11.1	2.4	4.3	4.0	..
	1983	3.8	12.2	2.5	4.8	4.1	..
SIC 1980		Manufacturing	Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy
Labour costs per unit of output §			% change over a year earlier				

6.1 RETAIL PRICES

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

	All Items				All Items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1984 Jan	342.6	-0.1	1.8	5.1	343.5	-0.1	1.4	1.4
Feb	344.0	0.4	1.8	5.1	344.8	0.4	1.4	1.4
Mar	345.1	0.3	1.6	5.2	345.8	0.3	1.4	1.4
Apr	349.7	1.3	2.6	5.2	350.1	1.2	2.3	2.3
May	351.0	0.4	2.7	5.1	351.3	0.3	2.4	2.4
June	351.9	0.3	2.7	5.1	352.5	0.3	2.6	2.6
July	351.5	-0.1	2.6	4.5	352.7	0.1	2.7	2.7
Aug	354.8	0.9	3.1	5.0	356.5	1.1	3.4	3.4
Sep	355.5	0.2	3.0	4.7	357.9	0.4	3.5	3.5
Oct	357.7	0.6	2.9	5.0	360.0	0.6	2.8	2.8
Nov	358.8	0.3	2.2	4.9	361.3	0.4	2.8	2.8
Dec	358.5	-0.1	1.9	4.6	361.0	-0.1	2.4	2.4
1985 Jan	359.8	0.4	2.4	5.0	361.8	0.2	2.6	2.6
Feb	362.7	0.8	2.2	5.4	364.7	0.8	2.3	2.3
Mar	366.1	0.9	3.0	6.1	367.8	0.9	2.8	2.8
Apr	373.9	2.1	4.5	6.9	375.5	2.1	4.3	4.3

The rise in the index between March and April was largely attributable to increased housing costs including mortgage interest payments, rates, water charges and rents. The April index also reflects higher charges for National Health Service prescriptions and television licences and increases in prices of cigarettes, alcoholic drink, petrol and motor vehicle licences which were announced in the Budget. Prices for milk, fresh vegetables and fruit were higher.

Food: Movements in the prices of food were generally small during the month. The rise in the group index of about one per cent was caused mainly by price rises of milk, vegetables and fruit. The index for seasonal food rose by about 2½ per cent.

Alcoholic drink: The price of beer rose by a little more than would have been the case if only increases in excise duty announced in the Budget had been reflected. The rise in the prices of wines and spirits is what would be expected of the budget increase. Overall the group index rose by about 2 per cent.

Tobacco: Over half the increase expected by the Budget changes was reflected in the group index which rose by about 3¼ per cent over the month.

Housing: There was a rise of about 6¼ per cent in the group index over the month. This was caused by higher mortgage interest payments made by owner-occupiers and increases in rates and water charges together with increases in rent of local authority housing.

Fuel and light: Increased average charges for gas and electricity and higher prices for heating oil caused a rise of about 1¼ per cent in the group index.

Durable household goods: The lower prices for radios and television sets etc were insufficient to prevent higher prices for other household goods, especially furniture and floor coverings causing the group index to rise by rather less than a half of one per cent.

Clothing and footwear: Small price increases throughout the items priced in this group caused a rise of rather less than a half of one per cent in the group index.

Transport and vehicles: Petrol prices were higher during the month and there was a rise in the cost of motor licences. The overall effect was a rise in the group index of about 1½ per cent.

Miscellaneous goods: The rise in the group index of about one per cent reflects price increases on a wide range of goods. However higher charges for National Health Service prescriptions had the greatest effect.

Services: Television licences rose in price during the month and together with increased charges to many places of entertainment caused a rise of about 3 per cent in the group index.

Meals bought and consumed outside the home: Small price increases on most items priced in this group caused a rise of about one per cent in the group index.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for April 16*

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All Items	373.9		2.1	6.9
All items excluding food	383.5	2.4	7.8			
Seasonal food	333.7	2.4	-2.9			
Food excluding seasonal	340.0	0.7	4.8			
I Food	338.8	1.0	3.5			
Bread, flour, cereals, biscuits and cakes	346.4	4	4			
Bread	325.9	4	4			
Flour	270.5	1	1			
Other cereals	423.5	7	7			
Biscuits	327.3	3	3			
Meat and bacon	272.1	3	3			
Beef	319.1	0	0			
Lamb	278.4	4	4			
Pork	248.8	5	5			
Bacon	252.8	6	6			
Ham (cooked)	240.7	5	5			
Other meat and meat products	248.9	3	3			
Fish	288.3	9	9			
Butter, margarine, lard and other cooking fats	365.0	8	8			
Butter	440.2	7	7			
Margarine	278.2	9	9			
Lard and other cooking fats	261.7	12	12			
Milk, cheese and eggs	343.5	6	6			
Cheese	384.4	6	6			
Eggs	193.5	-2	-2			
Milk, fresh	412.3	9	9			
Milk, canned, dried etc	407.3	2	2			
Tea, coffee, cocoa, soft drinks etc	418.3	8	8			
Tea	539.1	12	12			
Coffee, cocoa, proprietary drinks	452.3	9	9			
Soft drinks	348.8	4	4			
Sugar, preserves and confectionery	446.0	5	5			
Sugar	427.3	-1	-1			
Jam, marmalade and syrup	333.5	3	3			
Sweets and chocolates	444.8	6	6			
Vegetables, fresh, canned and frozen	401.2	-7	-7			
Potatoes	409.1	-24	-24			
Other vegetables	386.0	6	6			
Fruit, fresh, dried and canned	333.6	10	10			
Other food	344.5	4	4			
Food for animals	284.4	1	1			
II Alcoholic drink	409.2	2.1	6.1			
Beer	487.9	8	8			
Spirits, wines etc	308.6	3	3			
III Tobacco	530.8	3.2	8.8			
Cigarettes	533.2	6	6			
Tobacco	501.7	9	9			
IV Housing	458.4	6.3	16.6			
Rent	410.7	6	6			
Owner-occupiers' mortgage interest payments	464.1	4	4			
Rates and water charges	530.0	7	7			
Materials and charges for repairs and maintenance	416.9	4	4			
V Fuel and light	497.4	1.2	4.6			
Coal and smokeless fuels	531.4	11	11			
Coal	541.8	12	12			
Smokeless fuels	505.4	8	8			
Gas	403.2	3	3			
Electricity	505.2	2	2			
Oil and other fuel and light	717.8	15	15			
VI Durable household goods	262.4	0.3	2.6			
Furniture, floor coverings and soft furnishings	282.2	5	5			
Radio, television and other household appliances	207.8	-1	-1			
Pottery, glassware and hardware	387.9	6	6			
VII Clothing and footwear	221.6	0.3	3.7			
Men's outer clothing	241.4	7	7			
Men's underclothing	323.1	2	2			
Women's outer clothing	158.0	1	1			
Women's underclothing	290.3	1	1			
Children's clothing	266.4	11	11			
Other clothing, including hose, haberdashery, hats and materials	248.4	4	4			
Footwear	227.9	2	2			
VIII Transport and vehicles	394.7	1.6	6.0			
Motoring and cycling	381.5	6	6			
Purchase of motor vehicles	315.8	2	2			
Maintenance of motor vehicles	426.9	6	6			
Petrol and oil	487.3	11	11			
Motor licences	398.2	11	11			
Motor insurance	345.1	4	4			
Fares	489.0	5	5			
Rail transport	510.1	6	6			
Road transport	479.8	4	4			
IX Miscellaneous goods	390.3	1.0	7.4			
Books, newspapers and periodicals	556.3	9	9			
Books	589.9	8	8			
Newspapers and periodicals	545.1	10	10			
Medicines, surgical etc goods and toiletries	390.4	8	8			
Soap, detergents, polishes, matches, etc	409.0	9	9			
Soap and detergents	355.7	8	8			
Soda and polishes	483.2	7	7			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	320.9	6	6			
X Services	381.8	3.0	7.4			
Postage and telephones	395.1	7	7			
Postage	478.4	5	5			
Telephones, telemessages, etc	370.0	8	8			
Entertainment	309.0	5	5			
Entertainment (other than TV)	464.0	8	8			
Other services	468.2	3	3			
Domestic help	477.3	3	3			
Hairdressing	474.0	8	8			
Boot and shoe repairing	433.0	3	3			
Laundry	433.8	7	7			
XI Meals bought and consumed outside the home	408.4	0.9	6.4			

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

RETAIL PRICES 6.3

Average retail prices of items of food

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

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

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

Average prices on April 16, 1985

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed				Bread			
Chuck (braising steak)	570	167.9	148-189	White, per 800g wrapped and sliced loaf	520	39.7	32-46
Sirloin (without bone)	539	296.5	226-360	White, per 800g unwrapped loaf	300	47.6	43-52
Silverside (without bone) †	587	210.4	192-238	White, per 400g loaf, unsliced	364	31.0	27-34
Best beef mince	551	121.5	98-148	Brown, per 400g loaf, unsliced	401	32.8	31-34
Fore ribs (with bone)	477	149.6	120-186	Flour			
Brisket (without bone)	547	149.7	118-180	Self-raising, per 1½ kg	535	43.3	35-54
Rump steak †	583	284.7	246-320	Butter			
Stewing steak	571	148.6	130-171	Home-produced, per 500g	467	102.8	94-114
				New Zealand, per 500g	398	102.4	96-108
Lamb: home-killed				Danish, per 500g	450	112.8	104-124
Loin (with bone)	428	204.1	162-246	Margarine			
Breast †	404	55.8	40-86	Standard quality, per 250g	95	21.8	19-25
Best end of neck	352	130.4	74-218	Lower priced, per 250g	82	20.5	19-21
Shoulder (with bone)	420	121.0	90-162	Lard, per 500g	545	40.5	36-46
Leg (with bone)	435	184.2	153-222	Cheese			
Lamb: imported				Cheddar type	568	124.2	104-140
Loin (with bone)	365	142.7	120-165	Eggs			
Breast †	310	41.1	29-54	Size 2 (65-70g), per dozen	378	98.9	90-108
Best end of neck	294	98.9	60-142	Size 4 (55-60g), per dozen	352	83.7	76-94
Shoulder (with bone)	343	83.7	70-98	Size 6 (45-50g), per dozen	54	75.7	54-88
Leg (with bone)	364	146.7	128-162	Milk			
Pork: home-killed				per pint	467	22.7	-
Leg (foot off)	491	109.0	84-150	Tea			
Belly †	551	82.8	72-96	Higher priced, per 125g	220	57.3	56-62
Loin (with bone)	584	139.6	122-174	Medium priced, per 125g	1,016	52.4	49-58
Filet (without bone)	423	184.4	130-270	Lower priced, per 125g	524	46.8	44-54
Bacon				Coffee			
Collar †	255	114.4	92-136	Pure, instant, per 100g	554	140.7	136-150
Gammon †	343	169.9	136-204	Sugar			
Middle cut †, smoked	314	134.4	116-148	Granulated, per kg	584	47.2	45-49

6.4 RETAIL PRICES

General index of retail prices†

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom						
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	969.2-971.9
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	971.5-974.1
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	52.8-53.3	87.0-88.2	47.7	36.7-38.4	794	966.1-968.7
1983	1,000	203	25.9-28.5	174.5-177.1	35.8-36.5	56.7-57.0	92.7-93.6	46.8	35.0-36.9	797	961.9-966.3
1984	1,000	201	31.3-33.9	167.1-169.8	33.7-34.3	54.9-55.3	88.6-89.4	45.4	33.1-34.9	799	961.9-966.3
1985	1,000	190	[28.9]	[161.2]	[32]	[53.1]	[85.1]	42.0	[34.0]	810	[971.1]
Jan 15, 1974=100											
1974		108.5	106.1	103.0	106.9	111.7	115.9	114.2	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	129.3	135.3	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	187.6	195.2	197.8
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	205.7	222.2	224.1
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.3
1981		295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8
1982		320.4	299.3	276.9	303.5	315.8	331.9	329.6	296.6	258.3	296.9
1983		335.1	308.8	282.8	313.8	330.0	346.3	339.7	306.5	264.4	322.0
1984		351.8	326.1	319.0	327.8	342.2	362.4	354.3	317.2	280.7	353.1
1975 Jan 14		119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.5
1976 Jan 13		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.6
1977 Jan 18		172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	170.9
1978 Jan 17		189.5	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979 Jan 16		207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3
1980 Jan 15		245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5
1981 Jan 13		277.3	266.7	225.8	274.7	286.7	299.6	264.2	232.0	280.3	279.3
1982 Jan 12		310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6
1983 Jan 11		325.9	301.8	256.8	310.3	325.6	341.0	334.8	305.8	260.8	332.6
Apr 12		332.5	304.6	270.8	311.0	327.7	343.8	337.3	302.3	262.3	340.3
May 17		333.9	305.6	270.8	312.2	328.6	343.3	338.5	302.2	265.7	341.7
June 14		334.7	308.8	281.5	314.0	329.1	346.6	339.5	306.8	264.9	341.9
July 12		336.5	308.7	279.9	314.0	330.0	346.1	339.6	307.2	264.7	344.3
Aug 16		338.0	309.4	279.7	315.0	330.7	348.7	341.4	307.6	264.6	345.9
Sep 13		339.5	313.0	298.2	315.7	331.4	348.9	341.8	308.6	265.8	346.9
Oct 11		340.7	314.5	304.4	316.7	333.7	348.6	342.5	309.2	267.3	347.9
Nov 15		341.9	316.1	311.0	317.5	335.5	349.1	343.6	310.1	267.6	349.0
Dec 13		342.8	318.5	321.1	318.7	335.1	351.7	345.0	311.5	268.3	349.4
1984 Jan 10		342.6	319.8	321.3	319.8	335.5	353.1	346.0	312.1	270.3	348.9
Feb 14		344.0	321.4	327.0	320.7	334.0	355.5	346.9	311.2	273.0	350.3
Mar 13		345.1	323.8	331.9	322.6	338.7	356.8	349.5	312.1	274.8	351.0
Apr 10		349.7	327.3	343.8	324.5	341.0	358.6	351.5	312.9	277.5	355.9
May 15		351.0	329.4	347.7	326.2	342.0	361.1	353.4	313.4	280.2	357.0
June 12		351.9	330.6	339.9	329.2	342.8	363.2	355.0	320.1	282.1	357.8
July 17		351.5	328.5	325.3	329.5	342.5	364.9	355.9	319.8	281.6	358.0
Aug 14		354.8	326.9	311.5	330.3	344.2	365.6	357.0	319.8	282.9	362.5
Sep 11		355.5	324.9	295.8	330.9	344.6	365.9	357.3	320.5	283.8	364.0
Oct 16		357.7	326.2	296.9	332.1	347.3	367.0	359.1	320.8	284.8	366.4
Nov 13		358.8	326.6	294.0	333.2	347.1	367.7	359.4	321.4	287.8	367.6
Dec 11		358.5	327.6	292.6	334.4	346.7	369.1	360.1	322.8	289.7	367.0
1985 Jan 15		359.8	330.6	306.9	335.6	348.7	371.6	362.4	321.6	291.7	367.8
Feb 12		362.7	332.5	313.3	336.6	349.6	373.7	364.0	320.6	293.7	371.0
Mar 12		366.1	335.4	325.8	337.6	350.5	375.6	365.5	320.9	294.4	374.6
Apr 16		373.9	338.8	333.7	340.0	352.6	376.9	367.1	326.1	295.6	383.5

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

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

RETAIL PRICES 6.4

General index of retail prices

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM	
											1974	Weights 1975
80	70	43	124	52	64	91	135	63	54	51	1974	Weights
77	82	46	108	53	70	89	149	71	52	48	1975	
90	81	46	112	56	75	84	140	74	57	47	1976	
91	83	46	112	58	63	82	139	71	54	45	1977	
96	85	48	113	60	64	80	140	70	56	51	1978	
93	77	44	120	59	64	82	143	69	59	51	1979	
104	82	40	124	59	69	84	151	74	62	41	1980	
99	79	36	135	62	65	81	152	75	66	42	1981	
109	77	41	144	62	64	77	154	72	65	38	1982	
102 Feb-Nov	78	39	137	69	64	74	159	75	63	39	1983	
87 Dec-Jan	75	36	149	65	69	70	158	76	65	36	1984	
86	75	37	153	65	65	75	156	77	62	45	1985	
108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	Jan 15, 1974 = 100	
147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975	
185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976	
206.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977	
227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1978	
246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979	
307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	262.7	290.0	1980	
368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981	
417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7	1982	
440.9	366.5	440.9	367.1	465.4	250.4	214.8	366.3	345.6	342.9	364.0	1983	
454.9	387.7	489.0	400.7	478.8	256.7	214.6	374.7	364.7	357.3	390.8	1984	
119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	Jan 14 1975	
172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	Jan 13 1976	
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	
220.1	188.9	222.8	164.3	219.9	175.2	163.6	198.7	198.6	186.6			

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	Per cent
														Goods and services mainly produced by nationalised industries*
1974	Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975	Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976	Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977	Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978	Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979	Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980	Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981	Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982	Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
1983	Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
1984	Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
	Feb 14	5	6	6	6	10	2	3	-0	4	6	4	7	2
	Mar 13	5	7	6	6	10	2	3	-0	3	6	4	7	2
	Apr 10	5	8	6	11	8	2	2	-0	2	6	4	7	2
	May 15	5	8	6	12	7	3	2	0	2	5	4	8	3
	June 12	5	7	5	13	7	4	2	-0	3	5	4	8	4
	July 17	4	6	5	13	5	4	2	0	1	5	4	8	4
	Aug 14	5	6	5	13	10	3	3	-0	1	5	4	8	4
	Sep 11	5	4	6	13	11	3	3	0	1	5	4	7	4
	Oct 16	5	4	6	14	11	3	3	-0	2	6	4	7	4
	Nov 13	5	3	6	13	11	4	3	-1	2	6	5	7	4
	Dec 11	5	3	6	13	9	4	2	1	2	6	5	7	4
1985	Jan 15	5	3	6	13	9	4	2	3	2	7	5	6	5
	Feb 12	5	3	5	13	11	4	2	2	4	7	5	6	4
	Mar 12	6	4	5	12	12	4	2	4	5	8	5	6	4
	Apr 16	7	4	6	9	17	5	3	4	6	7	7	6	5

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

6.6

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 15, 1974 = 100											
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2				360.7				353.0			

6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JAN 15, 1974 = 100											
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
GENERAL INDEX OF RETAIL PRICES											
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8

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

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
Indices 1980 = 100																			
Annual averages																			
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.0 R	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4
1984	133.4	139.5	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.2	126.1	132.1 R
Quarterly averages																			
1983 Q3	128.2	135.1	116.8	127.5	133.1	132	140.3	116.2	182.2	158.3	158.8	109.5	116.6	138	148.1	134	116.0	121.7	126.2
Q4	129.6	138.3	118.0	129.1	134.2	135	143.0	116.7	193.2	161.2	164.3	110.7	117.8	140	153.4	137	117.0	122.8	127.9
1984 Q1	130.4	137.8	121.8	131.5	135.8	137	145.4	117.7	201.2	165.0	169.1	111.2	118.8	143	158.6	140	118.2	124.1	129.6
Q2	133.0	138.0	122.4	133.4	137.0	139	148.1	118.3	212.4	168.8	173.0	112.1	119.8	145	161.5	142	119.0	125.5	131.5
Q3	134.2	139.9	123.4	134.9	138.3	141	150.6	118.3	216.1	170.9	175.5	111.9	120.0	147	165.9	144	119.2	126.9	132.8
Q4	135.9	141.9	124.1	136.1	139.2	143	152.7	119.2	228.1	172.1	179.7	113.3	121.3	148	168.4	147	120.5	127.8	134.4
Monthly																			
1984 Oct	135.6	..	123.9	136.0	138.6	142	152.3	119.0	225.3	..	178.4	113.7	121.2	148	167.5	146	120.1	127.8	134.2
Nov	136.1	141.9	124.2	136.1	139.5	143	152.8	119.2	227.8	172.1	179.8	113.0	121.4	148	168.3	146	120.7	127.8	134.3
Dec	135.9	..	124.3	136.4	139.6	143	153.1	119.3	231.1	..	180.9	113.2	121.2	149	169.5	149	120.7	127.8	134.6
1985 Jan	136.4	..	125.3	137.2	140.1 R	143	153.9	120.0	236.4	..	182.9 R	113.2 R	121.1	150	172.6	150 R	121.8	128.1 R	135.4 R
Feb	137.5	141.4	126.0 R	138.7 R	141.0	144	154.7	120.5	236.0 R	175.3 R	184.7 R	113.8	121.5	150 R	173.8 R	151	122.9	128.6 R	135.7
Mar	138.8	..	126.6	139.7	141.3	146	155.8	120.8	242.7	..	186.5	113.4	122.3	152	175.1	152	123.6	129.1	136.3
Apr	141.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			
Annual averages																			
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.9
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3
1984	5.0	3.9	5.7	6.3	4.3	6.1	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.3
Quarterly averages																			
1983 Q3	4.6	9.3	3.1	7.6	5.4	5.6	9.8	2.8	20.0	10.0	13.9	1.4	2.4	7.8	11.0	9.3	1.8	2.6	4.7
Q4	5.0	8.7	3.7	6.9	4.5	5.6	9.8	2.6	20.2	10.3	11.0	1.7	2.8	7.2	12.5	8.9	1.7	3.3	5.1
1984 Q1	5.2	5.9	5.6	7.0	5.2	6.3	8.8	3.1	18.7	10.1	12.1	2.4	3.6	6.5	12.0	8.2	3.0	4.5	5.7
Q2	5.1	3.9	6.1	7.1	4.6	6.7	7.8	2.9	17.3	9.7	11.4	2.1	3.7	6.6	11.4	8.4	2.9	4.3	5.5
Q3	4.7	3.6	5.7	5.9	3.8	6.4	7.3	1.8	18.4	7.9	10.5	2.2	2.9	6.5	12.1	7.6	2.8	4.2	5.2
Q4	4.8	2.6	5.2	5.4	3.7	5.9	6.8	2.1	18.0	6.7	9.4	2.3	3.0	5.7	9.8	7.3	3.0	4.1	5.1
Monthly																			
1984 Oct	5.0	..	5.2	5.8	3.4	6.0	7.0	2.1	18.3	..	9.4	2.2	3.1	6.1	10.5	7.3	3.2	4.2	5.1
Nov	4.9	2.6	5.3	5.3	4.0	5.8	6.9	2.1	18.1	6.7	9.2	2.2	3.0	6.0	10.0	7.3	2.9	4.0	5.1
Dec	4.6	..	5.0	5.3	3.8	5.6	6.7	2.0	18.0	..	9.4	2.6	2.8	5.9	9.0	8.2	2.9	4.0	4.9
1985 Jan	5.0	..	3.4	5.0	3.7	5.8	6.5	2.1	19.0	..	9.1	2.9	2.5	5.7	9.5	7.3	3.5	3.6	4.9
Feb	5.4	2.6	3.4	5.3	3.7	5.3	6.4	2.3	18.3	6.2	9.0	..	2.3	5.5	9.7	8.7	4.0	3.5	4.7
Mar	6.1	..	3.6	5.7	3.7	5.7	6.4	2.5	18.1	..	9.3	1.6	2.4	5.5	9.6	8.0	4.0	3.7	4.7
Apr	6.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

7.1 HOUSEHOLD SPENDING All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household				Average weekly expenditure per person					
	At current prices		At constant prices		At current prices		At constant prices			
	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier		
	£	£	Index (1975=100)	£	£	£	Index (1975=100)	£		
Annual averages										
1979	94.17	17.3	104.3	3.8	34.85	18.0	108.6	4.4		
1980	110.60	17.4	104.9	0.6	40.81	17.1	108.7	0.1		
1981	125.41	13.4	105.5	0.6	45.96	12.6	108.7	0.0		
1982*	133.92 [134.01]	6.9	103.4	-2.0	49.69 [49.73]	8.2	107.9	-0.7		
1983*	141.03 [142.58]	6.4	104.5	1.0	53.06 [53.65]	8.0	110.6	2.5		
Quarterly averages										
1982 Q1	125.04	4.7	129.7	102.6	-6.1	46.06	6.2	48.0	106.7	-4.6
Q2	135.08	8.0	134.5	104.3	-1.7	48.66	7.4	48.7	106.3	-2.3
Q3	137.56	9.4	136.7	104.8	1.4	50.95	9.5	50.6	109.2	1.3
Q4*	138.11 [138.51]	5.3	134.7 [135.2]	101.8	-1.5	53.28 [53.44]	9.9	51.4 [51.6]	109.3	2.7
1983 Q1*	132.61 [133.56]	6.8	137.9 [138.9]	103.3	0.7	49.30 [49.65]	7.8	51.5 [51.9]	108.5	1.7
Q2*	138.87 [140.71]	4.2	137.6 [139.3]	103.4	-0.8	52.60 [53.30]	9.5	52.5 [53.1]	111.0	4.4
Q3*	141.90 [143.49]	4.3	141.3 [142.9]	104.3	-0.5	53.39 [53.98]	6.0	53.1 [53.7]	110.3	1.0
Q4*	150.36 [152.16]	9.9	146.7 [148.5]	106.8	4.9	56.89 [57.57]	7.7	54.9 [55.6]	112.4	2.8
1984 Q1*	140.35 [142.12]	6.4	146.2 [148.1]	105.1	1.8	53.27 [53.94]	8.6	55.8 [56.5]	112.9	4.0
Q2*	157.01 [158.86]	12.9	155.2 [156.9]	110.7	7.0	60.90 [61.62]	15.6	60.6 [61.3]	121.6	9.6

Source: Family Expenditure Survey **

* See note to table 7.2

** For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 83 (pp. 517-523) and Sep 84 (p. 425).

7.2 HOUSEHOLD SPENDING Composition of expenditure

UNITED KINGDOM	All items	Commodity or service										
		Housing*	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
		£	£	£	£	£	£	£	£	£	£	£
Annual averages												
1979	94.17	13.72	5.25	21.83	4.56	2.85	7.79	7.05	7.28	13.13	9.74	0.97
1980	110.60	16.56	6.15	25.15	5.34	3.32	8.99	7.70	8.75	16.15	11.96	0.53
1981	125.41	19.76	7.46	27.20	6.06	3.74	9.23	9.40	9.45	18.70	13.84	0.58
1982*	133.92 [134.01]	22.29 [22.39]	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
1983*	141.03 [142.58]	22.43 [23.98]	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58
Quarterly averages												
1982 Q1	125.04	20.45	8.92	27.41	5.29	3.78	7.98	9.00	8.78	18.72	14.26	0.45
Q2	135.08	22.30	9.41	29.01	6.08	3.68	9.49	8.10	9.33	19.99	17.29	0.41
Q3	137.56	23.83	7.39	28.12	6.27	3.96	9.21	9.94	10.08	21.19	17.04	0.53
Q4*	138.11 [138.51]	22.63 [23.03]	7.66	28.24	6.90	3.99	12.11	11.56	12.05	19.29	12.95	0.74
1983 Q1*	132.61 [133.56]	22.13 [23.08]	9.72	28.26	6.08	4.15	8.05	9.87	9.44	19.42	14.97	0.53
Q2*	138.87 [140.71]	21.38 [23.21]	10.41	29.16	6.81	4.36	9.05	10.01	10.22	20.66	16.36	0.47
Q3*	141.90 [143.49]	22.83 [24.42]	8.35	29.61	6.86	4.12	9.80	9.10	10.28	22.24	18.24	0.47
Q4*	150.36 [152.16]	23.33 [25.14]	8.46	31.17	7.86	4.19	13.01	12.05	13.21	21.46	14.78	0.83
1984 Q1*	140.35 [142.12]	22.72 [24.48]	10.20	30.25	6.21	4.08	8.55	11.33	10.47	21.05	14.86	0.63
Q2*	157.01 [158.86]	26.17 [28.02]	10.28	31.53	6.94	4.26	11.35	10.78	10.86	22.16	22.21	0.47
Standard error: per cent												
1984 Q2	2.7	7.2	1.5	1.4	3.5	3.7	3.9	6.8	2.8	3.5	9.6	10.7
Percentage increase in expenditure on a year earlier												
1981	13.4	19.3	21.3	8.2	13.4	12.7	2.7	22.0	8.0	15.8	15.7	9.4
1982	6.9	13.3	11.8	3.6	1.3	3.0	5.0	2.7	6.5	5.8	11.1	-18.6
1983	6.4	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	5.9	4.7	8.3
1984 Q1	6.4	6.1	4.9	7.1	2.1	-1.7	6.3	14.8	11.0	8.4	-0.7	20.3
Q2	12.9	20.8	-1.2	8.1	1.8	-2.4	25.4	7.8	6.3	7.3	35.7	-0.4
Percentage of total expenditure												
1981	100	15.8	5.9	21.7	4.8	3.0	7.4	7.5	7.5	14.9	11.0	0.5
1982	100	16.7	6.2	21.0	4.6	2.9	7.2	7.2	7.5	14.8	11.5	0.4
1983	100	16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	14.7	11.3	0.4

Source: Family Expenditure Survey.

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

** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or annex A of the 1983 FES Report).

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

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:

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

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

R revised

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification, 1968 or

1980 edition

EC European Community

Regularly published statistics

Employment and working population	Fre- quency	Latest issue	Table number or page	Redundancies (cont.) population	Fre- quency	Latest issue	Table number or page
Working population: GB and UK				<i>Detailed analysis</i>	A	May 85:	202
Quarterly series	M (Q)	May 85:	1-1	<i>Advance notifications</i>	Q (M)	Apr 85:	163
Labour force estimates, and projection		July 84:	322	<i>Payments:</i>			
Employees in employment				GB latest quarter	Q	Apr 85:	165
Industry: GB				Industry	A	May 85:	202
All industries: by Division class or group	Q	Apr 85:	1-4	Earnings and hours			
: time series, by order group	M	May 85:	1-2	<i>Average earnings</i>			
Manufacturing: by Division class or group	M	May 85:	1-3	<i>Whole economy (new series) index</i>			
Occupation				Main industrial sectors	M	May 85:	5-1
Administrative, technical and clerical in manufacturing	A	Nov 84:	1-10	Industry	M	May 85:	5-3
Local authorities manpower	Q	Mar 85:	1-7	Underlying trend		Feb 84:	82
Occupations in engineering	D	Oct 82:	421	New Earnings Survey (April estimates)			
Region: GB				Latest key results	A	Oct 84:	481
Sector: numbers and indices,	Q	Apr 85:	1-5	Time series	M (A)	May 85:	5-6
Self employed, 1981: by region		July 84:	321	Average weekly and hourly earnings and hours worked (manual workers)			
: by industry		June 83:	257	Manufacturing and certain other industries			
Census of Employment: Sep 1981				Summary (Oct)	M (A)	May 85:	5-4
GB and regions by industry		Feb 83:	61	Detailed results	A	Feb 85:	47
on SIC 1980 (provisional)				Manufacturing			
GB and regions by industry		Dec 83:	Supp 2	Indices of hours	D	Apr 84:	5-8
on SIC 1980 (final)				International comparisons of wages per head	M	Apr 85:	5-9
UK by industry on SIC 1980 (final)				Aerospace	A	Aug 84:	363
International comparisons	M	May 85:	1-9	Agriculture	A	June 84:	265
Apprentices and trainees by industry:		Dec 83:	Supp 2	Coal mining	A	Feb 84:	82
Manufacturing industries	A	July 84:	1-14	Average earnings: non-manual employees	M (A)	May 85:	5-5
Apprentices and trainees by region:				Basic wage rates, (manual workers)			
Manufacturing industries	A	June 84:	1-15	wage rates and hours (index)	D	Apr 84:	5-8
Registered disabled in the public sector	A	Feb 85:	73	Normal weekly hours	A	Apr 85:	155
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315	Holiday entitlements	A	Apr 85:	156
Labour turnover in manufacturing	Q	Apr 85:	1-6	Overtime and short-time: manufacturing			
Trade union membership	A	Jan 85:	28	Latest figures: industry	M	May 85:	1-11
				Region: summary	Q	Feb 85:	1-12
				Hours of work: manufacturing	M	May 85:	1-12
				Output per head			
				Output per head: quarterly and annual indices	M (Q)	May 85:	1-8
				Wages and salaries per unit of output			
				Manufacturing index, time series	M	May 85:	5-7
				Quarterly and annual indices	M	May 85:	5-7
				Labour costs			
				Survey results 1981	Triennial	May 83:	188
				Per unit of output	M	May 85:	5-7
				Retail prices			
				<i>General index (RPI)</i>			
				Latest figures: detailed indices	M	May 85:	6-2
				percentage changes	M	May 85:	6-2
				Recent movements and the index excluding seasonal foods	M	May 85:	6-1
				Main components: time series and weights	M	May 85:	6-4
				Changes on a year earlier: time series	M	May 85:	6-5
				Annual summary	A	Mar 85:	95
				Revision of weights	A	Mar 85:	103
				<i>Pensioner household indices</i>			
				All items excluding housing	M (Q)	May 85:	6-6
				Group indices: annual averages	M (A)	May 85:	6-7
				Revision of weights	A	Apr 85:	147
				<i>Food prices</i>	M	May 85:	6-8
				London weighting: cost indices	D	June 82:	267
				International comparisons	M	May 85:	6-8
				Household spending			
				All expenditure: per household	Q	May 85:	7-1
				: per person	Q	May 85:	7-1
				Composition of expenditure			
				: quarterly summary	Q	May 85:	7-2
				: in detail	Q (A)	Feb 85:	7-3
				Household characteristics	Q (A)	Feb 85:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	May 85:	4-1
				: time series	M	May 85:	4-2
				Latest year and annual series	A	Jul 84:	310
				Industry			
				Monthly			
				Broad sector: time series	M	May 85:	4-1
				Annual			
				Detailed	A	July 84:	308
				Prominent stoppages	A	July 84:	311
				<i>Main causes of stoppage</i>			
				Cumulative	M	May 85:	4-1
				Latest year for main industries	A	July 84:	309
				<i>Size of stoppages</i>	A	July 84:	309
				Days lost per 1,000 employees in recent years by industry	A	July 84:	308
				International comparisons	A	Apr 85:	149

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

SPECIAL FEATURE

Labour market for new graduates in 1983



Photo: Essex County Newspapers

by Jason Tarsh*,
economic
adviser,
Department of
Employment

Using the latest annual survey of new graduates' first destinations, for 1983, this article describes the patterns of new graduates' entry to the labour market. The article shows that graduates' choice of further study or training, their prospects of being unemployed and their distribution across occupations can be limited to their degree subject, sex, type of degree and their graduating institution.

A previous *Employment Gazette* article† described the statistics on the first destinations of new graduates and discussed how these might be used to interpret the state of the labour market for new graduates. The article suggested that there were marked differences in the economy's demand for new graduates which were related to their degree subject. These differences, proxied by the new graduate unemployment rate, were linked with graduates' propensity to go on to further study or training after graduation and to the type of work of those graduates who went straight into employment. Subject was not the only influence on demand however. Graduates' early employment prospects also varied according to their graduating institution (university or polytechnic), their sex, their degree class and whether their course was full-time or sandwich. All these differences had tended to persist over time.

The article also examined patterns of entry to higher education and suggested that student demand had responded to these market signals from the graduate labour market. Thus there had been a shift during the 1970s towards subjects such as in engineering, business studies, computing, accountancy etc where employment demand appeared strongest. This present article updates and extends the earlier analysis.

Graduate employment in 1983

The prime source of information on new graduates is the annual survey of the first destinations of new first degree graduates from all universities, polytechnics and, more recently, colleges and institutes of higher education in the UK. The survey was described in detail in the 1982 article and readers are referred to that for a full account of the survey and its interpretation. Briefly then: the survey is conducted by the graduate careers advisory service at each individual institution. The separate results are compiled into national totals for the three types of institution. These are then published in separate volumes. The survey gathers results by a postal questionnaire to all new graduates and this is supplemented for non-respondents, by information from course tutors, parents, friends etc. The overall response is around 90 per cent for university and college graduates; 80 per cent for polytechnic**. New graduates

* The author was formerly an economic adviser, Employment Market Research Unit.

† "The labour market for new graduates" by Jason Tarsh, *Employment Gazette*, May 1982, pp. 205-215. For a similar analysis using more recent figures see "Graduates and jobs: Some guidance for young people considering a degree", HMSO, June 1984.

** Note that 1983 polytechnic figures exclude one institution out of the 30 polytechnics in England and Wales.

are asked for their first firm destination within six months after graduation. These destinations are classified as:

- employment (and whether in the UK or overseas and whether short-term, that is where the graduate expects it to last less than three months)
- unemployment
- further academic study/teacher training/other training
- not available for employment
- overseas graduates returning home (overseas graduates staying in the UK are included in the corresponding categories listed above).

Graduates who report that they are employed in the UK are also asked for their type of work (occupation) and sector of employment. All these results are available for men and women separately and for 76 different degree subjects and combinations of subjects. The published results are just a part of the available information and unpublished data (stored on the original computer file) give a detailed disaggregation of type of work and type of training for example.

Table 1 First destinations: new first degree men university graduates

1983	Per cent of all graduates						% of labour force				
	No of survey respondents	Research, academic study	Teacher training	Other training	Training, further study: total	Entering labour force	UK employment	Overseas employment	Short-term employment UK	Unemployment	Unemployment rate
Education	305	4	10	2	16	84	90	4	2	4	6
Chemical engineering	715	14	1	8	23	76	77	5	3	15	18
Civil engineering	1,124	14	0	1	15	84	85	2	2	10	12
Electrical engineering	1,973	11	1	1	13	87	93	1	1	5	6
Mechanical engineering	1,363	12	1	1	14	85	86	2	2	10	12
Other general engineering	852	12	0	2	14	85	89	2	2	7	9
Biology	789	29	5	3	37	61	54	1	6	38	44
Zoology	362	26	5	2	33	61	48	2	12	39	51
Biochemistry	518	39	3	2	44	54	60	0	4	35	39
Maths/Computing	2,562	13	7	3	23	75	86	2	2	11	13
Physics	1,823	30	6	3	39	60	75	2	2	21	23
Chemistry	1,512	37	6	2	44	55	68	1	5	26	31
Geology	584	28	2	2	33	66	45	5	8	42	50
Bio & Phys Sci cmbs	400	9	11	6	26	73	64	1	4	30	35
Science with Arts/ Social Science	482	12	5	4	20	78	73	2	6	19	25
Business Studies	772	3	0	4	8	91	84	2	3	11	14
Economics	1,419	8	2	4	15	84	78	2	3	17	20
Geography	974	11	8	6	25	72	65	3	8	24	32
Accountancy	642	1	0	1	2	97	94	1	1	4	5
Law	1,853	4	0	71	75	23	77	3	4	16	20
Psychology	436	15	4	8	27	71	59	2	11	28	39
Sociology	382	11	4	10	25	73	56	3	8	33	41
Social Sci cmbs	1,534	9	3	8	20	77	74	2	5	19	24
Architecture	381	2	0	20	23	76	95	3	1	1	2
English	770	15	11	8	34	63	50	5	10	36	46
French	197	6	13	6	24	74	55	14	6	25	31
Languages/Arts cmbs	385	10	11	7	29	67	58	6	8	29	37
Languages (all)	2,386	11	11	7	30	67	54	10	7	29	36
History	1,099	10	6	8	25	73	65	3	5	27	32
Philosophy	231	19	3	6	29	65	42	5	6	47	53
Arts general/cmbs	343	7	8	9	24	73	63	4	4	29	33
All subjects	36,872	14	4	8	25	74	77	3	3	16	19

Note: Number of survey respondents is number of graduates of known destination excluding overseas graduates returning home. Unemployment rate is defined as percentage of labour force entrants who were unemployed or in short-term employment in the UK.
Source: First Destinations of University Graduates 1983-83. Universities Statistical Record.
Additional note: This and subsequent tables omit the small percentage of graduates "not available" for employment.

Presentation of results

Tables 1-9 summarise the first destinations and type of work of new graduates in 1983 from the three sectors of higher education. Results are shown for a range of subjects which are intended to represent the variety of first destinations that are apparent from the figures. Differences between subjects frequently cut across academic boundaries so that for instance some sciences have unemployment rates on a par with arts subjects. This means that where possible it is best to avoid aggregating subjects and indeed while the tables show grand averages for all subjects these are best seen as a baseline with which to judge results for specific disciplines. Within the tables subjects are grouped in the conventional order of education, engineering, science, social science, architecture etc, languages, other arts.

Results are generally shown for men and women separately because there are systematic differences in their destinations. However the tables showing the distribution of type of work aggregate results for men and women where their employment patterns are similar. Finally published figures for the polytechnics distinguish figures for full-time and sandwich courses. Since there is current interest in the comparative performance of the two types of graduate and since their destinations do differ these results are shown separately. However since the polytechnics produce only

Table 2 New first degree women university graduates:

1983	Per cent of all graduates						% of labour force				
	No of survey respondents	Research, academic study	Teacher training	Other training	Training, further study: total	Entering labour force	UK employment	Overseas employment	Short-term employment UK	Unemployment	Unemployment rate
Education	924	5	8	2	14	84	85	2	3	10	13
Civil engineering	67	21	1	1	24	75	88	2	2	8	10
Electrical engineering	107	14	1	1	16	83	91	1	1	7	8
Biology	823	20	10	5	35	63	64	3	7	27	34
Zoology	313	19	8	7	33	64	53	2	11	34	45
Biochemistry	417	33	7	6	46	52	72	2	5	21	26
Other/general Biology	339	18	9	7	34	63	65	2	8	25	33
Maths/Computing	1,011	9	20	3	31	67	88	2	3	7	10
Physics	285	25	12	0	36	61	80	2	7	11	18
Chemistry	587	28	16	4	48	51	77	1	4	18	22
Biological/Physical Sci cmbs	355	9	15	10	34	63	69	3	3	25	28
Business studies	391	4	2	7	13	84	89	2	2	6	8
Economics	475	5	9	10	24	74	78	1	5	16	21
Geography	897	8	15	11	35	63	68	4	8	20	28
Accountancy	194	4	1	3	7	93	94	1	1	3	4
Law	1,362	2	1	79	83	16	75	3	6	16	22
Psychology	912	12	11	8	31	65	65	3	10	22	32
Sociology	778	6	6	13	25	70	66	1	7	25	32
Social Sci cmbs	948	7	6	15	28	69	73	2	6	19	25
Social Sci/Arts	769	5	9	17	31	66	70	5	7	18	25
English	1,772	7	19	17	43	53	59	6	11	24	35
French	839	3	21	21	45	51	56	19	8	17	25
French/German	328	4	18	29	51	46	61	20	3	17	20
German	374	3	18	23	44	51	53	19	8	20	28
Languages/Arts	821	5	13	18	35	61	60	9	11	20	31
History	1,067	3	13	18	35	63	66	4	8	22	30
Philosophy	126	20	3	17	40	52	60	5	8	28	36
Music	358	5	32	25	62	36	70	5	9	17	26
Arts General/cmbs	782	3	16	21	40	55	56	7	8	28	36
All subjects	25,961	8	10	15	33	64	73	5	6	16	22

Source and notes: As for table 1.

about a third of the number of university graduates it has been more convenient to aggregate the results for men and women to increase the sample size. The differences between the destinations of men and women graduates from universities do generally hold for the polytechnics.

The pattern of first destinations in 1983

Men university graduates

Looking first at the unemployment rate (which includes graduates in short-term UK employment)* table 1 reveals the now familiar subject pattern. Subjects with below average unemployment are the main engineering subjects, maths/computing, physics, business-related social sciences such as business studies and accountancy. The highest unemployment rates are in all branches of biological sciences, non-economic social sciences such as geography, sociology and languages and other arts in general.

As for particular subjects, the figures confirm the strength of demand for electrical/electronic engineering, the subject which is most closely linked to Information Technology. Almost 90 per cent of graduates entered the labour force after graduation and 90+ per cent of these found employment. The table also shows the buoyancy of demand for maths/computing with both constituent subjects proving employable although probably in different occupations. Engineering subjects as a group have the

lowest unemployment but there are important differences between subjects and in chemical engineering (18 per cent unemployment), other technologies (22 per cent unemployment), and metallurgy (30 per cent unemployment) unemployment has continued as in previous years to be quite high. In science, physics graduates continue to have markedly better prospects than chemists. The type of work (table 3) suggests that this may be in part because a large minority of physics graduates were able to find employment in engineering R & D. Geology is a notable casualty of recent years reflecting recession in minerals and oil exploration and has seen sharply rising unemployment since 1980. The proportion of graduates finding work overseas has fallen particularly from 23 per cent in 1980 to five per cent in 1983.

For some subjects it might appear that the first destination unemployment measure is a misleading indicator of the strength of demand because their subsequent training after graduation normally incorporates a period of employment. Medicine is an example where new graduate unemployment is effectively zero and architecture, civil engineering and accountancy have similar provisions. However it might still be expected that the ease with which new graduates find such training reflects the longer-term strength of demand for their skills. Thus in the accountancy

* Short-term UK employment is included on the grounds that taking a short-term job is frequently a response to difficulty in obtaining work. There is a strong correlation between unemployment and short-term UK employment across subjects.

profession it has been claimed that there is still a shortage of recently qualified chartered accountants notwithstanding the substantial increase in recruitment of new graduates (of all subjects) by the profession. Similarly while there has been recent concern about the unemployment of recently qualified doctors their unemployment rate and duration of unemployment were trivial by comparison with virtually every other occupation.

Table 1 shows that overseas employment is generally insignificant for graduates, with languages being the only exception. And indeed there is no evidence that the recent period of sharply rising unemployment for graduates prompted more of them to find work overseas. Thus in 1982, the peak year of graduate unemployment just three per cent of graduates worked overseas; the same proportion as in 1983 and lower than in 1980. One obvious reason is that unemployment has risen in other countries too.

Training, further study

In total about a quarter of new graduates went on to some formal training or further study but again there were clear differences between subjects in the proportions doing this and the type of study or training they did. In general there is an apparent broad direct correlation between sub-

jects' unemployment rates and the proportions of graduates training or studying. There are a number of possible reasons for this. Where unemployment is high graduates are more likely to retrain to improve their employment prospects. Some will use study or training as a means to defer entry to the labour market and give themselves time to decide what careers to try. For some also low levels of demand will have inflated the level of qualifications needed for entry to specific jobs. Employers might be demanding MSc's where previously they accepted first degrees. Finally low demand will reflect a limited opportunity to use subject knowledge. Research (leading to academic employment) and teaching then become important ways of staying with a subject.

Comparing subjects it is clear that in the sciences it is further academic study that predominates with particularly high proportions of graduates doing this in chemistry and biochemistry (both subjects where employment prospects are not particularly good). However the proportions of graduates entering further study were the same in physics (where employment prospects are relatively favourable) and biology, zoology and geology where they are not. In languages and to a lesser extent other arts teacher training was as numerically popular as research. It is not possible to draw definite conclusions about subject patterns of further

Table 3 Type of work of new university graduates entering UK employment

1983	Degree subject		Per cent											Total = 100%	
			Scientific R & D	Engineering R & D	Scientific/Engineering support	Administration, management	Buying, marketing, selling	Management services	Financial work	Legal, information work	Personnel, medical, social welfare	Teaching, lecturing	Creative, entertainment		Secretarial, clerical, manual
	Chemical eng	M	2	60	5	12	3	6	6	0	2	0	0	2	417
	Civil engineering	M	1	87	2	3	2	1	3	0	1	0	0	1	804
	Electrical engineering	M	3	80	5	2	1	7	0	1	0	0	0	1	1,588
		W	1	72	7	5	2	2	1	0	0	1	1	1	81
	Mechanical engineering	M	2	78	4	4	2	3	2	0	1	0	1	4	997
	All engineering	M	3	72	5	6	3	5	3	0	1	0	0	2	5,444
		W	9	49	7	9	8	6	6	1	1	1	1	2	436
	Biology	M	16	1	13	17	11	3	13	1	6	4	1	14	261
		W	26	0	25	7	9	2	8	1	9	3	2	8	330
	Biochemistry		33	0	17	8	8	4	12	2	5	3	1	7	327
	Physics		25	35	3	6	2	14	7	1	2	1	2	3	958
	Chemistry		30	3	8	13	9	8	16	2	4	2	1	5	789
	Geology		26	11	4	8	7	10	9	2	4	3	2	14	227
	Business studies			1		17	28	8	36	1	4	0	0	3	881
	Economics	M		0		12	12	6	62	1	2	1	1	4	925
		W		1		10	11	7	53	3	7	1	1	6	274
	Geography	M		3		22	22	5	29	1	5	2	1	11	457
		W		5		20	14	3	26	5	12	2	2	10	384
	Accountancy			0		3	1	1	93	0	0	0	0	1	759
	Law	M		0		15	10	2	43	5	17	2	2	5	331
		W		0		11	10	1	34	19	11	1	3	10	162
	Psychology	M		4		14	11	7	11	0	37	2	3	11	185
		W		5		10	10	4	9	4	40	5	3	11	385
	Sociology	M		0		17	15	1	11	4	36	2	2	13	157
		W		0		14	9	0	7	3	52	3	1	12	361
	Social Science cmb	M		0		13	12	3	54	1	7	1	2	6	877
		W		0		12	12	2	31	3	27	2	1	10	478
	English	M		0		15	17	3	16	5	9	4	21	11	241
		W		0		14	17	1	11	8	16	5	11	18	550
	French	M		0		15	19	3	24	4	10	14	5	8	80
		W		0		15	26	1	15	7	8	5	3	18	239
	History	M		1		19	14	2	37	5	7	2	6	6	524
		W		0		14	17	2	18	10	13	2	5	18	441
	Arts general	M		2		15	11	1	32	3	14	3	5	14	158
		W		1		16	13	2	10	7	15	3	5	29	240
	Languages	M		0		13	18	4	25	5	9	6	10	10	868
		W		0		16	19	3	14	8	12	5	8	17	1,708
	All subjects	M	4	22	2	9	7	8	19	1	19	2	2	4	20,978
		W	4	3	2	9	10	5	14	4	30	7	3	8	12,053

Note: "Engineering R & D" includes "Environmental Planning". This addition is only numerically important for Civil Engineering where the great majority of graduates work in this group of occupations. For all subjects, Environmental Planning accounts for 5 out of 22 per cent points of men working in Engineering R & D and 1 out of 3 per cent of women working in this occupation. Unless shown separately figures refer to men and women. Source: University First Destinations, 1983.

study. Other important factors are general interest in the subject and the supply of available places—which is never rigidly fixed.

In the Social Sciences not linked to business (Sociology, Psychology etc), Languages and Other arts an appreciable minority of graduates went into "Other training". This is a mixture of many different categories of training and table 7 shows the main constituents*. Certain types of training have an obvious link with degree subject. Thus in Law the great majority of graduates went on to further legal train-

ing. Most of the 20 per cent of architecture graduates (not shown in table 7) in "Other training" were training for an Architectural occupation. Otherwise graduates in "other training" were fairly scattered. In most subjects some graduates went in for legal training and in science and social science some graduates went into accountancy training (as distinct from Accountancy employment which incorporated training). Generally only minorities of graduates

* Although since this uses subject groups it loses much of the sharp variation between subjects in proportions in Other training.

Table 4 First destinations of new first degree polytechnic graduates: Men and women full-time courses 1983

Degree subject	No of survey respondents	Per cent of all graduates				Per cent of graduates entering labour force					
		Research, academic study	Teacher training	Other training	All study, training	Entering labour force	UK employment	Overseas employment	Short-term employment UK	Unemployment	Unemployment rate
Education	1,110	2	1	2	5	93	84	2	6	9	15
Civil engineering	108	19	0	1	19	80	69	6	9	16	26
Electrical engineering	113	10	0	2	12	88	85	0	3	12	15
Mechanical engineering	114	15	1	4	19	78	63	2	8	27	35
General engineering	136	10	1	4	15	85	83	0	4	12	17
Biological science	243	9	4	3	16	83	49	3	14	33	47
Environmental science	322	17	7	2	26	71	58	4	10	28	38
Biological and physical science	777	12	7	5	24	74	47	2	17	34	51
Management science	251	0	0	0	0	98	94	0	1	5	6
Economics	363	12	6	3	21	77	64	1	6	29	35
Geography	343	9	7	6	21	77	48	2	17	33	50
Accountancy	306	7	0	2	9	90	86	2	3	9	12
Law	733	4	1	71	76	22	57	3	9	30	40
Psychology	228	11	4	4	19	79	48	4	14	34	48
Sociology	592	7	3	10	21	77	57	2	11	31	42
Other social studies	632	6	3	9	19	78	54	3	12	32	43
Architecture	581	17	0	7	24	75	86	3	3	8	11
Languages	561	4	8	14	26	70	41	16	14	29	43
Other arts	1,086	8	9	12	28	67	45	2	12	41	53
Art and design	1,448	7	6	5	18	80	62	3	7	28	34
All subjects	11,473	8	4	10	22	76	65	3	9	23	32

Source: First Destinations of Polytechnic Students 1983.

Table 5 First destinations of new first degree polytechnic graduates: Men and women Sandwich courses 1983

Degree subject	No of survey respondents	Per cent of all graduates				Per cent of graduates entering labour force					
		Research, academic study	Teacher training	Other training	All study or training	Entering labour force	UK employment	Overseas employment	Short-term employment UK	Unemployment	Unemployment rate
Chemical engineering	58	9	2	3	14	83	33	2	17	48	65
Civil engineering	258	5	0	2	7	92	85	3	1	11	12
Electrical engineering	364	4	1	0	5	95	87	1	1	10	11
Mechanical engineering	360	7	1	1	9	90	81	1	4	14	18
General engineering	90	3	0	0	3	97	85	2	2	10	13
Biological science	228	18	2	1	21	77	66	0	9	26	34
Computing	547	5	3	1	10	89	86	2	3	9	12
Chemistry	206	21	5	2	29	69	50	3	14	32	46
Physics	75	11	1	3	15	83	73	2	3	23	26
Business/commerce	1,158	2	1	1	4	95	83	1	3	12	15
Government/Public Administration	93	9	0	3	12	87	67	0	9	25	33
Sociology	48	10	2	6	19	81	59	0	10	31	41
Art and design	189	7	5	1	13	85	76	7	3	14	17
All subjects	4,786	5	1	2	8	90	82	2	4	13	16

Source: As for Table 4.

Table 6 Type of work of new polytechnic graduates entering UK employment: Men and women 1983

Degree subject		Scientific R & D	Engineering R & D	Scientific/Engineering support	Administration, management	Buying, marketing, selling	Management services	Financial work	Legal, information work	Personnel, medical, social welfare	Teaching, lecturing	Creative, entertainment	Secretarial, clerical, manual	Total = 100%
Civil engineering	F	0	89	0	0	0	5	0	0	0	0	0	4	55
	S	1	80	2	3	1	3	0	0	11	0	0	1	195
Electrical engineering	F	11	73	7	1	1	2	0	0	0	1	2	0	82
	S	3	84	6	2	1	2	0	0	0	1	0	0	288
Mechanical engineering	F	2	75	5	9	4	0	0	2	0	2	0	2	56
	S	1	79	7	3	2	3	0	0	1	1	0	2	255
Biological Science	F	14	0	22	19	12	2	3	2	8	1	1	15	99
	S	30	1	36	7	11	2	1	0	6	1	1	4	112
Computing		1	4	0	3	2	84	2	1	0	3	0	0	435
Environmental Science		16	12	13	9	11	3	5	3	12	1	3	13	156
Biological & physical science		7	6	7	13	12	13	13	2	8	3	2	13	269
Management science	F	0	22	0	31	37	0	10	0	0	0	0	0	230
	S	0	11	0	43	18	13	13	0	0	2	0	0	87
Business and commerce		0	1	0	16	37	7	30	1	4	1	1	3	907
Economics		0	0	0	14	16	6	37	0	6	2	2	13	173
Geography		3	7	0	23	16	7	7	4	9	2	2	19	141
Accountancy		0	0	0	2	2	0	94	0	1	0	0	1	294
Psychology		1	1	2	13	16	3	3	1	40	8	0	10	86
Sociology		0	0	0	20	12	1	3	4	37	6	1	14	275
Other social studies		0	1	0	16	11	3	5	3	40	4	4	13	279
Languages		0	1	0	20	30	3	7	6	10	3	1	21	158
Other arts		0	0	0	17	18	1	4	4	19	7	4	26	321
Art and design		0	7	1	3	5	1	0	1	2	3	70	7	826
All subjects		2	22	2	10	10	7	9	2	11	11	7	6	9,059

Note: "S" indicates sandwich course, "F" is full-time. Business & Commerce is entirely sandwich. "Engineering R & D" includes "Environmental Planning" and almost all the Management Science graduates in Engineering R & D were employed in Environmental Planning. Source: As for Table 3.

went into training that was clearly linked with their degree subject. Thus, a few language graduates went into librarianship and translating/interpreting. A fair number of

English graduates went into broadcasting and related areas.

Women university graduates

The subject patterns of destinations for men generally applied for women. The main differences were that subject for subject women were more likely to go on to further study or training and this in turn was more likely to be teacher training and "Other training" and less likely to be research or further study. The previous article showed that within individual subjects women had somewhat lower unemployment rates than men although since they were more likely to have studied a subject where unemployment was generally high their overall unemployment rate was higher. This subject unemployment advantage was true even in subjects such as accountancy, business studies, maths/computing and most engineering (electrical engineering is a marginal exception) where men are in the great majority. (Incidentally the distribution of degree classes of men and women in these subjects was very similar—women had somewhat better results in business studies—so there is no obvious explanation for differences in ability.)

Other training

In certain subjects such as French, German, Arts (general/combined) over one in five women graduates went on to "Other training". Table 7 shows that by far the most important category was training for clerical and secretarial work (with the expectation that most of this is secretarial). Thus, for all Languages, of the 17 per cent of all graduates who took Other training almost 60 per cent were on clerical/secretarial courses. In Other Arts 40 per cent of the 17 per cent of those women in Other training were doing this and

Table 7 First destinations of university graduates 1983: detailed analysis of "other training"

Type of training	Per cent				
	Science	Social science*	Languages	Other arts	All subjects
(a) Women					
Legal, clerical, secretarial and related	5	15	6	6	36
Management support admin	25	31	58	39	30
Creative, entertainment	12	13	13	10	8
Social, welfare	4	4	7	17	6
Information services	3	14 ^b	2	7	5
Personnel	5	8	2	4	3
Medical	16 ^d	2	1	3	3
Other managerial ^e	5	3	3	2	2
Buying, marketing, selling	3	4	2	2	2
Financial services	9	1	1	1	1
Management services	5	1	0	0	1
Other	4	3	1	0	1
All "other training" = 100%	22.3	62.1	97.3	53.9	3,486
As % of all graduates in subject	4.4	10.3	17.4	16.9	13.4
Clerical, secretarial as % of all graduates in subject	1.1	3.1	10.0	6.6	4.0
(b) Men					
Legal	7	29	23	16	63
Creative, entertainment	8	8	35 ^a	32 ^b	8
Social, welfare	5	12	5	34 ^c	6
Management services	22 ^d	5	2	1	3
Financial services	16	8	1	1	3
Information services	4	3	15	6	2
Management support, administration	7	6	3	3	2
Other management	4	6	5	1	2
Buying, marketing, selling	3	7	7	2	2
Scientific, engineering	14	6	1	1	6
Other	9	9	5	3	3
All "other training" = 100%	15.3	34.3	130	277	2,341
As % of all graduates in subject	1.5	4.2	5.4	10.5	6.8

Notes: * Social science excludes the 1,061 Law graduates who went on to Legal training. The "All subjects" figures include these. a: mainly music graduates entering training in music. b: Sociology graduates accounted for about half the Social Science graduates in this category. c: mainly translating/interpreting and librarianship. d: mainly Biological science graduates especially Physiology and Biochemistry. e: single largest category is "hotel, catering and amenity". f: of known destination excluding overseas returned home.

Source: Universities Statistical Records. Unpublished tabulations (also for table 8).

Table 8 First destinations of university graduates 1983. Detailed analysis of types of work entered

Men and women	Subject groups				Per cent					
	Science	Social sciences	Languages	Other arts						
(a) BUYING, MARKETING, SELLING										
Selling	55	37	43	41						
Buying and selling	13	21	22	23						
Marketing	13	17	10	9						
Buying, marketing, selling (general)	8	9	6	7						
Advertising, PR	4	8	14	15						
Market research	4	5	3	3						
Purchasing	3	5	2	2						
Total = 100%	415	1,053	467	268						
As % of all graduates in the subject group entering UK employment	6.1	13.5	18.1	12.0						
(b) MANAGEMENT SERVICES										
Computer programming	74*	46	60	68						
Management services (general)	12	15	11	9						
Systems analysis	8	17	16	6						
All other	6	21	12	18						
Total = 100%	1,587	247	73	34						
As % of all graduates in the subject group entering UK employment	23.3	3.2	2.8	1.5						
*50% points of these were maths/computing graduates										
(c) FINANCIAL SERVICES										
Accountancy	61	72*	47	57						
Banking	7	13	30	16						
Insurance	5	5	10	13						
Financial	3	4	5	5						
Actuarial	19	1	0	0						
Other	5	6	8	9						
Total = 100%	1,174	3,156	466	396						
As % of all graduates in the subject group entering UK employment	17.2	40.6	18.1	17.8						
*20 per cent points of this is made up of Accountancy graduates.										
(d) SECRETARIAL, CLERICAL, MANUAL										
	Science	Social sciences	Languages	Other arts	All subjects					
	M	W	M	W	M	W	M	W	M	W
Secretarial, clerical	29	51	41	66	35	68	32	62	33	62
Miscellaneous services	28	39	32	29	34	28	34	34	30	32
Manual, other	44	10	27	5	31	3	33	4	37	6
Total = 100%	181	137	240	248	80	263	93	217	692	918
As % of all graduates in the subject group entering UK employment	4.0	6.1	5.0	8.3	9.2	15.4	8.5	19.2	3.3	7.6
M = men, W = women.										

indeed about four per cent of all women graduates entered training in these fields in 1983. These are of course in addition to those women who entered employment directly in clerical and secretarial occupations after graduation. Around ten per cent of women in Other training were in the rather obscure "Management support and administration" category. For the rest women were scattered across a range of types of training with a few clusters loosely linked with their degree subject for instance sociology graduates entering the social/welfare field.

University graduates: type of work

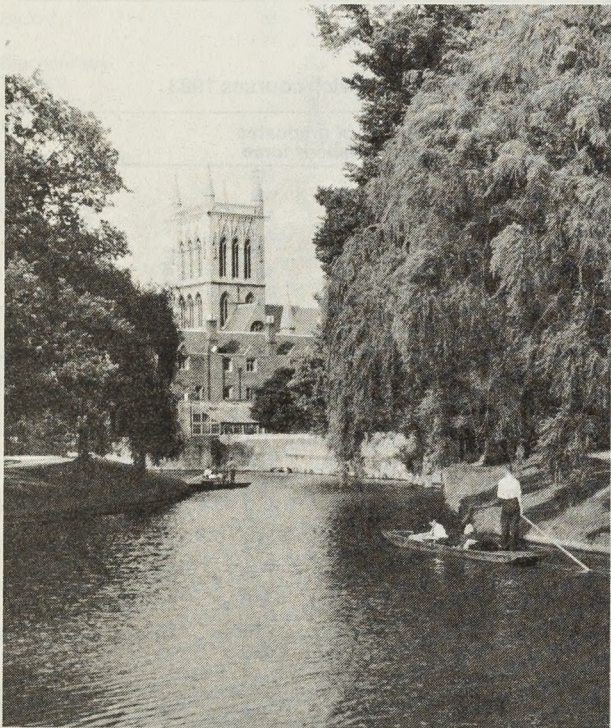
Table 3 summarises the different broad categories of type of work of graduates who entered UK employment straight after graduation in 1983. Table 8, for the first time, draws on unpublished figures to show the detailed make-up of certain of these categories. Particular points of interest are: *First*, for most subjects graduates found work in a wide variety of occupations which frequently would appear to have little direct link with their degree subject. The main examples are administration/management training, buying, marketing and selling, financial services and social/welfare. Indeed for most of these occupations Science, Social Science and Arts graduates would have been in direct competition with one another. It is really only in the main engineering subjects, Accountancy, Economics and Maths/Computing that there was a single dominant occupation. *Second*, for almost the full range of Social Sciences, Languages and Other Arts, financial work was the single biggest employing category. And as table 8 shows this in turn was dominated by the accountancy profession although banking and insurance also took significant minorities of graduates. Indeed the boom in accountancy recruitment has played a significant part in opening up employment opportunities for graduates in the face of other trends which have been largely adverse to graduate employment.

Another area of expansion in graduate employment has been the growth of recruitment into management services which as table 8 shows is dominated by computer programming. The great majority of graduates who entered this had degrees in maths/computer science (which unfortunately cannot be split into the separate subjects) and table 8 also implies that science graduates generally were the main other source of entrants to computer programming. A few languages and other arts graduates found employment in computer programming and other occupations in management services. Indeed it has been argued in the past that such graduates should be relatively competitive for such jobs because computing essentially requires linguistic and logical skills and has no particular link with mathematics. It has even been claimed that certain computer firms would not employ computer science graduates and instead preferred bright graduates in history, English and even theology. Table 8 shows that while such factors may exist they are of small importance. Table 3 also shows an interesting parallel between the biological sciences and chemistry and arts/languages in the way their graduates divided between financial work and management services. Graduates in these sciences were more likely to enter financial work whereas for physics and geology graduates the split was much more towards management services.

Third, within the same subject the patterns of women's occupations were much the same as for men. The main exceptions were that women were less likely to enter financial work and more likely to find work in social/welfare and

The Backs, Cambridge

Photo: The British Tourist Authority



secretarial/clerkal/other. This latter category is of particular interest because it most obviously accords with work that would not be seen as graduate level or at least not traditionally so. Table 8 gives a more detailed analysis of occupations in this group. Looking first at the group totals there are the usual marked differences between subjects in the proportion of their graduates in this category. Thus in Other Arts almost one in five of all women graduates entering employment worked in these occupations as did one in six women Languages graduates*. In Science just six per cent of women entering employment did this. Table 8 shows that, for women entering employment in this occupational group, secretarial/clerkal work was the major type of employment with generally about 60 per cent doing this and most of the rest going into "Miscellaneous services". For men in this occupation group about a third went into secretarial/clerkal work but around a third went into manual work (particularly so for Science although the numbers were small).

Polytechnics (Table 4-6)

As explained earlier, polytechnic figures show combined results for men and women and are not therefore directly comparable with results for the universities. The main effects of this are that figures for university men tend to give somewhat higher unemployment rates and lower proportions entering further study or training than combined figures for men and women. The survey response rate is also higher for universities but it is not clear whether this would bias the comparisons or in what direction.

General high

Looking first at the first destinations of full-time graduates the subject unemployment rates were generally high compared with the universities. And as a general rule, in subjects where university graduates had above average unemployment polytechnic graduates had particularly high unemployment. Examples are biological sciences, biological and physical science (which has no direct parallel in the universities), geography, languages and other arts). Economics and law are instances where university unemployment was about average but polytechnic unemployment was much higher—a pattern that has been consistent for some years. Numbers of graduates on full-time engineering courses were small in all cases but polytechnic unemployment rates were clearly higher than in the universities and were surprisingly high, for engineering subjects, in civil and mechanical engineering. The patterns of destinations otherwise were not markedly different from the universities although polytechnic graduates in biological and biological/physical science were much less likely to

Table 9 First destinations of new graduates from Colleges of Higher Education

Men and women		1983	
First destinations	Per cent	Type of work*	Per cent
Research, academic study	4	Scientific/Engineering R&D	5
Teacher training	13	Admin, Management	16
Other training	13	Buying, marketing, selling	12
Total training, further study	30	Management services	2
Entered labour force	67	Financial work	9
Of which:		Legal/information work	3
UK employment	61	Personnel	2
Overseas employment	4	Social, medical, security	15
Short-term UK employment	9	Teaching, lecturing	6
Unemployment	26	Creative, entertainment, design	17
Unemployment rate	35	Secretarial, clerical, manual	12
Number of survey respondents	3,937		
All in survey	4,682		
Response rate (%)	86	All = 100 per cent	1,574

Source: Association of Careers Advisers in Colleges of Higher Education (ACACHE). 1983 First Destinations Survey.
* Those entering UK employment. Figures exclude graduates from courses of initial teacher training.

have gone on to further academic study than their university equivalents while polytechnic languages graduates were less likely to have started a course of teacher training.

Sandwich courses

Sandwich courses are only available in certain subjects and it is only in a few of these that there are reasonable numbers of graduates from both full-time and sandwich courses with which to make comparisons. Table 5 shows that in civil, electrical and mechanical engineering, biological sciences and art and design sandwich graduates had lower unemployment than full-time. They were also, in engineering at least, more likely to have entered the labour force rather than go on to further study or training.

There is a fair amount of current interest in the comparative performance of sandwich and full-time graduates in the labour market and the first destinations are of obvious importance. However specific sandwich/full-time comparisons may be difficult to interpret in terms of employer preference because of other factors associated with the sandwich mode but which are incidental to it. Thus sandwich courses are a year longer than full-time, their graduates are a year older when they enter the labour market, sandwich graduates have in principle had more time to look for work and they will of course have worked for at least one employer over an extended period. Indeed in the face of all this the high unemployment rates of sandwich graduates in chemistry (46 per cent) and biological science (34 per cent) are surprising. It is also of note that the unemployment rates of sandwich mechanical and electrical engineers were above their university equivalents even though these are a mixture of full-time and sandwich.

Broad patterns

The type of work of polytechnic graduates follows the same broad patterns as the universities with graduates in most subjects entering occupations that take graduates from a wide variety of degree disciplines. About the same proportions of polytechnic engineers went into engineering R & D as for the universities and polytechnic sandwich (but not full-time) biologists entered scientific work (R & D, support) in much the same proportions as university graduates. However the main polytechnic science subject, biological and physical sciences appears to be largely a general degree since just 20 per cent of its graduates went into any form of scientific or engineering work. Two more general differences between polytechnic and university occupations are of interest. Polytechnic graduates were markedly less likely to enter financial work and may therefore be at a disadvantage in competing for jobs in this expanding area of graduate recruitment. Polytechnic graduates were also generally more likely to have found work in the Secretarial, clerical, manual category.

Apparent disadvantage

This apparent disadvantage of polytechnic graduates in the labour market has been observed for some time and several explanations have been offered. Polytechnics are much newer than universities and there may well be a certain inertia in employers' willingness to recruit actively from such institutions. Furthermore at a time when graduates have generally found it harder to find employment employers have had less incentive to look widely for graduates and there are some employers who have a policy of

* Although for some jobs, eg bilingual secretary, language skills would be a necessary qualification.

restricting their annual recruitment visits ('milk-round') to universities (or indeed just to certain universities). However it may not now be realistic to see the polytechnics as new. They have been producing appreciable numbers of graduates for around ten years including a fair number from sandwich courses so employers should have had contact with these institutions. Another view is that polytechnic graduates are or are seen to be less academically able than university graduates. Entrants to polytechnic degree courses do have lower A-level grades and lower average degree class (and results for universities show degree class is linked with employment success). There is also survey evidence that when faced with the abstract choice of a graduate from a polytechnic or a university employers very largely opt for the university. (Source: "Class of '84", Manchester Polytechnic). This argument can be overstated however for while polytechnic graduate unemployment rates are generally higher than for universities they are not that much higher and the subject differences in the universities also apply (with some notable exceptions) in the polytechnics. A further hypothesis is that university and polytechnic graduates are recruited by different types of employer with polytechnic graduates more likely to be employed by small firms while larger and more prestigious firms favour the universities. This has been suggested by the experience of one or two careers advisers but there is no general evidence one way or the other and the first destinations survey cannot really give an answer. However, the example of recruitment to Accountancy may give a clue. A feature of this occupation is that it takes graduates with degrees in Accountancy and with a wide range of other subjects. University graduates (in subjects other than accountancy) were much more likely than their polytechnic equivalents to enter employment in financial services. And it is also claimed that the larger accountancy firms are particularly likely to favour such non-specialist entrants for accountancy training (whereas smaller firms are likely to favour the graduate with a first degree in accountancy).

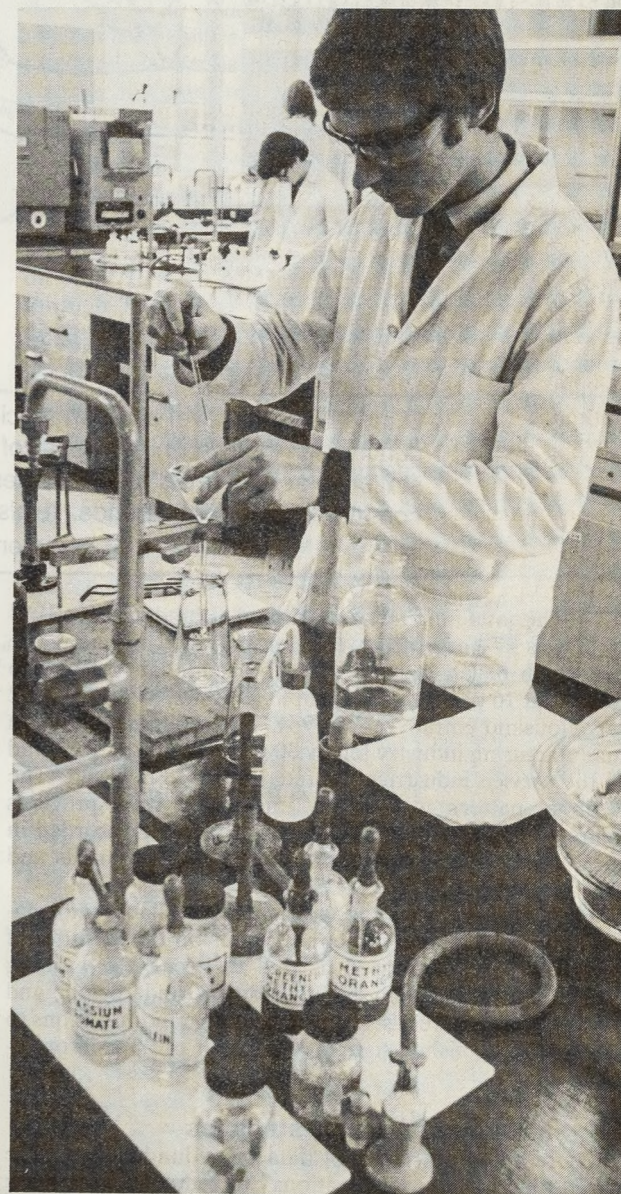
Colleges and Institutes of Higher Education

The Colleges and Institutes of Higher Education (CHES) have been a source of trained teachers for many years. However with the changes in teacher education in the early 1970s many CHES diversified their courses to produce general graduates. (A few CHES had been producing such graduates before this reorganisation.) The CHES first produced significant numbers of graduates in 1979 and by 1983 their output had reached 4,700 new first degree graduates. The CHES have conducted an annual first destinations survey since 1979 on exactly the same lines as universities and polytechnics. Results are summarised in table 9. One feature of the CHES figures is that they are not analysed by degree subject or sex. However it is known that women accounted for 60 per cent of CHES graduates in 1983 and CHES degrees are very much concentrated in arts, social sciences and some sciences. Joint honours degrees (for example BA:BSc) are also a distinct feature of the Colleges.

Table 9 shows that across all subjects CHES graduates had the highest unemployment rate of the three sectors of higher education although at 35 per cent the CHES unemployment rate was not far above the rate for full-time polytechnic graduates at 32 per cent. Their subject distribution is clearly a major factor giving the CHES this high rate of graduate unemployment but other important influences will be their newness at a time when graduates generally are having increased difficulty in finding a first job and perceptions of graduates' ability

(since their A-level entry grades are likely to be on a par or lower than for the polytechnics). In the recent past substantial minorities of CHES graduates entered further study or training and particularly teacher training. In 1981 44 per cent of CHES graduates did this (26 per cent out of the 44 per cent entered teacher training). This again is likely to have reflected the subject and sex balance of CHES graduates and the previous involvement of the CHES in teacher training. By 1983 though the destinations of CHES graduates were much nearer to those of the other sectors so that, compared with university women graduates, broadly similar proportions of CHES graduates entered teacher training and other training.

The occupational distribution of CHES graduates follows the patterns for Arts/Social Science Graduates in the universities and polytechnics with graduates entering work in a range of occupations that typically take graduates from many different degree disciplines. A relatively high proportion of CHES graduates went into secretarial/clerkal work (12 per cent). The 17 per cent of CHES graduates who entered employment in creative/entertainment/artistic design work will in part reflect the provision of some CHES courses directly related to these fields



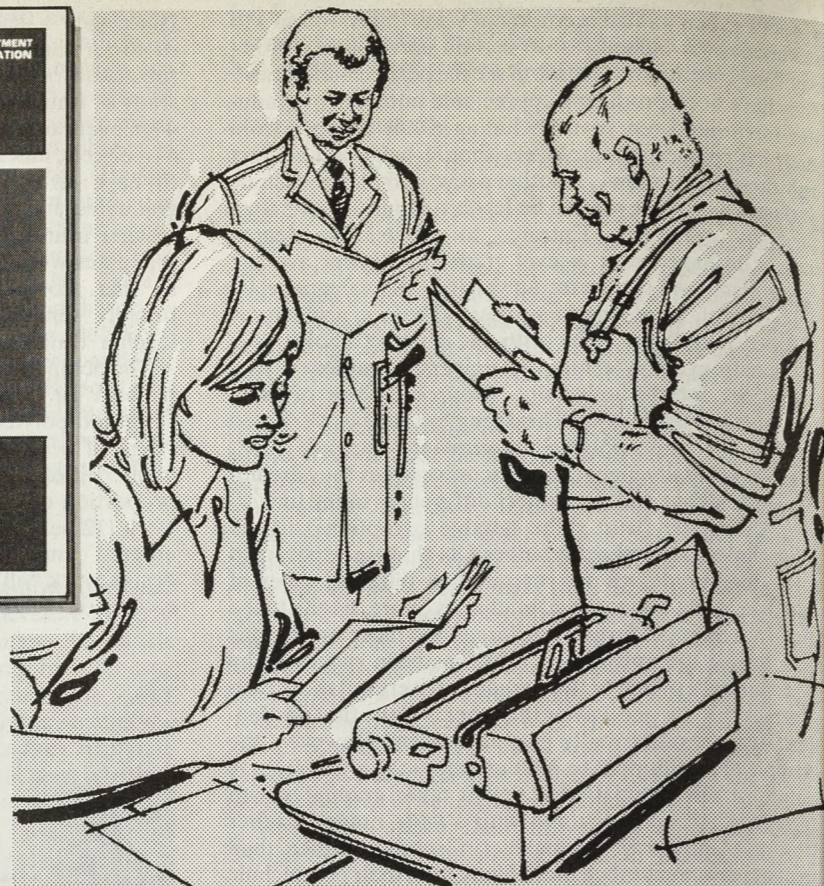
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Redundancy payments

6

Facing redundancy? -time off for job hunting or to arrange training

1982 DEPARTMENT OF EMPLOYMENT



Recent trends in redundancies

During 1984 the level of redundancies was significantly lower than in 1983, continuing the declining trend of recent years. This article presents statistics of confirmed redundancies for 1984 by industry and region, and comments on recent trends. It also reviews the bases of the available information.

The total number of confirmed redundancies in 1984 was 27 per cent lower than in 1983, continuing the fall which began in mid-1981. The redundancy rate also fell, from 16 per thousand employees in 1983 to about 12 per thousand employees in 1984. The redundancy rate in manufacturing industry fell by 30 per cent during 1984 and in the service industries the rate fell by 18 per cent. The regional pattern was largely unchanged from previous years with the highest redundancy rate being recorded in the North, and the lowest rates being in East Anglia and the South East.

This article reviews the bases of the available information on redundancies but concentrates on the statistics of redundancies "confirmed as due to occur", presenting figures for 1984, analysed by industry and region, and discusses recent trends. There are some minor revisions to previously published figures as a result of later information.

The basis of redundancy statistics

There are three series of data on redundancies: those based on "advance notifications" of redundancies, those

based on confirmations nearer the time that the redundancies are due to occur, and statistics based on redundancy payments made after the redundancies have taken place. A brief description of what these statistics measure is given below¹. This article concentrates on the redundancies "confirmed as due to occur"—referred to here as confirmed redundancies—which are considered to be the best indicator of trends and to provide the most reliable regional and industrial disaggregation. Even so, care needs to be taken with the detailed figures because confirmed redundancy data do not cover all the redundancies in the economy, and the coverage varies according to region and industry.

(i) advance notifications

Advance notifications of impending redundancies are required under the terms of the Employment Protection Act 1975. The Act requires employers to notify the Secretary of State for Employment of impending redundancies involving ten or more employees at any establishment occurring within a short space of time. This information is required 30 days in advance of the proposed

Table 1 Redundancy statistics, 1977-84

	1977	1978	1979	1980	1981	1982	1983	1984	Annual average 1977-84
Advance Notifications: HR1 (gross)	607	548	574	1,547	1,058	770	551	405	758
Proportion withdrawn (per cent)	37.0	32.3	21.0	27.9	34.5	15.0	9.2	4.1	25.0
HR1 net of withdrawals	382	371	453	1,115	692	655	491	389	569
Confirmed as due to occur: ES955	158	173	187	494	532	400	326	238	313
Redundancy payments	267	255	255	491	810	635	608	425	468

redundancy unless more than 100 people are involved, in which case 90 days notice must be given. The notification threshold, which is that only groups of ten or more workers are recorded, means that the series may considerably underestimate the total number of redundancies in the economy. However, it is also true that many of the redundancies notified in advance are later averted in one way or another and do not actually take place. Despite these features, the advance notification series gives useful early-warning of redundancies although the timing will be uncertain because of the variable lag between the date of notification and the expected date of the redundancies.

(ii) confirmed redundancies

The statistics of confirmed redundancies are based on the following up of the advance notifications of redundancies described above. This is done by the staff of the Manpower Services Commission who contact employers nearer the time when the redundancies are expected to occur. The difference between the advance and confirmed series is partly accounted for by the success of efforts to avert the redundancies originally notified—employers are under no statutory obligation to inform the Department when redundancies have been withdrawn. As the confirmed figures are based on original notifications of redundancies involving ten or more workers, this series will also underestimate the number of redundancies in the economy, but will be a more reliable guide to trends. Detailed regional and industrial analyses are given below. However, it must be borne in mind when looking at the tables that because of the threshold for the notification of

redundancies small firms are likely to be excluded from the figures. The extent to which small firms are represented in particular industry groups or regions will be a factor in explaining any differences.

(iii) redundancy payments

The third series of redundancy statistics relates to the number of employees receiving redundancy payments under the Employment Protection (Consolidation) Act 1978 and earlier legislation. Coverage is not restricted to groups of ten or more workers, but since some categories of employees do not qualify for redundancy payments, this series also understates the actual number of redundancies taking place. These differences in coverage do not affect all industries or regions in the same way. Furthermore, the dates recorded refer to the date of payment, which may be several months after the actual redundancy took place.

Overall trends

Table 1 and chart 1 show the patterns of the numbers of redundancies in recent years as measured by the three different series. All series show a continued decline through 1984 from their peaks in 1980 and 1981. The substantial differences between the advance figures and the other series in 1980 and 1981 were mostly accounted for by the large number of redundancies averted through assistance provided by the now discontinued Temporary Short-Time Working Compensation Scheme (TSTWCS). The underlying trend in redundancies continued to be

Table 2 Confirmed redundancies by industry*: 1977-84

SIC 1980 Revised Divisions	0 Agriculture, forestry and fishing	1 Energy and water supply	2 Minerals, metal manufacture, chemicals	3 Metal goods, engineering and vehicles	4 Other manufacturing	5 Construction	6 Distribution, hotel and catering, repairs	7 Transport and communication	8 Banking, insurance finance	9 Other services	1-5 Production and construction industries	2-4 Manufacturing industries	6-9 Service industries	0-9 All
THOUSANDS														
1977	0.5	3.4	12.0	46.7	40.7	28.2	12.4	3.4	3.5	7.6	131.0	99.4	26.9	158.4
1978	0.6	3.2	15.8	50.4	53.2	21.3	14.7	3.2	2.4	7.7	144.0	119.4	28.0	172.6
1979	0.6	1.1	20.4	65.8	54.8	18.3	14.2	4.1	1.9	5.6	160.3	141.0	25.8	186.8
1980	1.2	3.4	80.4	179.8	142.1	35.2	24.5	10.0	5.2	11.8	441.0	402.3	51.5	493.7
1981	0.9	9.3	72.7	205.2	118.7	47.3	29.5	17.4	7.9	23.2	453.1	396.5	78.0	532.0
1982	0.7	10.6	47.7	139.9	94.4	30.7	28.0	20.0	7.2	21.2	323.2	282.0	76.5	400.4
1983	0.9	14.8	36.3	123.1	62.4	23.6	28.0	15.6	5.0	16.9	260.2	221.7	65.6	326.6
1984	0.2	9.3	18.0	86.0	46.5	22.6	24.4	6.8	6.4	17.5	182.5	150.6	55.1	237.8
RATES PER THOUSAND EMPLOYEES														
1977	1.2	4.8	10.6	14.0	14.9	23.8	3.3	2.4	2.4	1.3	14.4	13.8	2.1	7.2
1978	1.6	4.5	14.1	15.1	19.8	18.1	3.8	2.2	1.6	1.3	13.7	16.7	2.2	7.8
1979	1.6	1.6	18.4	19.8	20.6	15.2	3.6	2.8	1.2	0.9	17.8	19.9	1.9	8.3
1980	3.5	4.9	76.6	56.4	56.5	29.5	6.1	6.8	3.2	1.9	51.0	59.6	3.9	22.1
1981	2.8	13.6	78.8	72.7	52.2	44.2	7.5	12.4	4.8	3.8	58.3	65.9	5.9	25.1
1982	2.0	15.7	54.7	51.2	43.2	29.8	6.9	14.8	4.1	3.6	43.1	48.7	5.8	19.1
1983	2.6	22.8	45.1	47.3	29.8	23.9	6.8	12.0	2.8	2.9	36.4	40.2	5.0	15.9
1984	0.7	15.0	23.1	33.8	22.5	23.5	5.7	5.3	3.5	2.9	26.2	27.9	4.1	11.5
PERCENTAGE OF GB TOTAL														
1977	0.3	2.2	7.6	29.5	25.7	17.8	7.8	2.2	2.2	4.8	82.7	62.7	17.0	100.0
1978	0.3	1.8	9.2	29.2	30.8	12.4	8.5	1.9	1.4	4.4	83.4	69.2	16.2	100.0
1979	0.3	0.6	10.9	35.2	29.3	9.8	7.6	2.2	1.0	3.0	85.9	75.5	13.8	100.0
1980	0.2	0.7	16.3	36.4	28.8	7.1	5.0	2.0	1.1	2.4	89.3	81.5	10.4	100.0
1981	0.2	1.7	13.7	38.6	22.3	8.9	5.5	3.3	1.5	4.4	85.2	74.5	14.7	100.0
1982	0.2	2.6	11.9	34.9	23.6	7.7	7.0	5.0	1.8	5.3	80.7	70.4	19.1	100.0
1983	0.3	4.5	11.1	37.7	19.1	7.2	8.6	4.8	1.5	5.2	79.7	67.9	20.0	100.0
1984	0.1	3.9	7.6	36.2	19.6	9.5	10.3	2.8	2.7	7.4	76.7	63.3	23.2	100.0

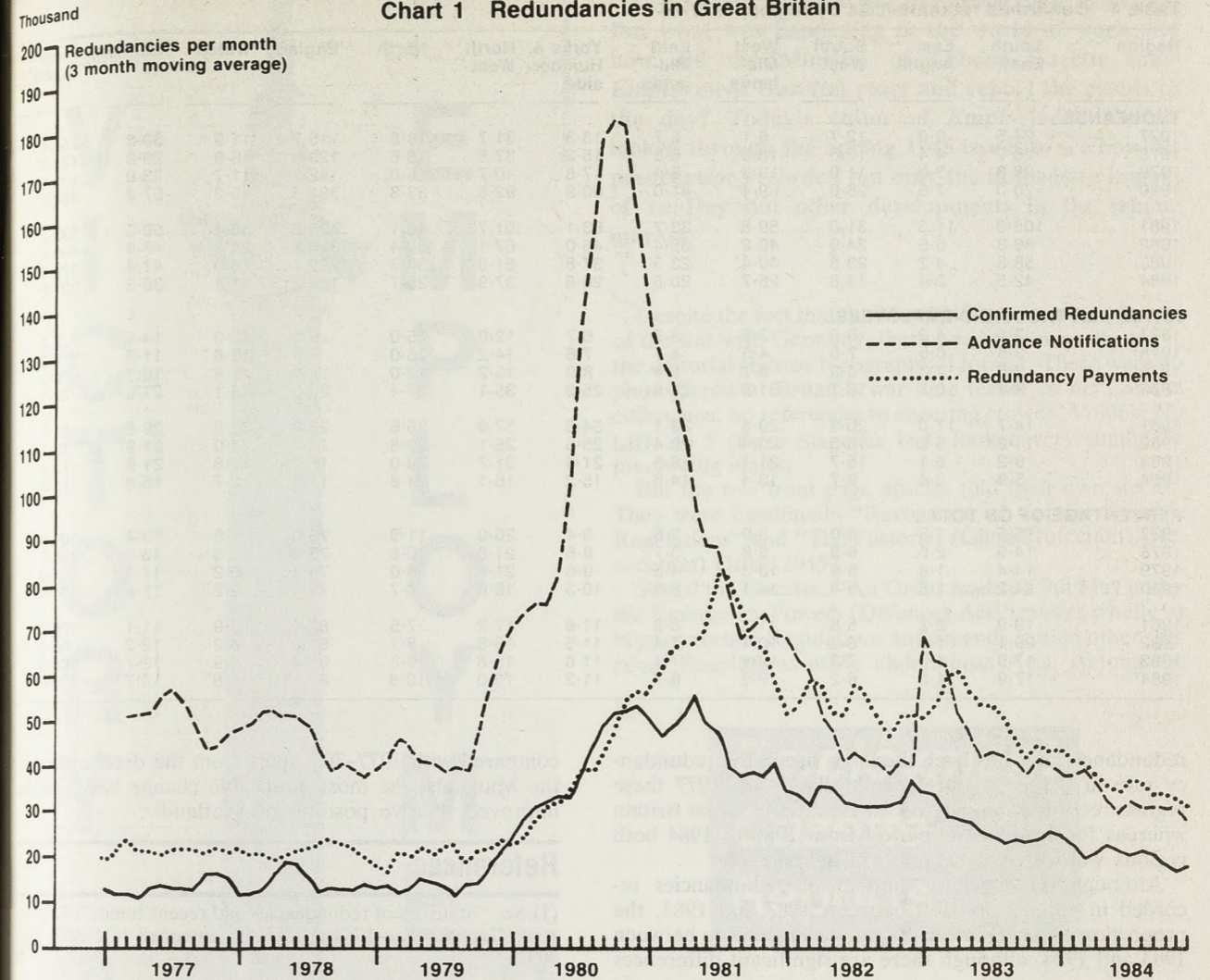
* The figures for 1977-1983 are estimated because of the change in the industrial classification system made in January 1984.

Table 3 Redundancies by industry and region—1984

SIC 1980 Revised	Division Class	South East	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber-side	North West	North	England	Wales	Scotland	Great Britain	Rate per thousand employees
Agriculture, forestry and fishing	0	14	19	32	0	26	33	39	3	166	34	22	222	0.7
Coal extraction and coke	11-12	15	0	0	16	1,351	2,253	238	2,541	6,414	403	632	7,449	32.0
Mineral oil and natural gas extraction	13	18	0	0	0	49	0	0	0	67	0	142	209	6.0
Mineral oil processing	14	147	0	12	0	0	0	55	229	443	236	0	679	30.4
Nuclear fuel production	15	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Gas, electricity and water	16-17	145	0	111	0	40	67	69	59	491	413	84	988	3.1
Energy and water supply industries	1	325	0	123	16	1,440	2,327	362	2,829	7,415	1,052	858	9,325	15.0
Extraction of other minerals and ores	21-23	25	22	169	4	27	57	0	0	304	35	20	359	9.5
Metal manufacture	22	113	0	150	1,888	1,451	2,265	236	1,268	7,371	478	659	8,508	40.1
Manufacture of non-metallic products	24	370	0	57	549	426	852	160	3,250	261	204	204	3,715	19.0
Chemical industry	25	902	15	24	207	367	491	2,458	311	4,775	265	144	5,184	16.2
Production of man made fibres	26	0	0	0	106	70	99	0	0	275	0	0	275	19.6
Extraction of minerals and ores other than fuel, manufacture of metal, mineral products and chemicals	2	1,410	37	400	2,754	2,341	3,764	3,530	1,739	15,975	1,039	1,027	18,041	23.1
Shipbuilding and repairing	30	139	0	0	0	0	958	1,346	2,030	4,473	0	2,638	7,111	66.3
Manufacture of metal goods	31	628	28	271	2,948	402	1,655	1,525	337	7,794	380	804	8,978	23.7
Mechanical engineering	32	2,721	330	1,657	3,158	2,824	3,274	3,240	5,495	22,699	904	6,466	30,069	38.9
Manufacture of office machinery and data processing equipment	33	475	0	697	49	16	62	386	0	1,685	87	70	1,842	26.4
Electrical and electronic engineering	34	3,018	44	527	1,957	564	328	2,603	2,315	11,356	1,197	1,245	13,798	22.2
Manufacture of motor vehicles	35	4,245	0	138	2,173	526	1,895	1,920	122	11,019	1,104	1,257	13,380	46.2
Manufacture of aerospace and other transport equipment	36	897	40	2,350	976	2,455	196	831	835	8,580	452	638	9,670	49.8
Instrument engineering	37	235	48	0	106	76	27	255	69	816	0	334	1,150	10.5
Metal goods engineering and vehicles industries	3	12,358	490	5,640	11,367	6,863	8,395	12,106	11,203	68,422	4,124	13,452	85,988	33.8
Food, drink and tobacco	41-42	3,496	278	1,481	1,428	1,436	2,152	4,178	734	15,183	407	1,823	17,413	28.5
Textiles	43	73	0	11	246	1,654	1,366	1,490	50	4,890	108	547	5,545	23.9
Leather, footwear and clothing	44-45	567	88	370	421	816	950	160	1,815	6,634	645	851	8,130	27.2
Timber and furniture	46	515	69	599	276	399	492	614	265	3,229	259	233	3,721	18.4
Paper, printing and publishing	47	2,521	29	613	383	173	111	1,285	246	5,361	105	519	5,985	12.4
Other manufacturing	48-49	824	35	280	1,723	660	497	1,257	166	5,442	152	149	5,743	23.3
Other manufacturing industries	4	7,996	499	3,354	4,477	5,138	5,568	10,431	3,276	40,739	1,676	4,122	46,537	22.5
Construction	50	4,011	115	932	1,717	1,167	731	3,498	3,188	15,359	1,606	5,607	22,572	23.5
Wholesale distribution	61-63	1,672	167	653	590	523	1,063	1,368	311	6,347	381	506	7,234	7.6
Retail distribution	64-65	3,698	119	788	689	979	1,958	1,770	1,583	11,584	241	1,369	13,194	6.3
Hotel and catering	66	860	69	299	155	121	166	214	151	2,035	236	846	3,117	3.1
Repair of consumer goods and vehicles	67	377	34	75	42	59	19	79	37	722	0	95	817	4.0
Distribution, hotels and catering, repairs	6	6,607	389	1,815	1,476	1,682	3,206	3,431	2,082	20,688	858	2,816	24,362	5.7
Transport	71-77	986	132	470	405	336	1,102	1,358	483	5,272	230	689	6,191	7.2
Telecommunications	78	132	31	75	134	0	34	0	47	453	41	71	565	1.4
Transport and communication	7	1,118	163	545	539	336	1,136	1,358	530	5,725	271	760	6,756	5.3
Insurance, banking, finance and business services	81-85	3,190	70	365	479	259	514	763	113	5,753	102	588	6,443	3.5
Banking, finance, insurance business services and leasing	8	3,190	70	365	479	259	514	763	113	5,753	102	588	6,443	3.5
Public administration and defence	91-94	3,450	423	1,294	2,487	1,029	634	2,099	487	11,903	652	633	13,188	3.8
Medical and other health services	95	1,225	64	27	50	62	43	100	14	1,585	0	14	1,599	1.2
Other services nes	96-99	797	87	231	313	300	226	218	263	2,435	27	265	2,727	2.2
Other services	9	5,472	574	1,552	2,850	1,391	903	2,417	764	15,923	679	912	17,514	2.9
All production industries	1-4	22,089	1,026	9,517	18,614	15,782	20,047	26,429	19,047	132,551	7,891	19,459	159,901	26.6
All manufacturing industries	2-4	21,764	1,026	9,394	18,598	14,342	17,727	26,067	16,218	125,136	6,839	18,601	150,576	27.9
All service industries	6-9	16,387	1,196	4,277	5,344	3,668	5,759	7,969	3,489	48,089	1,910	5,076	55,075	4.1
All industries and services	0-9	42,501	2,356	14,758	25,675	20,643	26,570	37,935	25,727	196,165	11,441	30,164	237,770	11.5

Note: Figures for redundancy payments, which have been shown in previous articles, are not available on a consistent basis for 1984 as a whole because of the change in the industrial classification system.

Chart 1 Redundancies in Great Britain



downward in 1984—the total number of confirmed redundancies for each month being less than in the corresponding months in 1983. Detailed monthly figures are available in tables 2.30 and 2.31 of the Labour Market Data section of *Employment Gazette*.

redundancies are much more likely to be notified in groups of ten or more and thus be recorded in the statistics.

Table 3 shows a more detailed industrial analysis within region for 1984. The highest redundancy rate was recorded in the shipbuilding and repair industry followed by the aerospace and other transport, motor vehicles, metal manufacture, and mechanical engineering industries. Those industries having the lowest redundancy rates were nuclear fuel production, which had no reported redundancies, agriculture, forestry and fishing, health services, and telecommunications.

Regional distribution

Recent figures for the regions of Great Britain shown in table 4 indicate that there has been a fall in both the number of redundancies confirmed as due to occur and the redundancy rate in all regions between 1983 and 1984. As in 1983, the highest redundancy rate was recorded in the North (25 redundancies per thousand employees in 1984), followed by the North West and Scotland (16 per thousand); the lowest rates were in East Anglia (three per thousand) and the South East (six per thousand). The region showing the largest fall in its redundancy rate in 1984 was the West Midlands, where the rate fell by almost eight per thousand, followed by Yorkshire and Humber-side, the South West, and Scotland, each showing declines of around six per thousand. Over the period from 1977 to 1984 the most significant change in the relative regional

Analysis by industry

Table 2 shows the number of confirmed redundancies and the redundancy rates (that is, the number of redundancies relative to the number of employees in the industry) for the ten divisions of the standard industrial classification (SIC 1980 revised) for each year from 1977 to 1984.

Overall, about 12 per thousand (about one in 90) of all employees in employment were recorded as being made redundant in 1984 compared with 25 per thousand in the peak year of 1981 and 16 per thousand in 1983. The redundancy rate in manufacturing, was about 28 per thousand in 1984 compared with 66 per thousand in 1981 and 40 per thousand in 1983, whereas service industries had a redundancy rate of four per thousand in 1984, compared with five per thousand in 1983 and a peak of six per thousand in 1981 and 1982.

The higher proportion of redundancies in manufacturing reflects not only the relative decline in manufacturing employment over the period but also the fact that because manufacturing industry has a higher proportion of its employment in larger firms than service industries, its

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Table 4 Confirmed redundancies by region, 1977-84

Region	South East	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber-side	North West	North	England	Wales	Scotland	Great Britain
THOUSANDS												
1977	24.5	2.9	12.7	6.1	5.7	13.3	31.7	18.8	115.7	11.9	30.8	158.4
1978	25.7	4.4	12.0	10.0	6.3	15.2	37.6	18.6	129.9	18.9	23.8	172.6
1979	26.8	3.0	11.0	19.3	8.4	17.8	40.7	15.0	142.1	11.7	33.0	186.8
1980	70.0	7.6	26.6	69.4	41.0	50.9	92.6	33.3	391.3	45.2	57.2	493.7
1981	105.9	11.5	31.0	59.6	33.7	63.1	91.7	40.1	436.6	36.4	59.0	532.0
1982	80.3	6.5	24.9	40.2	29.4	46.0	67.1	32.4	326.8	24.2	48.9	400.4
1983	58.3	4.2	23.8	40.4	23.3	37.8	51.0	30.3	269.1	16.0	41.4	326.6
1984	42.5	2.4	14.8	25.7	20.6	26.6	37.9	25.7	196.2	11.4	30.2	237.8
RATES PER THOUSAND EMPLOYEES												
1977	3.4	4.2	8.2	2.8	3.7	6.7	12.0	15.0	6.1	12.0	14.9	7.2
1978	3.5	6.5	7.6	4.5	4.1	7.6	14.2	15.0	6.8	18.6	11.5	7.8
1979	3.6	4.3	6.9	8.7	5.4	8.9	15.2	12.0	7.3	11.4	15.7	8.3
1980	9.4	10.8	16.7	31.8	26.6	25.9	35.1	27.4	20.3	45.1	27.6	22.1
1981	14.7	17.0	20.3	29.5	23.1	34.3	37.0	35.6	23.8	38.9	29.8	25.1
1982	11.2	9.6	16.3	20.4	20.4	25.5	28.1	29.8	18.1	27.0	24.9	19.1
1983	8.2	6.1	15.7	21.1	16.5	21.4	21.7	29.0	15.1	17.8	21.5	15.9
1984	5.9	3.4	9.7	13.4	14.6	15.2	16.1	24.8	11.0	12.7	15.6	11.5
PERCENTAGE OF GB TOTAL												
1977	15.5	1.8	8.0	3.9	3.6	8.4	20.0	11.9	73.0	7.5	19.4	100.0
1978	14.9	2.6	6.9	5.8	3.7	8.8	21.8	10.8	75.3	11.0	13.8	100.0
1979	14.4	1.6	5.9	10.3	4.5	9.6	21.8	8.0	76.1	6.2	17.7	100.0
1980	14.2	1.5	5.4	14.1	8.3	10.3	18.8	6.7	79.3	9.2	11.6	100.0
1981	19.9	2.2	5.8	11.2	6.3	11.9	17.2	7.5	82.1	6.9	11.1	100.0
1982	20.1	1.6	6.2	10.1	7.4	11.5	16.8	8.1	81.6	6.2	12.2	100.0
1983	17.9	1.3	7.3	12.4	7.1	11.6	15.6	9.3	82.4	4.9	12.7	100.0
1984	17.9	1.0	6.2	10.8	8.7	11.2	16.0	10.8	82.5	4.8	12.7	100.0

redundancy rates has been the large rise in the redundancy rate in the East and West Midlands—in 1977 these regions recorded some of the lowest rates in Great Britain whereas for most of the period from 1980 to 1984 both regions were above the national average.

Although the absolute number of redundancies recorded in each region fell between 1983 and 1984, the proportion occurring in each region changed little between 1983 and 1984, although there are significant differences

compared with 1977-78. Apart from the deterioration in the Midlands, the most noticeable change has been the improved relative position of Scotland.

References

(1) See "Statistics of redundancies and recent trends", *Employment Gazette*, June 1983 pp 245-59; amended July 1983, page 309.



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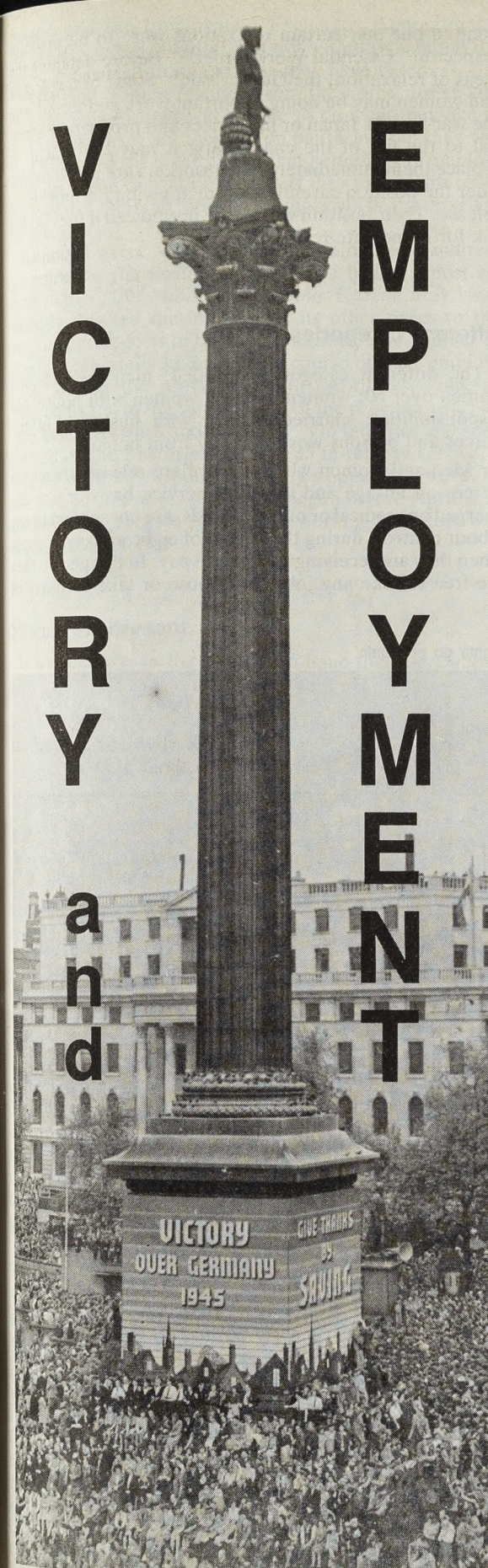


Photo: Imperial War Museum

Forty years ago the war in Europe came to an end. But what was happening in the world of work and how did the Ministry of Labour Gazette (now *Employment Gazette*) react and report the events of the day? Today's editor of *Employment Gazette* looked through the Spring 1945 issues to see how his predecessor recorded not only the immediate impact of VE Day but other developments in the labour market.

Despite the fact that the May 1945 issue marked the end of the war with Germany, there was little or no change to the editorial style or typographical format. There were no photographs of Britain's war time leader or his Cabinet colleagues; no references to cheering crowds. Volume No LIII No 5 (Price Sixpence Net) looked very similar to preceding issues.

But the two front page articles told their own stories. They were headlined—"Revocation of Certain Defence Regulations" and "The Factories (Glass Protection) (Revocation) Order 1945".

Stated the Gazette: "An Order made on 9th May under the Emergency Powers (Defence) Acts revokes wholly or in part, certain Regulations and amends certain other specified Regulations made under those Acts. Among the

Employment Gazette Reports

Regulations revoked by the new Order are the undermentioned Regulations of the Defence (General) Regulations which have been referred to, as indicated below, in earlier issues of this (sic) Gazette:—

"Regulation 1AA which relates to the prohibition of strikes and lock-outs, likely to interfere with essential services.

"Regulation 22A which relates to the power of the Minister of Health (or in Scotland the Secretary of State) or of a Regional Commissioner to secure accommodation required in specified areas for billeting essential workers.

"Regulation 29BA which relates to the power conferred on the Minister of Labour and National Service or any National Service Officer to require persons to take up police and civil defence employment.

"Regulation 47AD which lays down certain provisions relating to agreements for service in ships required for war purposes.

"Regulation 84AA which relates to the power of Regional Commissioners to impose the obligation to do work needed for meeting enemy action on land in the United Kingdom.

Glass protection

The Factories (Glass Protection) Order 1940 was revoked by the Minister of Labour and National Service on May 7. The original Order had come into force in 1940. It required occupiers of factories employing more than 250

people to provide adequate protection against injury caused by broken window or skylight glass.

"The revocation of this order removes an obstacle to progress with the removal of permanent black-out from factory-roofs etc where that is combined with glass protection measures: but it should be remembered that in some cases, wire or other netting was erected under roof glass to afford protection not only during air-raids but also against a possible risk of glass falling from roof windows damaged by blast and if in any case such a risk still exists, the netting should not be removed unless the window is repaired or other precautions are taken to prevent the risk of the glass falling."

... "not only during air-raids". The message, drily worded though it might be, was perfectly clear.

Turning over the page, was a case of: "First the good news—now the bad news". A column and a half of small type discussed the arrangements for the "recruitment for the Forces and Labour Control". The particulars of the changes following the European cease fire were contained in a statement made by the Minister of Labour and National Service in the House of Commons on May 16.

Call-up continues

The war was over, commented the Minister but call-up would continue.

In his statement the Minister said: "Calling-up under the National Service Acts will continue. This is necessary in order to maintain the Armed Forces at sufficient strength and to speed up releases of men from the Forces under the Government's plan for re-allocation of manpower between the Armed Forces and civilian employments. The calling-up age was recently reduced to 30 and it is proposed to keep it at that age for the time being.

"Men may volunteer for service in the Armed Forces at any age at which the Services may wish to accept them but men who are reserved or who have been deferred because they are engaged in work which is important for the prosecution of the war (Japan was still not defeated) or for reconstruction will not be accepted as volunteers without the permission of the Ministry of Labour and National Service, except for aircrew duties in the Fleet Air Arm or Royal Air Force or artificer duties in submarines in the Royal Navy.

"What is said above does not apply to members of the medical, dental and veterinary professions who will continue to be dealt with under special arrangements.

"Women will not be called up for these Services under the National Service Acts. They may volunteer at any age at which the Services may wish to accept them but those engaged on work important for the war effort or for reconstruction may not be accepted without permission of the Ministry of Labour and National Service."

The lights may have gone on in London and the cheering crowds may have surged down the Mall to the gates of Buckingham Palace, but the *Gazette* dealt then, as now, only with fact.

Remains in operation

There was no mistaking the tone of the paragraph which warned that the Essential Work Orders, remained in operation. Directions to go to specific jobs might still be issued, said the *Gazette*. Those already in force would continue until further notice.

But every cloud has the proverbial silver lining and it was

pointed out that certain relaxations were to be made in respect of "Essential Work Orders". Before detailing the areas of relaxation, the *Gazette* said: "Some of these men and women may be doing important work connected with the war against Japan or in services and production essential to the life of the community; it may be difficult to replace them immediately. Such workers are asked to consider the position carefully before applying for immediate release. Their position will not be prejudiced if they do not ask for immediate release."

Different categories

The different categories included: men over 65 and women over 60; women over 40; women with household responsibilities: married women with husbands in the Forces and persons working away from home.

"Men and women who in future are released from the Forces on an age and length of service basis or are discharged on medical or other grounds, are not subject to any labour controls during the period of eight weeks or longer when they are receiving full service pay. In this period they are free to take any job they choose or take a course of

Lights go on again.



Photo: Imperial War Museum

training and the Employment Exchange. Appointments Officer or Central Register will not withdraw them at the end of the period from any jobs they have taken.

"Men and women released from the Forces for reconstruction employment will be free to do what they like in the three weeks when they are on paid leave but they will have to start work at the end of that period in the employment for which they are released. If they have rights to be reinstated in their old jobs, these rights will be preserved in the meantime."

Although there were many other direct and indirect references to the hostilities which had begun almost six years earlier, the *Ministry of Labour Gazette* May issue properly devoted the majority of its other pages to the statistics and reports of the labour market. The number of people accidentally killed "in the course of their employment" during the previous month (April) was 145, as opposed to 154 in the same month of the previous year: 42 were killed in mines and quarries, 78 in factories and sites covered by the Factories Act and 25 in railway service.

There were 198 disputes involving stoppages at work. In addition, 13 stoppages which had begun before April, still continued. Aggregate number of working days lost was estimated at 100,000.

Official excitement

It was perhaps in the April 1945 issue that the *Gazette* came close to allowing—almost—a hint of official excitement to percolate through its pages. The end of the war was in sight and an announcement "concerning the arrangements for a holiday on the cessation of hostilities with Germany has recently been made by HM Government".

The report continued: "The announcement states that in view of the development of the war against Germany, the Government recognises that industry will be looking for a lead regarding the arrangements for a holiday on the cessation of hostilities. The war with Japan will still be on and our Forces in the Far East will continue to be engaged in stern and bitter fighting. All our energies will still be required in the successful prosecution of that struggle. The end of the German war will nevertheless mark a stage in the long and arduous fight in which we have been engaged and there will be general rejoicing that victory has crowned our efforts against Germany.

"So far as Government factories and Government service are concerned, therefore, it has been decided that the day of the announcement of the European 'Cease Fire' irrespective of the hour upon which the announcement is made, together with the day immediately following shall be regarded as days of paid holiday. The Government suggest that it would be appropriate that all schools should also grant holidays for those two days.

Common effort

"The Government consider that in addition, there will probably be a desire throughout industry to give expression to the feeling of common effort that has carried us through the strenuous years of the war by setting aside at a date to be determined according to local circumstances, a day of holiday at individual factories. Workers in Government factories and establishments, will therefore, be given an additional day of paid holiday at some later date, to be determined according to the local circumstances of each factory and establishment.

"It is necessary, the Government point out, that workers in essential services or engaged on essential maintenance work, must, in the national interest, be prepared to carry on as required. Special compensatory arrangements will of course be necessary in their case. This applies particularly to those engaged in the supply of gas and electricity, in the maintenance of valuable and important plant, in essential farming operations, in food distribution and in the operation of vital transport."

By June 1945, holidays and celebrations were presumably a happy but fading memory. The *Gazette* reported on its front page as to the Control of Engagement Order, 1945. It said: "The object of the Order is to ensure that the men and women now to be released from their present war jobs and particularly younger men and women, should go to work in which their services are required in the national interest, for example work on munitions production for the Japanese war or on vital reconstruction work and the manufacture of the civilian goods urgently needed."

But while the war in the Far East continued, there were signs in those *Gazette* pages that life was beginning to return to normal. The Family Allowance Act received the Royal Assent on June 15, on June 6 the late Ernest Bevin inaugurated the Resettlement Advice Service. Details of the Government scheme of agricultural training for men and women released from the Armed Forces and other forms of full time war service, were announced by the Ministry of Agriculture and Fisheries.

There was a shortage of fully trained nurses and midwives not only in the United Kingdom but in India and the Far East. The 1,000 State Registered Nurses required overseas were to be granted commissions in Queen Alexandra's Imperial Military Nursing Service Reserve.

Food was still scarce and the *Gazette* briefly and factually reported that there had been recent changes in food and soap rations. The weekly ration of bacon was reduced from four to three ounces and cooking fats from two to one ounce. Approximately one-seventh of the weekly meat ration was to be supplied from June 10 in the form of "canned corned meat". An extra eight ounces of sugar were to be made available for consumers in each of the weeks beginning June 10 and 17 but there was to be a reduction in the soap ration by one-eighth.

And a White Paper reviewed schemes for the post-war organisation of private domestic employment. ■



Photo: Imperial War Museum

QUESTIONS IN PARLIAMENT

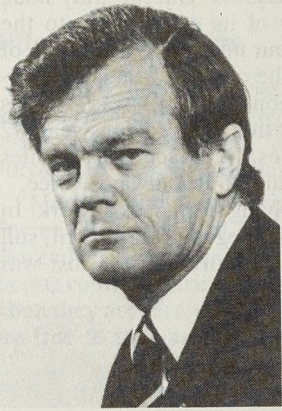
A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between April 15 and April 25 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.



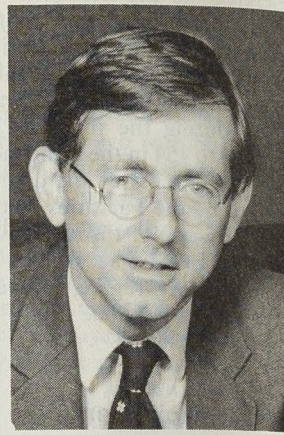
Tom King



Peter Morrison



Alan Clark



Peter Bottomley

Unfair dismissal

Mr Gordon Brown (*Dunfermline East*) asked how many applications to the industrial tribunals for unfair dismissal had been between one and two years' continuous service in 1982, 1983 and 1984.

Mr Bottomley: Total figures are not available. On the basis of a sample analysis of complaints of unfair dismissal for the calendar years 1982 and 1983 it is estimated that the following number of complaints were from applicants who had between one and two years' continuous service:

Year	No of complaints
1982	7,870
1983	5,840

These figures should be treated with caution because of the margin of error inherent in any sample. Figures are not yet available for 1984.

(April 18)

Mr Neil Hamilton (*Tatton*) asked the Secretary of State for Employment, if he would estimate the expected reduction in the number of unfair dismissal cases which would be referred to the Advisory, Conciliation and Arbitration Service or came before industrial tribunals as a result of the extension of the qualification period for unfair dismissal claims against all employers to two years.

Mr Bottomley: In the year to December 31, 1983, the latest period for which comprehensive statistics are currently available, 30,076 complaints of unfair dismissal to industrial tribunals were referred to the Advisory, Conciliation and Arbitration

Department of Employment Ministers

Secretary of State: **Tom King**

Minister of State: **Peter Morrison**

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

Service. 10,381 proceeded to an industrial tribunal hearing. About one in four of the unfair dismissal applications received by the tribunals and referred to the Service, and one in five of those requiring a tribunal hearing, were from employees with less than two years qualifying service. There can of course be no certainty that this pattern would hold for any future period. It is intended that the extended qualifying period will apply only to employees starting work with a new employer on or after the date that the Order implementing the change comes into force. The full effect of any reduction in caseloads will not therefore be

felt until some two years after the coming into force of the Order.

(April 15)

Enterprise agencies

Mr Christopher Murphy (*Welwyn Hatfield*) asked the Secretary of State for Employment, what assistance he made available for the formation of enterprise agencies; and if he would make a statement.

Mr Clark: My Department does not normally make assistance available directly to enterprise agencies. However a few agencies have received some support as part of projects under the Community Programme.

(April 15)

Managing agents

Mr Barry Sheerman (*Huddersfield*) asked the Secretary of State for Employment, if he would instruct the Manpower Services Commission to require that all companies in receipt of funds from them had complied with company law in respect of accounting and financial records.

Mr Morrison: In setting up schemes the Manpower Services Commission make thorough checks on the financial position of managing agents, including reference to Companies House records. The Registrar of Companies is ultimately responsible, of course, for ensuring compliance with the requirements of the Companies Act.

(April 25)

QUESTIONS IN PARLIAMENT

Employment topics

Youth Training Scheme

This article reports on progress towards planned entrants to YTS in 1984/85. It also shows the number of young people in training at the end of March 1985. YTS planned entrants were based on assumptions about:

- the number of 16 and 17-year-olds likely to enter the labour market in 1984/85;
- the proportion likely to find employment and the proportion who would be without work;
- the number of young people in employers' normal intake of school leavers who would be brought within YTS.

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

Between the beginning of April 1984 and the end of March 1985, there were 389,360 entrants to YTS of whom 284,472 had entered Mode A schemes.

The Mode A entrants figure represents 73 per cent of the total number of entrants to training.

There were 271,059 young people in training at the end of March a decrease of 12,304 since the end of February. Of those in training, 206,461 (76 per cent) were on Mode A schemes.

Region	Planned entrants April 1984-March 1985	Entrants to training April 1984-March 1985	In training at March 31, 1985
Scotland	42,440	43,620	32,471
Northern	27,133	26,927	18,035
North West	59,208	60,481	39,642
Yorks & Humberside	40,268	41,766	28,456
Midlands	82,774	81,333	54,401
Wales	23,453	23,469	16,947
South West	31,192	28,356	20,834
South East	68,700	59,670	43,262
London	29,392	23,738	17,011
Great Britain	404,560	389,360	271,059

Consultative document

Proposals to extend local authorities' enforcement responsibilities for the Health and Safety at Work Act have been published by the Health & Safety Commission in a consultative document.

Under existing regulations, local authority environmental health departments already inspect a range of premises mainly covering office work, retail and wholesale distribution, catering, consumer services and the provision of residential accommodation.

Proposed extension

The proposed extension would with some exceptions, allocate to local authority inspectors leisure, sports, entertainment, cultural pursuits, cosmetic services and some therapeutic treatments, motor car and motor cycle repairs, undertakers and churches as well as animal care and exhibition. Many of these

activities are currently inspected by the Health & Safety Executive.

Already inspected

Some of these premises are already inspected by environmental health officers under other legislation and the Health & Safety Commission argues that the transfer would reduce unnecessary duplication of inspection.

Comments on the proposals should be sent to: Mr M Lacey, Health & Safety Executive, RPD Branch A, Baynards House, Chestow Place, London W2 4TF by August 31, 1985.

Copies of the consultative document, *Draft Proposals for Revising the Health and Safety (Enforcing Authority) Regulations 1977* are available from HMSO or booksellers, price £4.20; ISBN 0 11883481 9.

Studies of wages and employment in two wages council industries

The Department of Employment has published two studies of the relationship between minimum wage rates, earnings and employment in the retailing and clothing manufacturing industries. The studies contribute to the body of academic work and other evidence and opinion which the Department is considering before decisions are made on the future of wages councils, on which a Consultative Paper was published on March 21.

The study of retailing was carried out by economists at the Department of Applied Economics at Cambridge University. It examines the effects of changes in minimum rates set by the two wages councils in retailing—the Retail Food and Allied Trades Wages Council and the Retail (Non-Food) Trades Wages Council—on earnings and employment opportunities in four sectors of retailing, two of which are covered by each council. Grocery and confectionery, tobacconists and newsagents are within scope of the Retail Food and Allied Trades Wages Council; hardware and menswear are embraced by the Retail (Non-Food) Wages Council.

A small scale survey of 71 independent businesses in two medium sized provincial towns was undertaken. This was supplemented by discussion with a number of national multiple employers, employers' associations and trades unions. National trends in retailing over the last 20 years were also analysed.

Broadly, the report suggests that a number of factors, particularly the state of trade, are important in determining the size of an employer's workforce. As trade was stagnant, or at best slow-growing, in retailing in the 1970s, employers had sought to contain labour costs wherever possible, leading to a growth in the number of part-time employees, a reduction in the number of hours

worked and a greater proportion of employees being paid close to minimum rates. The study also noted an increase in family employment and a decline in the employment of young people.

The authors acknowledge that some of their findings support the view that rising wage costs have an adverse effect on employment opportunities. They argue, however, that "it would be wrong to presume that the two retail wages councils have had an important independent employment effect" and suggest that any direct benefits for employment deriving from the abolition of wages councils may be offset by other factors.

The study of the clothing industry was carried out by the Department's Employment Market Research Unit and uses econometric rather than survey techniques. Data spanning the period 1950-81 were examined in order to estimate the effect of different factors influencing the level of pay and employment in the clothing manufacturing industry. The research indicates that real labour costs were an important factor influencing employment in the industry and shows that increases in real minimum wage rates from the 1950s to the late 1970s contributed to the rise in these costs and to the decline in employment. Other important factors reducing employment were increases in non-wage labour costs and substitution of plant and machinery for labour.

Pay & Employment in Four Retail Trades, C. Craig & F. Wilkinson, Department of Applied Economics, University of Cambridge, DE Research Paper No. 51. *Wage Floors in the Clothing Industry 1950-81*, P. Morgan, D. Paterson, & R. Barrie, DE Research Paper No. 52. Copies of the reports are available from the Department of Employment at Caxton House, Tothill Street, London SW1H 9NF. Tel. 01-213 4662.

Special exemption orders

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

maximum of one year, although exemption may be continued by further orders granted in response to renewed applications.

During the quarter ended March 31, 1985 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 69,396 women and 4,708 young persons. At the end of the period 185,834 women and 17,800 young persons were covered by 4,064 orders.

Disabled jobseekers

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

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

Returns of disabled jobseekers Jobcentres (April 1985)*

Registered for employment at March 29, 1985	79,194
Employment registrations taken from March 8, 1985 to March 29, 1985	4,639
Placed into employment by jobcentre advisory Service March 8, 1985 to March 29, 1985	1,038

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

Placed into employment by Jobcentres and local authority advisory services from December 12, 1984 to March 8, 1985

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

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

Unfair dismissal

The change to two years in the qualifying period for unfair dismissal comes into effect on June 1. The new qualifying period, which was announced in the Budget Statement, will apply only to employees starting work with a new employer on or after June 1, 1985. The rights of those starting with an employer before June 1 are not affected.

Under employment protection legislation, all employees have to work for an employer for a minimum period before they qualify for the right to complain to an industrial tribunal that they have been unfairly dismissed. The change will standardise the period at two years for all employees.

It will not affect complaints of dismissal on the grounds of race or sex discrimination, or because of membership or non-membership of a trade union for which no qualifying period of service is required.

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

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

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

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Un-registered disabled	Registered disabled	Un-registered disabled
1984 Mar	42.4	67.2	5.7	3.0
of whom unemployed	37.4	55.8	5.1	2.5
June	38.0	61.3	5.4	3.3
of whom unemployed	33.5	51.2	4.9	2.8
Sep	34.6	59.6	5.1	2.9
of whom unemployed	30.6	49.4	4.6	2.4
Dec	32.8	55.1	4.9	2.8
of whom unemployed	28.8	44.9	4.4	2.3
1985 Mar	31.3	53.6	4.8	2.6
of whom unemployed	27.6	43.8	4.3	2.2

Training study

A major study to examine ways of encouraging British employers to invest more in vocational education and training has been commissioned by the Manpower Services Commission, in association with the National Economic Development Office.

Management consultants Coopers & Lybrand Associates will undertake the study and will report, with recommendations, to the MSC and NEDO, who plan to publish the report later this year.

The study will examine:

- the motivation of companies to invest in training;
- whether it is possible to identify or develop some kind of yardstick by which a company might measure its investment and/or performance in vocational education and training; and
- the impact of recent financial legislation and the scope for measures to encourage increased investment by employers in education and training.

The MSC and NEDO believe that if this country does not push forward

vigorously in the key area of vocational education and training, the New Training Initiative's aims will not be secured by the end of the decade, and, more importantly, our international competitiveness will be further eroded with the most serious consequences for prosperity and jobs.

Coopers & Lybrand will carry out the work in three related parts:

- interviews with senior management in a range of companies to discuss their present policies and attitudes to training—both in-house and that provided elsewhere;
- examination of employers' attitudes to existing arrangements for training provision including:
 - Colleges of Further Education
 - Skillcentres
 - Industrial Training Boards
 - Group Training Schemes;
- a review of the current fiscal position to identify how it affects companies' expenditure on training. The aim is to identify fiscal and other incentives to encourage greater private investment.

Changes in average earnings

The following table shows recent changes in the underlying index of average earnings. This series incorporates adjustments for certain temporary influences like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors. The series remains, however, a measure of changes in average weekly earnings and the underlying series still reflects changes in hours worked and in bonuses and similar payments which are linked to the level of economic activity.

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

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

Recent temporary factors

In the first quarter of 1985, average earnings continued to be depressed by industrial action in the coal industry but this effect became much smaller in March when the strike ended (although the overtime ban continued). The delayed 1984 local authority non-manuals settle-

ment was paid (together with back-pay) during this quarter, so that the main settlement outstanding at the end of the quarter was for coal-mining manuals. These changes reduced the size of the timing adjustment.

Overtime working in the first quarter was broadly similar to the level in the fourth quarter of last year (for operatives in manufacturing industries, see table 1.11 of Labour Market Data) but was above the level in the first quarter of last year. Higher overtime is esti-

ated to have increased average weekly earnings by between ¼ and ½ per cent in the year to the first quarter of 1985.

The monthly rate of increase in the underlying index between the fourth quarter of last year and the first quarter of 1985 was between ½ and ¾ per cent, a little below the increase between the third and fourth quarters of last year, the reduction being partly due to the unchanged level of overtime in the latest period compared with a rise in overtime in the earlier period.

Mining accidents

There were 30 fatal accidents in British coal mines during 1983, the lowest figure since records began, and 824 major injuries.

According to a report by the Health and Safety Executive *Mines Health and Safety 1983*, the accident rate in mining has improved over

the last 15 years, but there has been an increase in recent years. The pattern of accidents in coal mines has remained unchanged.

Mines Health and Safety 1983 ISBN 0 11 883791 5 price £4.50 available from HMSO or booksellers.

ITB chairmen

Mr Leslie Kemp, who has been chairman of the Construction Industry Training Board since 1976, has decided to retire from the post at the end of his current term on July 20. Mr Derek Gaultier has been appointed to succeed him for a three-year term. Mr Gaultier is presently director general of the Federation of Civil Engineering Contractors.

Mr John Travers Clarke is to become chairman of the Hotel and Catering Industry Training Board when Mr Hugh Hunter Jones retires at the end of August. Mr Travers Clarke was formerly chief executive and main board director of Grand Metropolitan Hotels and Catering.

Employment Secretary Tom King with the out-going chairman of the Construction Industry Training Board, Leslie Kemp (left) and the newly appointed chairman Derek Goulter who takes over in July. Mr King was visiting the CITB's training centre at Bircham Newton, Norfolk.



Whole economy average earnings index: "underlying" series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying (per cent) increase	
		Arrears	Timing* etc		Average in latest 3 months	Over latest 12 months
1982 Jan	132.8	-0.2	—	132.6	¾-1	11
Feb	134.3	-0.9	+0.1	133.5	¾-1	10¾
Mar	134.7	-0.5	+0.3	134.5	¾	10¾
Apr	135.4	-0.2	+0.4	135.6	¾	10½
May	136.7	-0.8	+1.0	136.9	¾	10¼
June	137.0	-0.8	+0.2	136.4	½	9½
July	139.5	-1.6	—	137.9	½	9¼
Aug	138.6	-0.6	+0.7	138.7	½	8¾
Sep	138.9	-0.6	+1.3	139.6	½-¾	8¾
Oct	139.8	-0.3	+1.0	140.5	½-¾	8¾
Nov	141.7	-1.0	+0.5	141.2	½	8½
Dec	142.0	-0.6	+0.7	142.1	½	8
1983 Jan	144.5	-1.5	+0.3	143.3	½-¾	8
Feb	147.2	-2.9	—	144.3	¾	8
Mar	146.3	-1.0	-0.4	144.9	¾	7¾
Apr	147.0	-0.6	-0.5	145.9	½-¾	7½
May	148.6	-0.7	-0.6	147.3	½-¾	7½
June	148.2	-0.8	-0.9	146.5	½	7½
July	150.3	-0.6	-1.3	148.4	½	7½
Aug	150.2	-0.4	-0.5	149.3	½	7¾
Sep	150.7	-0.3	+0.1	150.5	¾-1	7¾
Oct	152.0	-0.2	-0.3	151.5	¾	7¾
Nov	152.1	-0.2	+0.4	152.3	½-¾	7¾
Dec	153.4	-0.2	+0.4	153.6	¾	8
1984 Jan	154.7	-0.1	-0.1	154.5	¾	7¾
Feb	155.6	-0.4	+0.4	155.6	¾	7¾
Mar	154.4	-0.5	+2.3	156.2	½-¾	7¾
Apr	155.8	-0.2	+1.7	157.3	½-¾	7¾
May	156.0	-0.4	+3.2	158.8	½-¾	7¾
June	156.0	-0.3	+2.2	157.9	½	7¾
July	158.2	-1.0	+2.5	159.7	½	7½
Aug	159.0	-1.4	+3.0	160.6	¼-½	7½
Sep	160.2	-1.6	+3.0	161.6	¾	7½
Oct	164.5	-3.8	+2.0	162.7	½-¾	7½
Nov	162.0	-0.6	+2.3	163.7	½-¾	7½
Dec	163.5	-0.3	+2.0	165.2	¾	7½
1985 Jan	165.5	-0.7	+1.1	165.9	½-¾	7½
Feb	166.5	-1.1	+1.9	167.3	¾	7½
(Mar)	168.4	-0.7	+0.2	167.9	½	7½

Provisional. * Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

CASE STUDY

A philosophy for change

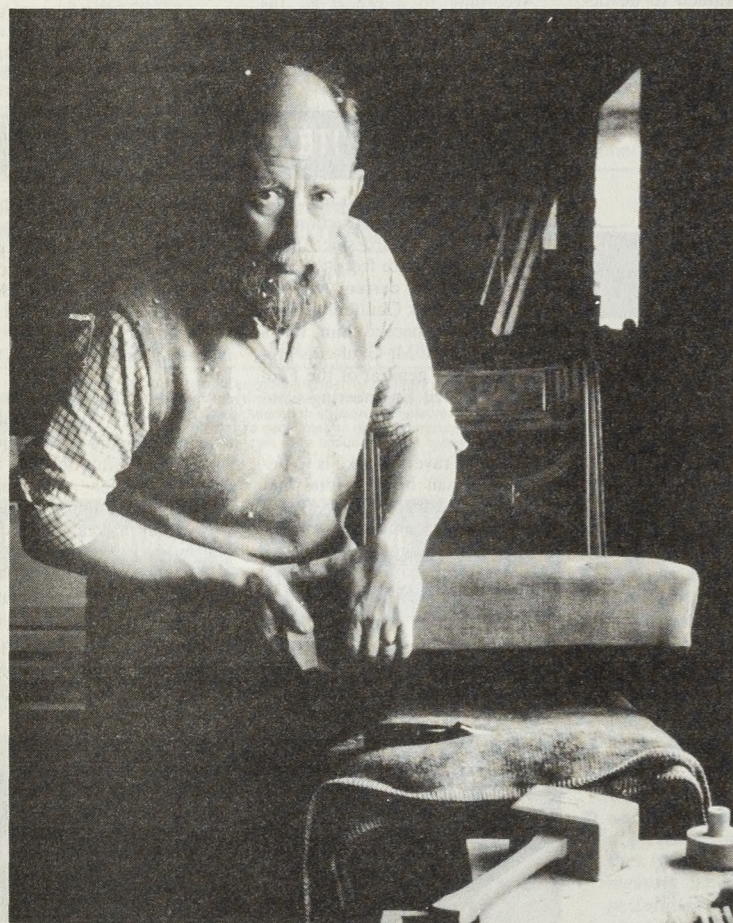
by John Pugh

□ The process of preparing staff for change has had to become more fully recognised as an integral and skilled part of personnel management. The consequences of recession have highlighted this need most dramatically. On far too many occasions industry has been represented as presenting an insensitive and unacceptable image in the managing of people affected by job losses.

Nearly ten years ago Imperial Chemical Industries PLC began to prepare itself for the enormous changes that were about to happen in every level of the company.

Efficiency drive

The drive for greater efficiency led to industry finding new, more productive ways of working, often with the aid of new technology.



When **Malcolm Cobb**, a specialising scientist in dyestuffs at Harrogate, took voluntary severance, he and his wife bought a small house. He decided to develop his interest in woodwork and steam railways. He installed his recently acquired lathe and wood working equipment in the workshop. Already he has built up a list of customers who have commissioned a range of items from harpsichord legs to carved stair soldiers. While Malcolm concentrates on wood work, his wife runs the successful bed-and-breakfast side of their operation.

Costs, including those for manpower, had to be reduced dramatically.

ICI was no exception. The fifth largest chemical company in the world, it has always had to compete internationally against the very best US and European majors.

The company took £100 million a year out of its cost base, and this included reducing its UK workforce from 89,400 in 1979 to 58,600 in 1984. But with its tradition of a caring attitude for employees, ICI has kept the number of enforced redundancies to an absolute minimum. Reductions have been through early retirements, voluntary severance and natural wastage.

Severance payment

In the past three years, some 16,000 people have received severance payment from ICI. Approximately a third actually retired and of these, many took up all kinds of voluntary work. The rest were redeployed, some into British industry. Some began their own businesses, while others decided on a complete change of direction by launching themselves into a different career. A few went overseas.

The task of helping ICI employees find new career opportunities fell to the staff of the company's redeployment offices which were set up throughout the major operating units in ICI. Their role was straightforward—to help ICI personnel find other employment within a reasonable timescale.

The company rapidly expanded its resettlement counselling service.

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→ CASE STUDY

Staff were specially trained for this purpose. A comprehensive job search facility, with an allied but independent financial advisory service, was built up.

Plans of action

Its aim was to help staff examine the new situation to analyse their own strengths and weaknesses and aspirations and to take into account any domestic factors. From this analysis plans of action were constructed to determine their new careers. This took account of the job market; any need for retraining; academic courses to augment qualification; possibilities of starting their own business; consultancy activities; secondments usually to charities or trade institutions; or advice and information on living in retirement.

Experience had shown that such a group operated more effectively when it was clearly independent of line and personnel management. Confidentiality was guaranteed to everyone and was seen as essential to those staff in the process of making up their own minds.

Staff affected

Staff were affected by these changes: by work continuing at present locations, but with fewer people; by some work being eliminated; and some work being relocated to other existing sites; early retirement where this was possible; resettlement into other jobs outside the company; taking up second careers or setting themselves up in business.

Staff were given time to consider carefully their own positions. Available to them was a counselling service and access to experts in finance and other specialised fields.

All nine of ICI's operating units in the UK have been affected by restructuring and reorganisations, some more than others. Fibres Division has been dramatically reshaped and embarked on a major

resettlement programme from about 1972 onwards. Fibres' productivity has more than doubled since 1975. Numbers have been reduced by about 60 per cent.

The expertise acquired by the Fibres resettlement team gained them a considerable reputation. Representatives from a wide range of well-known British companies have sought advice and guidance on the redeployment strategy. These visits culminated in the Division running courses with the majority of participants coming from outside ICI.

While divisions have had resettlement teams in place for many years, the ICI head office redeployment and development group at Millbank was set up relatively late, in April 1983. This was the year in which the organisational role of head office was redefined. The company slimmed down its head office operations by relocating as many staff as possible alongside the operating units; those who remained at Millbank were board support staff.

Head office

Currently, around 450 staff work at head office, and the number will go down to about 300. The head office resettlement team is headed by Mr Brook Marshall.

"Having the advantage of 'mature' resettlement centres at divisions the job of setting up the centre was eased considerably through a readily available pool of information and ideas," he said.

In keeping with the company's objectives ICI aims to provide a comprehensive job/executive search programme suitable for all levels of staff. For the unsure and hesitant an information room has been set up where individuals can browse through various publications and journals. Notice boards carry details of job opportunities from a variety of sources, internal, external, and divisional bulletins.

Caring approach

"Change is not always welcome," says Mr Marshall. "So the members of the unit endeavour to assist individuals in a friendly and caring approach."

The small team consists of Mr



Jean Elgar, a former experimental officer at ICI Fibres remembers the feelings of despondency she went through when she realised she had to leave the company. She has always been interested in social work and with ICI's agreement Jean worked for many months with the Probation Service. The experience gained enabled her to attend a full-time social services course and today Jean is a fully qualified social worker.

Marshall, Mr Gordon Libretto—a consultant, and their secretary. Between them they provide a counselling service to enable the best use of opportunities and options for a more satisfying lifestyle.

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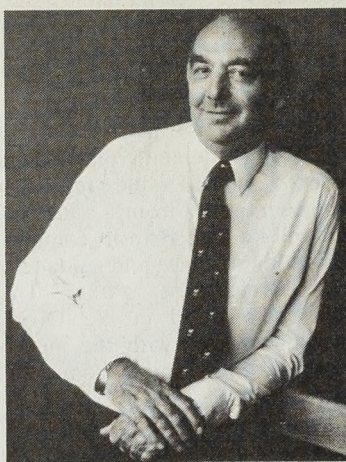
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"Change often produces stress, uncertainty and disappointment. This is an area where we can give help and guidance so that morale is not seriously impaired. Support is the key to success," said Mr Marshall.

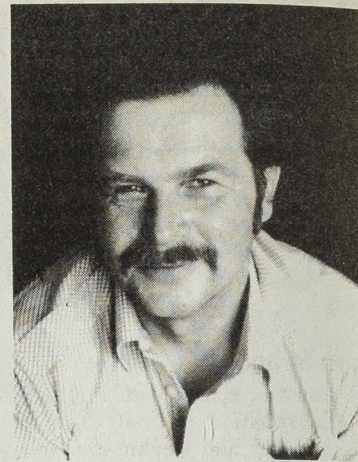
"However, counselling is only one part of our role. Training in job hunting techniques gives valuable guidelines on compiling CVs, job applications, interview training and practice using closed circuit television.

"Job search is essentially knowing where and how to go about it, by using the national newspapers, trade and professional journals, agencies and the many executive 'head hunter' organisations that exist," he said.

A valuable role in the executive



A former senior manager in capital planning at ICI Fibres **Gil Elliott** now runs the Vale of York Small Business Association. As a director of the Association he appreciates fully the value of ICI's overall approach, particularly now when he is on the receiving end of some ugly stories of badly-handled redundancies. **Mike Robson** a mechanical fitter from Harrogate became pretty depressed watching all the machinery being sold off. He says, "The redeployment staff helped me back on my feet". Today Mike works at the nearby American base looking after their numerous vending machines and the busy drinks bar.



ICI's philosophy

ICI had developed a philosophy giving a commitment of security to employees. While this did not guarantee jobs within ICI for life, it did commit the company to supportive measures for these staff whose work was eliminated in the process of organisational and business changes and would be supported.

The first stage of this philosophy was to ensure that everybody knew and understood that everybody knew and understood what was going on and why. Thus communication of the need for change through the line management to staff, to their representatives, to unions, to full-time officials, was given a high priority. This process itself enabled staff to influence decisions either formally through negotiations or consultative procedures, or through informal contact with management.

Staff were able to realise the likely implications to themselves and their colleagues. They were given opportunities to indicate their own wishes about the future even before detailed changes were finalised. All staff had access to severance terms and pension information. As individual areas of change became clear and were announced, timetables for achievement were publicly clarified so that staff knew how the change was going to affect them individually. From this approach the surpluses of staff across the Divisions became more identifiable.

search is carried out by Mr Libretto, whose primary function is to maintain contact with "head hunters" and job agencies. All assignments are circulated to divisional resettlement advisers ensuring as wide a selection opportunity as possible.

Research facilities are available through the very comprehensive library and companies information service within head office.

Services

A range of services are on offer utilising specialists from various fields. Clients can be put in touch with financial advisers for advice on investment portfolios.

Through contacts with the trade enterprise agencies, Manpower Services Commission, British Franchise Association and private organisations, information on setting up in business or as a consultant can be obtained. So too can information about tax requirements, the process of company registrations—as well as "pitfalls" for the unwary.

Retraining in new skills—for example information technology—is also available.

Says Mr Marshall, "We in ICI are fortunate that notwithstanding the need for change, we have never changed our basic concern for the

feelings of people and the considerable effort behind the company's policy towards coping with that change."

Added Mr Marshall: "More recently we have been able to provide an input to the already very successful pre-retirement courses run by the company. The transition from working life to leisure life requires as much effort in planning as deciding on a new career. Retirement is a new career. Many of the uncertainties of a new job equally apply to retirement and many counselling parallels are relevant. ■

DE Research papers

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

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

Employers' use of outwork: A study using the 1980 Workplace Industrial Relations Survey and the 1981 National Survey of Homeworking

Dr C Hakim, Department of Employment

An analysis of data from two surveys on employers' use of outworkers and home-based workers, setting the results in the context of other studies and the Department's research programme on homeworking

Worker directors in private industry in Britain

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

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

Young women in atypical jobs

Dr G Breakwell, Nuffield College, Oxford

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

Codetermination, Communication and Control in the Workplace: A study of participation in four Midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had

been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

Graduate Shortages in Science and Engineering

This paper reports the results of a survey of employers with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

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

Dr S Dex, University of Keele

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

Pay in small firms: women and informal payment systems

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

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