

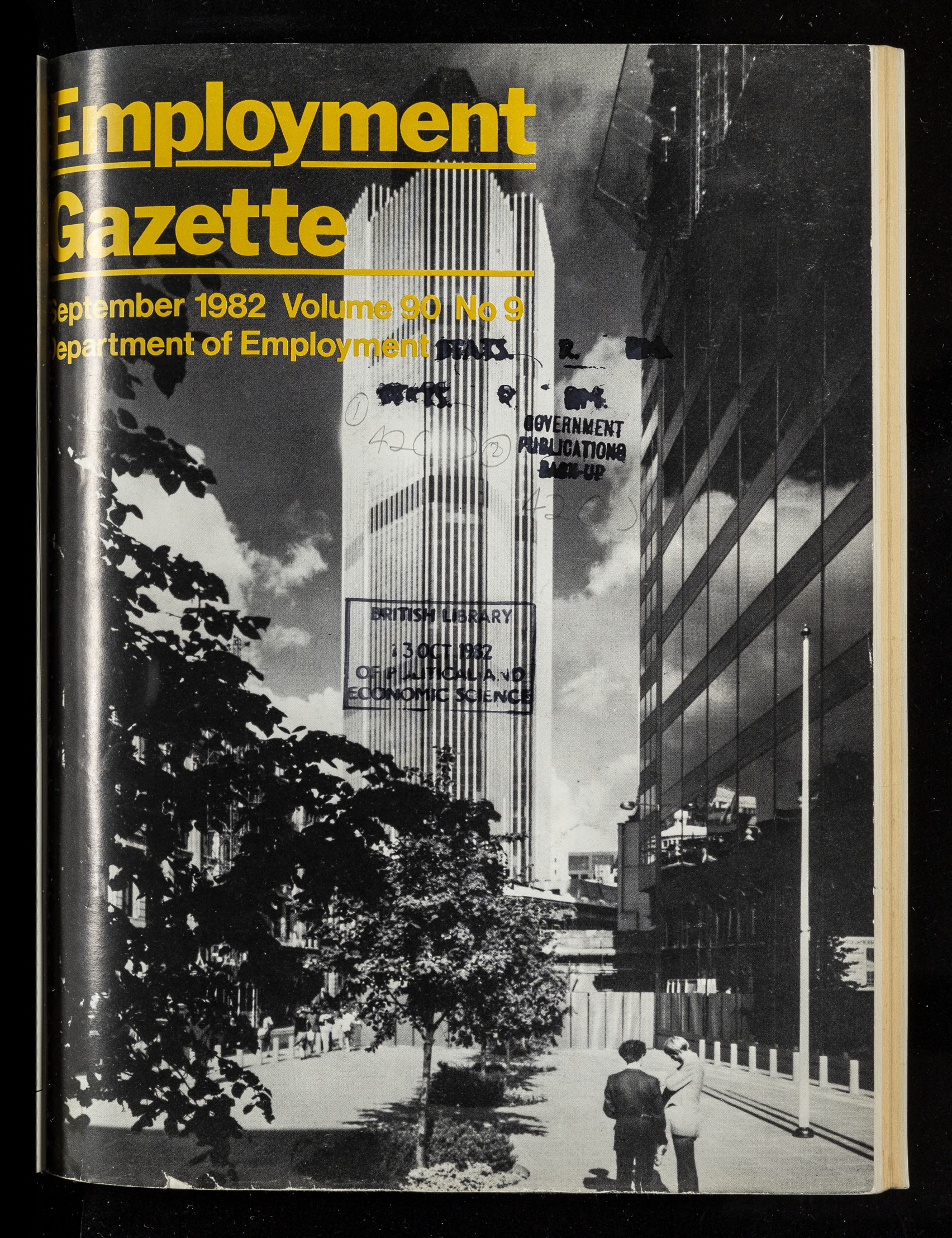
# Employment Gazette

September 1982 Volume 90 No 9  
Department of Employment

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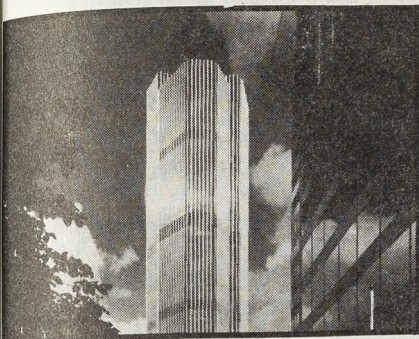
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**Cover picture**

After the glare of publicity that accompanied the opening of Europe's second highest occupied building—the Nat West Tower—has been forgotten, we spare a thought for the people who work in it. What are the advantages and disadvantages of super high rise jobs? Surprisingly vertigo is not mentioned, while elevator problems seem to echo the complaints of some lower level mortals. (See Case Study page 406).

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Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 3202).

For inquiries about latest figures etc., please ring 01-213 5551.

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Annual subscriptions inclusive of postage £31.30  
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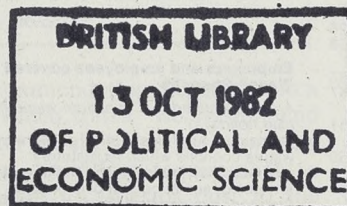
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Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1979 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 30-32 Mortimer Street, London W1N 7RA.

## Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.  
Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

### Employment legislation

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

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

The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:

*Trade Union and Labour Relations Acts 1974 and 1976*,  
*Employment Protection Act 1975*, and the  
*Employment Protection (Consolidation) Act 1978*.

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

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

### Other related publications

*Code of practice—picketing*  
*Code of practice—closed shop agreements and arrangements*  
*Time off with pay for safety representatives*

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

PL634(rev)

### Redundancy payments

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

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

RPL6

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

RPL1

### Industrial tribunals

*Industrial tribunals procedure*  
For parties concerned in industrial tribunal proceedings  
*Determination of question by industrial tribunals*

ITL1

For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974

ITL19

### Overseas workers

*Employment of overseas workers in the United Kingdom from January 1, 1980*  
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltar  
*Employment in the United Kingdom*  
A guide for workers from non EEC countries  
*Employment of overseas workers in the United Kingdom from January 1, 1980*  
Training and work experience schemes

OW5(1981)

OW17(1980)

OW21(1981)

### Employers and employees covered by Wages Councils

*Areas entitled to a minimum wage and paid holidays?*  
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations  
*Statutory minimum wages and holidays with pay*  
The Wages Council Act briefly explained

EDL504

WCL1(rev)

### Other wages legislation

*The Fair Wages Resolution*  
Information for government contractors  
*The Truck Acts*  
Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages  
*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)

PL538

PL673

### Special employment measures

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

PL692

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

PL685

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

PL678(rev)

### Young people

*The work of the Careers Service*  
A general guide

PL669

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

PL675

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

PL659

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

PL536

### Quality of working life

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

PL661

*Work Research Unit—1981 Report of the Tripartite Steering Group on Job Satisfaction*

PL676

### Employment agencies

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

PL594(2nd rev)

### Equal pay

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

PL573(rev)

### Race relations

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

PL679

### Miscellaneous

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

PL694

# EMPLOYMENT BRIEF

## Asbestos worries lead to new health controls

### Blue asbestos effectively banned

Much tighter controls for the legal limits of asbestos are to be introduced by the Health and Safety Commission from January 1 next year. In addition it plans to make a detailed review of all the medical evidence about the effects of exposure to asbestos, in an effort to identify what further measures can be taken.

The Commission has decided that the limit for white asbestos (chrysotile) should be halved to 1 f/ml. The limit for brown asbestos (amosite) will be quartered to 0.5 f/ml and the strict control limit for blue asbestos (crocidolite) will be maintained at its current level of 0.2 f/ml which effectively rules out its use.

Although a great many workplaces are keeping exposure below 1 f/ml (chrysotile) a significant number are not yet doing so. If they cannot introduce practical engineering controls to meet the new limit by January 1 next year the work force will be required to wear suitable protective equipment.

### Not absolutely safe

But the Commission emphasises that these control limits are "not absolutely safe levels". Claims have been made that there is new medical evidence about the effects of exposure to asbestos and the Commission has therefore decided that a detailed review of all the medical evidence to date should be undertaken by an internationally recognised authority in this field.

In addition it has asked HSE's Deputy Director General to bring together a group of medical experts to consider whether there have been any substantial changes to medical knowledge since the Advisory Committee on Asbestos (ACA) prepared its report.

The Commission is also to set up a working group including both sides of industry, chaired by a senior HSE official with the object of identifying and recommending any further measures for the control of exposure to asbestos dust that were not considered practicable at the time of the ACA report. This would include a review of present engineering controls and systems of work. A review will also be commissioned to assess the adequacy and the problems of wearing suitable respiratory protective equipment and protective clothing.

The Commission will consider the reports of the Working Groups not later than August 1983 when it will take into



Commenting on the announcement of the agreement to a package of measures on asbestos, Mr Bill Simpson, the Commission's chairman, said:

"These decisions are a comprehensive response to public and industrial concern about the dangers from asbestos."

"The new limits will operate from January 1, 1983 and I give an assurance that there will be no delay in the medical, engineering and protective equipment inquiries which have been set in motion by the Commission."

"The Commission is unanimous in its desire to reduce future exposure levels to the minimum possible and I am confident that the actions which we have initiated will provide acceptable answers to the practical difficulties which have to be overcome in order to make this possible".

- Prohibiting the use of asbestos in insulation.
- Prohibiting the import, use and marketing of crocidolite and products containing it.

An Approved Code of Practice and Guidance Note on *Work with asbestos insulation and asbestos coating* was published and came into effect in October 1981.

Since 1980, says the Commission: "Efforts have been made to achieve common standards in the European Community on the marketing and use of asbestos products and the protection of the workers in the asbestos industry. Progress has not been as fast as would have been wished. Nevertheless, the possibility of some agreement is in sight."

The Commission says it is equally concerned about the public exposure to the hazards of asbestos. However, most measurements of asbestos levels outside the workplace are already considerably below the new control limits. And the Advisory Committee has said of the public health risk, "we conclude that the presence of chrysotile containing small quantities of amphiboles is unlikely to have produced any material increase in the risk of lung cancer in the general population or any appreciable number of cases of mesothelioma. The same is certainly true of asbestosis".

- The policy of the Health and Safety Commission is to continue to press for the reduction of exposure to asbestos to be as low as is reasonably practicable, and where necessary, this is backed by appropriate enforcement action. In the period 1977-80 the Factory Inspectorate took 178 prosecutions for offences involving asbestos. In addition, they issued some 135 prohibition notices and 62 improvement notices.

Action is already in hand to deal with a number of hazards on asbestos, involving:

- Licensing asbestos insulation contractors (considered by the ACA to be a group at greatest risk).
- Prohibiting the spraying of asbestos.

## Postal benefit claims introduced before New Year

Unemployed people who wish to claim supplementary benefit will no longer have to go to their local DHSS office from December 6. A new postal claim form will be available from Unemployment Benefit Offices (UBO) and it will not be necessary for unemployed claimants to have an interview unless they need help in completing the form.

Announcing the new procedure last month Mr Tony Newton, Parliamentary Secretary for Social Security, said:

"Our decision follows encouraging results from a pilot exercise earlier this year, with valuable help from the Open University Institute of Educational Technology and the Research Institute of Consumer Affairs.

"The exercise showed acceptance by a large majority of claimants, many of whom positively preferred to fill in a form rather than be interviewed. There were organisational advantages for our offices, which means scope for reducing some of the pressures on our staff. There was no sign of reduced take-up, as some had feared, or of unacceptable error rates.

"Although there were some problems with the form itself, we think these can be overcome by changes we are making. We have also accepted a recommendation to have a special simplified form for school-leavers.

"Personal help will continue to be available at our offices for anyone who has difficulty with the form—for example, because English is not their main language. This is made clear on the form itself. And the net staff saving of about 1,000 we expect to achieve without any redundancies allows for an extra 150 to visit all claimants with children, who are the most likely to have special problems, much earlier than is currently the case.

"We shall of course monitor experience in the early months with great care."

Under the proposed system, unemployed people would—as now—ask staff for a supplementary benefit claim form. Instead of having to arrange an appointment for an interview at a DHSS local office, claimants would take the postal claim form home to complete and return it to the local DHSS office. If they have problems in completing the form, they can get help. A claimant would need to produce only a minimum of documents to verify claims but last wage slips will generally be required. The system will be publicised in leaflet SB1 for unemployed people which will be available in November 1982. This will be issued automatically to all unemployed people when they first visit the UBO.

The pilot exercise took place earlier this year in 13 UBOS and 12 corresponding local

DHSS offices where detailed monitoring took place. The offices were chosen from three DHSS regions—Yorks and Humberside, North West (Manchester) and London (North).

The DHSS claims that the effect on local offices taking part in the study has been generally beneficial. In offices where there had previously been delay in giving appointments for interviews it was possible to reduce the waiting time appreciably. There were strong indications that, overall, the postal system more than matched the interviewing system in terms of the time taken to give a decision.

## HSE is checking its Prestel users

Midway through Information Technology Year the Health and Safety Executive has launched a detailed survey to monitor the impact and effectiveness of its health and safety at work Prestel programme.

Pioneers of the system over the past five years, HSE is one of the founder information providers for the nationwide service with 500 frames of regularly updated health and safety at work information designed to increase awareness of a wide range of occupational hazards throughout all industries.

The survey is planned to run for a year with the co-operation of 20 leading organisations, including major industrial companies, universities, trade unions and local authorities. Each has agreed to assess the value and effectiveness of the current HSE Prestel programme, undertaking to return their findings at six-weekly intervals.

The Executive says it intends to use the survey results to improve, where possible, the quality of its existing database which could prove "a revolutionary communications medium in the field of health and safety at work".

Users of Prestel linked to an alphanumeric keyboard can also gain access to HSELINE, the computerised database of references to published information on health and safety work launched by the Executive in December last year. (See *Employment Gazette* December 1981 p. 499).

## Co-operation for small firms



MacGregor: conference views

**Industry Minister, Mr John MacGregor, has been strengthening his Department's co-operation with other organisations which help small firms. This follows conferences over the last nine months attended by the many local organisations and agencies now in existence to assist small firms.**

**The view coming from the conferences was that central direction or over co-ordination which might stifle the local initiative and self-help should be avoided. More should be done to improve the exchange of information and awareness both of measures to assist small firms and of other organisations in the field.**

**As a result the Department of Industry has now taken two initiatives.**

**It is sharing its information base with these organisations through new small firms fact sheets. These are short briefing notes on topics of current interest. Produced as and when required, eight have been circulated so far on topics ranging from the Budget measures to the new Small Firms Technical Enquiry Service. The circulation list now numbers over 1,000.**

**Secondly, the Department's regional offices have produced a new series of directories listing the many organisations which help small firms. Each directory lists the address and contacts for each organisation.**

## Cable television programme offers advantages for jobs

A significant opportunity for British industry was how the proposed television cabling of Britain was described by Mr Kenneth Baker, Minister for Information Technology at the Edinburgh International Television Festival.

Calling for the speedy introduction of the electronic grid using a broad band cable, Mr Baker gave six reasons for the advantages the cabling programme would bring.

● First, it was a programme of major investment. The Information Technology Advisory Panel report estimated something in the region of £2 to £3 billion for half the country. Mr Baker believed this was likely to be an underestimate. In addition there would be a further £1 billion of generated associated activity.

● Secondly, the funds could come from the private sector as this was one of the few major areas which could be financed by private capital. Unlike other major investment projects involving substantial sums of public money, cabling would not have to contend with demands from the education services, hospitals, defence and road building.

● Thirdly, there were important direct industrial benefits. In laying the grid, much equipment would be needed from the newer industries. Fibre optic cable would clearly play a significant part, and manufacturers were already extending their plants and at least one new factory is to be built.

New equipment in optoelectronics and laser devices will be required. The cable head end will need receiving and transmitting equipment as well as studio equipment. There may be a need for a switching network to link the various cable systems with each other and with centralised facilities such as studios, theatres, sporting centres and so on, and sophisticated equipment spread throughout the cable system itself.

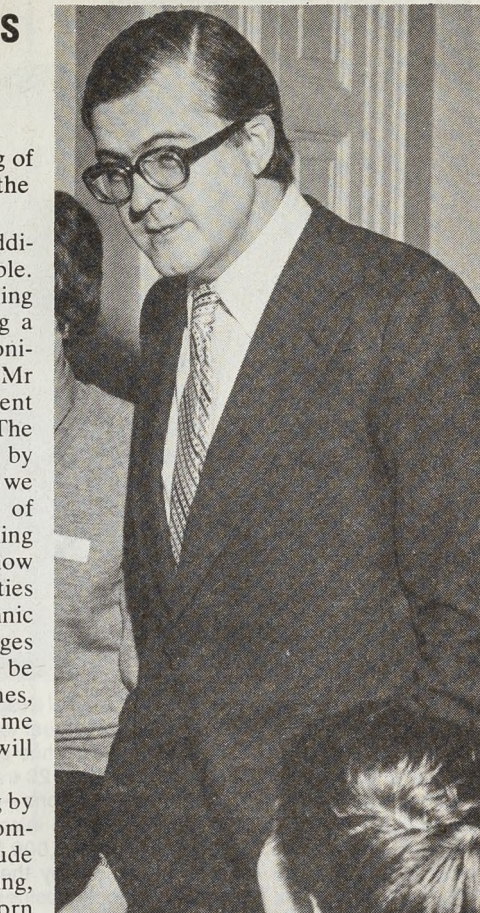
Mr Baker said: "There will also be great opportunities in TV set design and manufacture over a whole range of terminal equipment for the home. All this is in addition to the actual business of laying the cable." It was likely that in certain areas the existing cable ducts would not be adequate and so larger ones would be needed.

● Fourthly, Mr Baker continued, the existence of an electronic grid will create opportunities for providing new entertainment services.

● Fifthly, there was the prospect of exports not only of programme material but also of hardware. UK manufacturers would be able to compete better in overseas markets for direct broadcast equipment and cable hardware if they could show that they have operational experience at home.

● Sixthly, real advantages lie in the additional services the grid will make possible. The existence of other revenue earning channels provide the means of tapping a series of minority interests which electronically can be collectively addressed. Mr Baker expects to see a strong development of educational and training services. The history of this century will be learnt by future generations from film, and he says we should not underestimate the number of people who want to learn about something different, as the Open University and now the Open Tech have shown. Opportunities will exist for local community and ethnic minority services. There will be advantages for the disabled or the elderly who will be able to receive new services in their homes, such as burglar and fire alarms, and home banking and armchair shopping will develop.

The Hunt committee will be reporting by September 30 on many other highly complicated issues involved. These include monopoly, public service broadcasting, standards, political impartiality, video porn and the allocation of licences.



Baker: speedy introduction

## More "Working for Export" awards offered this year

More awards and more cash will be available for shop floor workers under the 1983 British Overseas Trade Board/Williams & Glyn's "Working for Exports" Travel Awards. Up to 20 awards worth £1,000 each are being offered on a regional basis next year compared with only 12 awards of up to £500 each last year.

### Men and women

The object of the awards is for shop floor workers whom their firms nominate and regional committees select to travel overseas to see how their company's goods or services are used. The awards, which were inaugurated in 1979, are open to both men and women working in the seven English regions, Scotland, Wales or Northern Ireland. They have so far enabled workers from a number of industries to travel to

places such as the United States, the Middle East, the Far East, Africa and several European countries.

The BOTB says applications should contain a general outline of the proposed itinerary and will be judged on the benefit candidates are likely to derive and their ability to communicate their experiences to colleagues on their return.

Firms may submit one application per factory or plant. These awards should appeal particularly to those firms who may not necessarily have the resources to send shop floor workers overseas as a matter of course.

The closing date is December 31, 1982. Application forms are available from BOTB, 1 Victoria Street, London SW1H 0ET (telephone 01-215 5180); BOTB regional offices; or branches of Williams & Glyn's Bank PLC.



Mr Jim Harper, chairman of the msc Special Programmes area board with VOP trainees at the official opening of one of the msc's largest training complexes in the North East. The 20,000 square foot training centre, which has been set up on Sunderland's Southwick Industrial Estate, will eventually cater for 120 trainees. Already 100 unemployed young people are being trained in three main sections—carpentry, sewing, and metalwork. Within the next couple of months it is planned to introduce catering and commercial training programmes. The msc is contributing £365,000 for the first year's operating costs of the workshop complex, which is sponsored by the Sunderland Training and Trading Co Ltd—an independent consortium of local businessmen, together with a banker and representatives of trade unions and the Sunderland local authority.

## Trade unions can claim cost of pay ballots

Trade unions are now able to claim public funds for the cost of secret postal ballots on pay offers. An extension of the Government's trade union ballots scheme from September 1, also allows for the cost of postal ballots concerned with hours, performance, holidays and pensions to be claimed. Regulations extending the scheme were laid before Parliament on August 10, 1982.

Under the original scheme which started on October 1, 1980, trade unions could claim for secret postal ballots on strike action, elections for the union's Executive Committee or principal officers, rule changes, and amalgamations. The costs that can be claimed include postal, printing and stationery expenses.

Trade unions can claim postal, printing and stationery expenses for the holding of secret ballots to:

- accept or reject a proposal by an employer relating to remuneration, hours of work, level of performance, holidays or pensions; as well as

- call or end a strike or other industrial action;
- carry out an election provided for by the rules of a trade union to the principal committee having the executive responsibility of managing the affairs of a trade union (usually called the Executive Committee);
- carry out an election provided for by the rules of a trade union to any post which the person elected will hold as an officer, or as an employee, of a trade union;
- amend the rules of a trade union;
- obtain a decision in accordance with the Trade Union (Amalgamations, etc) Act 1964 on a resolution to approve an instrument of amalgamation or transfer.

The scheme is being administered by the independent Certification Officer for Trade Unions and Employers' Associations, from his office at 15-17 Ormond Yard, Duke of York Street, London SW1Y 6JL.

## HSE looks at future of standards

The Health and Safety Commission (HSC) has published a consultative document proposing a basis for its future policy on the use of standards relevant to health and safety at work.

The document describes the use the Health and Safety Executive (HSE) makes of British, international and independently produced standards in its enforcement practices. It also points to the extensive reference made to standards in guidance material published by the HSE and its participation in the formulation of British and common international standards.

Following the Government's announcement of its commitment to strengthening standards in the UK to improve British industrial competitiveness, the document says the HSC's future policy on the use of standards will place particular emphasis on:

- the importance of any piece of equipment to health and safety, which would govern decisions on whether individual British standards should be approved formally under the Health and Safety at Work Act;
- more extensive reliance on British standards in guidance material;
- possibilities for simultaneous public consultation by the HSC and the BS on draft British standards.

The Government's intention, says the document, is that the wider use of standards in regulations does not mean an extension of areas covered by mandatory standards, but that those who comply should have greater certainty of where they stand especially in the matter of legal proceedings.

Comments on the consultative document should be sent to: Mr D A MacDonald, Health and Safety Executive, SPD B1, Room 422, Baynards House, 1 Chepstow Place, London W2. The HSC intends to issue a policy statement on the use of standards in the light of the reaction to the consultative document.

## Anti-fraud steps net more for less

Benefit savings from measures against fraud and abuse in the social security system have increased substantially this year.

In the operational year 1981-82, total benefit savings of £217 million were achieved by 5,500 staff, compared with £171 million saved by 5,640 staff in 1980-81.

## From work experience to manageress

Angela Lowes has worked her way up from being the most junior member of staff to manageress of one of Newcastle's most successful fashion stores.

Her opportunity came when she joined Burton's "Top Shop" in Northumberland Street on an msc work experience scheme after leaving school. She impressed everyone with her efforts, and was kept on to train as a sales assistant.

After 18 months at the Northumberland Street branch Miss Lowes moved to the Eldon Square "Top Shop" to broaden her experience. She then worked as a sales assistant in the shoe department, a cashier and an administrative supervisor—learning how to keep the shop running smoothly on a day-to-day basis.

Then she successfully applied for promotion to manageress at Northumberland Street.

Mr Mike Glendinning, area manager for Scotland and the North is impressed with her results, which have led to her winning the "Branch of the Month" award. "There's been a dramatic increase in the sales figures since Angela took over. Her



branch has shown the biggest increase in sales over a six month period of any other in the area."

## Colleges pave way for the new Youth Training Scheme

The Manpower Services Commission is already paving the way for the introduction of its new Youth Training Scheme (YTS) which is to take over from the long-running Youth Opportunities Programme in the autumn next year.

A number of pilot work-based courses linked with further education are now being started throughout the country so that college staff, msc organisers and employers can gain experience of the new scheme in action.

Cleveland Technical College in Redcar was one of the first organisations to make firm proposals to train unemployed school-leavers under the new scheme.

The msc has approved the college's pilot programme, which will offer year-long training places for 50 of the area's 16-year-old school-leavers this month.

The youngsters will have the chance of training and work experience in five major industrial areas: engineering, construction, commercial, service industries and community care. The course will include 25 weeks in the college covering induction, core skills, and life and social skills. Each student will sample the five industrial and commercial areas, culminating in a final 14 weeks work experience with a local employer in the chosen area.

At the end of the training each person will receive an msc Leaving Certificate, and City and Guilds (365) Certificate. Throughout the year they will be continually assessed and given appropriate jobs advice and counselling.

The msc stresses that the Youth Training Scheme will offer young people a better start in working life through a high quality, broad based, planned programme of training, education and work experience.

"The scheme is not a stop-gap social measure but a vocational training programme that will provide school-leavers, regardless of their ability and school qualifications, with a 12-month course which includes a minimum of 13 weeks off-the-job training. It aims to give all young people an introduction to the culture of work, the ability to work to higher levels of performance, to improve skills of communication and teamwork, a greater ability to handle and interpret information, and an ability to learn and assimilate new skills quickly. All measures designed to give a young worker a

## Construction firms go to the wall

Just over a quarter (26 per cent) of all trading bankruptcies during 1981 were in the construction industry. They accounted for 918 of the 3,615 business failures. This figure was given in the annual report on bankruptcy for 1981\* published by the Department of Trade.

Other trades principally affected were 780 retailers, 381 road haulage, taxis and hire car firms, 289 restaurants, cafes, pubs or clubs, 234 garages, motor dealers and filling stations, and 243 financial, business and professional services.

The report, which covers England and Wales only, states that the number of personal and business failures which resulted in bankruptcy and execution of deeds of arrangement increased by 30 per cent in 1981.

There were 4,733 receiving orders, 11 administration orders (in respect of deceased's estates) and 76 deeds of arrangement, totalling 4,820 failures. Estimated liabilities in these failures, £189 million, represent an increase of 162 per cent compared with 1980. Total numbers of failures during 1980 and 1979 was 3,704 and 3,214 respectively.

The estimated value of the assets in these failures was about £43 million, leaving an overall estimated deficiency of some £146 million. The 1,129 non-trading bankruptcies include 485 directors and promoters of limited companies. Bankruptcies are taken against individuals and business failures do not refer to limited companies.

\*The Bankruptcy General Annual Report 1981 price £3.00 net, published by HMSO.

better chance to obtain and retain a job in a difficult and changing labour market", says the msc.

It will also offer employers not only reductions in their training costs but will provide a better equipped young workforce able to operate productively and effectively.

Final plans for YTS will be announced early in the new year but already the Commission is working urgently on the development of the new programme and is consulting with all interests concerned before it is launched. It will be looking to employers, both private and public, voluntary organisations, colleges, schools and other sponsors as well as to receiving the support of trade unions, to begin planning to play a full part in the new scheme by providing a very large number of high quality training places next year.

## Minister has praise for disabled workers

There are very few jobs a disabled person cannot do—and the Government is committed to promoting equality of opportunity for disabled people by influencing employers' attitudes regarding the quality of jobs available, said Employment Minister Mr Michael Alison, speaking at a Disabled Income Group/Industrial Society Conference in London on September 8.

Mr Alison said: "Both the Government and the Manpower Services Commission are committed to continuing to promote the employment of disabled people through a range of services and special schemes. Very many disabled people find work each year through their local Jobcentre—more than 35,000 in 1981/82. Some 16,000 people a year attend courses of rehabilitation and more than 4,000 complete training courses for open employment.

"But it is increasingly clear that it is not just the number of jobs available for the disabled that is important. We are also committed to promoting equality of opportunity for disabled people once they are in work—by influencing employers' attitudes regarding the quality of jobs available; by encouraging employers to provide suitable training and career development opportunities for disabled employees; and by focusing employers' attention on the benefits of retaining newly disabled employees as well as recruiting the unemployed disabled.

"Employers who have participated in the *Fit for Work* campaign have emphasised to us the positive qualities of their disabled employees. Experience has shown that disabled workers are good workers—adaptable, co-operative, conscientious, hard working and reliable. In many ways they are a prize for an employer, not in any sense a liability.

### Key job

"There are really very few jobs a disabled person cannot do. There are disabled company directors; I know of someone with spina bifida doing a key production-line job; of a marine engineer confined to a wheelchair as a result of a swimming accident who is now operating a compugraphic typesetting machine and doing art-work aided by a special drawing board supplied by the MSC; of a deaf and dumb girl additionally handicapped with tunnel vision who is working in the packing department of a large factory; the list is endless."

The Minister stressed that training and career development were just as important as recruitment if the disabled were to be given the chance to progress.



Mr Michael Alison, the employment minister with special responsibility for disabled people (centre) with Mr Colin Craddock (right) manager of Remploi's carton and box section at its Barking factory earlier this month. Employing over 200 disabled workers, the factory is divided into two main production lines, bookbinding which also refurbishes books for major libraries, and carton and box manufacturing, which designs and produces boxes and cartons of all shapes and sizes.

Pointing to the important role that training has to offer, the Minister said that the MSC would need the full co-operation of employers in running the new Youth Training Scheme and that it was vitally important that employers give young disabled people every opportunity to take part in it.

Referring to the Community Programme starting next month, Mr Alison said that the programme had considerable potential for disabled people.

He hoped too that they would be helped into part-time jobs through the new job splitting scheme starting in January.

## Another record for factory take-up

An 80 per cent rise in four months to July in factories and workshops occupied had followed a year when record levels already had been reached, announced Industry Secretary, Mr Patrick Jenkin, welcoming the report and accounts for the last financial year published by the English Industrial Estates Corporation earlier this month. This encouraging trend was confirmed by a fall in the vacation of premises during the same period.

### Remarkable success

Mr Jenkin explained that the Corporation was now required to conduct its affairs in accordance with commercial practices. And this had resulted in its enjoying a remarkable success. Achieved by building the right kind of factories in the right place, mainly for the new small businesses.

"It is splendid that, despite the recession, the number and area of new factories and workshops occupied by tenants or purchasers was at record levels in the last financial year," said Mr Patrick Jenkin.

"In 1980 the Government relaxed official control over the day-to-day management of the Corporation. We now require it to conduct its affairs in accordance with best commercial practice in similar private and public sector organisations.

"Latest figures from EIEC show this encouraging trend has continued. In the four months to July this year the monthly take up of premises was running at over 80 per cent above the equivalent figures for the same period last year, and vacation of premises is showing a downward trend."

The Corporation has to secure the maximum degree of private sector co-operation and participation in its developments and move to a higher level of self-financing through the sale of existing properties. Under this policy, the Corporation was able to increase its publicly funded programme by £3 million to £40.4 million last year; but its net call on Government funds was reduced by £3.33 million because an increasing proportion of this programme was financed by increased net rental income and a higher level of sales of existing factories.



## Homeworking in the London clothing industry

by Catherine Hakim  
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An article in the October 1980 *Employment Gazette* presented the first results from new research on homeworking. This article looks at the issue of low pay in more detail, using information derived from the Wages Inspectorate records of the "homework blitz" carried out in London in winter 1978-79.

Although homework of one sort or another has continued in the labour force for the last century, it has remained one of the least visible sectors of the labour market (Sharp, 1978). Both the official and the independent studies that have looked at the issue of homework in recent years have tended to be small scale—based most commonly on interviews with fewer than 50 homeworkers in particular industries or in selected areas (Hakim, 1980). Yet almost all the studies have reached much the same conclusion—that homeworkers appear to be particularly vulnerable to low pay. A study by Cragg and Dawson carried out in winter 1979-80 found wider variations in earnings, both in blue-collar and white-collar homework, but it also suggested that some homeworkers earn miserably low rates of pay. Earnings as low as 20-50 pence an hour were very common for manual homework though sewing machinists earned over £1.00 an hour. (Cragg and Dawson, 1981, p 16).

The aim of this study was to examine the earnings of homeworkers in more detail to assess whether low earnings are typical of homework, to consider the likely explanations of low earnings, and to see whether homeworkers in the protected enclave of Wages Councils are more vulnerable to low pay than are factory in-workers. It found that while very low weekly earnings are typical in homework, there is wide variation in rates of pay and earnings, with some homeworkers being among the highest-earning women manual workers in Britain.<sup>1</sup>

### Wages Inspectorate records

The study was based on data extracted from the Wages Inspectorate records of the "special drive" on homeworking carried out in the autumn and winter of 1978-79 in London. This exercise aimed to inspect all firms in the clothing industry where homework is concentrated (Department of Employment, 1980) along similar lines to the 1976 "blitz" on trades where homework is not found (Department of Employment, 1977). The research analysis is based solely on information already collected in the course of these inspections and held in the records; no additional information was specially collected for the study, which was initiated some time after the "blitz" exercise. The records provided information on the earnings of some 500 homeworkers and some 500 inworkers employed by 74 establishments in the London boroughs of Lambeth, Southwark and Wandsworth. So the study is based on data for a much larger sample of homeworkers than has been obtained previously, and also on data for an equivalent "control" sample of inworkers working for the same firms, in the same occupations, the same industry and the same area.

In its original form the information contained in the records was far too detailed for a research analysis. A significant process of conversion was undertaken to produce standardised and comparable data for all 1,000-odd workers in the sample. As a result the data on which the study is based does not exactly duplicate the more detailed but variable information in the original records. For example in most cases the data consists of *average* earnings and *average* hours worked over a period of four weeks. The data thus gives a more reliable indication of each worker's "typical" earnings and hours than if information for a single week had been used.

## National comparisons

Data from the 1978 New Earnings Survey (NES) was used to set the information on earnings in wages council trades in a comparative national context. The NES provides a reliable source of information on the distribution of earnings across the whole country, for regions, and for particular industries and occupations. For this reason it is the source most commonly used to identify measures of low pay, and of high pay.

In principle the NES only covers those workers (including part-timers) whose earnings are high enough for National Insurance contributions to be payable and whose employers treat them as employees for National Insurance and tax purposes.<sup>2</sup> In practice, the survey also covers about half of the part-timers whose earnings are below the National Insurance contributions limit. For example employees earning less than £15 a week should in theory have been excluded from the 1978 NES, but in practice among part-time women workers whose pay was not affected by absence the survey found ten per cent earning less than £11.60 in the reference week, and one quarter earning less than £17.2 a week. (Department of Employment, 1978, pp A28, A38). An estimated four-fifths of all part-time women workers are covered by the survey, so it provides reliable data for the whole labour force, excluding the self-employed not covered by PAYE schemes. As some employers treat their homeworkers as employees for tax and National Insurance purposes (Cragg and Dawson, 1981, p 29) it covers some homeworkers, although they are not separately identified in the results.

For this study, low pay and high pay were defined in relation to the national earnings distributions for women working full-time in manual occupations, that is, earnings below the bottom decile or above the top decile. By using the 1978 NES it became possible to define high pay as well

as low pay, and thus to assess the incidence of both among workers in Wages Council trades.

Previous studies have tended to take men (rather than women) working full-time in manual occupations as the appropriate reference group for pay comparison (Bosquet and Stephens, 1972; RCDIW, 1978; Sloane, 1980), or have taken the supplementary benefit income for a family of four as a more direct definition of a subsistence level wage (MacLennan, 1980, p 22). But as Bennett points out, this definition of low pay is based largely on the concept of the family wage for a male sole breadwinner with a non-working wife and two (or more) dependent children to support (Land, 1980; Bennett, 1981; Pond, 1981). A definition of low pay tied closely to the concept of a family wage no longer seems appropriate when the majority of families have two earners, and married men with a non-working wife and two (or more) dependent children to support constitute less than 10 per cent of the labour force (opcs, 1981, pp 75-88).

## Earnings distributions

Ideally, the study would have defined low pay with reference to the earnings distribution for all full-time manual workers, or even for all adult workers (aged 18 and over) working full-time whether in manual or non-manual occupations. Arguably, sex differences in earnings should be disregarded after the Equal Pay Act came into force. Unfortunately this option was ruled out for this study by the fact that the relevant statistics are not provided in the NES reports.<sup>3</sup>

Using women working full-time in manual occupations as the reference group, *low pay* is defined as earnings of less than £35 per week, or less than 90 pence an hour; similarly *high pay* is defined as earnings of £70 per week or more, or 160 pence an hour or more (table 1). On the assumption of

a 40-hour week, there is a rough correspondence between the weekly and hourly benchmarks used. The distributions of hourly earnings for women working part-time and for women working full-time in manual occupations are in fact very similar, so that the reference group can be regarded as women manual workers more broadly. As part-time work has been expanding in the labour force (Robertson and Briggs, 1979; Clark, 1982), and as the thousand-odd workers in the study sample work very variable hours, pay comparisons in relation to hourly earnings are the most relevant and reliable.

## Earnings in the wages council clothing industry

With low pay defined as earnings under £35 a week, the majority (57 per cent) of workers in the wages council clothing industry are low paid. A minority (six per cent) fall into the high-pay category with earnings of over £70 a week. Homeworkers are much more likely than inworkers to be low paid (73 per cent compared to 44 per cent) but they are also more likely than inworkers to be high paid (table 2). Using the criterion of weekly earnings alone, the results confirm that homeworkers are as a rule poorly paid, and are much more vulnerable to low pay than are inworkers working for the same firms and in the same trade.

Compared with women manual workers in the country as a whole, the distribution of earnings in the wages council sector is not exceptional. The more precise comparison between the earnings of machinists in the wages council sector and machinists in the country as a whole suggests however that low pay is almost twice as common in the wages council sector (61 per cent compared to 32.9 per cent), but again, high pay is also more common.

Using the more reliable measures of hourly earnings, almost all these marked contrasts between groups of workers disappear, proving clearly that the number of hours

worked each week is the primary determinant of low earnings among women manual workers generally and among homeworkers and factory inworkers in the study sample. The proportion of workers who are low paid (with earnings under 90 pence an hour) is close to, though somewhat above, the expected level of ten per cent and the proportion who are high paid (160 pence an hour or more) is very close to the expected level of 10 per cent. Homeworkers are only slightly more likely than inworkers to be low paid: 16 per cent compared to 12 per cent (table 2). After controlling for hours worked, the incidence of low pay declines from 73 per cent to only 16 per cent among homeworkers, with a smaller decline, from 42 per cent to 12 per cent, among inworkers. These results prove the greater reliability of hourly earnings (instead of weekly earnings) for pay comparisons, since the number of hours worked per week can vary enormously between groups and appears to be the primary determinant of low weekly earnings.

## Machinists

These results are confirmed more solidly by repeating the analysis with the sub-group of sewing machinists only. While there were two dozen different jobs represented in the study sample, machinists formed the largest single occupational group, accounting for two-thirds of the sample. It was also a more homogeneous group than the sample as a whole, with no males and a much narrower range of minimum rates of pay.

In terms of their average weekly earnings, almost twice as many homemaker machinists are low paid: 71 per cent compared to only 45 per cent of inworker machinists. On the other hand homemaker machinists were also more likely to be high paid: seven per cent as against only two per cent of the inworkers (table 3).

Eliminating the effects of the variable hours worked within each group by looking at hourly earnings instead, the earnings distributions for homeworkers and inworkers become very similar indeed (table 4). The proportions of low paid workers (earning less than 90 pence an hour) and of high paid workers (earning 160 pence an hour or more) differ very little between inworker and homemaker machinists. There is no evidence that homeworkers in particular are disproportionately likely to have low earnings in the wages council sector.

Another approach to assessing whether homeworkers

**Table 1 Distributions of employees' weekly and hourly earnings, Great Britain, April 1978**  
Distributions of gross weekly and hourly earnings (including overtime pay) for adults (men aged 21 and over, women aged 18 and over) whose pay was not affected by absence from work

Number in sample		Gross weekly earnings (£)			Gross hourly earnings (pence)		
		Lowest decile*	Median	Highest decile†	Lowest decile*	Median	Highest decile†
84,145	<b>Full-time men</b>	54.8	82.0	129.5	130.1	186.1	316.6
48,927	—manual	53.4	76.8	112.2	125.5	169.1	233.8
35,218	—non-manual	57.7	91.8	150.4	147.8	234.9	408.7
2,970	<b>Part-time men</b>	6.9	20.5	54.6	80.5	115.2	326.6
37,030	<b>Full-time women</b>	35.8	51.8	83.6	95.7	135.6	223.6
10,253	—manual	<b>33.7</b>	<b>47.6</b>	<b>67.1</b>	<b>90.1</b>	<b>121.4</b>	<b>163.3</b>
26,777	—non-manual	37.1	53.9	88.8	98.6	142.8	249.3
20,492	<b>Part-time women</b>	11.6	23.4	38.2	86.8	111.7	161.3
13,756	<b>Full-time men, Greater London</b>	58.8	90.2	151.8	141.6	210.8	390.2
6,032	—manual	55.4	80.6	118.8	131.5	178.0	245.5
7,724	—non-manual	63.0	101.8	175.8	165.1	261.8	468.9
6,707	<b>Full-time women, Greater London</b>	41.1	61.1	95.2	109.2	163.1	257.6
1,292	—manual	36.3	52.6	75.3	94.4	133.3	177.5
5,415	—non-manual	43.6	63.4	97.9	116.0	172.0	269.0
	<b>Full-time men in Wages Boards and Councils</b>						
2,969	—manual	45.1	66.2	98.0	109.0	137.0	189.8
1,278	—non-manual	44.8	67.0	113.4	107.8	161.8	288.9
	<b>Full-time women in Wages Boards and Councils</b>						
1,794	—manual	29.3	40.3	57.4	79.5	104.2	145.2
2,403	—non-manual	31.6	40.2	58.4	83.6	103.8	150.3

\* 10 per cent earned less than the amount quoted.

† 10 per cent earned more than the amount quoted.

Source: Department of Employment, *New Earnings Survey 1978*, HMSO. The NES under-represents those with weekly earnings below the National Insurance contributions limit (£15 a week in the 1978 survey) and this will affect the distributions of weekly earnings for part-time workers. It is estimated that about two-fifths of part-time men and one-fifth of part-time women are excluded for this reason.

**Table 2 Distributions of earnings and national comparisons**

	Wages Council Study <sup>1</sup>				1978 NES <sup>2</sup>		Per cent
	All workers	All in-workers	All home-workers	All sewing machinists	All sewing-machinists	All manual women	
<b>Weekly earnings (£):</b>							
70 and over	6	5	7	5	3.3	3.6	
65-70	1	3	0	1	2.8	2.4	
60-65	2	3	1	1	2.9	3.3	
55-60	3	3	2	2	5.5	5.3	
50-55	4	4	4	4	8.0	6.8	
45-50	6	9	2	5	11.8	7.9	
40-45	8	12	4	7	16.0	8.9	
35-40	13	17	8	13	16.5	9.2	
20-35	34	36	33	34	28.0	32.5	
under 20	23	8	40	27	4.9	20.1	
All	100	100	100	100	100	100	
Base (=100%)	1,037	558	479	641	996	21,064	
<b>Hourly earnings (pence):</b>							
160 and over	10	11	10	8	8.8	7.7	
140-160	7	7	7	9	10.3	11.2	
120-140	17	17	17	18	20.1	22.5	
110-120	12	11	13	14	15.0	16.1	
100-110	23	23	25	24	15.8	21.9	
90-100	16	19	11	15	14.3	9.2	
under 90	14	12	16	12	15.6	11.3	
All	100	100	100	100	100	100	
Base (=100%)	819	550	269	477	993	19,387	

<sup>1</sup> 20-30 means at least twenty but less than thirty.

<sup>2</sup> For homeworkers, average weekly earnings include, and average hourly earnings exclude, any necessary expenditure allowance recorded by inspectors.

<sup>3</sup> Figures include full-time and part-time employees normally listed separately in New Earnings Survey reports; all figures are for adult employees (men aged 21 and over, women aged 18 and over) whose pay was not affected by absence from work. The NES does not cover all part-time workers. It is estimated that about one-fifth of women part-time workers are excluded from the NES statistics. Those excluded will generally have weekly earnings of less than £15. The proportion shown by the NES as earning under £20 a week will thus be understated and the proportions in other weekly earnings bands overstated.

**Table 3 Weekly earnings of machinists**

Weekly earnings £	All workers in sample	Sewing machinists <sup>1</sup>			All other occupations <sup>2</sup>	Per cent
		Total	Home-workers	Inworkers		
	%	%	%	%	%	
100 and over	2	2	2	1	2	
80-100	2	2	3	1	3	
70-80	2	2	2	1	3	
60-70	3	2	1	4	6	
50-60	6	6	6	5	8	
40-50	15	12	6	23	18	
35-40	13	13	8	21	14	
30-35	15	13	9	18	18	
20-30	20	22	24	18	15	
10-20	18	23	31	9	9	
under 10	4	4	7	0	3	
All	100	100	100	100	100	
Base (=100%)	995	638	392	239	357	

<sup>1</sup> Seven underpaid inworkers are excluded but 39 below ordinary machinists (all homeworkers) are included.

<sup>2</sup> Apart from sewing machinists, there are 25 other occupations covered by the sample but homeworkers are only found (in very small numbers) in 11 of them.

**Table 4 Hourly earnings of machinists**

Hourly earnings (pence)	Machinists*	
	Inworkers	Homeworkers
200 and over	2	3
160-200	5	5
140-160	10	8
120-140	20	16
100-120	37	40
90-100	18	12
75-90	8	6
50-75	1	8
1-50	0	2
<b>All</b>	<b>100</b>	<b>100</b>
Base (=100%)	238	232

\* Excluding seven inworkers determined to be statutorily underpaid.

**Table 5 Hourly earnings of machinists in relation to the minimum rate**

Hourly earnings as % of SMR	Machinists*	
	Inworkers	Homeworkers
Over 200	4	6
150-200	18	18
120-150	36	36
100-120	40	38
under 100	2	2
<b>All</b>	<b>100</b>	<b>100</b>
Base (=100%)	224	193

\* Excluding subsidiary and underpaid workers.

are more vulnerable than inworkers to low pay is to look at the relationship between hourly earnings and the relevant statutory minimum rate (SMR), following the example of the official inquiries into wages councils (NBPI, 1969, p 59; CIR, 1973, pp 36-37; CIR, 1974, pp 38, 91-92; ACAS, 1978a, p 59; ACAS, 1978b, p 45). Since there were some 100 different SMRs represented in the study sample, the ratio between hourly earnings and the appropriate SMR was expressed as a percentage. As used in this study, for comparisons of homeworkers' and inworkers' earnings, this provides a measure of the skill and experience of a worker: for example it is possible to identify those workers whose skill and experience enable them to earn more than double the minimum rate (200 per cent of SMR), or 50 per cent above the minimum rate (150 per cent of SMR). The level of earnings above the minimum varies in part because employers choose to pay rates above the minimum, but this is usually associated with the need for higher quality work. Also any differences between firms in their propensity to pay higher rates would not be a factor in this study, as the homeworkers and inworkers all work for the same firms. An alternative interpretation of the measure might be the employer's propensity to pay homeworkers lower rates than his inworkers are paid, but its use as a measure of workers' skill and experience seems more appropriate in this case.

Using hourly earnings as a percentage of the relevant minimum rate, the earnings pattern for homeworkers parallels that for inworkers almost exactly (table 5). In both

groups of machinists only two per cent earn just below the minimum rate, while homeworkers are slightly more likely to earn double the minimum rate (six per cent compared to four per cent for inworkers). The conclusion from this, most controlled, test is that all the differences between the earnings of homeworkers and inworkers can be explained by a combination of two factors: hours worked per week and the skill or experience of the worker. The results suggest that, if anything, homeworkers are more likely than inworkers to include the most skilled and experienced workers in the occupation, with relatively higher hourly earnings.

### Inworkers

It is perhaps to be expected that homeworkers should include the most skilled and experienced people since many are former inworkers. One would expect that employers would be likely to retain the services of their better employees by allowing them to continue to work from home if this was wanted. Even if none of the homeworkers are ex-employees, one might still expect homeworkers to include the most productive workers. It is generally agreed that the supply of potential homeworkers among women who cannot, or prefer not to, leave their homes is greater than the demand for homeworkers among employers. Thus employers can probably be more selective in their choice of homeworkers than of inworkers, and this should lead to a higher proportion of skilled homeworkers, as is suggested by the data.

It should be noted that the results presented in table 5 exclude two groups of worker: the statutorily underpaid and those reckoned to be below "ordinary" standard in productivity terms. Seven inworkers were determined by the inspectorate to be statutorily underpaid—primarily with reference to holiday pay—so were excluded. Also excluded are 39 homeworkers who were determined by the inspectorate to be below "ordinary" standards of skill and efficiency for the occupation and work in question<sup>4</sup>. The below "ordinary" workers constitute a fairly large subgroup among the homeworker machinists (17 per cent) and generally have much lower hourly earnings than other machinists. Taking this group into account also, it appears that homeworkers as a group include both the most skilled and efficient workers and the least skilled and efficient workers. Excluding the below "ordinary" workers shows homeworkers to be very similar to inworkers, and even to be the most productive group. But homeworkers also include a fairly sizeable minority who are below "ordinary" standards of productivity. It may be that the existence of this minority of below "ordinary" workers among homeworkers has led to a more general labelling—or stereotyping—of homeworkers as less productive than inworkers.

The view that the majority of homeworkers are unable to attain the standards of skill and efficiency that arise in the workplace seems to be very widespread. For example Ewing states that "most homeworkers are unlikely to reach the standard of ordinary workers because of the difficulties of establishing suitable working conditions in the home" and he assumes that the homeworker is only freed from "the distractions of the home by the discipline of the factory" (Ewing, 1982, pp 101-102). Yet this study, based on

a very large sample of homeworkers, found the great majority (83 per cent) of homeworkers to be of "ordinary" standard or better. The stereotype of the typical homeworker being inefficient thus seems completely unfounded<sup>5</sup>.

### Work experience

It might be expected that those with relevant work experience would have higher earnings than those with little or none. Experienced homeworkers can earn more than beginners could believe possible (Cragg and Dawson, 1981, p 17). Previous studies have also suggested that employers tend to give the better-paid work to those homeworkers who have been with them a long time, rewarding reliability and long service with the pick of the jobs.

Information on length of relevant work experience "in the trade" was available for only 150 of the homeworkers in the study sample, but the group was fairly representative of the complete sample. Within this group, there was no evidence that longer years of work experience led to higher weekly earnings. Homeworkers with one to five years' work experience tended to have higher earnings than those with over five years' experience and they had the highest proportion (11 per cent) in the high-pay bracket (earning £70 or more a week). Similarly there was no evidence that greater length of experience in the trade was reflected in higher hourly earnings. Those with less than five years' experience were more likely to be in the low-paid category (earning less than 90 pence an hour), but those with over five years' experience were no more likely to have above average earnings than those with less experience.

Somewhat surprisingly there was no evidence that homeworkers with longer experience in the trade were more likely to be full-time workers. Part-time workers generally, and homeworkers more particularly, are often

**Table 6 Hours worked by total work experience of homeworkers**

Hours worked per week	Homeworker's total work experience*					
	Less than 1 year	1-10 years	10-20 years	20 years or more	Not known	All homeworkers
Under 20	25	36	33	52	46	43
20-30	0	29	33	21	23	25
30-40	25	21	15	13	14	16
40-60	25	13	18	10	11	12
60 or more	25	2	0	4	6	4
<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Base (=100%)	4	56	33	52	109	254

\* Excluding 23 homeworkers whose hours are not known.

**Table 7 Influence of homework experience on hourly earnings in relation to the Statutory Minimum Rate (SMR)**

Hourly earnings as % of SMR	Homework experience				
	Under 1 year	1-5 years	Over 5 years	All	All homeworkers
150 or more	10	11	14	13	20
100-150	52	67	73	62	64
Under 100	38	22	13	25	16
<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Base (=100%)	21	36	15	72	262

thought of as having a somewhat marginal attachment to work and hence little (or less) work experience than full-time workers. However part-time homeworkers are more likely than full-timers to have long experience in the trade, and those with the greatest amount of experience were more likely to be working part-time hours (table 6).

Although experience in the trade generally does not seem to have an important impact on homeworkers' earnings, there is some evidence that homework experience more specifically does. Among those with less than a year's experience of homework a high proportion are unable to earn the minimum rate for an "ordinary" worker, but with increasing homework experience the proportion with earnings 50 per cent above the minimum rises (table 7). It would appear that earnings can be very low in the first year because homeworkers have to learn to organise their work efficiently themselves in the home whereas this is largely done for them in the factory or work shop, and perhaps also, in some cases because appropriate skills are being developed. However after the first year, extra years of experience do not necessarily lead to major gains in productivity.

### Reasons for homework

The previous study found that child-care responsibilities were a major reason for working at home, not so much because the presence of children under school age made it impossible to work outside the home but rather due to a strongly held belief that mothers should be with their children all the time until the age of five and outside school hours thereafter (Cragg and Dawson, 1981, pp 1, 6, 7). In this rather larger sample of homeworkers in the clothing industry, children at home were the most important single reason, but by no means the most common reason for homework. Two-thirds of the homeworkers had other reasons for doing homework, such as the conveniently flexible hours or habit.

It is often thought, too, that domestic responsibilities prevent homeworkers from achieving reasonable earnings. But it was found that homeworkers with children differed very little from those with other reasons for homework in terms of the hours they worked and their average weekly earnings (table 8). Homeworkers with children were more

**Table 8 Influence of reason for doing homework on earnings and hours worked**

Hours per week	Reason for homework	Per cent			
		Children	Other	All	All homeworkers
Over 30	Over 30	30	29	32	32
	Under 30	63	71	68	68
	<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Base (=100%)	109	147	256	262
Weekly earnings (£)	Over 50	16	13	17	14
	35-50	14	24	15	13
	20-35	36	32	33	33
	10-20	28	16	26	31
	Under 10	7	15	10	9
	<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
	Base (=100%)	107	156	263	479



likely to work full-time hours (over 30 hours a week). Given that they work relatively long hours despite their domestic responsibilities, it would appear that the financial burden of children is a sufficiently strong motivation for their earnings not to differ very much from those doing homework for other reasons.

### Work attachment

Overall, the study provided no support for the view that work attachment is lower among homeworkers and that this contributes to lower productivity and earnings.

In this fairly large sample of homeworkers, children provided the reason for working at home for a minority, and two-thirds gave other reasons for choosing homework. Only three per cent of the homeworkers had less than 12 months' experience and 57 per cent had over ten years' experience in the trade. Those working part-time hours were more likely to have long experience in the trade than the full-time workers. More generally the Wages Inspectorate notes that most wages council employers engage only experienced ex-factory workers as homeworkers, and since the demand for homework generally exceeds the supply, this is likely to be the case in other trades as well. The significance of child care responsibilities seems therefore to be exaggerated, both as a reason for doing homework and as a factor explaining low levels of experience and output. And for most people homework represents a fairly permanent rather than a temporary or casual commitment.

### Underestimated

It would seem that women's work attachment and motivation have been greatly underestimated. A survey of women shop-floor workers in the clothing industry (85 per cent of whom were machinists) found that work attachment was very high indeed and that purely financial motivations to work were not salient. The great majority (77 per cent) of the workers said they would still carry on working even if they could afford not to, and only a minority (22 per cent) regarded high earnings as the most important factor in a job (Clothing and Allied Products Industry Training Board, 1979, pp 16-19). The previous study also suggested that work attachment and the desire to be productively employed was almost as important a motivation for doing homework as the purely financial incentive (Cragg and Dawson, 1981, pp 4-6). The comments of the home workers interviewed by Cragg and Dawson closely reiterated those of the clothing industry workers, but were expressed by a wider range of people including many white-collar homeworkers.

### Tax and National Insurance

Homeworkers are often referred to as one of the many groups that engage in "moonlighting", "clandestine" employment or the "black economy" as it is variously termed (De Grazia, 1980, pp 550-552). The previous study found little support for this view (Cragg and Dawson, 1980, pp 29-31). It found that most homeworkers either pay tax or else earn too little to be liable for tax. It also found that many homeworkers deliberately limit the amount of work they do so that their earnings remain below the tax threshold. These conclusions, based on interviews with only 50 homeworkers, are supported also by this larger

study of 500 homeworkers.

In the financial year 1978-9 the weekly tax threshold was just under £19. Since very few inworkers earned less than £20 a week, almost all would have been liable for tax on their earnings. Among the homeworkers, 40 per cent were earning less than £20 a week and would not have been liable for tax. A further 24 per cent had earnings in the £20-30 a week range and unless their earnings held steady at this level throughout the year, might also not be liable for tax. Another 36 per cent earned £30 or more a week and would almost certainly be liable for tax unless they had many weeks in the year when no work was done (table 2). Thus about two-thirds of the homeworkers probably did not fall into the tax net. The fact that such a large group (40 per cent) among the homeworkers earned below the weekly tax threshold suggests that many may have been deliberately limiting the amount of work they did in order to avoid "working for the taxman".

In the financial year 1978-79 National Insurance contributions were payable for employees earning £17.50 a week or more and for self-employed people with net earnings of £950 pa or more (or about £19 a week or more). Thus the conclusions drawn above in relation to income tax liability among homeworkers would also apply to liability for National Insurance contributions. It would appear that (in London) only one-third of all homeworkers in wages council trades would potentially be liable to tax and National Insurance contributions. Since earnings are generally higher in London than in the rest of the country, the proportion for the country as a whole may be even lower than one-third. However, the Wages Inspectorate records provide no information on whether these were being paid by any of the homeworkers as it has no bearing at all on their functions regarding minimum wages.

### Massive uncertainty

A previous study found "massive uncertainty" over the tax and National Insurance position amongst homeworkers, especially those doing manual homework. It also appeared that some homeworkers would intentionally restrict their earnings so as not to be liable for any deductions, but would not go through the procedures required officially of obtaining a certificate of exemption from the DHSS for NI contributions every year, and making annual tax returns to Inland Revenue for small earnings they knew to be below the tax limit (Cragg and Dawson, 1981, pp 30-31).

It would appear that the extent of conscious avoidance of tax and other contributions *where these are due* has been exaggerated. The majority of homeworkers appear to be exempt, but disinclined to bother with the formalities of obtaining written exemption from tax and National Insurance contributions. However homeworkers appear to be a rather larger proportion of clandestine workers in some other European countries, such as Italy (De Grazia, 1980, p 552).

### Employment status

Wages Council regulations apply whether homeworkers are employees or self-employed. Section 28 of the Wages Council Act 1979 defines the homeworker as anyone working in "a place not under the control or management" of

Table 9 The propensity to work part-time, 1979

	Proportion (%) of each group working:	
	Under 16 hours per week	Under 30 hours per week
All	7	18
All men	1	4
Non-married women	6	17
Married women	19	53
Homeworkers	33	68

Source: 1979 Labour Force Survey for all groups except homeworkers (OPCS, 1982, p. 17).

the person who supplies the work and who "do not normally make use of the services of more than two persons" to assist them in carrying out the work. For Wages Council purposes a homeworker may be an employee, or self-employed, or even a sub-contractor who employs two other people. The minimum rates of pay apply irrespectively, and the inspector does not need to enquire about or record, a worker's employment status.

For the purposes of most statutory employment protection rights (including the right not to be unfairly dismissed and the right to redundancy payments), employment status and length of service are relevant. For most rights only employees with a given length of service (varying according to the right) and/or minimum hours of work (either eight hours or more a week or 16 hours or more a week) can claim these rights. The data from this study do not permit us to identify the proportion of homeworkers who satisfy the conditions for employee status, but they give some indication of the proportion who satisfy the criteria on length of service and hours worked per week. All the employers in the sample were small firms with no more than 26 inworkers.

### Full-time workers

The great majority (about two-thirds) of all homeworkers work over 16 hours a week, so would be regarded as full-time workers for employment protection purposes. The proportion is similar to that for married women workers generally (80 per cent) as shown by the 1979 *Labour Force Survey* (table 9). Information on length of service with the particular employer is not available, but the impression from this and other studies is that most homeworkers who have survived the first year will then carry on for some time, so that most homeworkers will have over two years' service with an employer, and meet the length of service qualification. Cragg and Dawson, for example, found that over half the homeworkers engaged in blue-collar and white-collar homework had over two years with the same employer (Cragg and Dawson, 1981, p 11). Changes of employer appear to be common only among those starting out in homework.

### Wider applicability of the results

Since the "saturation blitz" of winter 1978-79 covered all firms in the clothing trade who were known to employ homeworkers, the data used for this study must approximate to a census of homeworkers in the London clothing industry and should be entirely representative. With some qualification, the findings may have wider applicability to homework in manual occupations more generally, and in

some cases to all types of homework (both blue-collar and white-collar).

Wages in the Greater London area are somewhat above the national averages, so would tend to be a good deal higher than wages in some other parts of the country. This suggests that earnings from homework would be somewhat lower outside London. However a NEDO study of clothing firms carried out in mid-1979 found considerable variations between companies in the same locality, and in different regions, in the average weekly earnings for full-time adult machinists working a 40 hour week. Pay tended to be highest in the West Country. The region with the greatest disparities in pay between companies was London, where take-home pay ranged from £30 to £85 a week for machinists. It was also suggested that manual women in the clothing and footwear industries in London earned rather less than their counterparts in the rest of the country (NEDO, 1980, pp 19-22). This suggests that the findings on earnings from homework may actually be very representative of the country as a whole with reference to blue-collar

### Notes

1 The full report on the study is being published as Research Paper No 37 (Hakim and Dennis, 1982) and should be available in autumn this year. As all percentages in the tables have been rounded, figures in some tables may add up to 99 or 101 per cent.

2 The New Earnings Survey is based on a one per cent random sample of workers recorded as members of Pay-as-you-earn (PAYE) schemes in Inland Revenue tax office records in February/March and whose national insurance reference numbers are included in the records. The survey covers workers paying National Insurance contributions through PAYE schemes, even those paying no income tax (Department of Employment, 1978, p A38).

3 The results of the New Earnings Survey have so far invariably been presented separately for men and women apart from a few figures for all adult workers (grouping men and women together) in table 5.6 in the *Employment Gazette's* "Labour market data".

4 The term "ordinary" worker is not defined in the *Wages Council Act 1979*. In the wages regulations for the tailoring wages councils the "ordinary" worker is defined as a worker "of ordinary skill and experience of the class of work in question" or "of ordinary skill and efficiency of the class in question", but the term is not elucidated in the regulations for the new Clothing Manufacturing Wages Council. The Wages Inspection code specifies that the "ordinary" worker is to be taken as the "average" worker in the trade as a whole rather than the "average" worker in the particular establishment being inspected: "An ordinary worker is one who is neither unusually fast nor unusually slow when compared not so much with workers similarly employed in that particular establishment as with workers similarly employed in the particular trade or branch of trade". While it is often extremely difficult to determine whether or not a homeworker is an "ordinary" worker, those with a disability, who are not experienced, or who do not work with reasonable diligence are generally treated as not being "ordinary" workers.

5 The view that there are fewer potential distractions in the workplace than in the home takes no account of the fact that social contact with colleagues at the workplace is regarded as one of the chief attractions of working outside the home and a benefit foregone by those who work at home (Cragg and Dawson, 1981, p 24). Moreover the majority of people who work at home have had experience of working outside the home (Cragg and Dawson, 1981, p 21).

homework. It is not clear that the findings would apply to white-collar homework, on which there is much less information, although hourly rates of pay seem to vary as much as for blue-collar work (Cragg and Dawson, 1981, p 16). In this study, only 16 per cent of homeworkers were low paid (relative to the national earnings distribution for manual women), and ten per cent were high paid. It seems possible that high pay is as much a feature of homework as is low pay. ■

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## SPECIAL FEATURE

# Microelectronics and women's employment

by Erik Arnold,  
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The authors summarise the findings of a report prepared by the Science Policy Research Unit. The report is based on the review of what was known about the pattern of introduction of new microelectronic technology and its effects on the numbers and types of jobs available to women. Reviews of this kind are specifically aimed to provide a benchmark of knowledge so allowing problems and areas of ignorance to be identified.

Interest in the employment effects of microelectronic technology is now considerable as growing numbers of research projects, articles and forecasts show. However much of this is piece-meal; writers focus on the effects for particular industries or occupations often using data from small, localised studies. This is particularly true in the case of women where studies of office work predominate, yet little is known about the wider implications of microelectronics for women's employment. The need to examine the effects on women's jobs across the whole economy was first recognised in the Department of Employment's general review, *The Manpower Implications of Microelectronic Technology* (Sleigh *et al* 1979). It led the Department in 1981 to commission the Science Policy Research Unit at the University of Sussex to review what was known about the pattern of introduction of new microelectronic technology and its effects on the numbers and types of jobs available to women. This article summarises the findings in the report, the full text of which has been published by SPRU\*.

Reviews of this kind are specifically aimed to provide a benchmark of knowledge so allowing problems and areas of ignorance to be identified. But by their very nature reviews can only report on existing knowledge and so biases and omissions in the research literature may be replicated in them. In the case of women's employment and microelectronics, the absence of research information in some areas and the disproportionate size of the literature about offices are sources of such bias.

### Potential bias

A further source of potential bias is discussing the effects of microelectronics arises because it is difficult to discuss employment effects of technical change with precision, and forecasting the absolute numbers of jobs lost or gained is impossible. Technological change does not occur in a vacuum but in a welter of economic and social forces: competition between firms; macroeconomic and other government policies; trade union activity, and so on. So it is impossible to disentangle technological from other factors, although it is clear that in some industries, such as textiles, economic rather than technological factors have been the most im-

portant reasons for falling employment. It is also important to recognise that job losses caused by new technology are easier to identify than job gains; newly created jobs are often concealed in "miscellaneous" categories in industry and occupation statistics. This can sometimes lead to a pessimistic bias in analysing the effects of changes in technology of employment.

Finally the effects of new technology on jobs can be both direct and indirect.

Nearly all the literature concentrates on direct effects: the effects on particular jobs of new machines introduced into those jobs or to replace those jobs. Indirect effects can also be important: these are the effects on one set of jobs caused by new technology introduced in another set of jobs. For example, if new production machinery is used by a firm to raise output, more accounts clerks may be needed to handle the extra invoices raised. In a review, we must necessarily reflect the literature's concentration on direct effects, and its neglect of indirect effects.

### Research strategy

In the absence of any substantial body of literature specifically concerned with technology and women's employment, a way had to be devised to relate general research about technical change and employment to the situation for women. We decided to use a matrix showing women's occupations cross-analysed by the industries in which they worked. This allowed the areas in the economy where women's job are concentrated to be identified. We could then search the available literature to find research data about the effects of microelectronics on those areas. At SPRU, Jonathan Gershuny, was able to provide a reasonably up-to-date occupation/industry matrix for both men and women. This is reproduced in summary form in table 1. The advantage of Gershuny's data was that they incorporated changes in employment through most of the 1970s.

Table 2 shows the areas of women's employment

The views expressed in this article are those of the authors alone, and do not necessarily reflect the views of the Department of Employment or the Manpower Services Commission.

\* *Microelectronics and Women's Work in Britain*, Science Policy Research Unit, Mantell Building, University of Sussex, Falmer, Brighton, Sussex BN1 9RF, price £2.50.

covered in the review. As may be seen, the review could cover only a relatively small number of occupations and industries yet still deals with 93.5 per cent of women's jobs because of the concentration of employed women in particular occupations and industries. Some areas of work were omitted because of the small numbers of women involved, and others were omitted for lack of relevant data

in the literature. Where large numbers of women are employed but there are few research data on the influence of technology, we have drawn attention to this, examples include food processing production occupations, and education. Table 3 summarises recent changes in employment in the industrial sectors discussed later.

The importance of service occupations for women's em-

Table 1 Occupations by industrial sector, 1977-79, men and women

	(%)	Administrative and technical	Education, health and welfare	Office	Sales	Catering	Other manual	Other*	
<b>Men</b>									
All (000s)	13,056.7	100	2,735.7	655.7	1,137.0	491.0	524.0	5,415.7	2,097.7
Manufacturing	5,017.7	38.5	7.0%	..	2.0%	1.0%	0.5%	24.0%	4.0%
Services	4,842.0	37.0	10.5%	5.0%	4.0%	3.0%	3.5%	5.0%	6.0%
Other†	3,197.0	24.5	4.0%	..	2.5%	..	0.5%	11.0%	6.5%
<b>Women</b>									
All (000s)	9,158.7	100	429.7	1,471.0	3,306.6	673.3	1,570.7	1,550.1	157.3
Manufacturing	2,084.4	23.0	1.0%	..	6.5%	..	1.5%	13.5%	0.5%
Services	6,536.0	71.5	4.0%	10.0%	24.0%	8.5%	17.0%	1.5%	1.0%
Other	538.3	6.0	0.5%	..	4.0%	..	0.5%	..	1.0%

\* "Other" includes: farming, fishing and related; transport operating, materials handling and storage; security and protective services.

† "Other" includes: agriculture, forestry and fishing; mining and quarrying; construction; gas, electricity and water; transport and communication.

.. = less than 0.25%.

Figures do not add exactly to 100%, owing to rounding errors. Figures rounded to nearest half of one per cent. This table is an estimate by Gershuny of the occupational and industrial structure of employment in the late 1970s, obtained by combining aggregate survey data from the *New Earnings Survey* with data from the *Census of Employment* to arrive at occupation figures within industrial categories. The most recent official figures comparable with this table which are based on survey data are in the 1971 Population Census. We used Gershuny's figures because they are more up-to-date. However, the economic depression has dramatically affected employment, notably after the period to which these data relate, so it should not be taken as a reliable guide to the current situation.

Source: Gershuny (1982).

Table 2 Coverage of the review — percentage of women's employment, 1977-79

	All occupations	Administrative & technical	Production	Catering	Selling	Clerical	Education health & welfare	Other
ALL INDUSTRIES	100	4.0	17.0	17.0	7.0	36.0	16.0	3.0
<b>MANUFACTURING</b>								
Food, drink & tobacco	3.0	2.0	..	..	..	..	..	..
Chemicals	1.0	0.5	..	..	..	..	..	..
Engineering	8.0	4.0	..	..	..	..	..	..
Textiles	2.5	2.0	..	..	..	..	..	..
Clothing and footwear	3.0	2.5	..	..	..	..	..	..
Paper, printing & publishing	2.0	1.0	..	..	..	..	..	..
Other manufacturing	1.5	1.0	..	..	..	..	..	..
Other sectors (not covered)	1.5	..	..	..	..	..	..	..
<b>SERVICE</b>								
Distributive trades	16.5	1.0	1.0	..	..	..	..	..
Insurance, banking, etc.	6.5	0.5	..	..	..	..	..	..
Professional & scientific services	26.5	1.0	..	..	..	..	..	..
Miscellaneous services	15.0	0.5	..	..	..	..	..	..
Public administration	6.5	0.5	..	..	..	..	..	..
<b>OTHER</b>								
Other	5.5	..	..	..	..	..	..	..

Unshaded areas are to some extent covered in this review, which therefore deals with 93.5% of women's employment.

Source: Gershuny (1982).

Table 3 Employees in employment in selected sectors, 1976 and 1981, and women as % of employment, 1981

Order	Industry sector	Total employment 1976 000s	Total employment 1981 000s	Percentage change 1976-81 (%)	Female employment 1981 000s	Female share of employment 1981 (%)
VII-XII	Engineering	3,224.0	2,671.9	-17.1	550.8	20.6
III	Food, drink and tobacco	690.6	613.9	-11.1	241.8	39.4
XV	Clothing and footwear	363.6	294.7	-18.9	221.6	75.2
	—Clothing	290.6	235.7	-18.9	188.7	80.1
XIII	Textiles	479.7	342.2	-28.7	157.3	46.0
XVIII	Paper, printing and publishing	535.6	484.1	-9.6	149.6	30.9
	—Paper and paper products	203.1	163.2	-19.6	47.9	20.4
	—Printing and publishing	332.5	321.0	-3.5	101.7	31.7
V	Chemicals and allied industries	420.7	392.0	-6.8	109.3	27.9
XIX	Other manufacturing industries	321.3	256.9	-20.0	87.6	34.1
XXIV	Insurance, banking, finance and business services	1,087.4	1,220.3	+12.2	650.9	53.3
XXIII	Distributive trades	2,669.3	2,575.6	-3.5	1,420.8	55.2
XXV	Professional and scientific services	3,559.1	3,532.4	-0.8	2,416.3	68.4
XXVI	Miscellaneous services	2,252.2	2,350.4	+4.4	1,358.8	57.8
XXVII	Public administration and defence	1,580.7	1,522.5	-3.7	607.8	39.9
	<b>All-industry total</b>	<b>22,048.0</b>	<b>20,607.0</b>	<b>-6.5</b>	<b>8,663.0</b>	<b>42.0</b>

Sources: *Employment Gazette*, November 1977, table 3.  
*Employment Gazette*, January 1982, table 1.4.

ployment in service and in manufacturing industry is very clear from table 1. The review attempts to distinguish between common types of work such as clerical work done in all industries and work which is industry specific, an important distinction in clarifying the true employment impacts of new technology. First the manufacturing sector and then the service industries in which are included service occupations are examined.

### Manufacturing industry

Manufacturing industries employ about two million women. Because production technologies tend to be specific to particular industries (unlike, say, clerical technologies like typewriters and computers) the review considers the impact of technology within manufacturing industry by industry. The focus is on the impact of microelectronics on the 1½ million women employed as operatives in manufacturing.

Women are employed in seven main manufacturing industries which to date have had variable experience of the introduction of microelectronic based technology. Very little research information was found about technical change in four of these which accounted for about 40 per cent of the women employed in operative type jobs in manufacturing. To a certain extent this reflects limited technological innovation though, in two or three industries, evidence suggested that technological innovation was beginning to occur. In the food, drink and tobacco industries, which are very important employers of women workers there were no general studies but there were specific examples of modernisation schemes incorporating microelectronics which were likely to have major implications for employment. One confectionery manufacturer anticipated the loss of 3,000 jobs out of 7,000 at one plant where half the workers are women, following a £125m investment programme. Another was studying the feasibility of using robots to replace women in sorting and packing chocolates (Leeds TUCRIC, 1980: 55). Similarly in both the chemical and allied industries and in rubber and plastics processing industries microelectronic applications have been ident-

ified. In the former, the Industry Training Board has identified microelectronics applications in high speed filling and packaging, in automatic warehousing, materials control, and route planning (CAPITB, 1980: 30). These would affect women's jobs. Process control is already very sophisticated, but microelectronics offers further opportunities in control and instrumentation. In the latter, microelectronics is also becoming involved in process control and in automatic handling of mouldings. In both industries, women are concentrated in operative jobs with few women craft workers (in 1980 out of 16,000 craft workers in Rubber and Plastics, 50 were women: RPPITB, 1980). Evidence is scanty but early indications are that there will be a reduction of lower level jobs (such as filling) done by women with possibly some increase in technician level work generally done by men. In rubber and plastics, recent SPRU research found a declining need for unskilled and semi-skilled workers, but a rising need for graduates and engineering craftsmen trained as "troubleshooters". (Walsh *et al*, 1980).

### Clear illustration

Two industries, clothing and footwear and textiles, illustrate very clearly how difficult it is to disentangle the effects due to economic or technological change. Both are important employers of women, particularly, clothing and in both there has been a considerable decline in employment as table 3 shows. In clothing the ratio of male to female employees remain much the same, but women make up 80 per cent of the industry's employees and so the female workforce has had to absorb the majority of redundancies. In textiles women's employment fell by 27 per cent between 1976 and 1981, while men's employment fell by 30 per cent and women now represent 46 per cent of the workforce.

Economic pressures have had more effect on employment levels in clothing where the losses are mainly the result of the downturn in the economy and the industry's inability to compete with imported product lines. But it seems likely that these trends could be further exacerbated by new technology as microprocessor-controlled sewing

machines have become available and computer aided design and cutting techniques have been gradually introduced. There is an economic barrier to rapid diffusion of microelectronics however, as most firms in the industry are small and are likely to have difficulty raising capital for microelectronics-based equipment. Fashions moreover change rapidly in many parts of the industry, limiting the scope for mass-production style automation (Rush and Hoffman, 1981).

Textiles is very different. The drop in employment is certainly linked to the introduction of electronics. In contrast with the clothing industry, textiles is a mass-production industry and electronics have been incorporated in textile machinery since the 1950s. It is much easier to replace conventional electronics with microelectronics (as in textiles) than to introduce electronic control for the first time (as in clothing). In textiles, as in other manufacturing industries, women primarily do "unskilled" work, while men are craftsmen, supervisors, and overlookers.

Electronics innovations have primarily affected craft skills (McLean and Rush, 1978: 22), and hence men's work, but new types of microelectronics-based process controls appear to threaten women's jobs in the future (Leeds TUCRIC, 1980: 56-7). New jobs associated with microelectronics-based equipment require technician skills, and are therefore unlikely to be filled by women. The Carpet Industry Training Board documents difficulties for women in entering craft and technician occupations, both because of their occupational and skill histories and because of overt discrimination by employers (Carpet ITB, 1979: 3-20). The introduction of shiftwork together with

new, expensive machinery also militates against women. There appears to be scope for further information in textiles, with a loss of women's jobs. The smaller number of new jobs will tend to be in "male" occupations.

### Less clear

The picture is less clear in the paper printing and publishing industries where women comprised 31 per cent of the workforce. Since 1970, there has been significant job loss (20 per cent) and more women lost their jobs (23.9 per cent) than men (18.5 per cent) Haywood. The majority of women work in printing and publishing rather than paper and paper products as table 3 shows. They chiefly do the low-skilled, low-paid work. Outside the clerical and catering functions, women tend to work in print finishing operations, which use a great deal of labour and are identified as a focus for attempts at automation over the next decade by the industry research association (PIRAPITB, 1979).

However in type-setting and other pre-print occupations, microelectronic-based equipment can be used to automate pre-print work providing scope for "female" typing skills at the expense of "male" pre-press craft skills. The US experience of new pre-press technology in the newspaper industry in 1970-79 was of a slight reduction in men's jobs but a larger increase in women's, as the number of newspaper titles and editions multiplied (American Newspaper Publishers Association, 1980). In the UK however typesetting and other "pre-press" occupations have been stoutly defended against female incursions by the print unions, notably in the national press, (Cockburn, 1979) but this resistance has not been so successful in some of the provincial press or small non-unionised printing firms (Craig *et al*). Paper and paper products has had less microelectronic innovation though recent research by SPRU shows that women in low level production jobs in the folding cartons and fibre-board cases sub-sectors are under some threat from increased automation. New jobs created are the technician level, and women are unlikely to be trained for these (Brady, Scott-Kemmis and Senker, 1982; Scott-Kemmis, Brady and Senker, 1982).

### Job opportunities

Overall then it is possible to see from the American example that microelectronics applications can increase women's job opportunities at the expense of men's. But in Britain the effect of trade union resistance to this is unclear, especially within the national press. In the present climate of change, combined with redundancies, there are some indicators that men, and the trade unions representing them, may be anxious to retain their traditional areas of work and may resist new technology and women workers where they can.

Perhaps most microelectronic innovation has occurred in the engineering industries and certainly there is considerable research evidence about its employment effects. As table 3 shows the engineering industries employ about a third of all women in manufacturing and have experienced a considerable drop in total employment recently for both economic and technological reasons. Despite an increase in women's office jobs between 1973 and 1979, there was a net loss of 40,000 jobs held by women, a fall of 5.5 per cent, caused by job losses in production occupations. Some

30,000 of these women's jobs lost were among fitters, assemblers, and viewers, with the bulk of the loss being in electrical and instrument engineering (Swords-Isherwood and Senker, 1980: 10-18).

The most marked fall occurred in the manufacture of telegraph and telephone equipment where three-quarters of assemblers were women, and their number was reduced by half. This was partly accounted for by an overall reduction in orders from the Post Office, and a dramatic decline in the British share of world markets. But fewer orders were being placed for the old-fashioned electromechanical exchanges (Strowger and crossbar types) while more were placed for electronic exchanges. The shift from assembling many electrical and mechanical components to assembling fewer microelectronic components greatly reduced the need for (female) assembly workers.

### Substantially reduced

Another area in which employment of assemblers was substantially reduced was in television manufacture, where total employment fell from 69,600 in 1973 to 45,000 in 1979 (Sleigh *et al*, 1979: 19). The number of components in a tv set has fallen from about 1400 in 1970 to 400 in 1980. At the same time, computer-controlled machines for automatically assembling electronic components have spread through the industry, and the reduction in assembly work brought by these two factors have affected women assemblers particularly. Concurrently, British-owned tv manufacturers have been losing market share to Japanese multinational companies (Senker, in Swords-Isherwood and Senker, 1980: 16).

Female production workers also work in general engineering and the motor industry. Increasing use of microelectronic components is likely to reduce the employment of assemblers (usually female) per unit of output. Robots are slowly coming into use in heavy, dirty and dangerous production occupations (traditionally male) notably in the car industry though to date, there has been no impact in the UK in light assembly occupations normally held by women. In many cases, "touch" or "vision" will need to be incorporated in robots to make them suitable for the precise tasks in light assembly which women do.

In engineering overall it seems likely that the loss of

women's jobs may well continue to be faster than loss of men's jobs as the adoption of microelectronics proceeds. Their negligible presence in higher level jobs will mean very few will benefit from possible increase in this type of work, and in all the areas reviewed the trend towards expansion of low level women's jobs in ensuring in recent decades seemed likely to be halted or reversed.

### Services

This section looks at both service occupations (catering, office work) and production or managerial occupations within service industries (banking, telecommunications).

Many services are producer services: provided to producers who need certain services in order to do business. Others are consumer services—offered for final consumption by consumers, rather than being inputs to production—and these may be privately or publicly provided. Producer service employment depends critically on the success of production industries. Many service industries (banking) and occupations (catering) supply both producer and consumer services, and are affected by the same new technologies.

The distinction between privately and publicly provided services is also important. The public sector and the boundary between public and private sectors are crucially influenced by government policy, which is normally a far more important determinant of employment than technology.

### Office occupations

Women hold 74 per cent of office jobs, and these comprise 36 per cent of women's total employment (table 1). In particular office occupations, women hold almost all jobs: 98.6 per cent of secretarial, shorthand and typing jobs, for example (1971 Census). Eighteen per cent of women office workers work in manufacturing industries as against 66 per cent in service industries (table 1).

Clerical work has been growing since the last century, and women have gained a growing proportion of these jobs. Office work has grown faster than production work because it is labour-intensive. It absorbs a rising share of firms' costs, yet investment per worker is ten times as high in production as in the office (TUC, 1979: 24).

## Statutory Sick Pay The Rules—The Regulations

### The practical guide on what to do and when to do it

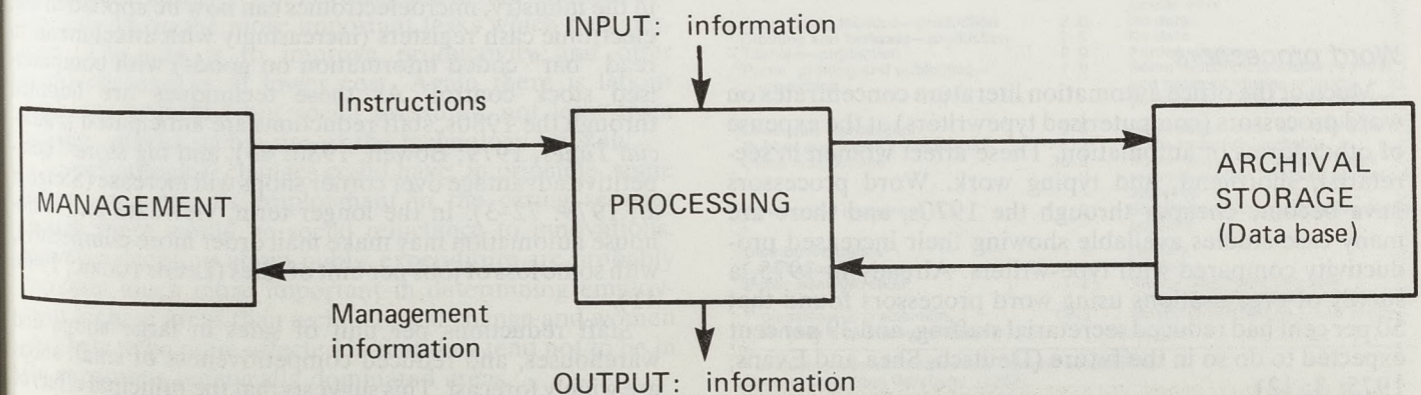
A touring workshop, presented by the IPM and Roffey Park Institute. The workshop addresses the practical problems, the procedural requirements, the collective bargaining issues and the individual consultation necessary with employees. What to do and when to do it will be the theme of the day presented with a minimum of legal jargon and a maximum of practical exercises.

The workshop will be held at the following locations:

Cardiff	November 30, 1982
Bath	December 1, 1982
Roffey Park	December 3, 1982
Cambridge	December 7, 1982
Leeds	December 8, 1982
Edinburgh	December 10, 1982
London	December 14, 1982
Altrincham	December 16, 1982

For further details please contact the Conference Administrator, Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW (Tel: 01-946 9100).

Chart 1



## Process information

Offices exist to process information. Whether a particular office supplies insurance, designs machines, or keeps accounts, the pattern shown in chart 1 remains constant: an office transforms input information into output information, normally making use of a data base (stored information). Management can choose along a continuum from completely manual to fully automated office procedures, depending on the capabilities of the people and machines available.

Office applications of microelectronics have involved increasing use of mini- and micro-computers through the 1970s, as the cost of computing has fallen. The information technologies—data processing, word processing, and telecommunications—are increasingly being inter-linked. This will eventually be facilitated by the use of local area networks—effectively, information ring mains through which the full range of electronics-based equipment can communicate within the office.

While the thrust of technical change is towards the "paperless office", automation is in practice patchy. The literature suggests that computing and other new technologies such as photocopying have had little impact on the low amount of investment per office worker. Thus the scope for micro-electronics to automate the office seems large, but there are important obstacles to office automation. Communication between the "haves" and "have nots" of office automation (Arnold, 1980: 156), management conservatism, capital and skill shortages (Atkinson, 1980: 348) impede progress. There is also social resistance to the loss of secretaries. On the technical side, agreement on standards is difficult to achieve. There is also a bottleneck where information is put into electronic systems by keyboard operators, normally women. Acceptable general-purpose devices to handle voice and handwritten input are not likely to be developed for some time, and in the meantime women's keyboard work will largely be protected. There are also considerable difficulties involved in linking together computers, word processors and data transmission equipment which are frequently incompatible. The paperless office appears to be a good way off in the future.

The past experience of computerisation from the 1960s onwards has been that clerical jobs have been shed, and a smaller number of computer-related technical jobs created. This represented a transfer of work from women to men (Ministry of Labour, 1964: 19; Baker, 1964: 227-8), but during the 1960s and 1970s, this phenomenon was swamped by growth in office work as a whole (CPRS, 1978: 7).

## Word processors

Much of the office automation literature concentrates on word processors (computerised typewriters) at the expense of other forms of automation. These affect women in secretarial, shorthand, and typing work. Word processors have become cheaper through the 1970s, and there are many case studies available showing their increased productivity compared with type-writers. Already in 1975, a survey of organisations using word processors found that 50 per cent had reduced secretarial staffing, and 39 per cent expected to do so in the future (Deutsch, Shea and Evans, 1975: 3; 12).

Word processing may deskill typing work, as it takes over elements of skill such as tabulation and layout, and reduces the need for keystroke accuracy, making individual operators' work indistinguishable. Word processing enlarges the skill gap between typists and secretaries (Arnold, Birke and Faulkner, 1981; Barker and Downing, 1980).

There is little evidence so far that microelectronics will lead to home-based office work on any substantial scale. Both data processing and word processing tend to reduce women's employment opportunities. Some new jobs are created in technical areas, but these are typically held by men.

## Banking and financial industries

Nearly all women's employment in these industries is in office occupations, and is therefore influenced both by the general pattern of technical change outlined above for offices, and also by developments specific to banking.

Between 1970 and 1978, the number of transactions handled by the clearing banks doubled, without a proportionate increase in staff, owing to increased computerisation (Sleigh *et al*, 1979: 63). Most of the new employment during the 1970s was of women. Microelectronics can be used in electronic funds transfer to replace the movement of money and paper. Many applications in banks would require important legislative and organisational changes, but automatic telling machines tend to reduce the need for (normally female) tellers, while requiring a new category of (usually male) technician (Palmer, 1980: 7). Overall, employment in banking is likely to stabilise (Sleigh *et al*, 1979: 67), or decrease slightly (Palmer, 1980; BIFU, 1981: 2) during the 1980s, with some transfer of work from women to men.

Despite some similarities with banking, there is no evidence upon which to assess the specific impact on insurance employment, although the preponderance of work is clerical.

## Distributive trades

Large numbers of women, about 1½ million, are employed in the distributive trades, mainly in retailing, and women are better represented in administrative and technical jobs in this sector than elsewhere. Between 1971-6, there was an increase in the number of women working in retailing, but so many jobs were part time that the number of full-time equivalent jobs eventually fell (USDAW, 1980: 1). Following a shift towards supermarket-style operations in the industry, microelectronics can now be applied to link electronic cash registers (increasingly with attachments to read "bar" coded information on goods) with computerised stock control. As these techniques are adopted through the 1980s, staff reductions are anticipated (*Financial Times*, 1979; Bowen, 1980: 43), and big stores' competitive advantage over corner shops will increase (Sleigh *et al*, 1979: 72-3). In the longer term, viewdata and warehouse automation may make mail order more competitive, with some loss of jobs per unit of sales (Leeds TUCRIC, 1980: 41).

Staff reductions per unit of sales in large shops and warehouses, and reduced competitiveness of small shops are widely forecast. This suggests that the principal effect of

microelectronics will be to reduce employment in this sector.

## Catering

Catering occupations accounted for nine per cent of total employment and 17 per cent of women's employment in 1977-79 (Table 1). Of jobs in this category 75 per cent were held by women. There are signs of significant technological and social changes but there is very little research as yet on the effects of these on employment in the UK. US experience is of an increasing shift from full-service to fast-food establishments (Carnes and Brand, 1977). A similar pattern is emerging for the UK (Jones, 1980: 75), as the proportion of wives working outside the home and people living alone increases. This move to more off premises preparation of food is made technically possible by innovations in food preservation methods and equipment, the simplification of work processes through improvements in materials handling and cooking devices. The major improvement in food service equipment has been the micro-wave oven. Microelectronics can also be applied to control catering machinery, and in cash registers. Lack of evidence however prevents us making proper assessment of the effects on jobs in this important area of women's employment.

## Public administration and the "caring" professions

About three quarters of women employed in public administration work in clerical jobs. They will be affected by the pattern of change already described for offices. Some evidence suggests a greater take-up of microelectronics in public administration than in offices elsewhere in the economy (*Computing*, 15.1.81; 22.10.81).

Educational, health and welfare occupations—the "caring professions"—account for 1.5 million women's jobs or 16 per cent of the total (Gershuny, 1982). The vast bulk of these are in the public sector. There is little evidence about the effects of microelectronics in these areas, and we found no large-scale applications described. These occupations provide highly personalised services, and considerable resistance would be likely if attempts were made to replace people with machines (CPRS, 1978; Chorlton, 1980). Currently within education, there is controversy about the role of new technology and about its possible consequences for teachers' employment. There is the technical potential to reduce further the number of teachers but the social and political acceptability of such development is questionable.

Many of the medical applications of microtechnology either improve services or are designed to free specialists to concentrate on the more important tasks which they perform. The aim is to improve productivity and offer improved services at lower cost. Again there is labour displacing potential but social pressures, not least from patients, makes such a use of the technology unlikely.

So technological changes could have, in principle, some impact on women's employment in the caring services though there would be social reluctance to innovations. However decisions about public expenditure are probably currently much more important in determining employment in these areas than technological change and women are likely to be more affected in that they tend not to be in the expanding technically dominated areas.

## Conclusions

In reviewing the effects of microelectronic technology on women's employment, some major gaps in our knowledge have been highlighted as shown in table 4. Research data is scanty for example in important areas of female employment like food, drink and tobacco production, and catering. Moreover there is very little in the literature about areas of potential job creation which are—by their very nature—difficult to predict. This, combined with the need to relate research to established industry and occupation categories, biases our findings in a pessimistic direction.

Where job losses have occurred a complex set of factors are involved such that it is impossible to identify what proportion of losses can be attributed to technical change or changes in economic conditions. None the less evidence of some job loss caused by the introduction of microelectronic technology is already available for the engineering and textiles industries as well as forecast for the distributive trades and the indications are that continuing developments in some manufacturing industries such as food, drink and tobacco or the chemical and rubber industries will have an adverse effect on the numbers of women employed.

## Less clear

The situation is less clear in the service industries and occupations however. Certain general trends such as the overall expansion of the service sector initially overshadowed any particular impact on sectors where microelectronic innovation has occurred, for example in office work. There is great potential for automation, and increased productivity though "jobless growth" rather than job loss is a more likely scenario. However the paperless office is some way off as there are still technical and social barriers to achieving it. Some social barriers to innovation operate also in the caring professions which have been seen as traditionally women's work. Jobs here appear as yet relatively immune to the impact of microelectronics. Overall in the public sector, public expenditure policies are likely to have more effect on employment levels than technological innovation.

Microelectronic technology leads to a restructuring of work in several ways. There is evidence about changes in

Table 4 Summary of findings

Industry/occupation	Percentage of women's employment	Anticipated employment effects of microelectronics on women
Engineering—production	4.0	Reduction in assembly and similar work
Food, drink, tobacco—production	2.0	No data
Clothing and footwear—production	2.5	No data
Textiles—production	2.0	Further decline
Paper, printing and publishing—production	1.0	Some reduction probable in paper and paper products. Increase possible in printing and publishing
Chemicals—production	0.5	Some reduction in low-level jobs
Rubber and plastics—production	<0.25	Some reduction probable
Office occupations	36.0	Some reduction probable. Large reductions often forecast, but not yet achieved
Banking and insurance*	1.0	Stabilising after growth; some decline possible
Distributive trades*	11.5	Decline
Catering occupations	17.0	No data
Public administration*	1.5	Mostly dependent on public policy. Some evidence of decline
Professional and scientific services ("caring professions")	14.5	Mostly dependent on public policy

\* Excluding women in office and catering occupations. Source: Data from Gershuny (1982).

the levels and distribution of skills. For example, a tendency towards a polarisation between typing and secretarial skills is likely to be increased by the use of microelectronics in offices. It is also very clear that many of the new jobs which will be created will require technical skills and are likely to be held by men. Women are vulnerable because they are clustered in unskilled and semi-skilled assembly work or routine white collar jobs and are failing to acquire the technical education and training necessary for the new jobs.

#### Difficult to implement

In times of less than full employment it could be difficult to implement policies to improve the lot of women already in the workforce. Reallocating jobs and retraining opportunities towards women would necessarily imply a reduction in men's job opportunities in a period when competition for jobs is inevitably more intense.

However some small-scale attempts to improve the low take-up of technical education and training by girls have been initiated, most notably by the Engineering Industry Training Board. These will help some women entering the labour market to gain access to new jobs created by microelectronics. Nevertheless there is a danger that the wider diffusion of microelectronics could lead to a deterioration in women's job prospects unless greater efforts are made to reduce women's present relative disadvantage in the workforce. ■

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# LABOUR MARKET DATA

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## Trends in labour statistics

### Summary

The latest indicators show continued hesitation in the economy. A weakening of business confidence is suggested by the CBI.

On the demand side, declines in the level of stockbuilding and investment both had a depressing effect in the second quarter, and imports rose by more than exports. Recent months have, however, seen an improvement in trends in retail sales, manufacturing production, capacity utilisation and in the output measure of Gross Domestic Product.

There were substantial reductions in world interest rates during August, against a background of weakening prospects for growth and better than expected performance in reducing inflation.

The underlying increase in average earnings continues to fall, reaching 9½ per cent in the year to July, and will probably edge down a little further over the next few months as the last of the 1981-82 round pay settlements are implemented.

Total employment fell at an increased rate during the second quarter, and in July there was some further increase in the rate of decline in manufacturing employment. Overtime working also fell back a little in July; there was also, however, a decline in short-time working.

Unemployment in July-August increased partly because of seasonal factors. There was some rise in the underlying rate of increase, compared with the second quarter, but this may reflect earlier registration of graduates.

The steady decline in the rate of inflation continued in August, with the increase on a year earlier in the Retail Prices Index falling back to 8 per cent.

### Economic background

GDP (output) rose slightly in the second quarter of 1982, according to the preliminary estimate, returning to the same level as in the fourth quarter of 1981. Activity in transport and communications rose in the second quarter from the strike-affected level of the first quarter but there were small falls in manufacturing and in the distributive trades. However extraction of North Sea oil and gas rose to a new record level in the second quarter. Excluding oil and gas

extraction, GDP has been virtually flat since the ½ per cent rise in output between the second and third quarters of last year.

The gradual rise in the CBI's composite index of coincident indicators, designed to give a broad guide to trends in economic activity, has been maintained with upward effects from most components in recent months. Both the shorter and longer-leading indices, which look to economic activity expected about six months and one year ahead respectively, fell between April and July. The longer-leading index, turned upwards again in August, reflecting lower interest rates and higher share prices. These movements are, however, based on incomplete information, and the implications of the latest values of the leading indicators may not become clear until further data becomes available, especially in view of the diverse movements of some of the constituent indices.

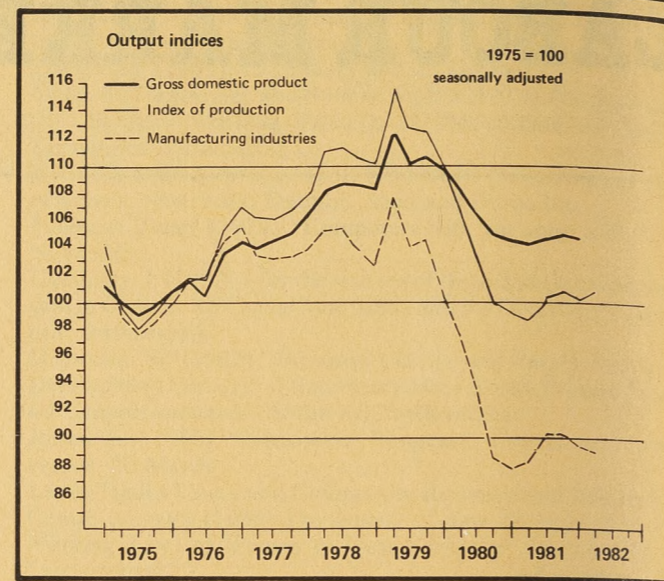
Industrial production in the second quarter of 1982 was ½ per cent higher than in the first quarter. The rise reflected increased oil and gas extraction with production from the rest of industry unchanged. A slight fall in manufacturing output was largely offset by a recovery in construction activity which grew by an estimated 2½ per cent between the two quarters.

Manufacturing output in the second quarter was ½ per cent lower than in the previous quarter and output was about the same level as in the second quarter of last year. The only manufacturing industries in which output was higher than a year ago were food, drink and tobacco and coal and petroleum products.

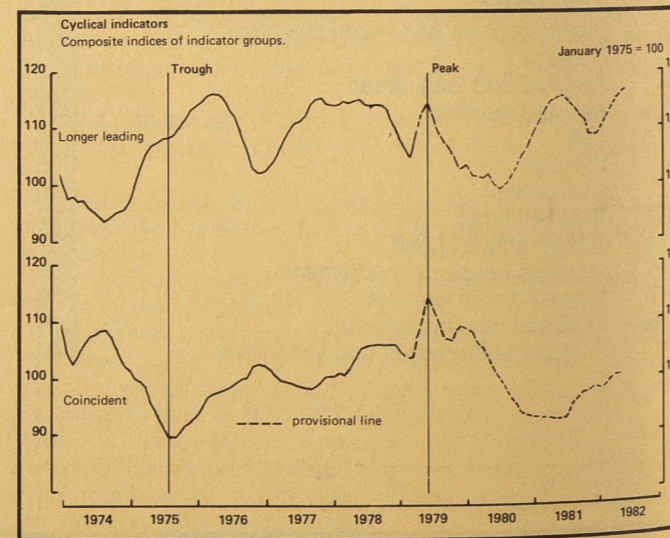
The CBI Monthly Trends Enquiry for August reveals a weakening in firms' output expectations. While in April the number of firms expecting to increase output was 4 percentage points higher than those expecting output to decline, the balance was reversed to minus 3 per cent in July, and dropped to minus 8 per cent in August.

Consumers' expenditure was unchanged between the first and second quarters of 1982. Retail sales in the three months to August were about ½ per cent higher than in the previous three months (March to June), and 2 per cent higher than for the same period last year.

Stocks held by manufacturers,



wholesalers and retailers fell slightly, by £26 million (at 1975 prices), in the second quarter. This follows the modest stockbuilding, of £130 million, during the first quarter. Wholesalers' stocks, which had risen slightly in the first quarter, fell by over £70 million in the second quarter; but retailers' stocks rose by about the same figure in the second quarter, following a similar rise in the first quarter. Manufacturers' stocks fell by about £20 million in the second quarter, compared with stockbuilding of around £50 million in the first quarter. Stocks of finished goods and work in progress both fell, while stocks of materials and fuel rose for the second quarter in succession. July's CBI Industrial Trends Survey suggested that manufacturers intend to reduce their



stocks still further.

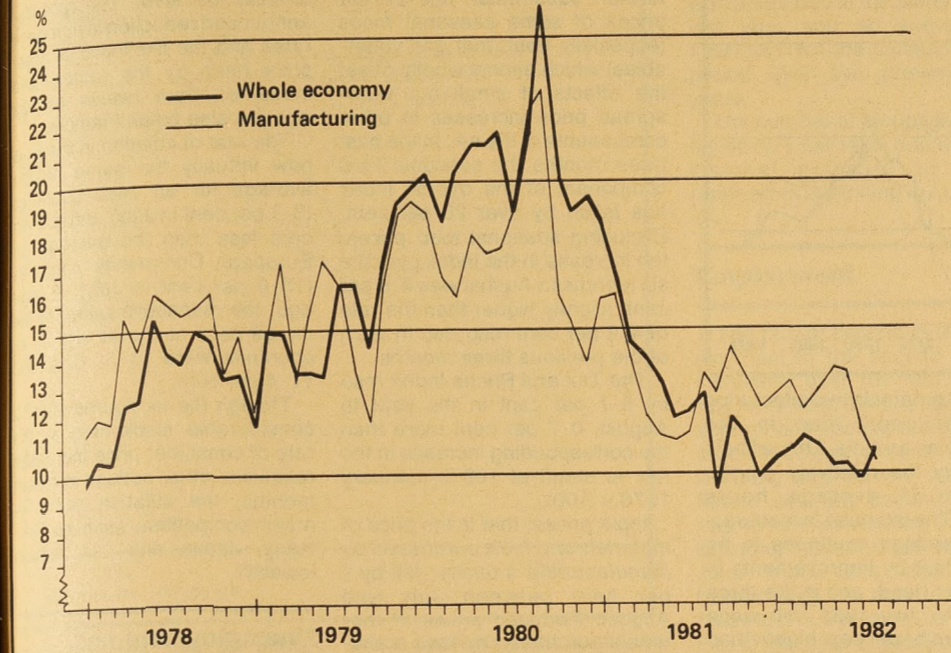
Capital expenditure by manufacturing, distributive and service industries (excluding shipping) fell by 3 per cent in the second quarter of 1982, after rising by over 1½ per cent in the first quarter. Within the total, direct capital expenditure by manufacturing industry (ie excluding leasing) fell by 4½ per cent in the second quarter, the tenth consecutive quarterly fall. Investment by distributive and service industries (excluding shipping but including assets leased to manufacturing industry) fell by 4 per cent in the second quarter, having risen by 2½ per cent in the previous quarter. In all sectors, investment in new plant and machinery fell while building work increased.

Housing starts, both public and private, fell in the second quarter

# Commentary

Index of average earnings : increases over previous year

Per cent



of 1982, following the rapid upturn at the start of the year. Starts in the private sector fell by 9½ per cent, while those in the public sector fell by 22½ per cent.

The current account of the balance of payments was in surplus by an average of £300 million per month in the four months from April to July, compared with a surplus of £251 million per month in the first quarter. The improvement reflects an increase in the invisible trade surplus from £132 million per month in the first quarter to an estimated £261 million per month in the second quarter, while there was a deterioration in the visible trade surplus. The visible trade balance would have moved into deficit had it not been for a sharp increase in the surplus earned on trade in oil, from £235 million a month in the first quarter to £330 million a month to

£265 million a month. The volume of imports in the latest four months was 4½ per cent higher than in the first quarter of the year; imports of finished manufactures were 7 per cent higher while imports of fuel and materials fell. The volume of exports rose more slowly, by 3 per cent.

Sterling's effective exchange rate was little changed at 91.6 (1975 = 100) on September 1, compared with 91.7 at the beginning of August.

### World outlook

There were substantial reductions in interest rates in the USA and Western Europe during August against a background of weakening economic prospects and better than expected performance in bringing down inflation. The OECD has reported that its forecast of world growth next year

(about 2½ per cent), made only 3 months ago, may not be met.

In the USA, the rate of increase of consumer prices slowed in July after the sharp rises in May and June. The increase over the year to July was 6.5 per cent. The composite index of leading economic indicators rose by 1.3 per cent in July. This is the fourth consecutive monthly rise in the index, which is designed to forecast turning points in the economy several months in advance, and suggests that recovery in the US economy is getting under way. Congress approved President Reagan's tax bill designed to curb the growth in the budget deficit through an extra \$98.3 billion in taxes over a three year period, but on September 10 the Senate overturned his veto on a \$14.1 billion supplementary appropriations Bill. Short term interest rates have fallen sharply. The federal funds rate, which averaged nearly 15 per cent in late June, dropped to around 10 per cent by the end of August. However the National Association of Business Economists has revised downwards its expectations of the scale of recovery and predicts growth of only 2.7 per cent for the second half of 1982.

In West Germany the recent acceleration in inflation appears to have been reversed with the annual increase in retail prices falling to 5.6 per cent in July. Industrial production fell by 2½ per cent between the first and second quarters and the unemployment

rate rose to 7.2 per cent in July, the highest for thirty years. The main economic institutes are revising their growth forecasts downwards. The consensus is for no change of real GNP in 1982 and only 1½ to 2 per cent growth in 1983.

The French annual inflation rate fell sharply in July, the first full month of the temporary prices and wages freeze, to 11.9 per cent, from 13.5 per cent in June. The French government has announced a restrictive budget for 1983 with tight control of public spending in line with the priority of bringing down inflation. The government has also announced that extensive price controls will continue during 1983. The public sector deficit is to be held down to 3 per cent of GNP, the same ceiling as in 1982, with planned spending to be kept to the same proportion of GNP as in 1982. Real GNP is projected to rise by 2 per cent in 1983. Real personal disposable income is planned to rise by only 0.9 per cent, making increased resources available for private sector investment.

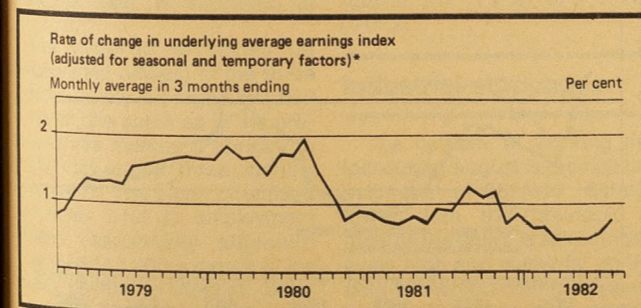
In Japan real GNP grew by 1.8 per cent in the second quarter of 1982, well up on the 0.7 per cent increase in the first quarter. The sharp improvement, however, was almost entirely due to increased consumer spending which is officially attributed to unusually good weather. Private investment fell and exports were sluggish in spite of the weakness of the yen. A further slowdown in exports is now predicted for later in the year.

### Average earnings

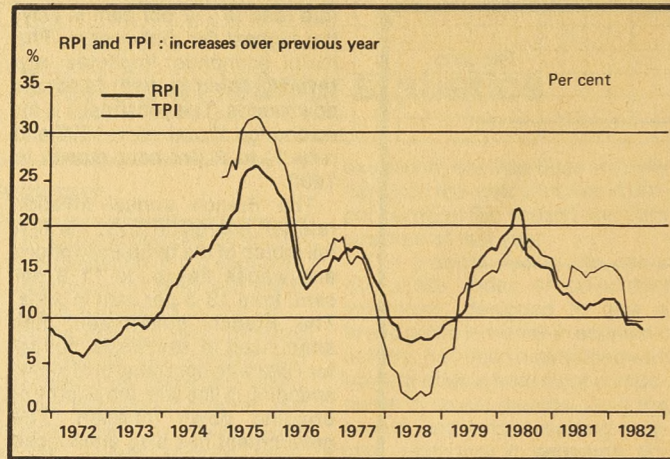
Average earnings in July showed an underlying increase over the last 12 months of 9½ per cent. This continues the downward trend in the underlying rate, which was 9½ per cent in June having fallen from a January level of 11 per cent.

The actual increase in the year to July (10.9 per cent) was considerably inflated by temporary factors. There was much more back-pay in July 1982 than a year earlier (mainly for teachers) and for some employees (for example civil servants) the July 1981 figures were depressed by delays in settlements last year. Each of these factors added about ½ percentage points to the change in the year to July.

The continuing fall in the underlying rate of increase reflects the progressive implementation of 1981-82 round pay settlements at lower levels than a year earlier. A significant minority of employees



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



(notably in the public sector) had still not been paid increases resulting from 1981-82 round pay settlements by the end of July. The underlying change in average earnings will probably edge down slightly over the next few months, as the remaining settlements are implemented and the recovery in hours worked around August 1981 falls out of the annual comparison, to give an out-turn for average earnings (as distinct from that for settlements) in the 1981-82 round of about 9 per cent. However it will be several months before a significant number of settlements in the 1982-83 pay round are reflected in the earnings index.

The underlying monthly change averaged about  $\frac{1}{2}$  per cent in the three months to July, slightly lower than a year earlier when the change was affected by the increases in hours worked.

The underlying increase in average earnings in the year to

July was greater in manufacturing (10½ per cent) than in the economy as a whole. This reflects principally the relatively greater increase in average hours worked. The increase in manufacturing earnings continues to be partly offset by improvements in output per head, and in the three months to July 1982 unit wage costs were 5½ per cent higher than in the corresponding period a year earlier.

### Retail prices

The rate of inflation, as measured by the twelve-monthly change in the Retail Prices Index, was 8.0 per cent in August. This compares with a corresponding rise of 8.7 per cent for July and 9.2 per cent in the previous month. The rate has declined steadily since the beginning of the year, when it stood at 12 per cent. Between July and August, as

between June and July, there was virtually no change in the index. This is mainly attributable to a further substantial fall in the prices of some seasonal foods (especially fresh fruit and vegetables) which almost wholly offset the effects of small but widespread price increases in other components of the RPI. In the past three months the seasonal food component of the overall index has fallen by over 20 per cent. Excluding seasonal food prices, the increase in the index over the six months to August was 4.6 per cent, slightly higher than the rate of 4.2 per cent recorded in each of the previous three months.

The Tax and Prices Index rose by 8.7 per cent in the year to August, 0.7 per cent more than the corresponding increase in the RPI, to stand at 169.0 (January 1978 = 100).

Input prices, that is the price of materials and fuels purchased by manufacturing industry, fell by ½ per cent between July and August. Reduced prices of materials purchased by food manufacturing industries largely accounted for this. The increase in the index in the year to August was 3 per cent, the lowest recorded movement since late 1978.

Manufacturers' selling prices (as measured by the *wholesale prices index* for home sales) rose by ½ per cent between July and August, to a level 7½ per cent higher than a year ago, compared with 8½ per cent in the year to July. Many sectors of industry recorded small price increases. The twelve-monthly increase, as with the input prices movement, was the smallest in over 3½ years.

Current trends and influences favour a continuing fall in the rate of inflation. Interest rates have fallen substantially, reducing industry's borrowing costs, while unit wage costs are rising only slowly. The CBI's latest situation report (end August 1982) indicates that, under continued competitive pressures, the number of com-

panies expecting to raise their domestic selling prices in the next four months has fallen to an historically low level. The recently-announced reduction in mortgage rates and the likelihood of lower price rises by the nationalised industries than twelve months ago are also helpful factors.

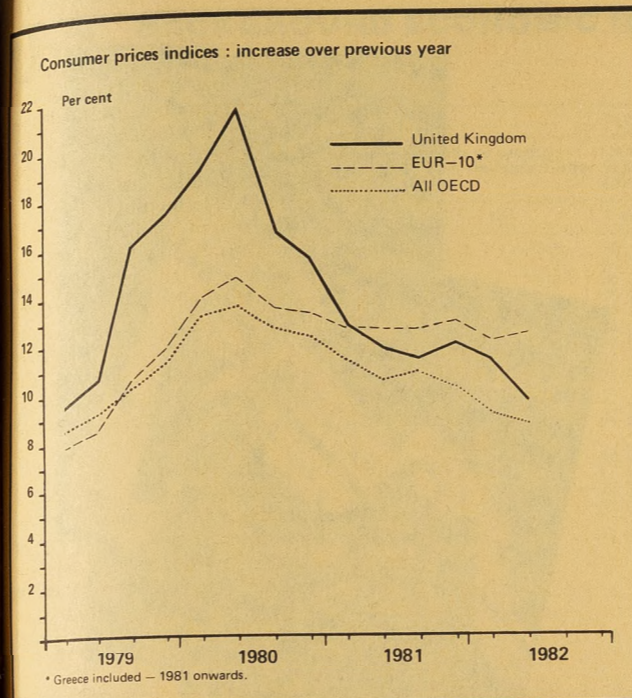
The rate of inflation in the UK is now virtually the same as the average for all OECD countries (8.1 per cent in July) and is 2 per cent less than the average for European Community countries (10.0 per cent in July). A year ago, the respective rates for the UK, all OECD countries and all EC countries were 11.5, 10.6 and 11.4 per cent.

Though the UK figures show a considerable slackening in the rate of consumer price increases relative to other nations in recent months, the inflation rates for major competitors such as Germany, Japan and USA remain lower.

### Unemployment and vacancies

The underlying rate of increase in unemployment in July-August was 38,000 a month (the figure for August is discussed below). This compares with 30,000 a month in the second quarter of this year, and 21,000 a month in the first quarter (after adding back allowances for those opting for the long-term rate of supplementary benefit, in each case). The rate in July/August may, however, have been affected by graduates and college leavers registering earlier this year. Taking the first eight months of this year together, the rate of increase is down to an average of 28,000 a month, in comparison with 40,000 a month in the second half of 1981.

The recorded total of the registered unemployed was 3,293,000 in August. This showed an increase of 103,000 on the July count. The underlying (seasonally-adjusted) figure rose



by 61,000, but this is partly accounted for by an under-recording in July of about 15,000 new graduates and college-leavers registering with Professional and Executive Recruitment. In addition, seasonal factors led to an increase of 40,000 and there were 2,000 more unemployed school leavers than in July.

The August total included 306,000 school leavers aged under 18 compared with 278,000 in August 1981. This year's increase of 2,000 between July and August compared with a decrease of 7,000 at the same time last year.

The total number of people covered by special employment measures was 561,000 at the end of July, an increase of 27,000 since June. The increase mainly reflected greater numbers on the Young Workers Scheme, the Youth Opportunities Programme and a rise in the number supported by the Temporary Short-Time Working Compensation Scheme. The effect on the unemployment register, which for a number of reasons is much less than the total, is estimated at 305,000.

The inflow of vacancies (at employment offices) in the three months to July averaged 163,000 a month, the same as in the previous three months (February to April) and in the three months before that. The stock of unfilled vacancies held at employment offices (seasonally adjusted) averaged 110,000 a month in the three months to August, compared with 109,000 a month in the previous three months.

Male unemployment continues to rise faster than the female rate. In the three months to August, the increase on the previous three months was 0.5 percentage points, compared with 0.3 percentage points for females.

The regional pattern in the latest three months compared with the previous three months shows above average increases in the seasonally adjusted percentage rates for Northern Ireland (0.8 percentage points), the North (0.7) and the North West (0.5). In all other regions the increases were at or below the national average increase of 0.4 percentage points.

International comparisons of unemployment show that all major Western Countries, with the exception of Japan, have experienced significant increases during the past year. The recent increases in unemployment rates (latest three months compared with previous three months) are: Canada (+1.9 percentage points), the Netherlands (+1.2), Belgium (+0.8), Ireland (+0.7), the United States (+0.5), the United Kingdom, Germany and Austria (all +0.4) and France (+0.3).

### Industrial stoppages

The number of working days lost during August is provisionally estimated at 682,000. Although lower than the previous two months the figure is still comparatively high and is chiefly attributable to the continuing stoppages by employees in the National Health Service.

In the first eight months of 1982 the number of days lost is estimated at 5,730,000 compared with 3,095,000 in the same period last year and an average of 7,897,000 for the corresponding period over the previous ten years.

The number of stoppages continues at a low level and the provisional estimate of those reported as beginning in August is 74.

### Employment

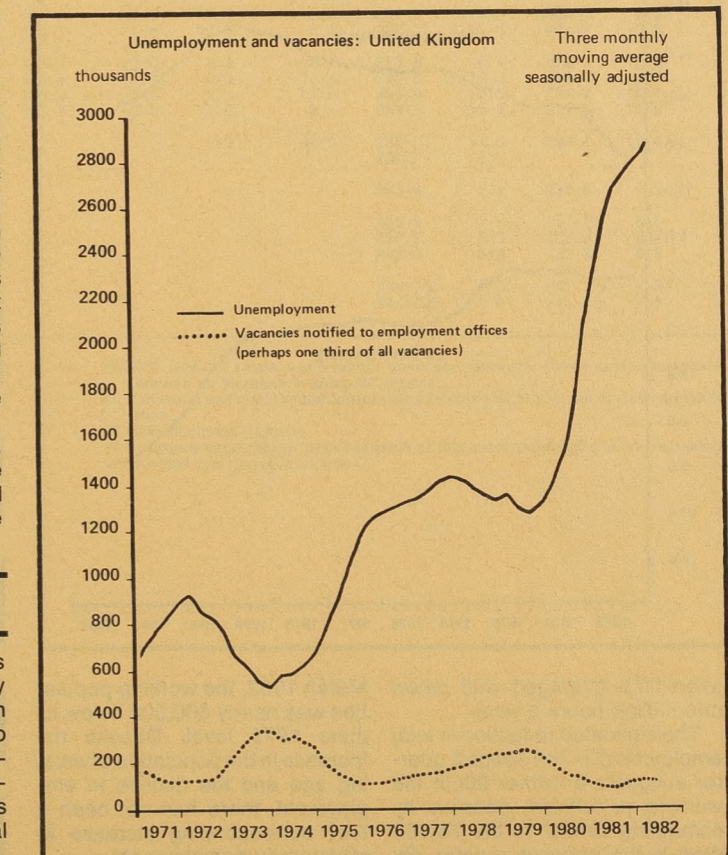
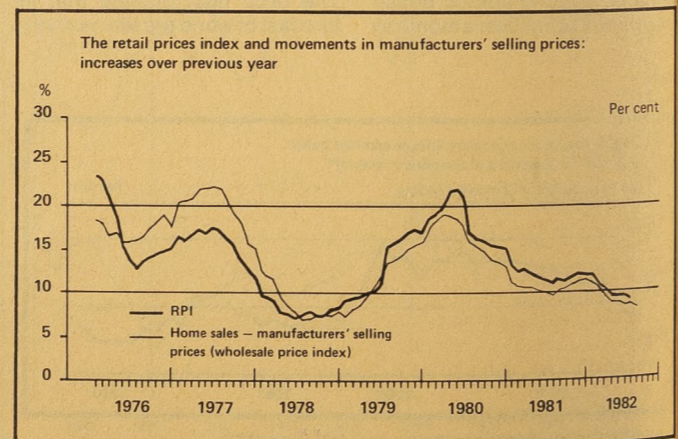
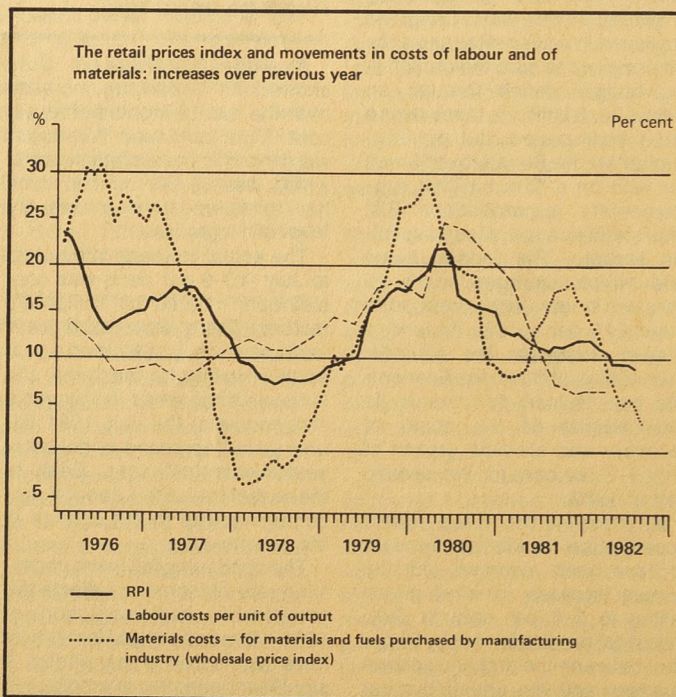
The rate of decline in total employment in the second quarter increased over the first quarter rate, with both the manufacturing and service sectors contributing. In July the rate of decline in manufacturing employment increased further over the second quarter rate. Overtime working in manufacturing industries fell slightly in July. There was, however, a further drop in the number of hours lost due to short-time working, to just over one million hours per week.

First indications are that total employment (seasonally adjusted) fell by more than 150,000 in the second quarter of the year, a substantial increase on the 91,000 decline of the previous quarter. An acceleration in the rate of fall in manufacturing was accompanied by a renewal of

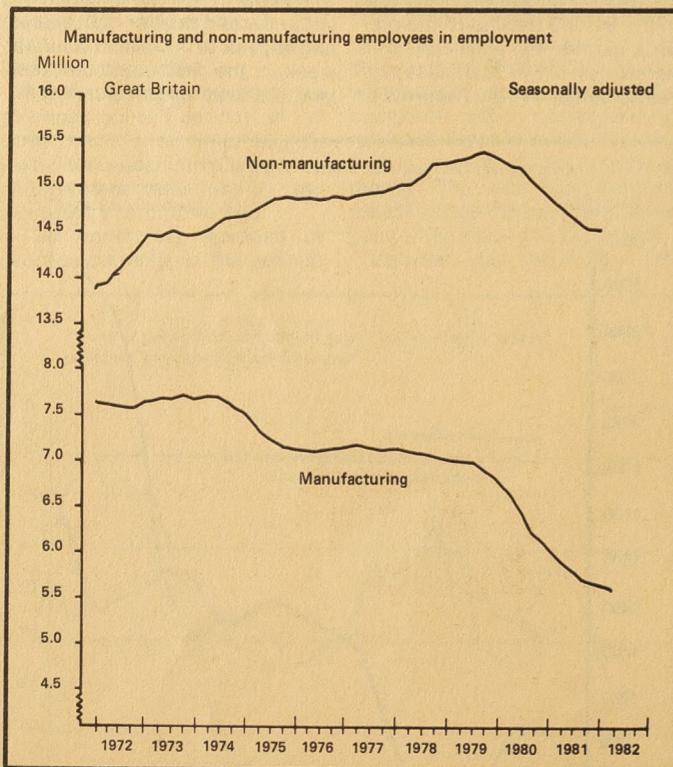
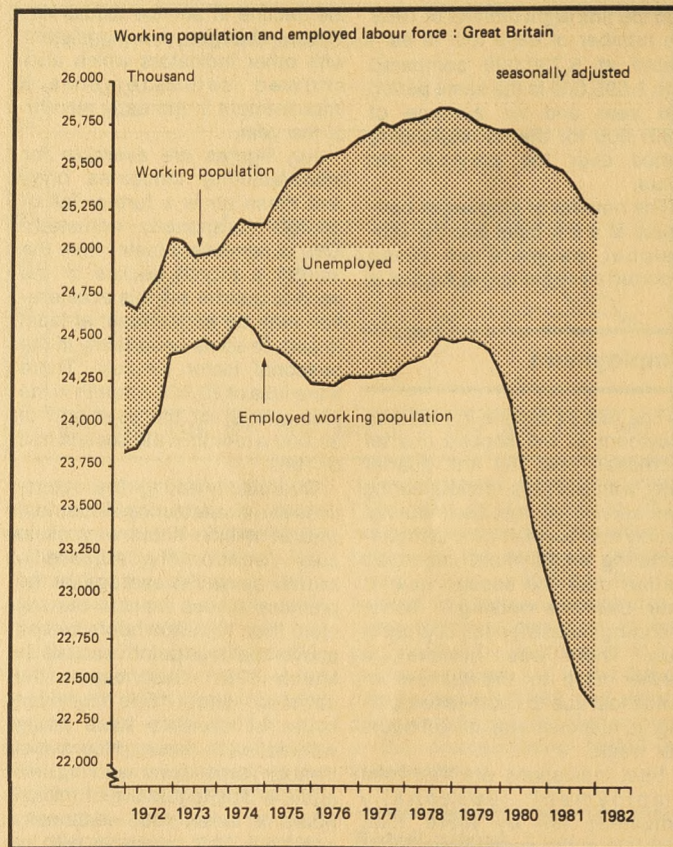
the decline in service industries. These changes are consistent with other indicators which also showed some temporary improvement in the early months of the year.

July figures are available for manufacturing industries only, and these show a further fall of 38,000 (seasonally adjusted). This is somewhat faster than the 30,000 a month decline in the second quarter but this acceleration may be attributable, at least in part, to some uncertainty in the seasonal factor for July. There were falls of 20,000 a month in the first quarter of the year and of 30,000 a month in the second half of 1981.

Overtime working (by operatives in manufacturing industries) was 9½ million hours a week in July (seasonally adjusted), slightly below the average for the previous eleven months but still more than 1½ million hours a week above the low point reached in March 1981. Just before the downturn, about 15 to 16 million hours of overtime were being worked each week. Hours lost through short-time working fell again in July to just over 1 million hours a week (not seasonally adjusted). This compares with an average of 1½ million hours a week in the second quarter of this year and a peak of 7½ million hours a week in the first quarter of last year. Before the recession began,







short-time averaged well below one million hours a week.

The estimated reduction in total employment in the second quarter suggests a further fall in the working population, possibly by something similar to the 75,000 drop in the previous quarter. By

March 1982, the working population was nearly 600,000 below its June 1979 level. Despite the increase in the population of working age and the decline in employment, there has not been a fully corresponding increase in registered unemployment.



# Employment Gazette

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## 0.1 BACKGROUND ECONOMIC INDICATORS\*

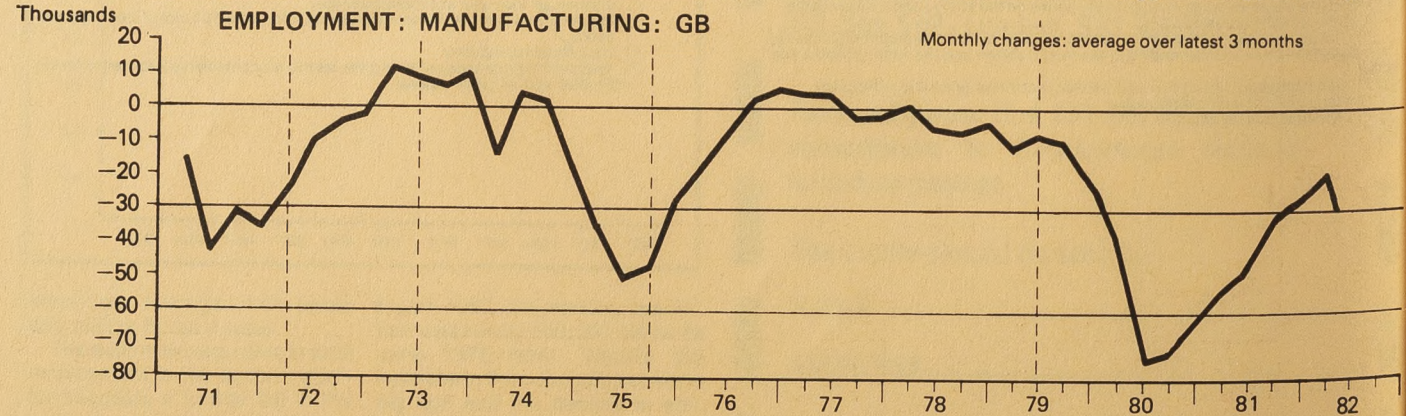
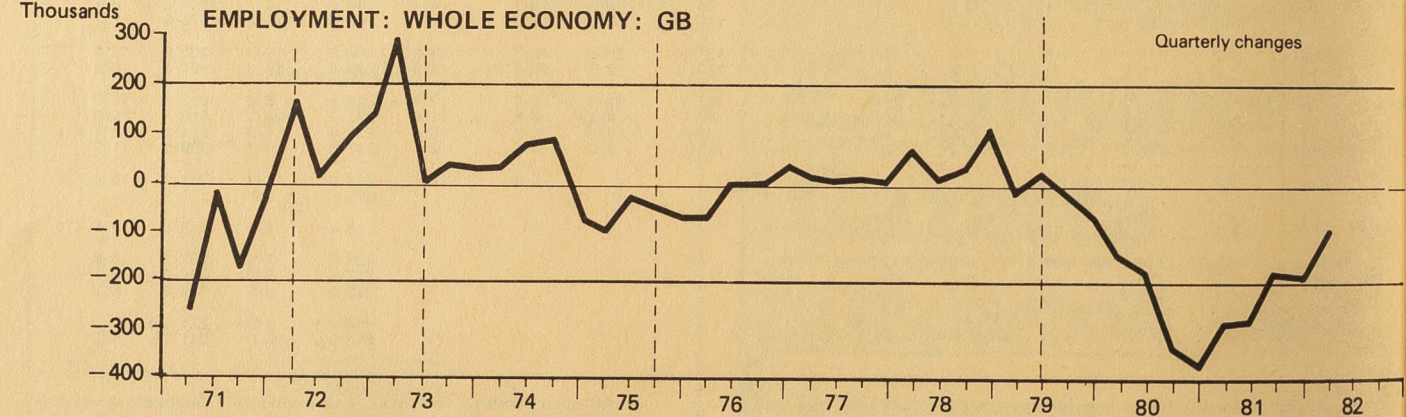
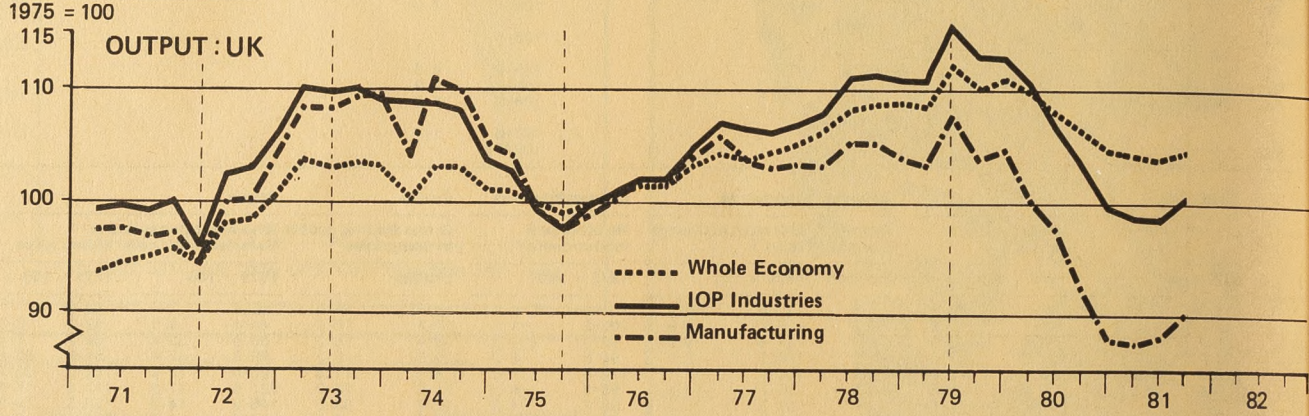
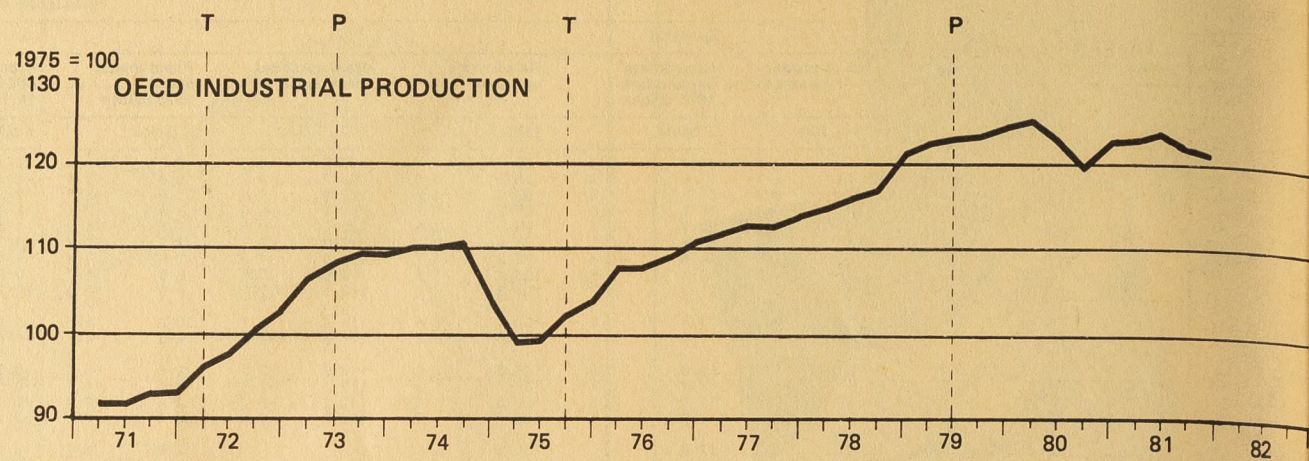
	Seasonally adjusted																
	Output				Demand				Retail sales volume <sup>1</sup>		Real personal disposable income		Fixed investment <sup>2</sup> 1975 prices		Stock building <sup>3</sup> 1975 prices		
	Index of production—OECD countries <sup>4</sup>		Whole economy		Index of production—manufacturing		Consumers' expenditure 1975 prices		£ billion		1978 = 100		1975 = 100		£ billion		£ billion
	1975 = 100		1975 = 100		1975 = 100		1975 = 100		1978 = 100		1975 = 100		1975 = 100		1975 = 100		1975 = 100
1971	92	1.1	94.9	1.5	97.5	-0.6	59.7	-3.3	90.7	—	87.6	1.5	8.1	—	—	—	—
1972	98	6.5	97.8	-3.1	100.1	2.7	63.3	5.9	95.2	5.0	95.2	8.7	9.6	1.4	-0.1	—	—
1973	108	10.2	103.5	5.8	108.4	8.3	66.3	4.8	99.4	4.5	101.9	7.0	8.9	-2.1	2.2	—	—
1974	109	0.9	101.9	-1.5	106.6	-1.7	65.1	-1.8	98.3	-1.2	100.5	-1.4	7.3	-2.1	1.4	—	—
1975	100	-8.3	100.0	-1.9	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.5	7.4	1.2	-1.5	—	—
1976	109	9.0	101.9	1.9	101.4	1.4	64.8	0.1	96.4	-0.1	99.3	-0.7	7.3	-1.3	0.7	—	—
1977	113	3.6	104.6	2.6	102.9	1.5	64.6	-0.4	98.3	-1.7	98.0	-1.7	7.9	9.1	1.1	—	—
1978	118	4.4	108.0	3.3	103.9	1.0	68.2	5.6	100.0	5.6	106.0	8.5	8.8	10.7	0.5	—	—
1979	124	5.1	110.3	2.1	104.4	0.5	71.5	4.7	104.2	4.6	113.1	7.2	9.9	12.0	0.7	—	—
1980	123	-0.8	107.4	-2.6	95.3	-8.7	71.5	0.1	104.3	0.6	114.4	1.1	10.0	1.8	-1.8	—	—
1981	124	0.8	104.4	-2.8	89.4	-6.2	71.4	—	105.5	1.2	111.8	-2.0	9.6	-4.2	-1.1	—	—
1981 Q1	124	1.6	104.3	-5.1	88.8	-11.4	18.0	-0.5	106.6	2.3	114.9	0.5	2.4	-5.0	-0.3	—	—
Q2	124	0.8	104.0	-3.9	88.6	-8.7	17.8	0.7	104.7	1.9	112.2	-1.9	2.4	-4.1	-0.5	—	—
Q3	124	3.3	104.4	-1.9	89.8	-4.2	17.7	-0.3	105.5	1.4	112.2	-2.8	2.4	-3.4	-0.1	—	—
Q4	123	0.0	104.8	-0.1	89.9	-0.1	17.9	0.1	105.4	1.2	112.2	-3.3	2.4	-4.2	-0.1	—	—
1982 Q1	121	—	104.6	0.3	89.4	0.7	17.8	—	106.6	—	—	—	2.3	5.8	0.1	—	—
Q2	121	—	104.6	0.3	89.4	0.7	17.8	—	106.1	1.3	—	—	—	—	—	—	—
1982 Mar	121	-2.5	—	—	89.8	0.7	—	—	106.6	—	—	—	—	—	—	—	—
Apr	121	-2.2	—	—	89.3	-0.4	—	—	105.9	0.8	—	—	—	—	—	—	—
May	120	-2.2	—	—	89.7	-0.3	—	—	105.8	1.2	—	—	—	—	—	—	—
June	119	-3.6	—	—	88.2	-0.3	—	—	106.6	1.3	—	—	—	—	—	—	—
July	—	—	—	—	—	—	—	—	107.6	1.5	—	—	—	—	—	—	—
Aug	—	—	—	—	—	—	—	—	108.0 p	—	—	—	—	—	—	—	—

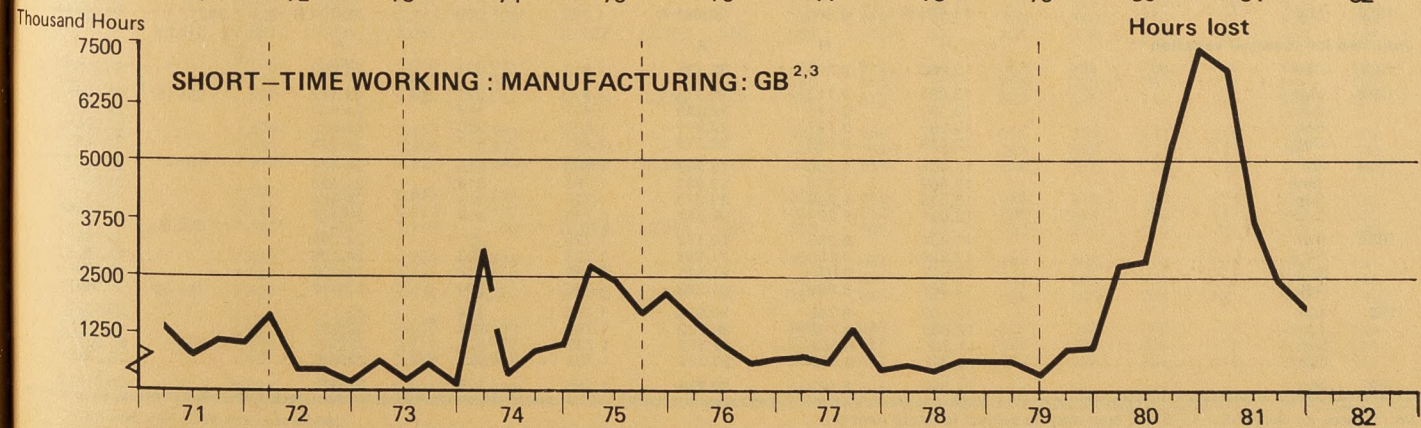
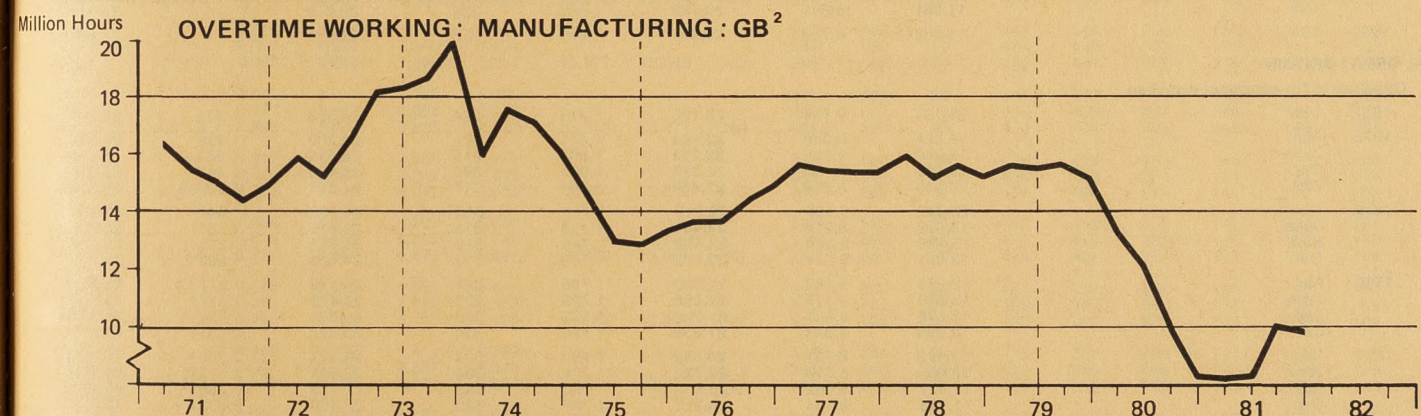
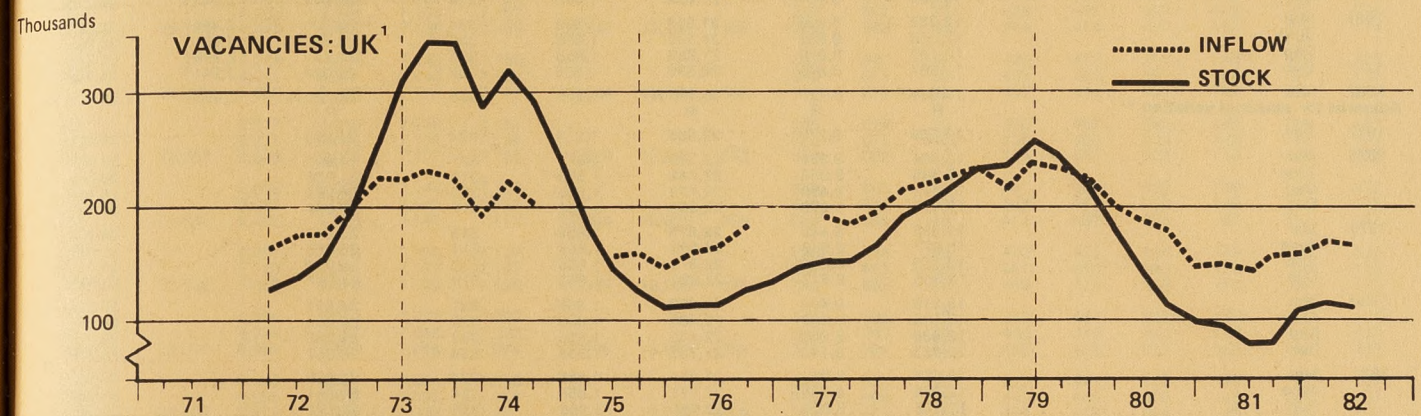
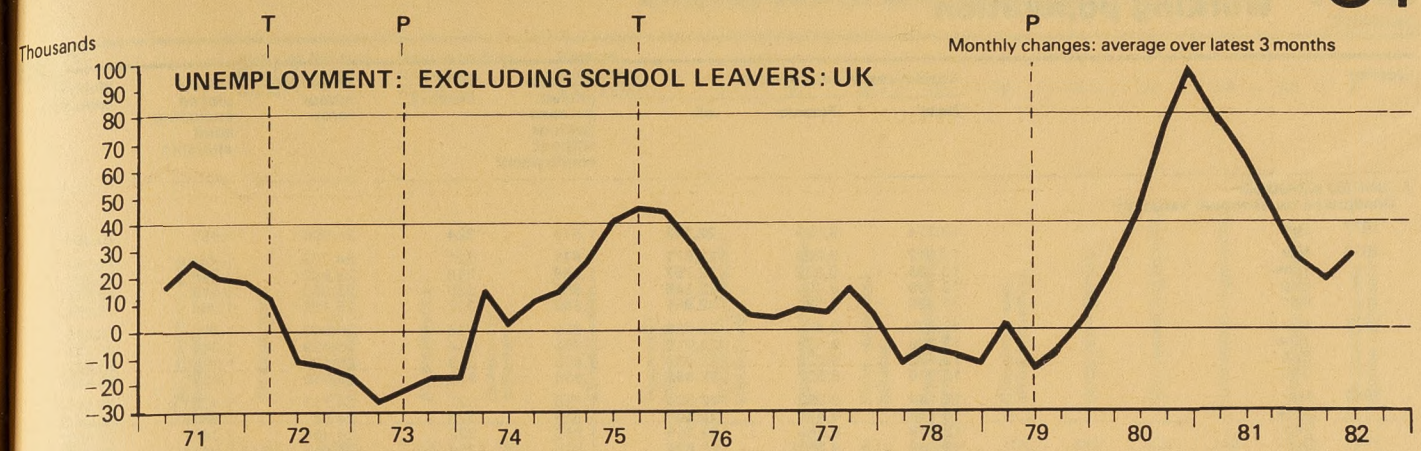
	Visible trade				Balance of payments		Competitiveness		Profits		Prices			
	Export volume		Import volume		Current balance <sup>6</sup>		Effective exchange rate <sup>7</sup>		Relative unit labour costs <sup>8</sup>		Gross trading profits of companies <sup>9</sup>		Wholesale prices index <sup>10</sup> Materials and fuels Home sales	
	1975 = 100		1975 = 100		£ billion		1975 = 100		1975 = 100		£ billion		1975 = 100	
1971	85.9	5.9	85.5	4.5	1.1	127.9	-0.2	101.9	4.1	6.6	16.0	42.5	—	59.0
1972	85.6	-0.3	95.2	11.3	0.2	123.3	-3.6	100.2	-1.7	7.7	16.6	44.4	4.5	62.1
1973	97.2	13.6	108.4	13.9	-1.0	111.8	-9.3	89.0	-11.2	8.8	15.2	58.8	32.4	66.7
1974	104.2	14.6	109.5	1.0	-3.3	108.3	-3.1	94.5	6.2	8.3	-5.7	86.8	47.6	81.8
1975	100.0	-4.0	100.0	-8.7	-1.5	100.0	-7.7	100.0	5.8	9.5	14.3	100.0	15.2	100.0
1976	109.9	9.9	105.8	5.8	-0.9	85.7	-14.3	93.8	-6.2	11.8	23.9	127.0	27.0	117.3
1977	118.4	7.7	107.7	1.8	—	81.2	5.3	90.1	-4.3	15.7	33.0	145.6	14.6	140.5
1978	121.5	2.6	112.8	4.7	0.9	81.5	0.4	96.2	6.8	18.3	16.4	144.6	-0.7	153.3
1979	125.7	3.5	125.6	11.3	-0.9	87.3	7.1	111.5	15.8	18.3	—	167.6	15.9	172.0
1980	128.0	1.8	119.1	-5.2	3.1	96.1	10.1	137.2	22.9	17.7	-3.3	200.9	19.9	200.0
1981	n.a.	n.a.	n.a.	n.a.	n.a.	94.9	-1.2	144.7	5.5	17.3	-2.3	228.2	13.6	221.3
1981 Q1	121.7	-7.7	104.4	-15.5	2.6	101.4	9.0	153.7	22.0	3.9	-18.7	213.8	8.4	212.3
Q2	n.a.	n.a.	114.2	-8.8	2.2	97.8	3.5	146.4	9.4	3.9	-11.4	225.8	12.2	219.4
Q3	n.a.	n.a.	n.a.	n.a.	n.a.	90.6	-6.3	139.6	-0.8	4.7	14.6	235.9	16.8	224.1
Q4	132.0	4.2	126.4	13.5	1.4	89.7	-10.5	139.2	-6.0	4.8	9.1	237.3	16.7	229.2
1982 Q1	125.4	3.0	123.1	17.9	0.7	91.2	-10.1	—	—	5.3	39.5	238.0	11.3	234.4
Q2	—	—	—	—	0.5	—	-7.7	—	—	—	—	239.9	6.2	—
1982 Mar	132.6	8.4	125.2	21.7	0.4	90.8	-8.9	—	—	—	—	235.4	8.1	235.6
Apr	134.6	6.4	130.3	19.4	0.3	90.0	-9.3	—	—	—	—	238.9	7.9	237.2
May	132.9	5.2	135.6	13.6	0.4	89.9	-9.0	—	—	—	—	237.5	5.0	238.3
June	127.1	n.a.	125.8	6.3	0.2	91.0	-4.6	—	—	—	—	243.3	5.8	239.3
July	—	—	—	—	—	91.3	-1.3	—	—	—	—	244.7 p	5.0	241.1 p
Aug	—	—	—	—	—	91.3	-2.0	—	—	—	—	244.0 p	3.0	241.7 p

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

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



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



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

- 1 Notified to Jobcentres
- 2 Operatives only
- 3 Not seasonally adjusted

# 1.1 EMPLOYMENT

## Working population

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces†	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
<b>A. UNITED KINGDOM</b>									
Unadjusted for seasonal variation									
1977	Dec	13,374	9,328	22,702	1,874	324	24,900	1,481	26,381
1978	Mar	13,312	9,259	22,571	1,871	321	24,763	1,461	26,224
	June	13,385	9,372	22,757	1,868	318	24,943	1,446	26,389
	Sep	13,439	9,406	22,845	1,865	320	25,030	1,518	26,548
	Dec	13,430	9,521	22,951	1,862	317	25,130	1,364	26,494
1979	Mar	13,321	9,408	22,729	1,859	315	24,903	1,402	26,305
	June	13,380	9,539	22,919	1,856	314	25,089	1,344	26,433
	Sep	13,422	9,528	22,950	1,856	319	25,125	1,395	26,520
	Dec	13,316	9,567	22,883	1,856	319	25,058	1,355†	26,413†
1980	Mar	13,144	9,392	22,536	1,856	321	24,713	1,478† e	26,191†
	June	13,108	9,400	22,508	1,856	323	24,687	1,660†	26,347†
	Sep	12,949	9,269	22,218	1,856	332	24,406	2,040†	26,446†
	Dec	12,662	9,161	21,824	1,856	334	24,014	2,244†	26,258†
1981	Mar	12,382	8,936	21,318	1,856	334	23,508	2,485†	25,993†
	June	12,258	8,933	21,192	1,856	334	23,382	2,681†	26,063†
	Sep	12,180	8,876	21,056	1,856	335	23,247	2,999†	26,246†
	Dec	11,987	8,849	20,836	1,856	332	23,024	2,941†	25,965†
1982	Mar	11,824 R	8,721 R	20,545 R	1,856	328	22,729 R	2,992†	25,721† R
Adjusted for seasonal variation **									
1977	Dec	13,359	9,276	22,635	1,874	324	24,833		26,341
1978	Mar	13,384	9,331	22,715	1,871	321	24,907		26,383
	June	13,386	9,356	22,742	1,868	318	24,928		26,404
	Sep	13,379	9,400	22,779	1,865	320	24,964		26,409
	Dec	13,416	9,470	22,886	1,862	317	25,065		26,462
1979	Mar	13,393	9,480	22,873	1,859	315	25,047		26,464
	June	13,377	9,523	22,900	1,856	314	25,070		26,445
	Sep	13,359	9,520	22,879	1,856	319	25,054		26,378
	Dec	13,305	9,517	22,822	1,856	319	24,997		26,366†
1980	Mar	13,216	9,464	22,680	1,856	321	24,857		26,329†
	June	13,106	9,383	22,489	1,856	323	24,668		26,341†
	Sep	12,886	9,259	22,145	1,856	332	24,333		26,277†
	Dec	12,653	9,114	21,767	1,856	334	23,957		26,218†
1981	Mar	12,454	9,011	21,465	1,856	334	23,655		26,130†
	June	12,255	8,916	21,171	1,856	334	23,361		26,082†
	Sep	12,115	8,866	20,981	1,856	335	23,172		26,039†
	Dec	11,981	8,801	20,782	1,856	332	22,970		25,934†
1982	Mar	11,896	8,795	20,691	1,856	328	22,875		25,857† R
<b>B. GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1977	Dec	13,083	9,114	22,196	1,813	324	24,333	1,420	25,753
1978	Mar	13,024	9,046	22,069	1,810	321	24,200	1,399	25,599
	June	13,096	9,158	22,253	1,807	318	24,378	1,381	25,759
	Sep	13,148	9,188	22,336	1,804	320	24,460	1,447	25,907
	Dec	13,140	9,299	22,439	1,801	317	24,557	1,303	25,860
1979	Mar	13,033	9,185	22,219	1,798	315	24,332	1,340	25,672
	June	13,092	9,314	22,406	1,795	314	24,515	1,281	25,796
	Sep	13,136	9,304	22,439	1,795	319	24,553	1,325	25,878
	Dec	13,031	9,341	22,372	1,795	319	24,486	1,292†	25,778†
1980	Mar	12,863	9,167	22,030	1,795	321	24,146	1,412† e	25,558†
	June	12,825	9,177	22,005	1,795	323	24,123	1,587†	25,710†
	Sep	12,675	9,047	21,722	1,795	332	23,849	1,950†	25,799†
	Dec	12,395	8,943	21,338	1,795	334	23,467	2,151†	25,618†
1981	Mar	12,122	8,721	20,842	1,795	334	22,971	2,385†	25,356†
	June	12,003	8,719	20,722	1,795	334	22,851	2,577†	25,428†
	Sep	11,927	8,662	20,589	1,795	335	22,719	2,885†	25,604†
	Dec	11,738	8,634	20,372	1,795	332	22,499	2,832†	25,331†
1982	Mar	11,574 R	8,506	20,081 R	1,795	328	22,204 R	2,882†	25,086† R
Adjusted for seasonal variation **									
1977	Dec	13,068	9,063	22,131	1,813	324	24,268		25,713
1978	Mar	13,094	9,117	22,211	1,810	321	24,342		25,754
	June	13,097	9,142	22,239	1,807	318	24,364		25,773
	Sep	13,089	9,182	22,271	1,804	320	24,395		25,774
	Dec	13,126	9,249	22,375	1,801	317	24,493		25,826
1979	Mar	13,104	9,258	22,362	1,798	315	24,475		25,828
	June	13,089	9,298	22,387	1,795	314	24,496		25,806
	Sep	13,074	9,296	22,370	1,795	319	24,484		25,742
	Dec	13,021	9,292	22,313	1,795	319	24,427		25,730†
1980	Mar	12,934	9,239	22,173	1,795	321	24,289		25,693†
	June	12,826	9,159	21,985	1,795	323	24,103		25,701†
	Sep	12,612	9,037	21,649	1,795	332	23,776		25,637†
	Dec	12,387	8,896	21,283	1,795	334	23,412		25,576†
1981	Mar	12,193	8,795	20,988	1,795	334	23,117		25,489†
	June	12,000	8,702	20,702	1,795	334	22,831		25,445†
	Sep	11,864	8,652	20,516	1,795	335	22,646		25,406†
	Dec	11,731	8,588	20,319	1,795	332	22,446		25,298†
1982	Mar	11,646	8,582	20,228	1,795	328	22,351		25,218† R

Note: Figures for September 1978 and later may be subject to future revision.  
 \* Estimates are assumed unchanged from the June 1979 level until later data become available.  
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)  
 ‡ 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.  
 \*\* See note entitled "Seasonally adjusted series of employees in employment in Service Industries" on page 389.

# EMPLOYMENT 1.2

## Employees in employment: industry

THOUSAND

GREAT BRITAIN		Index of Production Industries II-XXI		Manufacturing Industries III-XIX		Service Industries XXII-XXVII*		I	II	III	IV	V	VI	VII	VIII	IX	X		
		All industries and services†	All employees	Seasonally adjusted†	All employees	Seasonally adjusted†	All employees											Seasonally adjusted†	
1977	Oct		9,092	9,055	7,190	7,161													
	Nov		9,088	9,054	7,188	7,157													
	Dec	22,196	9,083	9,057	7,186	7,159	12,747	12,705	367	346	691	38	438	482	929	149	751	175	
1978	Jan		9,044	9,064	7,143	7,158													
	Feb		9,041	9,071	7,143	7,164													
	Mar	22,069	9,030	9,068	7,135	7,161	12,684	12,772	356	349	680	39	436	475	928	149	749	173	
1979	April		9,017	9,060	7,119	7,151													
	May		9,011	9,046	7,109	7,140													
	June	22,253	9,023	9,039	7,117	7,135	12,858	12,828	373	351	675	39	438	463	924	148	748	173	
1980	July		9,058	9,029	7,144	7,126													
	Aug		9,053	9,021	7,140	7,117													
	Sep	22,336	9,053	9,020	7,140	7,113	12,894	12,878	389	345	686	40	443	457	928	150	754	173	
1981	Oct		9,050	9,016	7,133	7,107													
	Nov		9,050	9,021	7,132	7,107													
	Dec	22,439	9,039	9,018	7,122	7,099	13,028	12,985	371	343	682	40	442	453	923	150	753	172	
1982	Jan		8,996	9,019	7,075	7,092													
	Feb		8,975	9,007	7,058	7,080													
	Mar	22,219	8,960	8,997	7,048	7,074	12,906	12,997	353	345	664	40	439	448	913	150	748	168	
1983	April		8,943	8,987	7,034	7,066													
	May		8,954	8,988	7,032	7,060													
	June	22,406	8,972	8,984	7,036	7,050	13,075	13,043	358	346	675	39	440	443	904	149	742	165	
1984	July		9,019	8,987	7,067	7,046													
	Aug		9,007	8,972	7,060	7,034													
	Sep	22,439	8,986	8,949	7,040	7,012	13,071	13,055	383	345	683	40	442	441	902	149	743	164	



# 1.7 EMPLOYMENT Manpower in the local authorities

Service	Dec 13, 1980			Mar 14, 1981			[June 13, 1981]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	497,970	141,390	527,196	498,262	142,361	528,149	496,567	130,207	525,118
—Others	183,040	450,204	377,779	181,730	448,531	375,943	177,344	446,382	370,752
Construction	117,596	482	117,805	115,052	492	115,265	111,732	454	111,929
Transport	19,718	354	19,873	19,339	349	19,492	19,764	360	19,921
Social Services	129,694	161,257	197,575	130,779	160,826	198,497	130,188	160,235	197,689
Public libraries and museums	23,190	15,363	30,752	23,037	15,582	30,718	22,914	15,516	30,555
Recreation, parks and baths	62,074	17,793	69,751	61,430	17,931	69,157	65,091	19,442	73,463
Environmental health	19,985	1,651	20,692	19,899	1,596	20,584	19,792	1,629	20,489
Refuse collection and disposal	46,153	328	46,293	45,623	288	45,746	45,365	330	45,505
Housing	43,924	12,520	49,416	44,205	12,626	49,745	44,275	12,417	49,738
Town and country planning	20,042	589	20,344	19,930	603	20,239	19,739	586	20,039
Fire Service—Regular	33,777	7	33,781	33,618	10	33,623	33,537	9	33,542
—Others (a)	4,074	1,893	4,883	4,045	1,903	4,859	4,028	1,904	4,844
Miscellaneous services	222,571	43,331	241,482	220,863	42,740	239,507	219,057	43,274	237,947
<b>All above</b>	<b>1,423,808</b>	<b>847,162</b>	<b>1,757,622</b>	<b>1,417,812</b>	<b>845,838</b>	<b>1,751,524</b>	<b>1,409,393</b>	<b>832,745</b>	<b>1,741,531</b>
Police service—Police (all ranks)	110,694	—	110,694	111,475	—	111,475	112,184	—	112,184
—Others (b)	39,353	6,730	42,258	39,210	6,726	42,113	38,755	6,716	41,654
Probation, magistrates' courts and agency staff	16,286	4,352	18,395	16,316	4,522	18,511	16,377	4,614	18,621
<b>All (excluding special employment and training measures)</b>	<b>1,590,141</b>	<b>858,244</b>	<b>1,928,969</b>	<b>1,584,813</b>	<b>857,086</b>	<b>1,923,623</b>	<b>1,576,709</b>	<b>844,075</b>	<b>1,913,990</b>

Service	Dec 13, 1980			Mar 14, 1981			[June, 13 1981]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	33,211	4,760	34,040	33,179	4,520	34,006	32,972	4,009	33,743
—Others	10,879	27,635	22,595	10,812	27,636	22,508	10,615	26,936	22,004
Construction	10,411	14	10,417	10,280	15	10,286	10,092	48	10,112
Transport	1,940	32	1,953	1,906	35	1,921	1,892	32	1,905
Social Services	8,288	8,976	12,011	8,346	9,187	12,159	7,919	9,333	11,803
Public libraries and museums	1,206	729	1,563	1,136	752	1,504	1,170	757	1,542
Recreation, parks and baths	4,145	1,438	4,753	4,137	1,487	4,767	4,498	1,657	5,199
Environmental health	1,168	231	1,264	1,161	222	1,253	1,173	237	1,271
Refuse collection and disposal	2,153	3	2,154	2,149	2	2,150	2,084	5	2,086
Housing	1,790	492	2,015	1,789	496	2,014	1,784	494	2,009
Town and country planning	1,460	25	1,472	1,438	26	1,451	1,443	29	1,458
Fire Service—Regular	1,841	1	1,842	1,820	1	1,821	1,749	—	1,749
—Others (a)	250	131	304	248	129	301	299	128	352
Miscellaneous services	18,279	3,476	19,741	18,161	3,477	19,623	18,113	3,478	19,576
<b>All above</b>	<b>97,021</b>	<b>47,943</b>	<b>116,124</b>	<b>96,562</b>	<b>47,985</b>	<b>115,764</b>	<b>95,803</b>	<b>47,143</b>	<b>114,809</b>
Police service—Police (all ranks)	6,363	—	6,363	6,370	—	6,370	6,366	—	6,366
—Others (b)	1,729	333	1,873	1,723	334	1,867	1,719	340	1,899
Probation, magistrates' courts and agency staff	973	202	1,068	970	205	1,066	981	208	1,079
<b>All (excluding special employment and training measures)</b>	<b>106,086</b>	<b>48,478</b>	<b>125,428</b>	<b>105,625</b>	<b>48,524</b>	<b>125,067</b>	<b>104,869</b>	<b>47,691</b>	<b>124,153</b>

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

# EMPLOYMENT 1.7 Manpower in the local authorities

Service	[Sep 12, 1981]			[Dec 12, 1981]			[Mar 13, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	488,234	86,398	511,096	487,979	141,548	516,908	490,081	144,861	520,075
—Others	176,220	434,297	364,091	175,844	442,101	367,435	175,372	444,794	368,203
Construction	110,705	451	110,903	109,359	436	109,549	108,553	458	108,753
Transport	19,514	360	19,671	18,458	354	18,612	18,274	344	18,425
Social Services	130,517	160,713	198,196	130,713	161,630	198,795	131,337	162,117	199,650
Public libraries and museums	22,960	15,714	30,696	22,761	15,659	30,487	22,739	15,846	30,561
Recreation, parks and baths	64,865	19,382	73,226	60,842	18,097	68,669	60,306	18,100	68,130
Environmental health	19,754	1,688	20,475	19,359	1,579	20,035	19,218	1,561	19,888
Refuse collection and disposal	45,170	325	45,309	43,764	298	43,892	43,353	287	43,475
Housing	44,467	12,694	50,050	44,239	12,610	49,786	44,372	12,626	49,926
Town and country planning	19,547	592	19,849	19,504	582	19,802	19,472	572	19,765
Fire Service—Regular	33,524	3	33,526	33,658	3	33,660	33,773	4	33,775
—Others (a)	4,014	1,918	4,836	4,047	1,939	4,878	4,014	1,933	4,843
Miscellaneous services	218,000	42,772	236,689	215,442	42,285	233,925	214,003	41,782	232,262
<b>All above</b>	<b>1,397,491</b>	<b>777,307</b>	<b>1,718,613</b>	<b>1,385,969</b>	<b>839,121</b>	<b>1,716,433</b>	<b>1,384,867</b>	<b>845,285</b>	<b>1,717,731</b>
Police service—Police (all ranks)	112,473	—	112,473	112,982	—	112,982	113,390	—	113,390
—Others (b)	38,614	6,642	41,481	38,695	6,482	41,493	38,317	6,425	41,090
Probation, magistrates' courts and agency staff	16,472	4,698	18,760	16,593	4,587	18,828	16,721	4,786	19,053
<b>All (excluding special employment and training measures)</b>	<b>1,565,050</b>	<b>788,647</b>	<b>1,891,327</b>	<b>1,554,239</b>	<b>850,190</b>	<b>1,889,736</b>	<b>1,553,295</b>	<b>856,496</b>	<b>1,891,264</b>

Service	[Sep 12, 1981]			[Dec 12, 1981]			[Mar 13, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	32,425	2,689	33,027	32,266	4,831	33,104	32,371	4,459	33,183
—Others	10,406	26,719	21,686	10,460	27,245	21,968	10,453	27,086	21,891
Construction	9,922	14	9,928	9,847	9	9,851	9,873	8	9,876
Transport	1,889	31	1,902	1,874	31	1,887	1,847	32	1,860
Social Services	8,217	8,788	11,879	8,155	9,338	12,042	8,043	9,853	12,149
Public libraries and museums	1,171	773	1,549	1,127	741	1,490	1,113	774	1,491
Recreation, parks and baths	4,441	1,646	5,137	4,132	1,518	4,776	4,159	1,516	4,803
Environmental health	1,183	232	1,279	1,150	227	1,244	1,143	223	1,235
Refuse collection and disposal	2,095	5	2,097	2,083	5	2,085	2,061	5	2,063
Housing	1,793	520	2,029	1,778	512	2,011	1,822	525	2,061
Town and country planning	1,441	31	1,456	1,416	30	1,430	1,411	26	1,423
Fire Service—Regular	1,798	1	1,799	1,807	1	1,808	1,814	—	1,814
—Others (a)	239	128	292	240	125	292	251	128	304
Miscellaneous services	18,150	3,442	19,601	17,852	3,369	19,272	17,806	3,410	19,244
<b>All above</b>	<b>95,170</b>	<b>45,019</b>	<b>113,661</b>	<b>94,187</b>	<b>47,982</b>	<b>113,260</b>	<b>94,167</b>	<b>48,045</b>	<b>113,397</b>
Police service—Police (all ranks)	6,347	—	6,347	6,357	—	6,357	6,370	—	6,370
—Others (b)	1,713	334	1,857	1,692	335	1,837	1,668	335	1,813
Probation, magistrates' courts and agency staff	992	224	1,098	989	215	1,089	991	218	1,093
<b>All (excluding special employment and training measures)</b>	<b>104,222</b>	<b>45,577</b>	<b>122,963</b>	<b>103,225</b>	<b>48,532</b>	<b>122,543</b>	<b>103,196</b>	<b>48,598</b>	<b>122,673</b>

# 1.7 EMPLOYMENT

## Manpower in the local authorities

Service	Dec 13, 1980			Mar 14, 1981			June 13, 1981		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	62,399	5,835	64,733	61,846	5,536	64,060	62,025	4,842	63,962
—Others (e)	25,127	36,782	42,098	25,045	36,575	41,931	25,107	37,281	42,213
Construction	21,742	159	21,815	20,711	147	20,779	20,785	130	20,845
Transport	8,945	79	8,982	8,761	77	8,797	8,645	113	8,702
Social Services	18,850	22,450	29,176	19,109	22,315	29,386	19,932	21,918	30,014
Public libraries and museums	3,026	1,443	3,789	3,043	1,411	3,788	3,125	1,454	3,883
Recreation, leisure and tourism	11,670	2,808	13,027	11,334	2,553	12,541	12,684	2,893	14,048
Environmental health	2,177	481	2,396	2,189	463	2,400	2,257	553	2,509
Cleansing	10,224	219	10,323	9,970	206	10,063	10,090	219	10,189
Housing	4,446	478	4,674	4,450	424	4,654	4,571	411	4,769
Physical planning	1,584	21	1,595	1,573	22	1,585	1,611	24	1,624
Fire Service—Regular	4,548	—	4,548	4,536	—	4,536	4,521	—	4,521
—Others (a)	511	109	561	511	108	560	523	109	573
Miscellaneous services	31,714	3,027	33,180	32,478	2,998	33,931	32,561	3,097	34,151
<b>All above</b>	<b>206,963</b>	<b>73,891</b>	<b>240,897</b>	<b>205,556</b>	<b>72,835</b>	<b>239,011</b>	<b>208,437</b>	<b>73,044</b>	<b>242,003</b>
Police service—Police (all ranks)	13,260	—	13,260	13,254	—	13,254	13,221	—	13,221
—Others (b)	3,701	2,451	4,811	3,649	2,441	4,754	3,537	2,441	4,642
Administration of District Courts	80	10	86	82	14	90	86	14	94
<b>All (excluding special employment and training measures)</b>	<b>224,004</b>	<b>76,352</b>	<b>259,054</b>	<b>222,541</b>	<b>75,290</b>	<b>257,109</b>	<b>225,281</b>	<b>75,499</b>	<b>259,960</b>

Service	Sep 12, 1981			Dec 12, 1981			Mar 13, 1982		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,470	3,656	62,932	61,547	4,324	63,277	61,460	4,695	63,338
—Others (e)	24,827	36,980	41,897	24,741	36,880	41,769	24,706	36,761	41,669
Construction	20,781	118	20,831	20,751	86	20,791	20,622	89	20,658
Transport	8,672	79	8,709	8,601	77	8,638	8,479	77	8,516
Social Services	19,893	22,259	30,128	20,000	21,920	30,086	19,989	21,892	30,058
Public libraries and museums	3,145	1,440	3,897	3,029	1,402	3,762	3,046	1,431	3,797
Recreation, leisure and tourism	12,432	2,739	13,714	11,156	2,525	12,343	11,118	2,517	12,301
Environmental health	2,262	546	2,511	2,195	473	2,413	2,190	455	2,398
Cleansing	10,290	192	10,377	9,855	195	9,943	9,764	195	9,852
Housing	4,649	402	4,842	4,638	403	4,832	4,661	399	4,854
Physical planning	1,609	25	1,623	1,632	23	1,644	1,590	18	1,600
Fire Service—Regular	4,498	—	4,498	4,516	—	4,516	4,504	—	4,504
—Others (a)	523	114	576	500	112	551	499	107	548
Miscellaneous services	32,699	3,109	34,200	32,073	3,067	33,629	31,921	3,018	33,381
<b>All above</b>	<b>207,750</b>	<b>71,659</b>	<b>240,735</b>	<b>205,234</b>	<b>71,487</b>	<b>238,194</b>	<b>204,549</b>	<b>71,654</b>	<b>237,474</b>
Police service—Police (all ranks)	13,175	—	13,175	13,180	—	13,180	13,191	—	13,191
—Others (b)	3,427	2,437	4,530	3,318	2,470	4,434	3,272	2,444	4,378
Administration of District Courts	86	10	91	87	12	94	85	11	91
<b>All (excluding special employment and training measures)</b>	<b>224,438</b>	<b>74,106</b>	<b>258,531</b>	<b>221,819</b>	<b>73,969</b>	<b>255,902</b>	<b>221,097</b>	<b>74,109</b>	<b>255,134</b>

Notes: (d) Includes only those part-time staff employed in vocation FE.  
(e) Includes school-crossing patrols.  
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents; lecturers and teachers 0.40; non-manual staff (excluding Police, Teachers and Firemen 0.59); manual employees 0.45.  
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

# EMPLOYMENT 1.8

## Indices † of output, employment and productivity

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production Industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	Including MLH 104*	excluding MLH 104*	Including MLH 104*	excluding MLH 104*										
Output ‡	97.8	97.7	101.6	101.4	99.6	95.4	98.9	96.7	114.2	94.7	105.1	104.1	115.0	93.0
1972	103.5	103.5	109.7	109.5	108.8	106.3	103.9	108.0	126.1	103.6	111.7	115.7	117.8	98.6
1973	101.9	101.9	105.7	105.7	107.5	90.0	103.0	112.3	114.9	105.6	104.6	110.4	105.6	98.5
1974	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1975	101.9	101.3	102.4	101.1	102.0	93.3	103.0	112.2	106.3	98.0	100.9	104.3	98.6	102.3
1976	104.6	102.9	106.6	102.6	103.9	91.1	104.6	115.0	104.3	100.3	102.7	106.3	98.2	106.4
1977	108.0	105.7	110.3	104.5	104.5	91.7	107.1	115.8	101.7 R	99.9	101.7	109.0	104.9	109.7
1978	110.3	108.9	112.8	104.4	104.7	92.2	107.9 R	118.3 R	105.0 R	98.9	100.8 R	110.3 R	101.3	116.1
1979	107.4	103.9	105.2	96.6	95.2	92.7	107.1 R	106.7	72.5	93.7	83.0	99.9 R	95.9	113.0
1980	104.5	100.7	99.7	90.3 R	89.2	89.4 R	104.4 R	105.4 R	77.3	84.9	75.5 R	92.5	84.9	112.7 R
1981	110.0	106.4	112.9	104.1	103.7	94.3	109.9	121.3	104.4	94.5	101.1	112.2	103.0	115.1
1979 Q3	110.7	107.3	112.5	104.2	104.4	93.8	107.6	119.2	104.3	98.9	97.0	110.9	102.5	112.4
1980 Q1	109.9	106.4	110.2	101.5	100.8	94.8	108.4	119.0	56.9	100.2	91.6	108.2	101.0	113.0
Q2	108.2	104.8	107.0	98.6	97.6	92.1	106.8	107.5	89.0	95.7	84.9	101.3	97.8	112.2
Q3	106.4	103.1	103.4	95.3	93.6	91.9	105.8	100.7	76.0	92.5	80.5	97.7	94.7	113.0
Q4	104.9	101.3	100.1	91.2	88.8	92.0	107.4	99.3	67.9	86.2	75.4	92.6	90.3	113.7
1981 Q1	104.4	100.6	99.0	89.7	88.0	89.7 R	105.7	102.5	73.8	82.8	75.5	93.0	87.0	110.0
Q2	104.1	100.3	98.8	89.6	88.4	90.2 R	103.1	104.2	76.5	84.1	75.2	92.4	83.5	113.3
Q3	104.6	100.8	100.4	91.1	90.2	89.2 R	104.3	108.5	76.5	86.6	76.0	92.7	86.1	111.4
Q4	105.0	101.0	100.7	90.8	90.1	88.4 R	105.1	106.9	82.3	86.0	75.5	92.0	82.7	116.8
1982 Q1	104.8	100.8	100.4	90.5	89.6	89.9	106.2	105.5	81.0	86.6	74.1	89.8	83.9	113.5
Q2	—	—	100.9	90.3	89.1	87.0	106.6	106.4	78.4	85.7	72.5	90.4	86.0	111.6
Employed labour force	97.9	97.9	103.0	103.0	103.9	108.8	103.7	99.5	104.0	102.2	112.8	103.4	98.6	100.4
1972	100.0	100.0	104.4	104.5	104.4	103.5	103.5	99.4	103.9	103.1	110.9	105.4	106.3	97.5
1973	100.4	100.4	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.3	103.6	98.2
1974	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1975	99.3	99.3	97.3	97.2	96.9	98.3	97.8	98.1	95.2	96.7	96.2	97.4	98.1	99.8
1976	99.4	99.4	96.9	96.8	97.2	98.2	97.1	100.4	96.5	97.4	95.9	96.8	94.8	98.1
1977	99.9	99.9	96.8	96.7	96.7	97.3	96.3	102.0	92.5	97.8	93.0	96.6	96.5	96.8
1978	100.3	100.3	96.3	96.1	95.3	95.3	95.5	102.1	88.8	96.2	91.3	96.0	99.4	98.0
1979	98.3	98.3	91.7	91.5	89.8	94.9	92.9	99.0	79.5	90.9	82.4	90.9	97.7	98.0
1980	93.6	93.6	83.5	83.3	80.8	91.5	87.1	92.0	65.3	81.0	73.2	83.7	90.1	96.1
1981	100.4	100.3	96.3	96.2	95.3	95.3	95.7	102.2	88.7	96.1	91.3	96.1	100.1	98.0
1979 Q3	100.2	100.2	95.6	95.5	94.4	95.7	95.6	101.9	87.2	95.2	89.8	95.3	99.7	98.0
1980 Q1	99.7	99.7	94.5	94.4	93.2	95.3	95.1	101.4	85.4	94.0	87.2	94.0	98.8	98.0
Q2	99.0	99.0	93.1	92.9	91.4	94.9	93.8	100.1	82.2	92.5	84.2	92.5	98.4	98.1
Q3	97.9	97.9	90.8	90.7	88.7	95.0	91.9	98.4	77.8	90.0	80.9	90.0	97.6	98.0
Q4	96.5	96.4	88.3	88.1	85.7	94.3	90.7	96.1	72.5	86.9	77.3	87.1	96.0	97.9
1981 Q1	95.1	95.1	86.0	85.9	83.3	93.0	89.1	94.3	68.6	84.1	74.9	85.4	93.1	97.4
Q2	91.7	93.9	84.1	83.9	81.3	91.7	87.9	92.5	65.9	81.5	73.7	84.2	91.1	96.5
Q3	93.1	93.0	82.4	82.2	79.7	91.0	86.1	91.1	63.8	80.0	72.4	83.0	89.0	95.5
Q4	92.3	92.2	81.3	81.1	78.7	90.1	85.3	90.0	62.8	78.5	71.9	82.1	87.2	

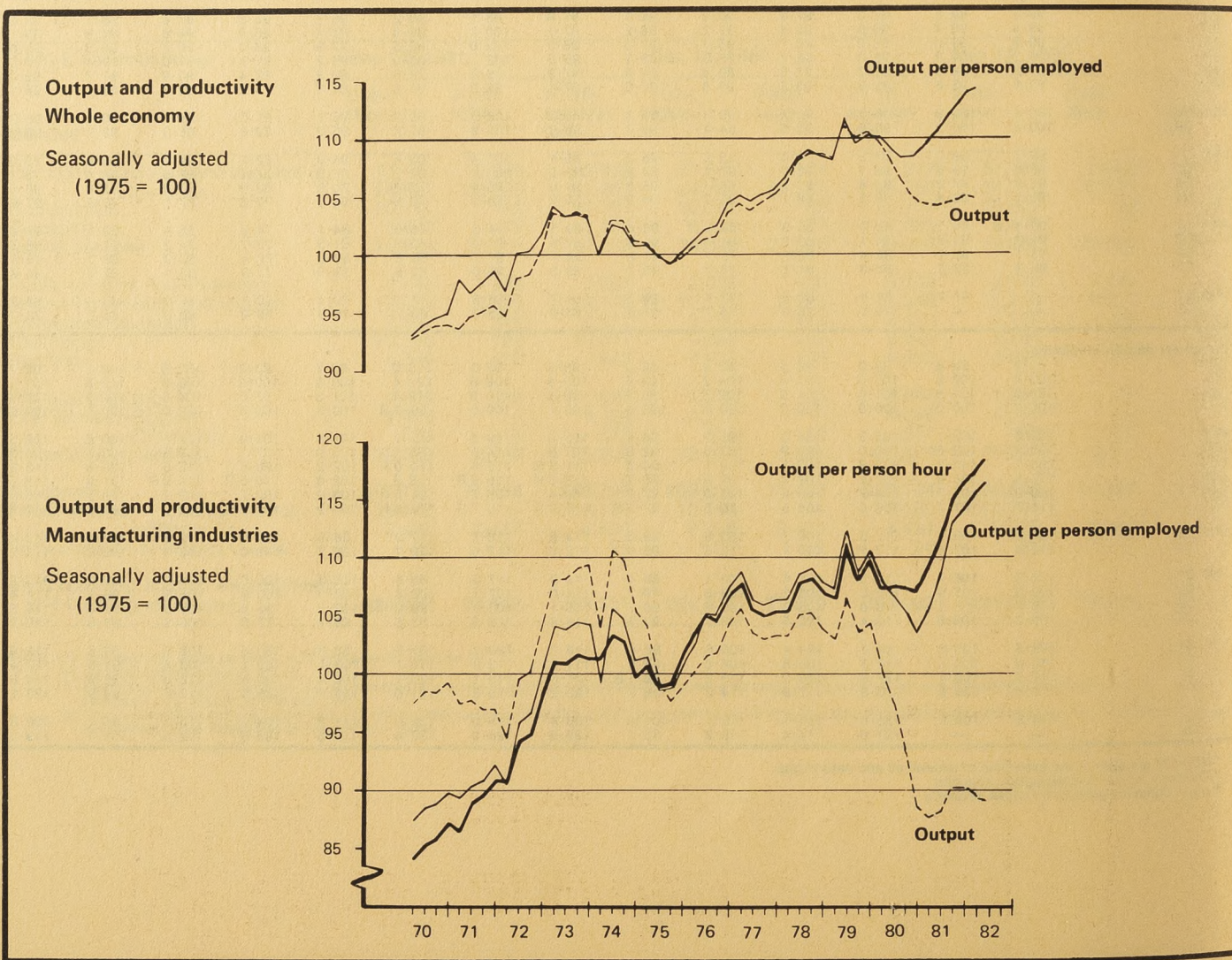
# 1.8

## EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1975 = 100)

UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH 104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†			Output	Employed labour force	Output per person employed	Output per person hour
	Output‡	Employed labour force	Output per person employed	Output‡	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed				
1972	97.8	97.9	99.9	97.7	97.9	99.8	101.6	103.0	98.7	101.4	103.0	98.5	99.6 R	103.9	95.9	94.5
1973	103.5	100.0	103.6	103.5	100.0	103.5	109.7	104.4	105.0	109.5	104.5	104.8	108.8	104.4	104.2	101.2
1974	101.9	100.4	101.5	101.9	100.4	101.5	105.7	104.1	101.5	105.7	104.1	101.6	107.5	104.7	102.7	101.9
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.9	99.3	102.6	101.3	99.3	102.1	102.4	97.3	105.3	101.1	97.2	104.0	102.0	96.9	105.3	105.1
1977	104.6	99.4	105.2	102.9	99.4	103.6	106.6	96.9	110.0	102.6	96.8	105.9	103.9	97.2	107.0	105.9
1978	108.0	99.9	108.1	105.7	99.9	105.8	110.3	96.8	113.9 R	104.5	96.7	108.1	104.5	96.7	108.1	107.2
1979	110.3	100.3	110.0	106.9	100.3	106.6	112.8	96.3 R	117.2	104.4	96.1	108.7	104.7	95.3	109.8	109.0
1980	107.4	98.3	109.2	103.9	98.3	105.7	105.2	91.7	114.7	96.6	91.5 R	105.6 R	95.2	89.8 R	106.0 R	107.6
1981	104.5	93.6	111.7	100.7	93.6	107.7	99.7	83.5 R	119.6	90.3	83.3	108.5	89.2	80.8	110.5	113.2
								R			R		R		R	R
1979 Q4	110.7	100.2	110.4	107.3	100.2	107.1	112.5	95.6	117.7	104.2	95.5	109.1	104.4	94.4	110.6	109.7
1980 Q1	109.9	99.7	110.2	106.4	99.7	106.7	110.2	94.5	116.6	101.5	94.4	107.6	100.8	93.2 R	108.1	107.7
Q2	108.2	99.0	109.3	104.8	99.0	105.9	107.0	93.1	115.0	98.6	92.9	106.1	97.6	91.4	106.8	107.6
Q3	106.4	97.9	108.7	103.1	97.9	105.3	103.4	90.8	113.9	95.3	90.7	105.0	93.6	88.7	105.5	107.7
Q4	104.9	96.5	108.7	101.3	96.4	105.0	100.1	88.3	113.4	91.2	88.1	103.5	88.8	85.7	103.7	107.3
1981 Q1	104.4	95.1	109.8	100.6	95.1	105.8	99.0	86.0	115.2	89.7	85.9	104.4	88.0	83.3	105.6	109.6
Q2	104.1	93.9	110.8	100.3	93.9	106.8	98.8	84.1	117.5	89.6	83.9	106.8	88.4	81.3	108.8	111.8
Q3	104.6	93.1	112.3	100.8	93.0	108.4	100.4	82.4	121.8	91.1	82.2	110.9	90.2	79.7 R	113.2	115.2
Q4	105.0	92.3	113.8	101.0	92.2	109.6 R	100.7	81.3	123.9	90.8	81.1	111.9	90.1	78.7	114.4	116.2
1982 Q1	104.8	91.7	114.3	100.8	91.7	109.9	100.4 R	80.1	125.4	90.5 R	80.0	113.1	89.6 R	77.7 R	115.4	117.2
Q2							100.9	79.1	127.6	90.3	78.9	114.4	89.1	76.7	116.2	118.4

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



# EMPLOYMENT

## Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1972	97.5	96.0 R	101.7	98.6	89.9	101.0	99.2	105.4	98.4 R	96.3	98.1	100.7 R	96.6	98.8	95.1	105.7	95.7 R
1973	99.9	99.0 R	102.3	99.9	94.4	102.3	100.5	105.7	99.0 R	97.3	100.7	100.6 R	96.9	101.3	95.5	106.2	99.1 R
1974	100.3	100.2 R	102.3	101.4	98.3	101.0	101.2	103.6	99.8 R	99.4	100.3	100.7 R	97.2	101.8	97.5	105.6	101.1 R
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.2	101.0 R	100.2 R	99.2	102.1	102.6	100.7	99.0	99.1 R	100.8	100.9	100.0 R	104.8	98.8	100.6	96.7	103.4 R
1977	99.4	102.6 R	101.6 R	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.6 R	106.9	98.0	100.9	96.7	107.2 R
1978	99.9	102.2 R	102.5 R	99.0	107.4	106.0	101.9	99.6	103.5 R	102.3	103.5	101.2 R	108.6	95.3	101.3	97.3	111.9 R
1979	100.5	103.8 R	103.7	100.2	111.7	107.1	102.0	101.0	106.7 R	103.5	104.9	102.4 R	109.7	93.3	102.9	98.2	115.1
1980	98.9	106.9 R	104.4 R	100.1	114.8	..	102.0	102.0	108.5	105.0	106.0	102.7	112.1	89.7	104.2	100.0	115.7
1981	93.5	109.0 R	105.0	..	117.8	..	101.2	101.4	..	105.5	106.9	..	113.2	87.1	104.0	101.2	117.0
<b>Quarters</b>																	
1979 Q4	100.1	105.1 R	104.3	..	113.6	..	102.0	101.6	..	104.6	105.3	..	110.9	93.3	103.8	98.3	116.1
1980 Q1	99.6	105.7 R	104.3	..	114.1	..	..	102.0	..	104.1	105.5	..	111.6	92.0	104.0	98.9	116.2
Q2	98.8	106.5 R	104.4 R	..	114.1	..	..	102.1	..	104.7	105.9	..	111.7	90.8	104.8	99.9	115.3
Q3	97.4	107.4 R	104.4	..	114.7	..	..	102.1	..	105.4	106.3	..	112.0	90.5	104.4	100.3	115.3
Q4	95.9	107.8 R	104.5	..	116.2	..	101.7	102.0	..	105.7	106.3	..	113.2	89.7	103.9	99.7	115.9
1981 Q1	94.6	108.3 R	104.9 R	..	117.5	..	..	101.8	..	106.2	106.8	..	114.1	88.6	104.6	100.6	116.6
Q2	93.4	109.0 R	105.1	..	118.2	..	..	101.6	..	105.4	106.7	..	112.8	87.9	103.5	101.2	117.4
Q3	92.7	109.3 R	105.0	..	118.1	..	..	101.2	..	104.9	106.8	..	113.1	87.8	104.5	101.6	117.2
Q4	91.9	109.3 R	105.1	..	117.2	..	100.7	101.0	..	105.4	107.3	..	112.8	87.1	103.5	101.1	116.5
1982 Q1	91.5	109.6 R	..	..	116.2	..	..	100.4	..	105.2	107.9	..	113.6	86.8	103.5	..	116.0
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Thousand</b>																	
1975	24,647	5,841 R	2,942 R	3,748	9,284	2,332	20,714	24,798	1,058 R	19,594	52,230	4,547 R	1,707	12,692	4,062	3,017	85,846 R
1979	24,775	6,064	3,051	3,754	10,369	2,498	21,118	25,041	1,129 R	20,287	54,790	4,654 R	1,872	11,706	4,180	2,962	98,824
1980	24,364	6,242	3,070	3,751	10,655	..	21,127	25,302	1,148	20,572	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,048	6,364	3,090	..	10,933	..	20,965	25,145	..	20,672	55,810	..	1,932	10,931	4,225	3,054	100,397
<b>Civilian employment: proportions by sector</b>																	
<b>Per cent</b>																	
1981 Agriculture†	2.8	6.5	10.3	3.0*	5.5	8.3**	8.6	5.9	19.2*	13.3	10.0	6.0*	8.5	18.2	5.6	7.0	3.5
Industry††	36.3	30.6	40.0	34.8*	28.3	30.0**	35.2	44.1	32.4*	37.4	35.3	31.9*	29.8	35.2	31.3	39.3	30.1
Services	60.9	62.8	49.8	62.3*	66.2	61.7**	56.2	49.9	48.4*	49.3	54.7	62.1*	61.7	46.6	63.1	53.6	66.4
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
<b>Per cent</b>																	
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	26.0 R	..	..	27.3	36.4	24.7 R
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.1 R	23.8	..	27.1	35.5	24.3 R
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.7 R	23.5	..	27.5	35.0	24.8 R
1974	32.4 R	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	24.2 R
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.9 R	24.1	..	28.0	33.7	22.7 R
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	20.8	..	25.5	22.9 R	23.2	24.0	26.9	32.8	22.8 R
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.2 R	27.5	25.1	22.8 R	22.4	24.1	25.9	32.7	22.7 R
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	21.1	27.1	24.5	22.1 R	21.3	24.1	24.9	32.6	22.7 R
1979	29.5 R	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.2 R	26.7	24.3	21.6 R	20.5	23.7	24.5	32.3	22.7 R
1980	28.4	30.9	29.5	25.4	19.8	..	25.7	35.1	21.2	26.7	24.7	21.3	20.3	23.7	24.2	32.2	22.1

Main Source: OECD—Labour Force Statistics.

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

(6) Annual figures relate to April.

(7) Data in terms of man-years.

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

\* 1980.

\*\* 1979.

† Including hunting, forestry and fishing.

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

— Break in series



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 R	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86	8	316	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
1981	1,113	26.7	8.2	9.19	15	594	308	3,580	11.3	323	7.7	4,174	12.5	
<b>Week ended</b>														
1978 July 8	1,799	34.8	8.8	15.85	12	494	22	200	9.3	34	0.7	694	20.6	
Aug 12	1,556	30.1	8.8	18.65	3	125	21	214	10.1	25	0.5	340	13.9	
Sep 16	1,781	34.4	8.7	15.54	9	356	22	194	9.1	31	0.6	550	18.1	
Oct 14	1,812	35.5	8.7	15.80	4	172	28	276	10.0	32	0.6	447	11.1	
Nov 11	1,829	35.8	8.6	15.76	7	263	35	438	12.6	42	0.8	699	17.0	
Dec 9	1,871	36.7	8.7	16.25	4	137	35	431	12.5	38	0.7	569	15.0	
1979 Jan 13	1,621	32.0	8.2	13.31	10	377	61	740	12.1	70	1.4	1,117	15.8	
Feb 10	1,729	34.2	8.5	14.75	18	701	45	467	10.5	61	1.2	1,169	18.9	
Mar 10	1,840	36.5	8.7	15.93	6	224	33	365	11.0	39	0.8	589	15.2	
April 7	1,877	37.2	6.7	16.23	6	235	26	256	9.8	32	0.6	490	15.3	
May 5	1,851	36.8	8.4	15.57	4	160	28	257	9.3	32	0.6	415	13.2	
June 9	1,827	36.3	8.6	15.86	2	73	29	265	9.0	31	0.6	337	10.9	
July 7	1,816	35.9	8.9	16.08	4	169	35	434	12.6	39	0.8	603	15.6	
Aug 4	1,300	25.7	9.2	11.90	3	120	21	177	8.4	24	0.5	297	12.4	
Sep 8	1,403	27.8	9.0	12.61	9	362	42	421	10.1	51	1.0	782	15.4	
Oct 13	1,669	33.7	8.6	14.57	23	917	62	708	11.4	85	1.7	1,625	19.1	
Nov 10	1,831	36.7	8.6	15.75	8	298	56	645	11.4	64	1.3	944	14.7	
Dec 8	1,856	37.3	8.6	16.00	4	155	61	710	11.5	65	1.3	866	13.2	
1980 Jan 12	1,625	33.0	8.8	13.43	5	182	80	995	12.4	85	1.7	1,177	13.8	
Feb 16	1,697	34.7	8.4	14.24	13	537	106	1,194	11.2	119	2.4	1,731	14.5	
Mar 15	1,638	33.7	8.4	13.72	22	871	153	1,857	12.2	175	3.6	2,727	15.7	
April 19	1,525	31.7	8.3	12.65	13	524	143	1,579	11.0	157	3.3	2,102	13.4	
May 17	1,527	31.8	8.3	12.72	16	650	154	1,690	11.0	171	3.5	2,340	13.8	
June 14	1,501	31.4	8.3	12.47	14	546	192	2,218	11.6	206	4.3	2,763	13.5	
July 12	1,363	28.7	8.5	11.53	11	437	211	2,509	11.9	222	4.7	2,946	13.3	
Aug 16	1,168	24.9	8.4	9.79	19	770	245	3,002	12.3	264	5.6	3,772	14.3	
Sep 13	1,202	25.9	8.2	9.90	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6	
Oct 11	1,167	26.0	8.1	9.43	38	1,514	421	5,694	13.2	468	10.4	7,207	15.4	
Nov 15	1,143	25.8	8.1	9.21	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0	
Dec 13	1,152	26.3	7.9	9.12	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8	
1981 Jan 17	980	23.0	7.7	7.66	41	1,826	568	6,809	12.4	634	13.7	8,466	14.2	
Feb 14	1,048	24.5	7.9	8.33	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8	
Mar 14	1,046	24.7	8.1	8.45	19	765	491	6,016	12.3	510	12.0	6,782	13.3	
April 11	1,096	26.1	8.8	9.09	18	720	417	1,949	11.9	435	10.3	5,669	13.0	
May 16	1,094	26.2	8.0	8.84	17	697	335	3,789	11.4	352	8.4	4,486	12.7	
June 13	1,124	27.1	8.1	9.15	10	386	291	3,251	11.2	300	7.2	3,638	12.1	
July 11	1,101	26.6	8.3	9.23	9	360	202	2,274	11.3	211	5.1	2,634	12.5	
Aug 15	1,030	24.9	8.7	8.90	8	328	189	2,020	10.7	197	4.8	2,348	11.9	
Sep 12	1,164	28.1	8.5	9.89	8	317	181	1,943	10.7	189	4.6	2,260	11.9	
Oct 10	1,177	28.6	8.4	9.89	6	255	167	1,789	10.7	173	4.3	2,045	11.7	
Nov 14	1,247	30.4	8.3	10.31	6	259	174	1,782	10.2	181	4.4	2,042	11.1	
Dec 12	1,245	30.6	8.4	10.51	6	245	141	1,504	10.7	147	3.6	1,749	11.9	
1982 Jan 16	1,082	26.9	8.1	8.84	7	270	148	1,665	11.2	155	3.9	1,934	12.5	
Feb 13	1,197	29.8	8.4	10.12	12	483	148	1,572	10.6	160	4.0	2,055	12.8	
Mar 20	1,242	31.1	8.3	10.25	11	429	144	1,530	10.6	154	3.9	1,958	12.7	
April 24	1,180	29.7	8.2	9.61	6	237	135	1,462	10.8	141	3.7	1,699	12.1	
May 22	1,221	30.8	8.6	10.47	7	277	119	1,253	10.5	126	3.2	1,530	12.2	
June 19	1,229	31.1	8.5	10.44	5	199	112	1,220	10.9	117	3.0	1,420	12.2	
July 17	1,179	29.8	8.6	10.09	4	161	82	852	10.2	86	2.3	1,013	11.8	

Note: Figures from July 1978 are provisional.

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III
	Orders III-XIX	Seasonally adjusted					Actual	Seasonally adjusted				
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted				
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1
1977	74.9		78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8
1978	74.1		77.9	76.1	57.6	77.6	93.8		92.0	93.4	94.0	95.6
1979	72.5		75.6	73.3	56.3	77.4	93.6		91.6	93.1	93.9	95.7
1980	65.1		67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0
1981	57.6		59.5	60.1	44.9	71.0	90.0		88.0	83.3	91.3	94.7
<b>Week ended</b>												
1978 July 8	71.5	74.0	75.7	86.8	54.2	78.1	94.4	93.6	92.4	94.6	94.4	95.8
Aug 12	62.0	74.0	64.6	65.8	46.7	70.9	94.3	93.6	92.2	91.2	94.6	96.6
Sep 16	75.7	73.8	79.4	77.6	58.7							

# 2.1 UNEMPLOYMENT UK Summary

# UNEMPLOYMENT UK summary 2.1

THOUSAND

UNITED KINGDOM		THOUSAND										
		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†		
Number	Per cent					Change since previous month	Average change over 3 months ended					
1976	1,359.4	5.7	85.9	1,273.5	5.3							
1977	1,483.6	6.2	105.4	1,378.2	5.7							
1978	1,475.0	6.1	99.4	1,375.7	5.7							
1979	1,390.5	5.7	83.2	1,307.3	5.4							
1980	1,794.7	7.4	127.1	1,667.6	6.8							
1981	2,733.8	11.4	168.0	2,565.8	10.6							
1977 Aug 11	1,635.8	6.8	231.4	1,404.4	5.8	0.2	18.6	277	1,237	122		
Sep 8	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127		
Oct 13	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127		
Nov 10	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127		
Dec 8	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128		
1978 Jan 12	1,548.5	6.4	61.1	1,487.4	5.9	-4.4	0.2	206	1,211	132		
Feb 9	1,508.7	6.2	49.7	1,459.0	5.8	-10.8	-5.1	210	1,167	131		
Mar 9	1,461.0	6.0	40.2	1,420.7	5.8	-1.3	-5.5	196	1,135	130		
April 13	1,451.8	6.0	60.8	1,391.0	5.8	-7.8	-6.6	229	1,094	129		
May 11	1,386.8	5.7	48.2	1,338.6	5.8	-8.7	-5.9	191	1,069	127		
June 8	1,446.1	6.0	145.6	1,300.5	5.7	-11.1	-9.2	286	1,035	125		
July 6	1,585.8	6.6	243.3	1,342.5	5.7	-13.0	-10.9	383	1,078	125		
Aug 10	1,608.3	6.6	222.1	1,386.2	5.7	1.9	-7.4	260	1,222	127		
Sep 14	1,517.7	6.3	139.2	1,378.5	5.6	-11.7	-7.6	229	1,161	128		
Oct 12	1,429.5	5.9	82.0	1,347.5	5.6	-12.3	-7.4	243	1,060	127		
Nov 9	1,392.0	5.8	57.1	1,334.9	5.5	-13.4	-12.5	210	1,056	126		
Dec 7	1,364.3	5.6	43.2	1,321.1	5.5	-7.9	-11.2	199	1,040	126		
1979 Jan 11	1,455.3	6.0	47.4	1,407.8	5.5	5.5	-5.3	208	1,117	130		
Feb 8	1,451.9	6.0	39.4	1,412.5	5.6	20.5	6.0	207	1,115	130		
Mar 8	1,402.3	5.8	31.2	1,371.1	5.5	-4.2	7.3	183	1,090	129		
April 5	1,340.6	5.5	25.8	1,314.8	5.4	-34.2	-6.0	172	1,042	127		
May 10	1,299.3	5.4	39.3	1,260.0	5.4	-3.7	-14.0	167	1,008	124		
June 14	1,343.9	5.5	143.8	1,200.1	5.3	-19.2	-19.0	277	947	120		
July 12	1,464.0	6.0	215.4	1,248.6	5.3	-0.8	-7.9	351	994	119		
Aug 9	1,455.5	6.0	183.5	1,272.0	5.2	-14.3	-11.4	241	1,095	120		
Sep 13	1,394.5	5.7	114.3	1,280.2	5.3	1.3	-4.6	221	1,053	121		
Oct 11†	1,367.6	5.6	69.4	1,298.3	5.3	5.7	-2.4	239	1,007	120		
Nov 8	1,355.2	5.6	49.7	1,305.5	5.3	0.3	2.4	212	1,021	122		
Dec 6	1,355.5	5.6	39.2	1,316.3	5.3	11.9	6.0	206	1,027	123		
1980 Jan 10	1,470.6	6.1	45.9	1,424.7	5.5	29.0	13.7	209	1,135	127		
Feb 14	1,488.9	6.2	38.2	1,450.8	5.6	42.2	27.7	220	1,142	127		
Mar 13 e	1,478.0	6.1	31.8	1,446.2	5.8	34.2	35.1	207	1,143	128		
April 10	1,522.9	6.3	53.7	1,469.2	6.0	46.3	40.9	240	1,153	130		
May 8	1,509.2	6.2	49.4	1,459.8	6.2	44.7	41.7	208	1,173	128		
June 12	1,659.7	6.9	186.4	1,473.3	6.4	57.8	49.6	352	1,180	128		
July 10	1,896.6	7.8	295.5	1,601.1	6.7	80.9	61.1	451	1,313	132		
Aug 14	2,001.2	8.3	264.9	1,736.3	7.1	93.3	77.3	311	1,548	142		
Sep 11	2,039.5	8.4	207.3	1,832.1	7.5	88.3	87.5	304	1,591	144		
Oct 9	2,062.9	8.5	145.8	1,917.1	7.8	86.0	89.2	341	1,575	147		
Nov 13	2,162.9	8.9	110.7	2,052.1	8.4	131.0	101.8	319	1,688	158		
Dec 11	2,244.2	9.3	95.4	2,148.8	8.8	97.1	104.7	293	1,787	164		
1981 Jan 15	2,419.5	10.1	102.3	2,317.1	9.3	85.4	104.5	292	1,955	173		
Feb 12	2,463.3	10.3	90.1	2,373.2	9.6	72.0	84.8	290	1,995	178		
Mar 12	2,484.7	10.4	78.3	2,406.4	9.9	73.1	76.8	260	2,040	185		
April 9 e	2,525.2	10.6	72.8	2,452.4	10.1	67.1	70.7	294	2,046	185		
May 14	2,558.4	10.7	99.2	2,459.2	10.4	65.0	68.4	254	2,111	193		
June 11 e	2,680.5	11.2	216.2	2,464.3	10.6	52.8	61.6	368	2,118	194		
July 9 ‡	2,852.1	11.9	285.5	2,566.6	10.8	50.6	56.1	385	2,268	199		
Aug 13 ‡	2,940.5	12.3	278.1	2,662.4	11.1	52.7	52.0	281	2,454	206		
Sep 10 ‡	2,998.8	12.6	269.8	2,729.0	11.3	49.1	50.6	324	2,464	211		
Oct 8 ‡	2,988.6	12.5	216.0	2,772.6	11.4	33.9	45.2	331	2,442	216		
Nov 12	2,953.3	12.4	164.6	2,788.8	11.6	34.1	39.0	295	2,437	221		
Dec 10	2,940.7	12.3	142.6	2,798.1	11.6	9.8	25.9	262	2,471	208		
1982 Jan 14	3,070.6	12.9	149.9	2,920.7	11.8	42.2	28.7	265	2,588	218		
Feb 11	3,044.9	12.8	134.1	2,910.8	11.8	5.9	19.3	262	2,566	217		
Mar 11	2,992.3	12.5	117.5	2,874.9	11.8	4.6	17.6	239	2,537	216		
April 15	3,007.8	12.6	128.2	2,879.6	11.9	28.2	12.9	267	2,525	216		
May 13	2,969.4	12.4	125.5	2,843.9	12.0	21.3	18.0	242	2,512	215		
June 10	3,061.2	12.8	227.5	2,833.7	12.2	39.0	29.5	338	2,509	214		
July 8 §	3,190.6	13.4	303.8	2,886.8	12.3	15.8	25.4	389	2,585	216		
Aug 12 §	3,293.2	13.8	305.8	2,987.4	12.5	61.0	38.6	346	2,727	220		

Note The seasonally adjusted series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.

\* For those months where a full age analysis is not available, the division by age is estimated.

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

‡ The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as a result of industrial action affecting the flow of information between benefit offices and employment offices. The seasonally adjusted totals for the UK and GB have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2.3 (regions) and 2.19 (unemployment flows).

§ There was some under-recording in the July 1982 count of new graduates and college leavers registering with PER (Professional and Executive Recruitment), estimated to amount to 15,000, which is reflected in the increase between the July and August figures.

UNITED KINGDOM		THOUSAND										
		MALE AND FEMALE										
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over†		
Number	Per cent					Change since previous month	Average change over 3 months ended					
1976	1,023.5	7.1	47.0	976.5	6.8							
1977	1,069.2	7.4	54.4	1,014.8	7.0							
1978	1,040.2	7.2	51.3	988.9	6.9							
1979	963.9	6.7	43.7	920.2	6.4							
1980	1,233.6	8.7	66.9	1,166.7	8.1							
1981	1,944.3	13.7	90.8	1,853.5	12.9							
1977 Aug 11	1,143.5	7.9	123.7	1,019.9	7.1	0.2	18.6	277	1,237	122		
Sep 8	1,124.3	7.8	89.0	1,035.3	7.2	20.8	11.8	251	1,231	127		
Oct 13	1,070.8	7.4	46.5	1,024.2	7.2	5.7	8.9	261	1,130	127		
Nov 10	1,063.2	7.4	34.5	1,028.7	7.2	5.2	10.6	237	1,135	127		
Dec 8	1,060.7	7.4	27.6	1,033.1	7.2	-0.2	3.6	209	1,144	128		
1978 Jan 12	1,114.8	7.7	29.4	1,085.3	7.2	-4.4	0.2	206	1,211	132		
Feb 9	1,089.6	7.6	23.9	1,065.7	7.1	-10.8	-5.1	210	1,167	131		
Mar 9	1,058.4	7.3	19.4	1,039.0	7.1	-1.3	-5.5	196	1,135	130		
April 13	1,045.4	7.3	31.0	1,014.0	7.0	-7.8	-6.6	229	1,094	129		
May 11	1,001.1	6.9	24.2	976.9	7.0	-8.7	-5.9	191	1,069	127		
June 8	1,022.9	7.1	78.4	944.5	6.9	-9.2	-9.2	286	1,035	125		
July 6	1,087.3	7.5	130.4	956.9	6.8	-13.0	-10.9	383	1,078	125		
Aug 10	1,099.0	7.6	120.2	978.7	6.8	1.9	-7.4	260	1,222	127		
Sep 14	1,041.1	7.2	69.7	971.4	6.7	-11.7	-7.6	229	1,161	128		
Oct 12	989.7	6.9	40.0	949.7	6.7	-12.3	-7.4	243	1,060	127		
Nov 9	970.4	6.7	27.6	942.8	6.6	-13.4	-12.5	210	1,056	126		
Dec 7	962.5	6.7	21.1	941.4	6.5	-7.9	-11.2	199	1,040	126		
1979 Jan 11	1,034.8	7.2	23.8	1,011.0	6.6	5.5	-5.3	208	1,117	130		
Feb 8	1,039.5											

# 2.2 UNEMPLOYMENT GB summary

GREAT BRITAIN												THOUSAND
MALE AND FEMALE												
UNEMPLOYED												
UNEMPLOYED EXCLUDING SCHOOL LEAVERS												
UNEMPLOYED BY DURATION												
	Number	Percent	School leavers included in unemployed	Actual				Seasonally adjusted				
				Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Upto 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
1976	1,304.6	5.6	81.6	1,223.0	5.2							
1977	1,422.7	6.0	99.8	1,322.9	5.6							
1978	1,409.7	6.0	93.7	1,315.9	5.6							
1979	1,325.5	5.6	78.0	1,247.5	5.2							
1980	1,715.9	7.3	120.1	1,595.8	6.7							
1981	2,628.4	11.3	159.6	2,468.8	10.5							
1977 Aug 11	1,567.0	6.7	220.4	1,346.6	5.7	0.1	18.0	269	1,178	120		
Sep 8	1,541.8	6.6	166.2	1,375.7	5.8	20.5	11.4	242	1,175	125		
Oct 13	1,456.6	6.2	92.6	1,364.0	5.8	5.5	8.7	253	1,079	125		
Nov 10	1,438.0	6.1	68.6	1,369.4	5.8	4.6	10.2	230	1,083	125		
Dec 8	1,419.7	6.0	54.3	1,365.4	5.8	-1.0	3.0	201	1,092	126		
1978 Jan 12	1,484.7	6.3	57.4	1,427.3	5.8	-5.0	-0.5	199	1,156	130		
Feb 9	1,445.9	6.1	46.6	1,399.2	5.7	-11.1	-5.7	203	1,114	129		
Mar 9	1,399.0	5.9	37.6	1,361.3	5.7	-2.0	-6.0	189	1,082	128		
Apr 13	1,387.5	5.9	56.7	1,330.8	5.7	-9.0	-7.4	220	1,041	127		
May 11	1,324.9	5.6	44.7	1,280.2	5.6	-8.2	-6.4	185	1,015	125		
June 8	1,381.4	5.8	139.2	1,242.2	5.6	-11.2	-9.5	276	983	123		
July 6	1,512.5	6.4	231.7	1,280.8	5.5	-12.9	-10.8	366	1,024	122		
Aug 10	1,534.4	6.5	210.9	1,323.6	5.5	-1.6	-7.5	250	1,160	124		
Sep 14	1,446.7	6.1	130.7	1,316.0	5.5	-11.7	-7.7	220	1,102	125		
Oct 12	1,364.9	5.8	76.4	1,288.5	5.4	-11.3	-7.1	235	1,006	124		
Nov 9	1,330.8	5.6	52.9	1,277.9	5.4	-11.8	-11.6	203	1,004	124		
Dec 7	1,303.2	5.5	39.8	1,263.4	5.4	-8.7	-10.6	191	988	124		
1979 Jan 11	1,391.2	5.9	44.4	1,346.9	5.4	5.1	-5.1	201	1,063	127		
Feb 8	1,387.6	5.9	36.7	1,350.9	5.4	19.4	5.3	200	1,061	127		
Mar 8	1,339.8	5.7	23.9	1,310.9	5.4	-4.0	6.8	176	1,038	126		
Apr 5	1,279.8	5.4	23.9	1,255.9	5.3	-33.3	-6.0	166	989	125		
May 10	1,238.5	5.2	36.2	1,202.3	5.3	-4.1	-13.8	160	957	121		
June 14	1,281.1	5.4	137.1	1,144.0	5.2	-18.4	-18.6	266	898	117		
July 12	1,392.0	5.9	204.2	1,187.8	5.2	-1.7	-8.0	335	941	117		
Aug 9	1,383.9	5.8	173.1	1,210.8	5.1	-14.2	-11.5	232	1,035	117		
Sep 13	1,325.0	5.6	106.0	1,219.0	5.1	1.1	-4.9	212	995	118		
Oct 11†	1,302.8	5.5	64.0	1,238.8	5.2	5.7	-2.5	231	953	118		
Nov 8	1,292.3	5.5	45.5	1,246.8	5.2	0.5	2.5	203	969	120		
Dec 6	1,292.0	5.5	35.7	1,232.3	5.2	10.8	5.6	197	974	121		
1980 Jan 10	1,404.4	6.0	42.6	1,361.7	5.3	28.7	13.4	202	1,079	125		
Feb 14	1,422.0	6.0	35.2	1,386.8	5.5	40.6	26.7	212	1,085	125		
Mar 13 e	1,411.7	6.0	29.3	1,382.4	5.7	33.3	34.2	199	1,087	125		
Apr 10	1,454.7	6.2	50.0	1,404.6	5.8	45.0	39.6	231	1,097	127		
May 8	1,441.4	6.1	45.8	1,395.6	6.0	43.3	40.5	199	1,116	126		
June 12	1,586.6	6.7	178.3	1,408.3	6.3	56.2	48.2	338	1,123	126		
July 10	1,811.9	7.7	282.1	1,529.9	6.6	78.2	59.2	433	1,249	129		
Aug 14	1,913.1	8.1	252.0	1,661.1	7.0	89.9	74.8	300	1,474	139		
Sep 11	1,950.2	8.3	196.3	1,753.8	7.3	85.1	84.4	292	1,517	141		
Oct 9	1,973.0	8.4	137.2	1,835.8	7.7	81.7	85.6	329	1,500	144		
Nov 13	2,071.2	8.8	103.4	1,967.8	8.2	127.2	98.0	309	1,608	155		
Dec 11	2,150.5	9.1	88.6	2,061.8	8.6	94.6	101.1	283	1,706	161		
1981 Jan 15	2,320.5	10.0	95.8	2,224.6	9.1	82.5	101.5	282	1,869	169		
Feb 12	2,363.4	10.1	83.9	2,279.5	9.4	70.3	82.4	280	1,909	174		
Mar 12	2,384.8	10.2	72.9	2,311.9	9.7	71.3	74.7	252	1,952	181		
Apr 9 e	2,426.3	10.4	68.0	2,358.3	10.0	66.9	69.5	287	1,958	182		
May 14	2,456.9	10.5	92.5	2,364.3	10.3	62.5	66.9	246	2,021	190		
June 11 e	2,576.6	11.1	207.6	2,369.0	10.5	51.4	60.3	357	2,030	190		
July 9 †	2,744.0	11.8	275.4	2,468.6	10.7	50.1	54.7	374	2,175	195		
Aug 13 †	2,831.3	12.1	267.8	2,563.5	10.9	52.4	51.3	273	2,356	202		
Sep 10 †	2,884.8	12.4	256.8	2,628.1	11.1	48.3	50.2	311	2,367	207		
Oct 8 †	2,876.4	12.3	204.5	2,671.9	11.3	32.9	44.6	320	2,344	212		
Nov 12	2,843.8	12.2	155.5	2,688.3	11.4	33.9	38.3	287	2,340	217		
Dec 10	2,832.0	12.2	134.6	2,697.4	11.4	9.6	25.5	254	2,374	204		
1982 Jan 14	2,957.3	12.7	142.2	2,815.1	11.6	39.7	27.7	257	2,486	215		
Feb 11	2,932.7	12.6	127.1	2,805.6	11.6	5.8	18.4	254	2,465	214		
Mar 11	2,881.6	12.4	111.6	2,769.9	11.7	3.9	16.5	231	2,438	213		
Apr 15	2,895.9	12.4	122.3	2,773.6	11.8	26.6	12.1	259	2,425	212		
May 13	2,856.5	12.3	118.5	2,738.0	11.9	19.4	16.6	233	2,411	212		
June 10	2,945.2	12.6	218.6	2,726.6	12.0	36.8	27.6	328	2,407	210		
July 8 †	3,069.8	13.2	293.0	2,776.8	12.1	15.9	24.0	379	2,478	213		
Aug 12 †	3,169.8	13.6	293.9	2,875.9	12.3	59.9	37.5	338	2,616	216		

† † See footnotes to table 2.1.

# UNEMPLOYMENT GB Summary 2.2

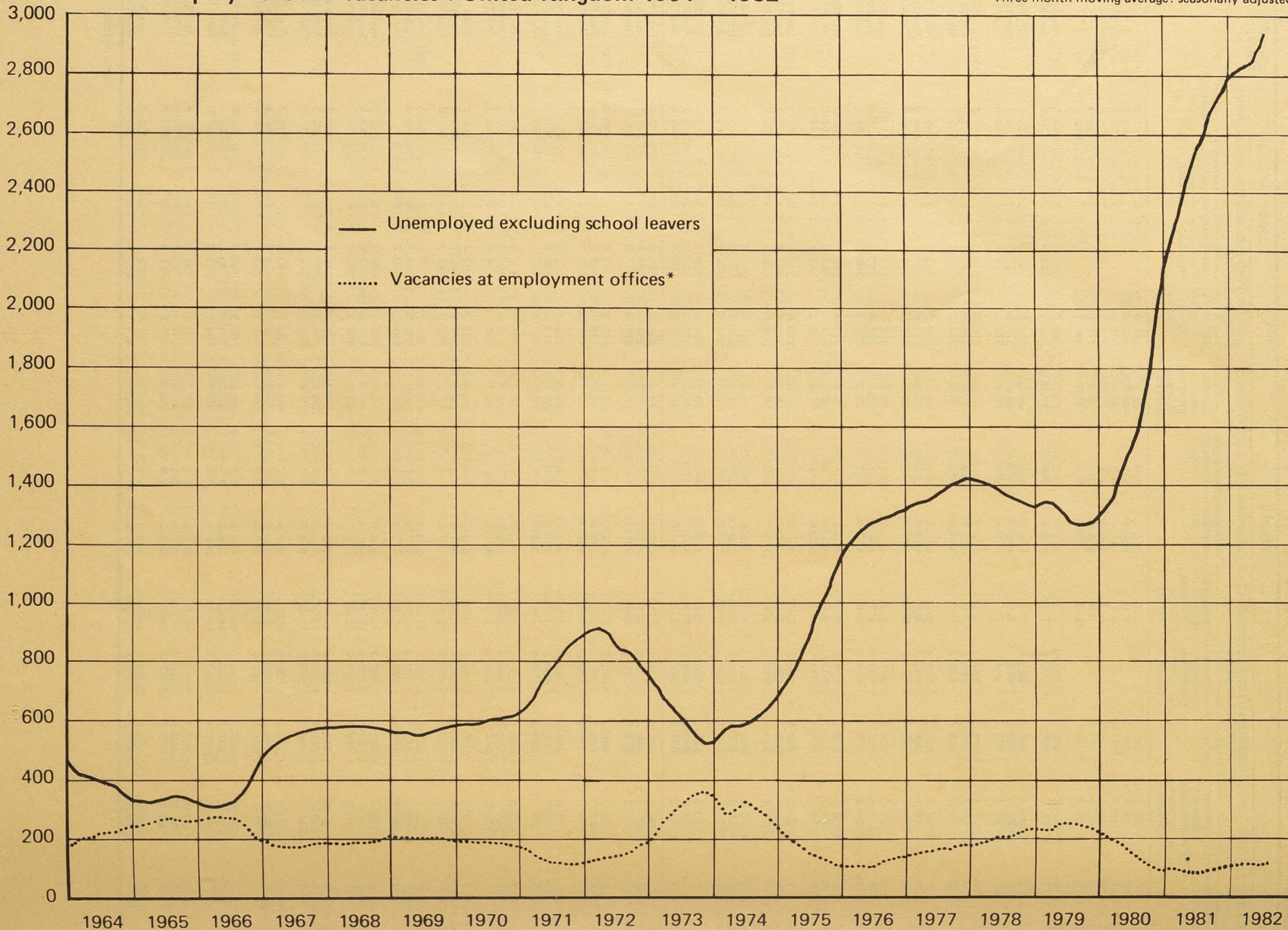
THOUSAND

GREAT BRITAIN												THOUSAND
MALE												
UNEMPLOYED												
UNEMPLOYED EXCLUDING SCHOOL LEAVERS												
FEMALE												
UNEMPLOYED												
UNEMPLOYED EXCLUDING SCHOOL LEAVERS												
MARRIED												
	Number	Percent	School leavers included in unemployed	Actual				Seasonally adjusted				
				Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Upto 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
1976	986.0	7.0	44.6	941.3	6.7							
1977	1,027.5	7.3	51.4	976.1	6.9							
1978	995.2	7.1	48.1	947.1	6.7							
1979	919.6	6.6	40.7	879.0	6.3							
1980	1,180.0	8.5	62.8	1,117.2	7.9							
1981	1,870.4	13.5	85.8	1,784.6	12.8							
1977 Aug 11	1,097.9	7.8	117.8	980.1	6.7	0.1	18.0	269	1,178	120		
Sep 8	1,079.6	7.7	83.9	995.7	6.7	20.5	11.4	242	1,175	125		
Oct 13	1,028.7	7.3	43.3	985.4	6.7	5.5	8.7	253	1,079	125		
Nov 10	1,021.5	7.3	32.0	989.5	6.7	4.6	10.2	230	1,083	125		
Dec 8	1,018.5	7.2	25.4	993.1	6.7	-1.0	3.0	201	1,092	126		
1978 Jan 12	1,070.2	7.6	27.4	1,042.8	6.7	-5.0	-0.5	199	1,156	130		
Feb 9	1,045.2	7.4	22.2	1,023.0	6.7	-11.1	-5.7	203	1,114	129		
Mar 9	1,014.4	7.2	17.9	996.5	6.7	-2.0	-6.0	189	1,082	128		
Apr 13	999.9	7.1	28.6	971.2	6.9	-9.0	-7.4	220	1,041	127		
May 11	957.4	6.8	22.1	935.4	6.8	-8.2	-6.4	185	1,015	125		
June 8	978.1	6.9	74.7	903.4	6.8	-11.2	-9.5	276	983	123		
July 6	1,038.8	7.4	124.2	914.6	6.7	-12.9	-10.8	366	1,024	122		
Aug 10	1,050.1	7.5	114.2	935.9	6.7	-1.6	-7.5	250	1,160	124		
Sep 14	993.7	7.1	64.8	928.9	6.6	-11.7	-7.7	220	1,102	125		
Oct 12	946.0	6.7	36.8	909.2	6.5	-11.3	-7.1	235	1,006	124		
Nov 9	928.8	6.6	25.3	903.5	6.5	-11.8	-11.6	203	1,004	124		
Dec 7	920.3	6.5	19.2	901.1	6.4	-8.7	-10.6	191	988	124		
1979 Jan 11	989.9	7.1	22.0	967.9	6.5	5.1	-5.1	201	1,063	127		
Feb 8	993.9	7.1	18.4	975.5	6.6	19.4	5.3	200	1,061	127		
Mar 8	961.2	6.9	14.4	946.8	6.6	-4.0	6.8	176	1,038	126		
Apr 5	916.2	6.6	12.0	904.2	6.4	-33.3	-6.0	166	989	125		
May 10	879.5	6.3	18.8	860.7	6.3	-4.1</						

THOUSAND

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

Three-month moving average: seasonally adjusted



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

# 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					
								Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female		
<b>SOUTH EAST</b>															
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3				247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0				227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5				198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4				245.9	91.4
1981	606.5	442.1	164.4	31.5	8.1	10.0	5.3	575.0		7.6				420.7	148.3
1981	664.4	477.5	186.9	56.1	8.8	10.8	6.0	608.3	599.4	8.0	16.5	16.3	444.4	155.0	
	Sep 10 ‡	684.1	489.0	195.1	56.8	9.1	11.0	6.3	627.3	616.5	8.2	17.1	18.1	455.2	161.3
	Oct 8 ‡	686.5	491.6	194.9	46.7	9.1	11.1	6.3	639.8	631.4	8.4	14.9	16.2	463.0	168.4
	Nov 12	674.8	487.0	187.8	33.8	9.0	11.0	6.1	641.0	634.5	8.4	3.1	11.7	466.2	168.3
	Dec 10	669.1	488.6	180.4	28.3	8.9	11.0	5.8	640.8	637.1	8.5	2.6	6.9	470.3	166.8
1982	Jan 14	699.4	513.1	186.3	27.1	9.3	11.6	6.0	672.3	646.5	8.6	9.4	5.0	478.2	168.3
	Feb 11	700.2	513.5	186.7	24.3	9.3	11.6	6.0	675.9	655.2	8.7	9.7	6.9	483.7	171.5
	Mar 11	692.6	508.9	183.7	21.0	9.2	11.5	5.9	671.6	660.8	8.8	5.6	7.9	487.2	173.6
	Apr 15	693.1	509.5	183.6	22.9	9.2	11.5	5.9	670.2	663.9	8.8	3.1	5.8	489.0	174.9
	May 13	685.9	503.4	182.4	24.0	9.1	11.4	5.9	661.8	668.2	8.9	4.3	4.3	491.0	177.2
	June 10	699.5	511.0	188.6	42.1	9.3	11.5	6.1	657.5	675.9	9.0	7.7	5.0	497.6	178.3
	July 8 §	731.8	526.6	205.2	61.3	9.7	11.9	6.6	670.5	675.5	9.0	-0.4	3.9	498.0	177.5
	Aug 12 §	771.3	550.5	220.8	63.9	10.3	12.4	7.1	707.4	698.8	9.3	23.3	10.2	513.0	185.8
<b>GREATER LONDON (included in South East)</b>															
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1				122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9				113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5				101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3				121.9	42.6
1981	293.1	214.8	78.3	13.5	7.8	9.6	5.2	279.7		7.3				205.2	71.4
1981	Aug 13 ‡	326.4	236.0	90.5	22.6	8.7	10.5	6.0	303.8	297.6	7.9	12.2	11.1	220.8	76.8
	Sep 10 ‡	335.7	241.3	94.4	24.0	8.9	10.7	6.2	311.6	304.5	8.1	6.9	11.2	225.1	79.4
	Oct 8 ‡	339.1	243.7	95.4	22.2	9.0	10.8	6.3	316.9	312.2	8.3	7.7	8.9	229.4	82.8
	Nov 12	330.0	239.1	90.9	16.3	8.8	10.6	6.0	313.7	311.8	8.3	-0.4	4.7	229.6	82.2
	Dec 10	326.2	238.9	87.3	13.7	8.7	10.6	5.7	312.5	312.7	8.3	0.9	2.7	231.6	81.1
1982	Jan 14	336.9	247.6	89.3	12.7	8.9	11.0	5.9	324.2	313.6	8.3	0.9	0.5	232.4	81.2
	Feb 11	339.8	249.4	90.4	11.8	9.0	11.1	5.9	328.0	320.0	8.5	6.4	2.7	236.5	83.5
	Mar 11	338.0	249.4	88.6	10.3	9.0	11.1	5.8	327.8	323.7	8.6	3.7	3.7	239.8	83.9
	Apr 15	339.4	250.2	89.2	10.5	9.0	11.1	5.9	328.8	326.3	8.7	2.6	4.2	241.1	85.2
	May 13	340.6	250.2	90.4	11.7	9.0	11.1	6.0	328.9	330.5	8.8	4.2	3.5	243.3	87.2
	June 10	344.1	252.9	91.2	14.7	9.1	11.3	6.0	329.5	335.5	8.9	5.0	3.9	247.5	88.0
	July 8 §	358.6	260.2	98.4	21.7	9.5	11.6	6.5	336.9	338.3	9.0	2.8	4.0	249.4	88.9
	Aug 12 §	379.5	273.6	105.9	24.8	10.1	12.2	7.0	354.8	348.6	9.3	10.3	6.0	257.0	91.6
<b>EAST ANGLIA</b>															
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0				27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7				25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3				22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3				27.5	10.8
1981	65.5	47.5	18.0	3.7	9.2	11.1	6.4	61.7		8.6				45.1	16.0
1981	Aug 13 ‡	68.2	48.5	19.7	6.7	9.6	11.3	7.0	61.4	62.1	8.7	-0.4	0.7	46.0	16.1
	Sep 10 ‡	70.2	49.5	20.7	6.3	9.9	11.5	7.4	63.8	64.5	9.1	2.4	1.3	47.3	17.2
	Oct 8 ‡	70.1	49.6	20.6	4.8	9.9	11.6	7.4	65.4	65.6	9.2	1.1	1.0	47.9	17.7
	Nov 12	69.6	49.9	19.7	3.4	9.8	11.6	7.0	66.2	65.8	9.3	0.2	1.2	48.1	17.7
	Dec 10	70.6	51.0	19.6	2.8	9.9	11.9	7.0	67.8	66.9	9.4	1.1	0.8	48.9	18.0
1982	Jan 14	75.1	54.3	20.7	2.7	10.6	12.7	7.4	72.3	69.0	9.7	2.1	1.1	50.2	18.8
	Feb 11	75.5	54.7	20.7	2.3	10.6	12.8	7.4	73.2	69.3	9.8	0.3	1.2	50.3	19.0
	Mar 11	74.0	53.7	20.3	2.2	10.4	12.5	7.3	71.8	69.2	9.7	-0.1	0.8	50.2	19.0
	Apr 15	74.2	53.7	20.5	2.6	10.4	12.5	7.3	71.5	69.6	9.8	0.4	0.2	50.5	19.1
	May 13	72.8	52.6	20.2	2.9	10.3	12.3	7.2	69.9	69.9	9.8	0.3	0.2	50.6	19.3
	June 10	74.0	53.1	20.9	5.9	10.4	12.4	7.5	68.1	70.4	9.9	0.5	0.4	51.2	19.2
	July 8 §	77.1	54.2	22.9	8.0	10.9	12.6	8.2	69.0	70.8	10.0	0.4	0.4	51.3	19.5
	Aug 12 §	79.3	55.8	23.5	7.5	11.2	13.0	8.4	71.4	72.3	10.2	1.5	0.8	52.6	19.7

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number			Per cent
<b>SOUTH WEST</b>															
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4				78.6	26.9
1978	107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5		6.1				73.3	28.2
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9		5.4				63.5	27.0
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4		6.2				72.6	32.2
1981	166.0	116.6	49.5	8.7	10.0	11.9	7.2	157.3		9.3				110.9	44.9
1981 Aug 13 ‡	172.7	120.1	52.6	15.7	10.4	12.2	7.7	157.0	160.1	9.6	2.5	2.4	114.4	45.7	
Sep 10 ‡	176.3	122.7	53.6	14.6	10.6	12.5	7.8	161.7	163.4	9.8	3.3	2.7	116.6	46.8	
Oct 8 ‡	179.8	125.1	54.7	10.6	10.8	12.7	8.0	169.2	167.1	10.0	3.7	3.2	118.8	48.3	
Nov 12	180.8	125.9	54.9	7.8	10.8	12.8	8.0	172.9	167.9	10.1	0.8	2.6	119.1	48.8	
Dec 10	180.4	126.5	53.9	6.6	10.8	12.9	7.9	173.8	169.0	10.1	1.1	1.9	120.1	48.9	
1982 Jan 14	188.1	132.6	55.5	6.8	11.3	13.5	8.1	181.3	170.5	10.2	1.5	1.1	121.7	48.8	
Feb 11	187.5	131.9	55.7	6.2	11.2	13.4	8.1	181.3	171.6	10.3	1.1	1.3	122.0	49.6	
Mar 11	183.6	129.4	54.2	5.6	11.0	13.2	7.9	178.1	171.8	10.3	0.2	0.9	121.8	50.0	
April 15	181.7	128.3	53.4	6.2	10.9	13.1	7.8	175.5	171.9	10.3	0.1	0.5	121.8	50.1	
May 13	175.1	124.4	50.7	5.9	10.5	12.7	7.4	169.2	171.8	10.3	-0.1	0.1	121.9	49.9	
June 10	181.5	127.7	53.8	15.0	10.9	13.0	7.8	166.5	176.0	10.6	4.2	1.4	124.5	51.5	
July 8 §	187.9	130.5	57.3	19.6	11.3	13.3	8.4	168.2	174.8	10.5	-1.2	1.0	124.0	50.8	
Aug 12 §	193.1	133.4	59.8	18.0	11.6	13.6	8.7	175.1	178.2	10.7	3.4	2.1	125.9	52.3	
<b>WEST MIDLANDS</b>															
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3				90.2	33.4
1978	130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3		5.1				85.7	34.7
1979†	128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5		5.1				83.2	35.9
1980	181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4		7.1				114.9	50.7
1981	313.1	223.9	89.1	18.5	13.7	16.2	9.9	294.6		12.8				212.9	79.9
1981 Aug 13 ‡	342.1	241.9	100.2	32.0	15.0	17.5	11.1	310.1	307.1	13.4	7.4	7.1	224.4	82.7	
Sep 10 ‡	349.8	246.6	103.2	31.6	15.3	17.9	11.4	318.2	313.3	13.7	6.2	6.8	228.6	84.7	
Oct 8 ‡	349.7	247.9	101.8	25.0	15.3	17.9	11.3	324.7	320.3	14.0	7.0	6.9	232.3	88.0	
Nov 12	342.2	244.5	97.6	19.7	15.0	17.7	10.8	322.5	319.7	14.0	-0.6	4.2	232.6	87.1	
Dec 10	341.6	246.2	95.4	16.6	15.0	17.8	10.6	325.0	323.9	14.2	4.2	3.5	235.8	88.1	
1982 Jan 14	353.8	256.0	97.8	16.8	15.5	18.5	10.8	337.0	330.3	14.5	6.4	3.3	241.4	88.9	
Feb 11	350.0	254.0	96.0	14.8	15.3	18.4	10.6	335.2	329.6	14.4	-0.7	3.3	241.3	88.3	
Mar 11	344.4	250.1	94.3	12.8	15.1	18.1	10.4	331.6	329.0	14.4	-0.6	1.7	240.2	88.8	
April 15	346.4	251.4	95.0	14.3	15.2	18.2	10.5	332.1	330.8	14.5	1.8	0.2	241.5	89.3	
May 13	343.5	248.9	94.5	14.0	15.0	18.0	10.5	329.4	332.2	14.5	1.4	0.9	241.8	90.4	
June 10	350.5	252.5	98.0	21.2	15.3	18.3	10.9	329.3	335.0	14.7	2.8	2.0	243.8	91.2	
July 8 §	369.1	262.7	106.4	32.1	16.2	19.0	11.8	337.0	339.0	14.8	4.0	2.7	247.5	91.5	
Aug 12 §	378.5	268.2	110.3	35.4	16.6	19.4	12.2	343.1	340.2	14.9	1.2	2.7	248.8	91.4	
<b>EAST MIDLANDS</b>															
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8		4.7				55.5	19.3
1978	80.2	57.3	22.9	4.5	5.0	5.9	3.5	75.7		4.7				55.0	20.7
1979†	75.3	53.6	21.8	3.7	4.6	5.5	3.3	71.6		4.4				51.5	19.9
1980	104.0	73.1	30.9	7.3	6.4	7.5	4.7	96.6		5.9				68.7	27.0
1981	164.8	119.1	45.7	10.2	10.2	12.3	7.1	154.6		9.5				112.9	40.6
1981 Aug 13 ‡	178.8	127.0	51.8	18.1	11.1	13.1	8.1	160.7	160.0	9.9	2.8	2.9	118.2	41.8	
Sep 10 ‡	181.9	129.2	52.7	17.6	11.3	13.3	8.2	164.2	163.0	10.1	3.0	3.0	120.2	42.8	
Oct 8 ‡	177.0	126.8	50.2	11.7	11.0	13.1	7.8	165.3	164.4	10.2	1.4	2.4	120.7	43.7	
Nov 12	172.8	125.1	47.7	8.5	10.7	12.9	7.4	164.3	163.8	10.2	-0.6	1.3	120.2	43.6	
Dec 10	172.8	125.9	46.9	7.2	10.7	13.0	7.3	165.6	164.6	10.2	0.8	0.5	120.7	43.9	
1982 Jan 14	181.5	132.9	48.6	7.3	11.3	13.7	7.6	174.2	168.7	10.5	4.1	1.4	124.3	44.4	
Feb 11	179.0	130.8	48.1	6.5	11.1	13.5	7.5	172.5	167.1	10.4	-1.6	1.1	122.7	44.4	
Mar 11	175.4	128.5	46.8	5.6	10.9	13.3	7.3	169.7	167.2	10.4	0.1	0.9	122.7	44.5	
April 15	177.3	129.4	47.8	6.3	11.0	13.4	7.5	171.0	169.2	10.5	2.0	0.2	123.8	45.4	
May 13	175.6	128.1	47.6	6.9	10.9	13.2	7.4	168.8	170.4	10.6	1.2	1.1	124.7	45.7	
June 10	185.5	133.2	52.2	16.8	11.5	13.8	8.1	168.6	172.4	10.7	2.0	1.7	126.2	46.2	
July 8 §	194.3	137.0	57.3	20.8	12.1	14.1	8.9	173.5	175.6	10.9	3.2	2.1	128.0	47.6	
Aug 12 §	197.6	138.8	58.8	20.3	12.3	14.3	9.2	177.3	176.7	11.0	1.1	2.1	128.5	48.2	

# 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	Number			Per cent
<b>YORKSHIRE AND HUMBERSIDE</b>															
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3				82.8	28.6
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5				84.5	32.1
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3				79.7	32.9
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0				104.7	43.4
1981	254.2	183.1	71.1	19.3	12.3	14.6	8.7	234.9		11.3				171.9	61.4
1981 Aug 13 ‡	275.9	195.2	80.7	32.8	13.3	15.6	9.9	243.1	242.5	11.7	5.9	4.5	179.6	62.5	
Sep 10 ‡	281.0	198.8	82.3	31.8	13.6	15.9	10.0	249.2	247.6	11.9	5.1	4.8	182.8	64.8	
Oct 8 ‡	277.4	197.8	79.6	25.1	13.4	15.8	9.7	252.3	250.3	12.1	2.7	4.6	184.2	66.1	
Nov 12	272.0	196.1	76.0	18.8	13.1	15.6	9.3	253.2	251.2	12.1	0.9	2.9	185.2	66.0	
Dec 10	271.5	197.0	74.5	16.1	13.1	15.7	9.1	255.5	253.0	12.2	1.8	1.8	186.3	66.7	
1982 Jan 14	280.9	204.1	76.8	15.6	13.6	16.3	9.4	265.3	255.9	12.4	2.9	1.9	188.2	67.7	
Feb 11	277.9	201.5	76.3	13.7	13.4	16.1	9.3	264.2	255.9	12.4	—	1.5	187.3	68.6	
Mar 11	272.7	197.9	74.8	12.1	13.2	15.8	9.1	260.7	255.6	12.3	-0.3	0.9	186.6	69.0	
April 15	274.4	198.7	75.8	14.2	13.2	15.9	9.2	260.2	257.8	12.4	2.2	0.6	188.0	69.8	
May 13	271.9	197.6	74.2	13.4	13.1	15.8	9.1	258.5	260.8	12.6	3.0	1.6	190.8	70.0	
June 10	281.7	202.4	79.3	24.7	13.6	16.2	9.7	257.0	263.9	12.7	3.1	2.8	193.3	70.6	
July 8 §	295.8	208.9	86.9	35.1	14.3	16.7	10.6	260.7	264.7	12.8	0.8	2.3	194.1	70.6	
Aug 12 §	305.2	213.9	91.3	34.0	14.7	17.1	11.2	271.2	270.7	13.1	6.0	3.3	197.3	73.4	

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PERCENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Change since previous month	Average change over 3 months ended	Male	Female	
								Number	Percent					
<b>WALES</b>														
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3		7.4		57.6	21.8	
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2		7.6		59.6	24.7	
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0		7.3		55.2	25.5	
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9		9.4		69.9	31.9	
1981	157.5	110.8	46.8	9.3	14.8	17.1	11.2	148.2		13.8		105.2	41.9	
1981 Aug 13 ‡ Sep 10 ‡	165.6 169.3	115.8 118.0	49.8 51.3	15.1 14.6	15.6 15.9	17.9 18.2	12.0 12.3	150.5 154.7	152.0 154.2	14.3 14.5	2.8 2.2	2.9 2.6	109.7 110.7	42.3 43.5
Oct 8 ‡ Nov 12 Dec 10	170.1 170.2 168.9	119.0 119.7 119.4	51.0 50.6 49.5	11.9 9.6 8.3	16.0 16.0 15.9	18.4 18.5 18.4	12.3 12.2 11.9	158.2 160.6 160.6	156.4 157.8 158.0	14.7 14.8 14.8	2.2 1.4 0.2	2.4 1.9 1.3	112.2 113.1 113.1	44.2 44.7 44.9
1982 Jan 14 Feb 11 Mar 11	176.2 174.9 170.3	124.9 124.4 120.7	51.2 50.5 49.6	8.8 8.0 7.1	16.6 16.6 16.0	19.3 19.2 18.6	12.3 12.1 11.9	167.4 166.8 163.3	161.2 161.6 160.4	15.2 15.2 15.1	3.2 0.4 -1.2	1.6 1.3 0.8	115.6 115.6 114.3	45.6 45.6 46.1
April 15 May 13 June 10	171.3 168.2 166.4	122.1 119.7 118.1	49.3 48.6 48.3	8.0 7.9 8.9	16.1 15.8 15.6	18.8 18.5 18.2	11.9 11.7 11.6	163.4 160.3 157.5	161.9 161.6 162.0	15.2 15.2 15.2	1.5 -0.3 0.4	0.2 — 0.5	116.0 115.5 115.6	45.9 46.1 46.4
July 8 § Aug 12 §	175.3 181.1	122.7 126.0	52.6 55.1	15.0 15.8	16.5 17.0	18.9 19.4	12.6 13.2	160.3 165.3	163.7 166.8	15.4 15.7	1.7 3.1	0.6 1.7	117.6 119.0	46.1 47.8
<b>SCOTLAND</b>														
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3		7.5		117.7	50.6	
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7		7.6		115.8	54.9	
1979†	181.5	118.7	62.8	12.5	8.0	9.0	6.6	168.9		7.4		111.1	57.1	
1980	225.7	147.1	78.6	16.5	10.0	11.2	8.3	209.2		9.1		136.6	70.1	
1981	307.2	208.2	99.0	20.9	13.8	16.0	10.6	286.3		12.7		195.0	88.7	
1981 Aug 13 ‡ Sep 10 ‡	325.0 324.4	218.9 219.0	106.1 105.4	28.7 25.5	14.6 14.5	16.8 16.8	11.4 11.3	296.3 298.9	295.7 299.7	13.2 13.4	5.6 4.0	6.1 5.1	204.4 207.0	91.3 92.7
Oct 8 ‡ Nov 12 Dec 10	325.4 325.6 325.3	221.0 222.5 224.1	104.4 103.1 101.1	22.9 18.3 16.6	14.6 14.6 14.6	17.0 17.1 17.2	11.2 11.1 10.9	302.5 307.3 308.7	302.1 304.3 305.9	13.5 13.6 13.7	2.4 2.2 1.6	4.0 2.9 2.1	209.4 211.3 212.5	92.7 93.0 93.4
1982 Jan 14 Feb 11 Mar 11	346.5 342.5 333.1	238.1 234.7 228.2	108.5 107.8 104.8	24.6 22.5 20.0	15.5 15.3 14.9	18.3 18.0 17.5	11.7 11.6 11.3	321.9 320.0 313.0	307.5 308.0 305.9	13.8 13.8 13.7	1.6 0.5 -2.1	1.8 1.2 —	213.2 213.2 211.3	94.3 95.2 94.6
April 15 May 13 June 10	331.2 324.7 341.2	227.3 223.3 232.1	103.9 101.4 109.2	18.7 16.7 32.4	14.8 14.5 15.3	17.4 17.1 17.8	11.2 10.9 11.7	312.6 308.0 308.8	308.9 312.0 314.8	13.8 14.0 14.1	3.0 3.1 2.8	0.5 1.3 3.0	213.2 215.9 218.3	95.7 96.1 96.5
July 8 § Aug 12 §	348.8 356.1	235.0 240.3	113.8 115.8	34.8 34.2	15.6 15.9	18.0 18.4	12.2 12.4	314.0 321.9	316.0 321.4	14.2 14.4	1.2 5.4	2.4 3.1	218.4 222.6	97.6 98.8
<b>NORTHERN IRELAND</b>														
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3		10.0		38.8	16.6	
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7		10.5		41.8	17.9	
1979	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7		10.4		41.2	18.5	
1980	78.8	53.6	25.2	7.0	13.7	16.3	10.2	71.8		12.5		49.4	22.4	
1981	105.4	73.9	31.5	8.3	18.4	22.5	12.8	97.0		17.0		69.0	28.2	
1981 Aug 13 ‡ Sep 10 ‡	109.2 114.0	76.2 78.8	33.0 35.2	10.3 13.0	19.0 19.9	23.2 24.0	13.5 14.4	98.8 100.9	99.0 99.8	17.3 17.4	0.3 0.8	0.7 0.5	71.1 71.5	27.9 28.3
Oct 8 ‡ Nov 12 Dec 10	112.2 109.5 108.7	77.8 76.5 76.3	34.4 33.0 32.4	11.5 9.1 8.1	19.6 19.1 19.0	23.7 23.3 23.3	14.0 13.5 13.2	100.7 100.4 100.7	100.8 101.0 101.2	17.6 17.6 17.7	1.0 0.2 0.2	0.7 0.7 0.5	71.7 71.8 71.7	29.1 29.2 29.5
1982 Jan 14 Feb 11 Mar 11	113.3 112.2 110.8	79.6 79.0 78.2	33.7 33.2 32.6	7.7 7.0 5.8	19.8 19.6 19.3	24.3 24.1 23.8	13.8 13.6 13.3	105.7 105.2 104.9	103.7 103.8 104.5	18.1 18.1 18.2	2.5 0.1 0.7	1.0 0.9 1.1	73.2 73.1 73.5	30.5 30.7 31.0
April 15 May 13 June 10	111.9 113.0 116.1	78.9 79.6 81.4	33.0 33.4 34.6	5.9 7.0 8.9	19.5 19.7 20.3	24.0 24.2 24.8	13.5 13.7 14.2	106.1 106.0 107.2	106.1 108.0 110.2	18.5 18.8 19.2	1.6 1.9 2.2	0.8 1.4 1.9	74.5 76.1 77.9	31.6 31.9 32.3
July 8 § Aug 12 §	120.9 123.4	83.5 85.0	37.3 38.4	10.9 11.9	21.1 21.5	25.4 25.9	15.3 15.7	110.0 111.5	110.1 111.2	19.2 19.4	-0.1 1.1	1.3 1.1	78.2 78.6	31.9 32.6

† See footnote to table 2.1.

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status‡, in certain employment office areas and in counties at August 12, 1982§

	Male		Female		All unemployed		Rate	
	Number	Percent	Number	Percent	Number	Percent	Male	Female
<b>ASSISTED REGIONS</b>								
South West	4,582	18.9	1,864	15.4	6,446	18.9	18.9	18.9
SDA	23,461	15.4	11,189	13.5	34,650	15.4	15.4	15.4
Other DA	10,735	13.5	4,345	10.5	15,080	13.5	13.5	13.5
IA	92,959	10.5	41,158	11.6	134,117	10.5	10.5	10.5
Unassisted	133,363	11.6	59,758	12.3	193,121	11.6	11.6	11.6
All								
East Midlands								
SDA	5,075	20.8	1,495	13.3	6,570	20.8	20.8	20.8
Other DA	2,818	13.3	1,127	12.0	3,945	13.3	13.3	13.3
IA	129,562	12.0	55,141	12.3	184,703	12.0	12.0	12.0
Unassisted	138,834	12.3	58,764	12.3	197,598	12.3	12.3	12.3
All								
Yorkshire and Humberside								
SDA	53,324	17.8	21,223	15.6	74,547	17.8	17.8	17.8
Other DA	47,700	15.6	20,934	12.7	68,634	15.6	15.6	15.6
IA	110,712	14.7	47,590	14.7	158,302	14.7	14.7	14.7
Unassisted	213,887	14.7	91,336	14.7	305,223	14.7	14.7	14.7
All								
North West	104,046	20.1	40,360	18.7	144,406	20.1	20.1	20.1
SDA	26,390	15.5	12,728	15.5	39,118	15.5	15.5	15.5
Other DA	40,308	15.5	19,328	15.5	59,636	15.5	15.5	15.5
IA	153,674	14.5	66,732	14.5	220,406	14.5	14.5	14.5
Unassisted	327,479	16.7	141,278	16.7	468,757	16.7	16.7	16.7
All								
Wales	126,627	18.8	47,034	16.1	173,661	18.8	18.8	18.8
SDA	20,983	16.1	10,202	15.1	31,185	16.1	16.1	16.1
Other DA	9,635	15.1	4,476	11.0	14,111	15.1	15.1	15.1
IA	11,101	11.0	6,672	11.0	17,773	11.0	11.0	11.0
Unassisted	169,531	17.9	69,259	17.9	238,790	17.9	17.9	17.9
All								
Scotland	37,102	19.2	16,228	16.3	53,330	19.2	19.2	19.2
SDA	66,933	16.3	28,921	15.2	95,854	16.3	16.3	16.3
Other DA	15,652	15.2	6,588	15.2	22,240	15.2	15.2	15.2
IA	4,765	10.7	2,259	10.7	7,024	10.7	10.7	10.7
Unassisted	125,979	17.0	55,099	17.0	181,078	17.0	17.0	17.0
All								
East Anglia	153,025	18.3	70,899	16.1	223,924	18.3	18.3	18.3
SDA	34,927	16.1	17,213	13.9	52,140	16.1	16.1	16.1
Other DA	6,996	13.9	3,839	10.6	10,835	13.9	13.9	13.9
IA	43,818	10.6	22,297	10.6	66,115	10.6	10.6	10.6
Unassisted	240,325	15.9	115,764	15.9	356,089	15.9	15.9	15.9
All								
<b>UNASSISTED REGIONS</b>								
South East	550,500	10.3	220,803	11.2	771,303	10.3	10.3	10.3
East Anglia	55,795	11.2	23,457	16.6	79,252	11.2	11.2	11.2
West Midlands	268,226	16.6	110,320	16.6	378,546	16.6	16.6	16.6
All								
<b>GREAT BRITAIN</b>								
SDA	425,382	19.2	176,385	16.5	601,767	19.2	19.2	19.2
Other DA	231,093	16.5	102,971	15.1	334,064	16.5	16.5	16.5
IA	133,844	15.1	60,637	11.8	194,481	15.1	15.1	15.1
Unassisted	1,409,929	13.6	589,237	13.6	1,999,166	13.6	13.6	13.6
All	2,223,919	13.6	945,838	13.6	3,169,757	13.		

# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at August 12, 1982‡

	Male		Female		All unemployed		Rate		per cent
	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate	
<b>North</b>									
*Ainwick	1,128	572	1,700	15.8	Isle of Wight	3,866	1,151	5,017	12.0
*Carlisle	4,011	2,138	6,149	11.8	Kent	45,808	18,627	64,435	12.2
*Central Durham	6,881	3,313	10,194	14.7	Oxfordshire	13,180	6,077	19,257	9.4
*Consett	6,852	1,922	8,774	27.7	Surrey	17,196	6,749	23,945	7.1
*Darlington and S/West Durham	8,507	3,904	12,411	15.0	West Sussex	13,741	5,306	19,047	8.0
*Furness	3,153	2,336	5,489	12.4	<b>East Anglia</b>				
*Hartlepool	6,557	2,435	8,992	20.6	Cambridgeshire	16,293	6,892	23,185	10.3
*Morpeeth	7,385	3,312	10,697	17.0	Norfolk	23,025	9,148	32,173	12.2
*North Tyne	28,853	10,615	39,468	14.5	Suffolk	16,164	7,236	23,400	10.2
*Peterlee	3,640	1,824	5,464	20.0	<b>South West</b>				
*South Tyne	26,203	10,182	36,385	20.1	Avon	32,894	13,743	46,637	11.3
*Teesside	33,473	11,609	45,082	19.9	Cornwall	14,850	6,311	21,161	15.3
*Wearside	21,049	8,447	29,496	21.0	Devon	31,372	14,131	45,503	13.7
*Whitehaven	2,589	1,553	4,142	14.1	Dorset	15,479	6,178	21,657	10.8
*Workington	4,128	2,024	6,152	19.6	Gloucestershire	13,710	6,229	19,939	9.6
					Somerset	9,787	4,701	14,488	9.4
					Wiltshire	13,645	7,263	20,908	10.5
<b>Wales</b>					<b>West Midlands</b>				
*Bargoed	3,802	1,920	5,722	22.0	West Midlands Metropolitan	176,083	64,783	240,866	17.4
*Cardiff	21,027	7,725	28,752	14.4	Hereford and Worcester	20,799	10,365	31,164	13.5
*Ebbw Vale	4,659	2,112	6,771	23.6	Salop	15,171	6,591	21,762	16.3
*Llanelli	4,332	2,384	6,716	18.1	Staffordshire	38,434	19,626	58,060	14.7
*Neath	3,043	1,603	4,646	17.3	†Warwickshire	15,691	7,564	23,255	..
*Newport	10,107	4,189	14,296	15.9	<b>East Midlands</b>				
*Pontypool	5,639	2,990	8,629	17.1	Derbyshire	33,697	14,334	48,031	12.1
*Pontypridd	7,924	3,970	11,894	17.4	Leicestershire	28,652	12,527	41,179	11.4
*Port Talbot	9,073	4,153	13,226	16.3	Lincolnshire	17,101	8,334	25,435	12.6
*Shotton	6,781	2,441	9,222	18.9	Northamptonshire	19,243	7,427	26,670	12.6
*Swansea	12,267	5,314	17,581	16.3	Nottinghamshire	38,762	15,141	53,903	12.4
*Wrexham	6,269	2,627	8,896	19.7	<b>Yorkshire and Humberside</b>				
					South Yorkshire Metropolitan	65,568	28,332	93,900	15.9
					West Yorkshire Metropolitan	89,212	37,666	126,878	13.8
					Humberside	42,371	16,296	58,667	16.6
					North Yorkshire	14,585	7,453	22,038	9.4
					<b>North West</b>				
					Greater Manchester Metropolitan	131,484	55,622	187,106	15.4
					Merseyside Metropolitan	102,494	39,587	142,081	15.8
					Cheshire	37,084	17,882	54,966	15.0
					Lancashire	53,356	26,057	79,413	14.4
					<b>North</b>				
					Cleveland	40,030	14,044	54,074	20.0
					Cumbria	16,041	9,164	25,205	12.8
					Durham	30,028	12,961	42,989	17.1
					Northumberland	10,377	4,996	15,373	15.7
					Tyne and Wear Metropolitan	71,870	27,219	99,089	17.7
					<b>Wales</b>				
					Clwyd	17,435	7,002	24,437	18.4
					Dyfed	12,147	5,649	17,796	16.0
					Gwent	22,269	10,117	32,386	17.6
					Gwynedd	8,361	3,195	11,556	15.1
					Mid-Glamorgan	23,816	11,626	35,442	18.3
					Powys	2,529	1,118	3,647	12.2
					South Glamorgan	18,587	6,595	25,182	14.4
					West Glamorgan	19,308	8,694	28,002	16.4
					<b>Scotland</b>				
					Borders	2,245	1,190	3,435	8.8
					Central	12,135	6,311	18,446	15.6
					Dumfries and Galloway	5,206	2,901	8,107	14.5
					Fife	12,627	7,091	19,718	14.4
					Highlands	10,349	6,086	16,435	8.8
					Grampian	7,094	3,380	10,474	13.2
					Lothians	30,685	14,724	45,409	13.2
					Orkneys	574	231	805	13.1
					Shetlands	354	209	563	6.4
					Strathclyde	138,874	63,021	201,895	18.3
					Tayside	16,572	8,585	25,157	14.5
					Western Isles	2,051	519	2,570	31.0
					<b>Counties (by region)</b>				
<b>South East</b>					Bedfordshire	17,225	7,581	24,806	11.7
Berkshire	18,310	7,678	25,988	8.2	Berkshire	18,310	7,678	25,988	8.2
Buckinghamshire	12,902	5,240	18,142	9.6	Buckinghamshire	12,902	5,240	18,142	9.6
East Sussex	19,326	6,667	25,993	11.8	East Sussex	19,326	6,667	25,993	11.8
Essex	45,145	17,939	63,084	12.9	Essex	45,145	17,939	63,084	12.9
Greater London (GLC area)	273,593	105,946	379,539	10.1	Greater London (GLC area)	273,593	105,946	379,539	10.1
Hampshire	41,388	18,316	59,704	10.4	Hampshire	41,388	18,316	59,704	10.4
Hertfordshire	23,980	10,282	34,262	8.1	Hertfordshire	23,980	10,282	34,262	8.1

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1981 estimates.

\* Travel-to-work area.  
† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.  
‡ Assisted area status is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA). The August figures reflect the changes in assisted area status effective from 1 August 1982.  
§ See footnote to table 2.1. The August figures for local areas, assisted areas and counties do not include PER registrants, and will not therefore sum to the regional totals.

# UNEMPLOYMENT 2.5 Age and duration 2.5

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
	<b>MALE AND FEMALE</b>															
1980 April	395.4	99.3	56.4	551.1	407.3	131.3	181.1	719.7	86.9	48.6	116.6	252.1	889.7	279.2	354.1	1,522.9
July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
Oct	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
April	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
July	769.5	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
April	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
<b>MALE</b>																
1980 April	228.5	53.3	34.5	316.4	289.4	88.6	142.2	520.2	75.8	42.8	102.8	221.5	593.7	184.8	279.6	1,058.1
July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
Oct	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
1981 Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
April	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
April	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
<b>FEMALE</b>																
1980 April	166.9	46.0	21.8	234.7	117.9</											



# 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									
<b>MALE AND FEMALE</b>									
1980 April	114.1	144.1	292.9	336.9	196.1	186.7	113.5	138.6	1,522.9
July	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
Oct	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981 Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
1982 Jan	230.1	318.2	605.3	688.8	410.4	367.5	221.3	229.0	3,070.6
April	193.4	316.0	594.8	676.8	408.9	368.1	223.8	226.2	3,007.8
July	370.5	333.4	593.1	668.1	406.9	368.3	224.3	226.0	3,190.6
Per cent									
Proportion of number unemployed									
1980 April	7.5	9.5	19.2	22.1	12.9	12.3	7.5	9.1	100.0
July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981 Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
1982 Jan	7.5	10.4	19.7	22.4	13.4	12.0	7.2	7.5	100.0
April	6.4	10.5	19.8	22.5	13.6	12.2	7.4	7.5	100.0
July	11.6	10.4	18.6	20.9	12.8	11.5	7.0	7.1	100.0
Thousand									
<b>MALE</b>									
1980 April	60.6	79.6	176.2	233.3	149.4	137.6	84.4	137.1	1,058.1
July	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
Oct	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981 Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	209.9	2,010.8
Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
1982 Jan	128.5	186.0	393.6	501.0	319.1	277.0	171.6	226.6	2,203.3
April	110.3	186.5	386.9	489.7	315.8	275.1	173.8	223.9	2,162.0
July	203.9	194.9	384.7	480.5	311.6	273.8	174.2	223.5	2,247.1
Per cent									
Proportion of number unemployed									
1980 April	5.7	7.5	16.7	22.0	14.1	13.0	8.0	13.0	100.0
July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
Oct	8.9	8.6	17.4	21.1	13.4	12.0	7.3	11.3	100.0
1981 Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
Oct	7.7	8.6	17.7	21.7	13.8	12.1	7.6	10.8	100.0
1982 Jan	5.8	8.4	17.9	22.7	14.5	12.6	7.8	10.3	100.0
April	5.1	8.6	17.9	22.7	14.6	12.7	8.0	10.4	100.0
July	9.1	8.7	17.1	21.4	13.9	12.2	7.8	9.9	100.0
Thousand									
<b>FEMALE</b>									
1980 April	53.6	64.5	116.7	103.7	46.7	49.1	29.1	1.6	464.9
July	170.5	86.5	129.8	110.1	51.2	52.3	29.9	1.7	632.0
Oct	110.5	97.0	154.4	129.2	60.5	60.8	34.3	2.0	648.7
1981 Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
Oct	132.7	136.8	209.1	180.9	87.0	85.9	47.6	2.4	882.3
1982 Jan	101.6	132.2	211.8	187.8	91.3	90.5	49.7	2.4	867.3
April	83.0	129.4	207.9	187.2	93.1	92.9	50.0	2.3	845.8
July	166.6	138.6	208.3	187.6	95.3	94.4	50.2	2.5	943.6
Per cent									
Proportion of number unemployed									
1980 April	11.5	13.9	25.1	22.3	10.0	10.6	6.3	0.3	100.0
July	27.0	13.7	20.5	17.4	8.1	8.3	4.7	0.3	100.0
Oct	17.0	15.0	23.8	19.9	9.3	9.4	5.3	0.3	100.0
1981 Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0
Oct	15.0	15.5	23.7	20.5	9.9	9.7	5.4	0.3	100.0
1982 Jan	11.7	15.2	24.4	21.7	10.5	10.4	5.7	0.3	100.0
April	9.8	15.3	24.6	22.1	11.0	11.0	5.9	0.3	100.0
July	17.7	14.7	22.1	19.9	10.1	10.0	5.3	0.3	100.0

# UNEMPLOYMENT 2.8 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								
<b>MALE AND FEMALE</b>								
1980 April	131.0	108.7	183.5	182.0	284.4	279.2	354.1	1,522.9
July	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
Oct	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981 Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
Oct	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
1982 Jan	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
April	130.2	137.0	242.0	260.9	522.9	120.3	994.4	3,007.8
July	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
Per cent								
Proportion of number unemployed								
1980 April	8.6	7.1	12.0	12.0	18.7	18.3	23.3	100.0
July	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
Oct	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981 Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
Oct	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
1982 Jan	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
April	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
July	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
Thousand								
<b>MALE</b>								
1980 April	86.4	73.6	122.9	119.4	191.4	184.8	279.6	1,058.1
July	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
Oct	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981 Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
July	119.9	117.7	229.0	181.9	500.2	508.9	490.6	2,010.8
Oct	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
1982 Jan	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
April	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
July	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
Per cent								
Proportion of number unemployed								
1980 April	8.2	7.0	11.6	11.3	18.1	17.5	26.4	100.0
July	10.5	11.0	15.3	9.4	15.8	15.4	22.6	100.0
Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981 Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
Oct	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
1982 Jan	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
April	4.0	4.3	7.4	7.9	16.7	23.2	36.6	100.0
July	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
Thousand								
<b>FEMALE</b>								
1980 April	44.6	35.1	60.6	62.6	93.0	94.4	74.5	464.9
July	87.0	91.8	118.2	61.0	102.1	93.6	78.4	632.0
Oct	56.8	55.3	92.1	87.4	162.3	107.3	87.5	648.7
1981 Jan	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
April	47.0	43.0	75.9	90.7	156.9	181.5	109.5	705.5
July	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3
Oct	54.1	62.6	124.0	94.1	185.8	192.2	169.5	882.3
1982 Jan	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
April	44.3	45.0	81.0	89.6	162.6	219.2	204.0	845.8
July	80.9	73.3	118.5	81.6	161.3	205.7	222.1	943.6
Per cent								
Proportion of number unemployed								
1980 April	9.6	7.6	13.0	13.5	20.0	20.3	16.0	100.0
July	13.8	14.5	18.7	9.7	16.2	14.8	12.4	100.0
Oct	8.8	8.5	14.2	13.5	25.0	16.5	13.5	100.0
1981 Jan	8.9	4.8	11.7	13.8	24.9	22.0	13.9	100.0
April	6.7	6.1	10.9	12.9	22.2	25.7	15.5	100.0
July	9.1	8.5	15.0	10.0	19.0	22.3	16.2	100.0
Oct	6.1	7.1	1					

## 2.11 UNEMPLOYMENT Occupation: registrations at employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
<b>MALE AND FEMALE</b>							<b>1,402.2</b>
1980 Mar	110.6	201.5	89.4	158.6	496.8	345.4	1,425.9
June	103.5	202.5	88.7	165.8	512.6	352.9	1,471.1
Sep	149.8	250.9	105.7	212.2	596.1	432.3	2,069.2
Dec	176.1	270.6	123.6	291.4	672.2	535.2	
1981 Mar	191.2	295.8	143.2	354.3	735.3	613.9	2,333.6
June	201.4	298.6	145.4	368.8	754.6	629.7	2,398.3
Sep	257.1	341.4	160.2	389.0	805.0	680.2	2,632.9
Dec	256.9	342.0	170.3	406.6	817.5	717.3	2,710.6
1982 Mar	258.0	352.1	182.0	423.6	832.4	748.1	2,796.2
June	253.9	349.3	182.3	411.5	829.0	732.8	2,758.8
							Per cent
<b>1980 Mar</b>	7.9	14.4	6.4	11.3	35.4	24.6	100.0
June	7.3	14.2	6.2	11.6	35.9	24.7	100.0
Sep	8.6	14.4	6.1	12.1	34.1	24.7	100.0
Dec	8.5	13.1	6.0	14.1	32.5	25.9	100.0
1981 Mar	8.2	12.7	6.1	15.2	31.5	26.3	100.0
June	8.4	12.5	6.1	15.4	31.5	26.3	100.0
Sep	9.8	13.0	6.3	14.8	30.6	25.8	100.0
Dec	9.5	12.6	6.3	15.0	30.2	26.5	100.0
1982 Mar	9.2	12.6	6.5	15.1	29.8	26.8	100.0
June	9.2	12.7	6.6	14.9	30.0	26.6	100.0
							Thousand
<b>MALE</b>							<b>986.1</b>
1980 Mar	73.1	75.2	28.1	145.0	412.0	252.6	1,005.3
June	69.7	75.5	28.6	150.5	422.8	258.2	1,224.5
Sep	98.1	90.3	35.5	192.6	490.6	317.3	1,490.6
Dec	121.7	95.7	43.8	268.0	557.8	403.6	
1981 Mar	135.9	103.9	51.3	327.7	613.1	467.5	1,699.4
June	145.2	105.3	53.4	341.6	631.6	482.8	1,760.0
Sep	177.5	119.5	59.5	360.2	673.4	515.6	1,905.6
Dec	179.4	120.0	63.3	379.3	688.6	546.0	1,976.6
1982 Mar	181.8	123.2	67.3	395.6	702.4	568.9	2,039.2
June	180.2	123.1	67.7	383.8	700.9	556.4	2,012.1
							Per cent
<b>1980 Mar</b>	7.4	7.6	2.8	14.7	41.8	25.6	100.0
June	6.9	7.5	2.8	15.0	42.1	25.7	100.0
Sep	8.0	7.4	2.9	15.7	40.1	25.9	100.0
Dec	8.2	6.4	2.9	18.0	37.4	27.1	100.0
1981 Mar	8.0	6.1	3.0	19.3	36.1	27.5	100.0
June	8.3	6.0	3.0	19.4	35.9	27.4	100.0
Sep	9.3	6.3	3.1	18.9	35.3	27.1	100.0
Dec	9.1	6.1	3.2	19.2	34.8	27.6	100.0
1982 Mar	8.9	6.0	3.3	19.4	34.4	27.9	100.0
June	9.0	6.1	3.4	19.1	34.8	27.7	100.0
							Thousand
<b>FEMALE</b>							<b>416.1</b>
1980 Mar	37.5	126.3	61.2	13.5	84.8	92.8	420.6
June	33.8	127.0	60.1	15.3	89.8	94.7	422.6
Sep	51.7	160.6	70.2	19.6	105.5	115.0	522.6
Dec	54.4	174.9	79.8	23.4	114.4	131.6	578.5
1981 Mar	55.3	191.9	91.9	26.7	122.2	146.4	634.3
June	56.2	193.2	91.9	27.2	123.0	146.9	638.4
Sep	79.7	221.9	100.7	28.9	131.6	164.6	727.3
Dec	77.4	222.0	107.0	27.3	128.9	171.4	734.0
1982 Mar	76.2	229.0	114.6	28.0	130.0	179.2	757.0
June	73.6	226.1	114.6	27.7	128.1	176.4	746.7
							Per cent
<b>1980 Mar</b>	9.0	30.4	14.7	3.2	20.4	22.3	100.0
June	8.0	30.2	14.3	3.6	21.4	22.5	100.0
Sep	9.9	30.7	13.4	3.8	20.2	22.0	100.0
Dec	9.4	30.2	13.8	4.0	19.8	22.7	100.0
1981 Mar	8.7	30.3	14.5	4.2	19.3	23.1	100.0
June	8.8	30.3	14.4	4.3	19.3	23.0	100.0
Sep	11.0	30.5	13.8	4.0	18.1	22.6	100.0
Dec	10.5	30.2	14.6	3.7	17.6	23.4	100.0
1982 Mar	10.1	30.3	15.1	3.7	17.2	23.7	100.0
June	9.9	30.3	15.3	3.7	17.2	23.6	100.0

## UNEMPLOYMENT 2.13 Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 Aug 13	40,316	17,045	4,045	10,405	13,554	8,868	14,954	21,390	7,979	9,562	19,786	150,859	6,932	157,791
Sep 10	43,305	17,916	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241
Oct 8	17,927	8,565	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12	1,220	210	186	69	204	148	66	106	27	33	210	2,269	-	2,269
Dec 10	4,968	2,599	495	542	591	437	511	779	562	462	1,072	10,419	-	10,419
1982 Jan 14	103	-	14	3	72	45	31	36	-	8	242	554	-	554
Feb 11	85	17	11	9	56	45	3	-	-	-	41	250	-	250
Mar 11	17,327	7,310	2,012	2,195	5,431	4,083	6,687	6,285	1,817	4,584	4,598	55,019	-	55,019
April 15	811	394	34	76	681	93	47	172	-	99	646	2,659	-	2,659
May 13	894	406	117	196	356	174	256	624	201	106	3,406	6,330	2,938	9,268
June 10	30,706	10,848	2,712	7,566	10,873	7,809	12,640	17,616	7,030	7,900	18,623	123,475	7,084	130,559
July 8	44,427	17,927	3,437	11,235	14,523	9,671	16,128	22,497	8,893	10,542	20,860	162,213	5,698	167,911
Aug 12														

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

## Temporarily stopped: regions 2.14

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1981 Aug 13	1,854	716	255	703	2,753	551	1,682	1,532	596	364	2,182	12,472	859	13,331
Sep 10	2,007	823	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679
Oct 8	1,934	792	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	634	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198
1982 Jan 14	3,211	890	544	1,257	5,175	2,356	4,037	3,249	2,079	1,508	5,979	29,395	2,314	31,709
Feb 11	2,856	935	512	1,648	5,627	1,918	4,166	3,823	1,812	1,665	3,397	27,424	1,465	28,889
Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815
May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255	16,931
June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786	14,007
July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318

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

## Disabled people 2.16 Non-claimants

GREAT BRITAIN					GREAT BRITAIN			
Disabled people					Non-claimants to benefit seeking part-time work only*			
Suitable for ordinary employment					Male and female			
Unlikely to obtain employment except under sheltered conditions*					Male	Female		
Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled					
1981 July	65.5	103.9	7.6	4.0	1981 July	40.6	2.7	37.9
Aug	67.8	108.3	7.7	4.1	Aug	39.1	2.6	36.5
Sep	68.0	109.9	7.7	4.2	Sep	40.1	2.6	37.5
Oct	69.3	110.4	7.8	4.1	Oct	43.7	2.6	41.0
Nov	69.2	111.2	7.7	4.3	Nov	45.5	2.8	42.7
Dec	68.7	110.5	7.5	4.3	Dec	45.3	2.8	42.6
1982 Jan	69.2	112.4	7.7	4.3	1982 Jan	44.4	3.0	41.4
Feb	69.2	112.6	7.5	4.3	Feb	46.2	2.8	43.4
Mar	69.1	112.6	7.6	4.4	Mar	47.7	2.9	44.9
Apr	69.3	113.9	7.6	4.6	Apr	48.5	2.9	45.6
May	68.4	113.5	7.4	4.3	May	49.2	2.9	46.2
June	68.1	115.3	7.4	4.3	June	49.6	2.8	46.7
July	68.4	116.6	7.4	4.4	July	50.8	3.0	47.8

# 2.17 UNEMPLOYMENT

## Minority group workers: regions: August 12, 1982

	South East *	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side *	North West *	North	Wales	Scotland	Great Britain *
<b>All listed countries</b>	58,671	924	1,710	31,894	10,483	12,081	13,470	846	651	971	131,701
<b>Total expressed as percentage of all persons unemployed</b>	7.6	1.2	0.9	8.4	5.3	4.0	2.9	0.4	0.4	0.3	4.2
<b>Persons born in, or whose parent(s) were born in, the areas below</b>											
<i>East Africa</i>											
Male	4,155	82	64	900	1,708	198	511	27	39	17	7,701
Female	2,873	45	39	558	1,079	91	261	7	20	11	4,984
<i>Other Africa</i>											
Male	2,737	8	39	186	261	100	318	19	29	25	3,722
Female	1,128	5	11	66	117	43	114	12	11	12	1,519
<i>West Indies</i>											
Male	16,337	160	814	7,005	1,499	1,210	1,488	31	62	7	28,613
Female	6,096	71	201	2,949	565	486	636	9	8	3	11,024
<i>India</i>											
Male	8,312	111	193	8,074	2,393	1,734	2,889	118	94	201	24,119
Female	5,568	55	84	3,696	1,275	934	910	56	29	83	12,690
<i>Pakistan</i>											
Male	4,347	299	166	6,005	932	5,897	4,664	371	174	397	23,252
Female	1,059	33	26	650	193	642	671	83	29	122	3,508
<i>Bangladesh</i>											
Male	2,767	28	8	1,114	119	413	570	36	63	13	5,131
Female	236	1	1	67	14	22	36	4	12	3	396
<i>Other Commonwealth territories</i>											
Male	2,158	17	47	486	237	253	322	53	61	58	3,692
Female	898	9	17	138	91	58	80	20	20	19	1,350
<i>Persons born in UK of parents from listed countries (included in figures above)</i>											
Male	7,539	91	373	4,914	1,153	925	1,076	116	33	167	16,387
Female	4,015	60	158	2,772	633	698	659	70	13	70	9,148
<b>All listed countries</b>											
May 13, 1982	51,936	806	1,440	29,169	9,488	11,059	12,212	774	572	831	118,287
Feb 11, 1982	52,052	768	1,616	30,036	9,691	10,674	12,193	743	575	938	119,286
Nov 12, 1981	53,461	693	1,595	30,229	9,636	10,829	12,218	763	540	799	120,763
Aug 13, 1981	51,664	784	1,564	30,740	9,674	10,784	12,534	780	520	814	119,858
May 14, 1981	43,372	641	1,408	26,135	7,858	9,224	11,069	441 e	510	641	101,299 e

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

# UNEMPLOYMENT

## Selected countries: national definitions

THOUSAND

	United Kingdom* †		Austra- lia †	Austria*	Bel- gium‡	Canada†	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy	Japan¶	Nether- lands*	Norway*	Spain*	Sweden¶	Switzer- land*	United States¶	
	Incl. school leavers	Excl. school leavers																		
<b>NUMBERS UNEMPLOYED</b>																				
<b>Annual averages</b>																				
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,390	1,307	405**	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449	
1981	2,734	2,566	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,080	
<b>Quarterly averages</b>																				
1981 Q2	2,588	2,459	367	48	378	865	226	1,634	1,127	31	124	1,892	1,320	343	24.7	1,515	85	4.7	7,926	
Q3	2,930	2,653	381	43	398	839	214	1,780	1,264	23	127	1,951	1,190	405	27.1	1,555	116	4.6	7,987	
Q4	2,961	2,787	392	95	414	935	257	2,011	1,520	45	134	2,148	1,200	448	30.1	1,696	129	7.3	8,635	
1982 Q1	3,036	2,902	461	139	448	1,147	290	2,001	1,899	70	147	2,299	1,377 R	489	39.0	1,802	137	10.3	10,284	
Q2	3,013	2,852	445 R	81	449	1,259	245	1,894	1,669	40	149	2,308	1,380	497			120	10.6	10,267	
<b>Monthly</b>																				
1982 Jan	3,071	2,921	440	156	439	1,096	303	2,034	1,950	74	147	2,290	1,310	488	42.1	1,787	153	11.7	10,183	
Feb	3,045	2,911	484	146	452	1,116	289	2,004	1,935	70	146	2,304	1,350	493	38.5	1,817	135	9.7	10,378	
Mar	2,992	2,875	460	116	451	1,228	279	1,965	1,811	65	148	2,302	1,470	486	36.5	1,802	124	9.4	10,290	
Apr	3,008	2,880	436	96	447	1,233	265	1,928	1,710	52	148	2,292	1,430	483	37.8	1,801	112	9.8	9,957	
May	2,969	2,844	450	81	445	1,241	246	1,885	1,646	36	148	2,309 R	1,340	486			116	10.5	9,957	
June	3,061	2,834	448 R	66	443	1,303	224	1,867	1,650	32	151	2,324	1,370	522			131	10.6	10,886	
July	3,191	2,887	450 R	69	462	1,386		1,899 R	1,757	32	156	2,359 p		551			133	10.8	11,036	
Aug	3,293	2,987	459 p					1,942 p	1,797		161						166		10,710	
<b>Percentage rate latest month</b>																				
	13.8		6.7 p	2.4	16.8	11.2	8.5	10.3 p	7.4	2.1	13.2	10.4 p	2.3	11.6	2.0	13.7	3.7	0.4	9.6	
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																				
<b>Quarterly averages</b>																				
1981 Q2		2,482		62	392	851	230	1,739	1,221	43	126		1,330	373	28.0	1,521 e	92		8,050	
Q3		2,641		72	412	897	231	1,832	1,369	36	130		1,230	403	30.0	1,579 e	111		8,013	
Q4		2,752		86	400	999	253	1,891	1,520	42	135		1,250	438	29.1	1,702 e	131		9,113	
1982 Q1		2,817	430	95	434	1,021	258	1,948	1,651 R	52	143		1,267 e	466	33.9		133		9,576	
Q2		2,878	450	106 e	462 R	1,212	252	2,012	1,802 R	48	150		1,397	520			130		10,428	
<b>Monthly</b>																				
1982 Jan		2,812	409	91	415	983	261	1,923	1,599 R	47	141		1,270	453	35.1	1,779 e	134		9,298	
Feb		2,818	439	92	437	1,010	256	1,955	1,649 R	52	141		1,230	464	33.1		136		9,575	
Mar		2,822	442	101	449	1,069	255	1,968	1,704 R	56	146		1,300	482	33.4		130		9,854	
Apr		2,850	436	99	453	1,135	255	1,988	1,755 R	53	148		1,360	504	37.2		120		10,307	
May		2,872	454	105	460	1,206	252	2,005	1,804 R	47	150		1,370	520			133		10,549	
June		2,911	461 R	115 e	472 R	1,295	248	2,044 R	1,848 R	45	153		1,460	537			137		10,427	
July		2,926	471 R	115 e	473 e	1,413		2,048 p	1,827 e	44 e	158			544			134		10,790	
Aug		2,987	475 p						1,876 e		162						157 e		10,805	
<b>Percentage rate latest month</b>																				
	12.5		6.9 p	4.1 e	17.2 e	11.8	9.5	10.9 p	7.7 e	2.8 e	13.3		2.5	12.6	2.0	13.6 e	3.5 e		9.8	

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

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

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

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

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

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

\*\* Average of 11 months.

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

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

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
										Male	Female	All
1977 July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	203	88	291	202	84	286	1	4	5	193	192	1
Nov 10	203	88	291	202	84	286	1	4	5	194	192	2
Dec 8	200	88	288	204	86	291	-4	2	-3	198	192	6
1978 Jan 12	196	87	283	201	87	288	-5	0	-5	202	195	7
Feb 9	193	86	279	200	87	288	-7	-1	-9	208	200	9
Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979 Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
Oct 11 †	176	93	269	179	91	270	-3	3	-3	228	234	-6
Nov 8 †	176	93	268	175	90	265	2	5	3	225	230	-5
Dec 6 †	179	95	274	176	90	267	2	7	7	224	233	-9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
April 10	199	105	303	173	94	267	25	11	36	201	212	-11
May 8	202	106	308	173	95	268	29	11	40	197	208	-11
June 12	204	107	311	169	95	263	36	12	48	188	199	-11
July 10	210	110	320	168	95	263	42	15	58	181	194	-13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
Feb 12	238	117	355	179	99	278	60	18	78	152	153	-1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
April 9	229	115	343	176	101	277	53	14	66	140	143	-3
May 14	227	113	340	176	101	277	51	12	63	139	142	-3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
July 9 e †	220	110	331	175	99	274	45	12	57	143	144	-1
Aug 13 e †	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 †	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 †	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 †	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 †	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 †	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 †	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
April 15	214	120	333	210	114	324	3	6	9	163	164	-1
May 10	215	120	335	206	114	319	9	6	15	162	164	-2
June 10	220	122	342	201	114	315	19	7	26	162	164	-2
July 8	224	127	350	204	120	324	19	7	26	163	162	1

\* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.  
 † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).  
 ‡ See footnote to table 2.1

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1977 Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	108.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
Mar 30	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.3	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	108.5	53.0	8.3	17.5	14.7	15.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
April 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June 6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July 4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug 8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep 5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1</			

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

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to employment offices</b>														
1980 Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
Apr 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
Apr 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2	44.1	20.6	4.2	10.6	6.6	6.6	7.3	10.2	5.0	6.0	13.7	114.3	1.0	115.3
Aug 6	42.1	19.6	4.0	9.9	7.0	6.8	6.9	10.0	5.0	5.5	13.9	111.0	1.1	112.0
<b>Notified to careers offices</b>														
1980 Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
Apr 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1
Aug 7	2.3	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.2	0.3	4.9	0.1	5.0
Sep 4	2.5	1.3	0.2	0.3	0.7	0.3	0.4	0.3	0.2	0.1	0.2	5.2	0.1	5.3
Oct 2	2.7	1.5	0.2	0.2	0.7	0.4	0.4	0.3	0.1	0.1	0.2	5.2	0.2	5.4
Nov 6	2.2	1.3	0.1	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.4	0.1	4.5
Dec 4	1.8	1.0	0.1	0.1	0.3	0.2	0.3	0.2	0.2	0.1	0.2	3.4	0.1	3.6
1982 Jan 8	2.1	1.1	0.1	0.2	0.5	0.3	0.3	0.3	0.2	0.1	0.2	4.2	0.1	4.4
Feb 5	2.4	1.3	0.2	0.4	0.5	0.4	0.4	0.3	0.2	0.1	0.2	5.2	0.2	5.4
Mar 5	2.7	1.6	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.1	0.4	5.7	0.2	5.8
Apr 2	2.6	1.3	0.2	0.3	0.6	0.5	0.4	0.3	0.3	0.2	0.3	5.8	0.2	6.0
May 7	4.5	2.6	0.2	0.8	0.6	0.6	0.5	0.4	0.3	0.2	0.4	8.5	0.2	8.7
June 4	4.0	2.4	0.3	0.5	0.8	0.5	0.5	0.4	0.3	0.2	0.5	7.9	0.2	8.1
July 2	3.3	1.9	0.2	0.3	0.6	0.4	0.5	0.3	0.2	0.2	0.3	6.3	0.2	6.5
Aug 6	2.5	1.3	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.2	0.4	5.6	0.2	5.8

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

### VACANCIES 3.3 Notified to employment offices and careers offices on August 6, 1982: Industry group

UNITED KINGDOM SIC 1968	At employment offices*	At careers offices*	UNITED KINGDOM SIC 1968	At employment offices*	At careers offices*
All industries and services	112,033	5,793	Clothing and footwear	2,723	165
Index of production industries	32,058	2,252	Bricks, pottery, glass, cement, etc.	634	42
All manufacturing industries	21,978	1,753	Timber, furniture, etc.	1,161	112
Agriculture, forestry, fishing	726	117	Paper, printing and publishing	1,270	117
Mining and quarrying	168	8	Paper, cardboard and paper goods	389	31
Coal mining	24	3	Printing and publishing	881	86
Food, drink and tobacco	2,137	123	Other manufacturing industries	1,155	88
Coal and petroleum products	59	2	Construction	9,382	409
Chemicals and allied industries	1,132	114	Gas, electricity and water	530	82
Metal manufacture	467	58	Transport and communication	2,999	144
Mechanical engineering	3,334	226	Distributive trades	18,618	1,217
Instrument engineering	690	42	Insurance, banking, finance and business services	7,471	381
Electrical engineering	2,962	231	Professional and scientific services	11,297	438
Shipbuilding and marine engineering	374	123	Miscellaneous services	28,530	875
Vehicles	756	32	Entertainments, sports, etc.	1,906	157
Metal goods not elsewhere specified	1,733	122	Catering (MLH 884-888)	13,943	284
Textiles	1,246	144	Laundries, dry-cleaning, etc.	392	18
Cotton, linen and man-made fibres (spinning and weaving)	122	16	Public administration	10,334	369
Woolen and worsted	116	7	National government service	2,483	140
Leather, leather goods and fur	145	12	Local government service	7,851	229

\* See footnote to table 3.2.

### VACANCIES 3.4 Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc.	General labourers	Other manual occupations	All occupations
1979 Dec	19.8	27.2	19.8	52.6	8.9	75.9	Thousand 204.1
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
1979 Dec	Proportion of vacancies in all occupations			25.8	4.4	37.2	Per cent 100.0
	9.7	13.3	9.7				
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0

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

# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work\*

### Stoppages: August 1982

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress in month of which:			
beginning in month	96	635,900	682,000
continuing from earlier months	74	24,100	58,000
	22	611,800†	624,000

† includes 6,000 involved for the first time in the month.

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

### Stoppages: cause

United Kingdom	Beginning in August 1982		Beginning in the first eight months of 1982	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	31	10,200	426	947,400
—extra-wage and fringe benefits	1	—	30	7,500
Duration and pattern of hours worked	7	—	72	38,000
Redundancy questions	4	1,700	74	94,400
Trade union matters	1	3,500	48	17,100
Working conditions and supervision	15	6,400	126	28,900
Manning and work allocation	8	900	167	32,600
Dismissal and other disciplinary measures	8	1,200	97	16,900
<b>All causes</b>	<b>74</b>	<b>23,900</b>	<b>1,040</b>	<b>1,182,600</b>

# 4.2 Stoppages of work\*: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
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
1980 Feb	118	161	44	195	3,254	8	3,099	2	30	42	73
Mar	150	185	79	228	3,262	27	3,024	6	32	57	117
Apr	158	205	148	311	977	8	703	12	18	22	213
May	134	189	61	102	463	8	136	7	31	17	265
June	138	188	44	68	304	24	133	—	31	24	91
July	70	111	36	47	170	8	63	1	20	4	76
Aug	67	96	17	23	119	7	42	3	7	6	54
Sep	107	132	31	37	207	9	89	1	52	14	43
Oct	108	138	35	50	198	13	125	1	14	10	35
Nov	84	115	86	92	179	16	81	6	16	16	43
Dec	37	59	20	23	56	5	37	1	2	6	4
1981 Jan	127	133	69	83	249	1	73	2	25	102	46
Feb	114	144	83	109	473	134	203	4	15	41	77
Mar	156	197	472	480	646	20	155	8	17	43	404
Apr	129	176	387	525	565	25	94	11	6	31	399
May	93	136	62	89	408	2	211	3	6	13	173
June	109	143	48	83	358	11	110	1	5	17	215
July	74	111	38	66	289	8	49	1	3	18	209
Aug	70	96	21	28	108	2	37	1	3	10	56
Sep	119	142	83	86	169	9	77	4	1	13	65
Oct	135	173	47	94	336	10	241	3	4	27	52
Nov	136	164	142	153	506	6	404	1	1	18	75
Dec	76	110	47	82	160	10	79	—	2	26	44
1982 Jan	156	166	129	131	710	21	199	4	3	434	98
Feb	147	196	63	144	826	10	274	3	1	440	98
Mar	165	201	78	92	353	21	143	7	5	71	106
Apr	160	191	270	285	317	24	145	10	11	21	105
May	125	165	334	544	671	20	74	7	4	13	553
June	129	157	343	849	1,275	130	92	7	13	179	854
July	84	108	36	648	896	18	32	—	3	215	627
August	74	96	30	636	682	5	36	—	4	5	633

\* See page of "Definitions and Conventions" for notes on coverage. Figures for 1982 are provisional.  
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

### Stoppages: industry

United Kingdom	Jan to Aug 1982			Jan to Aug 1981		
	Stoppages beginning in period	Stoppages in progress	Working days lost	Stoppages beginning in period	Stoppages in progress	Working days lost
SIC 1968						
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	260	179,800	251,000	171	75,900	202,000
All other mining and quarrying	1	100	—	2	—	—
Food, drink and tobacco	46	21,100	149,000	34	15,700	149,000
Coal and petroleum products	1	100	—	1	500	—
Chemicals and allied industries	15	3,800	22,000	28	37,900	137,000
Metal manufacture	25	12,800	43,000	19	3,400	18,000
Engineering	152	59,000	291,000	114	41,600	316,000
Shipbuilding and marine engineering	19	12,800	67,000	14	21,500	84,000
Motor vehicles	103	89,300	446,000	85	115,700	436,000
Aerospace equipment	8	5,900	23,000	13	10,300	40,000
All other vehicles	6	13,000	53,000	1	500	—
Metal goods not elsewhere specified	29	6,200	73,000	33	5,400	36,000
Textiles	27	4,800	32,000	20	2,100	17,000
Clothing and footwear	8	1,500	6,000	9	900	14,000
Bricks, pottery, glass, cement, etc	19	4,900	31,000	20	5,200	68,000
Timber, furniture, etc	10	1,500	5,000	7	900	14,000
Paper, printing and publishing	21	4,100	41,000	25	3,000	34,000
All other manufacturing industries	22	8,100	51,000	25	8,400	40,000
Construction	39	6,400	44,000	49	11,300	79,000
Gas, electricity and water	4	1,900	13,000	8	2,200	10,000
Port and inland water transport	34	18,100	83,000	36	18,100	93,000
Other transport and communication	65	161,800	1,295,000	79	58,600	182,000
Distributive trades	21	3,500	16,000	25	5,400	58,000
Administrative, financial and professional services	81	662,500	2,684,000	46	748,400	1,056,000
Miscellaneous services	24	2,000	12,000	8	1,500	11,000
<b>All Industries</b>	<b>1,040</b>	<b>1,284,900</b>	<b>5,730,000</b>	<b>872</b>	<b>1,194,400</b>	<b>3,095,000</b>

† 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.

# EARNINGS 5.1

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1981	205.5		208.5		206.5				
Annual Averages									
1977 June	115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
July	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	117.8	117.8	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
April	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	133.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
April	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec	165.1	164.5	170.2	169.2					

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, leather goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	187.4	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1981	212.6	225.7	213.8	221.5	212.7	206.3	200.6	218.8	207.4	199.1	194.6	205.0	195.2	192.5
1977 June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2
July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
Nov	119.4	116.8	126.9	117.1	118.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
Sep	148.2	146.3	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
Dec	134.8	153.4	146.5	144.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	154.9	150.7	150.7	142.3
June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
Aug	163.9	166.2	156.7	159.0	157.9	151.188	147.988	157.988	144.788	139.988	139.088	150.588	154.3	146.6
Sep	174.0	169.5	162.3	156.4	172.9	151.388	141.688	156.688	146.788	149.988	126.888	148.888	155.6	149.4
Oct	167.8	171.0	163.1	168.7	169.3	158.3	163.4	169.0	160.1	150.0	150.5	166.1	156.2	151.9
Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
Dec	155.4	177.2	174.4	169.6	174.6	#	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	#	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
Feb	174.7	190.0	173.5	189.2	171.9	#	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9
Mar	179.8	207.2	183.8	185.0	177.9	#	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
Nov	193.7	206.4	206.4	199.4	198.1	204.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	209.9	208.3	197.4	207.4	200.9	196.5
Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	220.9	201.5
1982 Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
Mar	223.9	252.2	227.1	248.7	226.3	221.9	220.3	241.6	229.4	209.3	213.7	226.7	209.9	210.7
April	232.5	244.5	230.5	251.4	228.4	227.3	217.7	244.6	229.8	224.7	210.8	224.2	215.8	212.5
May	226.7	248.9	240.6	250.5	230.1	226.5	221.3	251.7	231.8	227.3	216.6	226.4	215.8	209.9
June	232.2	244.9	238.0	255.6	238.2	224.0	226.3	244.1	234.2	237.2	218.3	229.6	216.6	217.7
[July]	..	246.5	235.8	266.0	237.9	225.2	228.0	244.9	236.4	215.4	221.9	230.0	216.2	220.3

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

Clothing and foot- wear	Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publish- ing	Other manu- facturing indus- tries	Con- struction	Gas, elec- tricity and water	Trans- port and com- muni- cation †	Distri- butive trades	Insur- ance, banking and finance	Profes- sional and scientific services ‡	Miscel- laneous services §	Public adminis- tration	Whole economy	GREAT BRITAIN



# 5.4 EARNINGS AND HOURS

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

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.80	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
<b>Hours worked</b>												
Full-time men (21 years and over)												
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
<b>Hours worked</b>												
Full-time women (18 years and over)												
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1

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

# EARNINGS AND HOURS 5.4

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

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
October												
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1975	48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88
1976	53.30	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97
1977	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04
1978	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15
1979	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92
Full-time males on adult rates*												
1980	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60
1981	98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	103.88	96.60
<b>Hours worked</b>												
Full-time men (21 years and over)												
1975	40.5	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2
1976	40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7
1977	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9
1978	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2
1979	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1
Full-time males on adult rates*												
1980	40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7
1981	41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	42.1	42.7
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1975	118.9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5
1976	130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4
1977	149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6
1978	163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4
1979	196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5
Full-time males on adult rates*												
1980	226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2
1981	240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	246.7	226.2
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1975	28.70	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64
1976	33.59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62
1977	38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41
1978	41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98
1979	50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04
Full-time females on adult rates*												
1980	58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	56.76	76.18
1981	64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	56.76	76.18
<b>Hours worked</b>												
Full-time women (18 years and over)												
1975	35.5	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3
1976	36.0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	38.3	39.9
1977	36.1	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4
1978	36.1	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3
1979	36.0	36.8	36.7	38.3	37.4	37.2	—	37.2				

# 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		Weekly earnings (£)		Hours			
	excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence			
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		
April of each year										
<b>FULL-TIME MEN, 21 years and over</b>										
Manual occupations										
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
Non-manual occupations										
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
All occupations										
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
<b>FULL-TIME WOMEN, 18 years and over</b>										
Manual occupations										
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
Non-manual occupations										
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
All occupations										
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
<b>FULL-TIME ADULTS</b>										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	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
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	256.2	252.2	106.3	108.7	41.1	261.1	259.0
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4

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

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs (1)		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity and water	production industries	economy
		Pence per hour					
	1968	58.25	73.80	60.72	66.55	59.58	..
	1973	106.90	143.45	107.32	129.61	109.37	..
	1975	161.68	249.36	156.95	217.22	166.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
	1979	290.05	427.21	257.66	383.44	294.17	..
	1980	349.43	522.88	316.88	483.39	356.45	..
<b>Percentage shares of labour costs *</b>		Per cent					
Wages and salaries †	1968	91.3	82.8	87.7	87.1	90.2	..
	1973	89.9	82.5	91.1	84.7	89.3	..
	1975	84.3	76.2	86.8	78.2	83.9	..
	1980	82.0	75.9	85.6	77.3	81.9	..
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..
	1973	8.4	12.0	6.4	9.8	9.2	..
	1978	9.2	9.3	6.8	11.2	9.0	..
	1980	9.0	9.3	6.7	11.1	8.8	..
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..
	1973	4.9	4.3	4.9	4.5	4.9	..
	1978	8.5	6.7	9.1	6.9	8.4	..
	1980	9.1	7.4	9.9	7.5	9.0	..
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..
	1973	3.5	5.9	1.6	8.0	3.7	..
	1978	4.8	9.4	2.3	12.2	5.1	..
	1980	5.3	9.6	2.6	12.6	5.5	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1968	1.1	7.7	6.7	2.7	2.3	..
	1973	1.6	7.3	2.4	2.9	2.2	..
	1978	2.3	7.7	1.9	2.6	2.6	..
	1980	3.5	13.0	1.9	2.6	3.3	..
<b>Labour costs per unit of output §</b>		% change over a year earlier					
	1976	112.7	12.7	87.0	111.6	105.9	111.0
	1977	125.1	11.0	65.1	119.4	109.6	119.3
	1978	141.1	12.8	62.6	132.6	127.6	132.3
	1979	163.1	15.6	58.0	161.4	150.0	156.5
	1980	200.9	23.2	69.7	198.2	183.8	190.3
	1981	..	..	..	..	..	210.4
	1981 Q1	..	..	..	..	..	204.9
	Q2	..	..	..	..	..	210.1
	Q3	..	..	..	..	..	211.9
	Q4	..	..	..	..	..	214.8
	1982 Q1	..	..	..	..	..	217.7
	Q2	..	..	..	..	..	210.4
	Q3	..	..	..	..	..	203.0
	Q4	..	..	..	..	..	205.7
<b>Wages and salaries per unit of output §</b>		% change over a year earlier					
	1976	110.6	10.6	85.7	110.6	104.2	109.6
	1977	120.1	8.6	63.7	116.9	106.5	117.5
	1978	136.0	13.2	62.1	127.8	120.6	130.1
	1979	154.7	13.8	57.8	154.1		

# 5.8 WAGE RATES AND HOURS see note below

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	SIC 1968
I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII		
JULY 1972 = 100											
<b>Basic weekly wage rates</b>											
Weights											
1977	210	305	454	294	2,953	366	29	217	236	186	Annual averages
1978	247	225	228	218	218	232	220	232	218	213	
1979	273	247	250	240	271	254	243	255	242	248	
1980	310	276	285	265	314	288	280	300	276	279	
1981	371	334	325	324	369	330	318	355	321	335	
1982	410	372	360	367	400	359	349	395	349	363	1981
1980	373	337	321*	351	366	341	331	359	324	336	Annual averages
July	373	337	326*	348	366	341	331	359	324	336	
Aug	373	337	326*	348	366	344	331	364	328	336	
1981	373	337	326*	348	367	344	331	364	328	336	Annual averages
July	373	337	326*	348	367	344	331	364	328	336	
Aug	373	337	326*	348	367	344	331	364	328	336	
1982	445	397	383*	379	417	369	363	415	360	388	Annual averages
July	451	399	383*	379	417	369	363	415	363	388	
Aug	451	399	383*	379	417	369	363	415	363	388	
1981	451	399	384*	390	418	369	363	415	368	388	Annual averages
July	451	399	384*	390	418	369	363	415	373	388	
Aug	451	399	384*	390	418	369	363	415	373	388	
1982	451	399	387*	403	418	382	363	415	373	388	Annual averages
July	451	399	387*	403	418	382	363	415	373	388	
Aug	451	399	387*	403	418	382	363	415	373	388	
<b>Normal weekly hours</b>											
1977	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0	Annual averages
1978	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0	
1979	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0	
1980	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0	
1981	40.2	36.0	40.0	40.0	39.9	40.0	40.0	40.0	39.9	39.1	
1982	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1	1982
<b>Basic wage rates adjusted for changes in normal weekly hours</b>											
Weights											
1977	259	225	229	218	218	232	220	232	218	213	Annual averages
1978	286	247	251	240	271	254	243	255	242	248	
1979	326	276	286	265	314	288	280	300	276	279	
1980	390	334	327	324	369	330	318	355	321	340	
1981	431	372	361	367	402	359	349	395	350	372	
1982	391	337	322*	351	366	341	331	359	324	340	Annual averages
July	391	337	322*	348	366	341	331	359	324	340	
Aug	391	337	322*	348	366	344	331	364	328	340	
1981	391	337	322*	348	367	344	331	364	328	340	Annual averages
July	391	337	322*	348	367	344	331	364	328	340	
Aug	391	337	322*	348	367	344	331	364	328	340	
1982	425	366	353*	350	394	348	342	392	339	371	Annual averages
July	432	366	353*	350	394	348	342	392	339	371	
Aug	432	366	353*	350	394	348	342	395	339	371	
1981	432	367	354*	350	397	349	342	395	344	372	Annual averages
July	432	367	354*	350	397	349	342	395	352	372	
Aug	432	367	354*	350	397	349	342	395	352	372	
1982	432	367	363*	377	399	364	342	395	352	372	Annual averages
July	432	367	363*	377	399	364	342	395	352	372	
Aug	432	367	363*	377	399	364	342	395	352	372	
1981	432	367	364*	377	399	364	342	395	352	372	Annual averages
July	432	367	364*	377	399	364	342	395	352	372	
Aug	432	367	364*	377	399	364	342	395	352	372	
1982	432	367	367*	377	400	364	342	395	355	372	Annual averages
July	432	367	367*	377	400	364	342	395	355	372	
Aug	432	367	367*	377	400	365	356	399	355	372	
1981	432	367	367*	377	400	365	356	399	355	372	Annual averages
July	432	367	367*	377	400	365	356	399	355	372	
Aug	432	367	367*	377	400	365	356	399	355	372	
1982	432	367	377*	378	424	365	356	399	362	372	Annual averages
July	432	367	377*	378	424	365	356	399	362	372	
Aug	432	367	377*	378	424	365	356	399	362	372	
1981	467	397	384*	380	426	369	363	415	365	397	Annual averages
July	474	399	384*	380	426	369	363	415	368	398	
Aug	474	399	384*	380	426	369	363	415	368	398	
1982	474	399	385*	381	427	369	363	415	374	398	Annual averages
July	474	399	385*	381	427	369	363	415	378	398	
Aug	474	399	385*	381	427	369	363	415	378	398	
1981	474	399	388*	405	427	383	363	415	378	398	Annual averages
July	474	399	388*	405	427	383	363	415	378	398	
Aug	474	399	388*	405	427	383	363	415	378	398	

# WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968
JULY 1972 = 100									
<b>Basic weekly wage rates</b>									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	Annual averages
209	268	214	213	243	230	233	218.9	227.3	
232	290	261	232	272	252	253	258.8	259.3	
270	321	301	266	320	281	319	297.5	298.1	
310	374	384	318	380	329	386	348.5	351.8	
350	417	458	351	423	361	419	381.3	387.5	1981
313*	399	380	328	390	332	388	349.1	356.8	Annual averages
319*	399	380	328	390	332	388	350.0	357.3	
319*	403	381	328	390	332	388	350.7	358.1	
319*	403	417	328	390	332	399	351.0	359.5	Annual averages
319*	403	417	328	390	332	399	367.8	368.9	
319*	403	420	328	394	356	399	367.9	371.4	
321*	403	436	336	395	358	410*	372.2	376.1	Annual averages
326*	404	436	336	396	358	416*	372.6	377.0	
326*	404	461	339	397	358	416*	372.8	378.0	
356	404	461	351	427	358	416*	376.7	383.8	Annual averages
357	404	461	351	432	358	416*	379.1	385.4	
357	404	461	352	432	358	420*	382.0	387.2	
358	430	462	356	432	361	420*	382.3	390.7	Annual averages
361	431	462	358	432	361	420*	383.1	391.2	
361	431	463	358	432	361	420*	383.5	391.7	
361	431	463	358	432	371	425*	393.7	398.7	Annual averages
361	431	466	358	432	371	425*	393.7	398.8	
362	431	478	368	432	371	445	397.2	403.6	
369	431	478	368	433	371	452	397.8	404.5	Annual averages
369	431	495	371	433	371	452	397.9	405.2	
383	433	495	376	462	371	452	400.0	409.3	
383	433	495	376	471	371	456	401.8	411.0	Annual averages
383	433	495	376	471	371	456	402.9	414.1	
383	456	495	378	471	371	456	402.9	414.3	
383	457	495	378	471	371	456	402.9	414.4	1982
<b>Normal weekly hours</b>									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	Annual averages
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	40.0	
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	
39.2	39.7	38.5	40.4	39.7	40.0	40.0	39.8	39.7	
38.3	38.9	38.0	40.1	39.7	40.0	39.9	39.4	39.4	1982
<b>Basic wage rates adjusted for changes in normal weekly hours</b>									
Weights									
209	268	219	213	249	230	240	219.0	228.6	Annual averages
232	291	268	232	279	252	261	259.0	260.9	
270	321	309	268	327	281	330	297.7	300.2	
310	375	393	319	389	329	3			

## EARNINGS

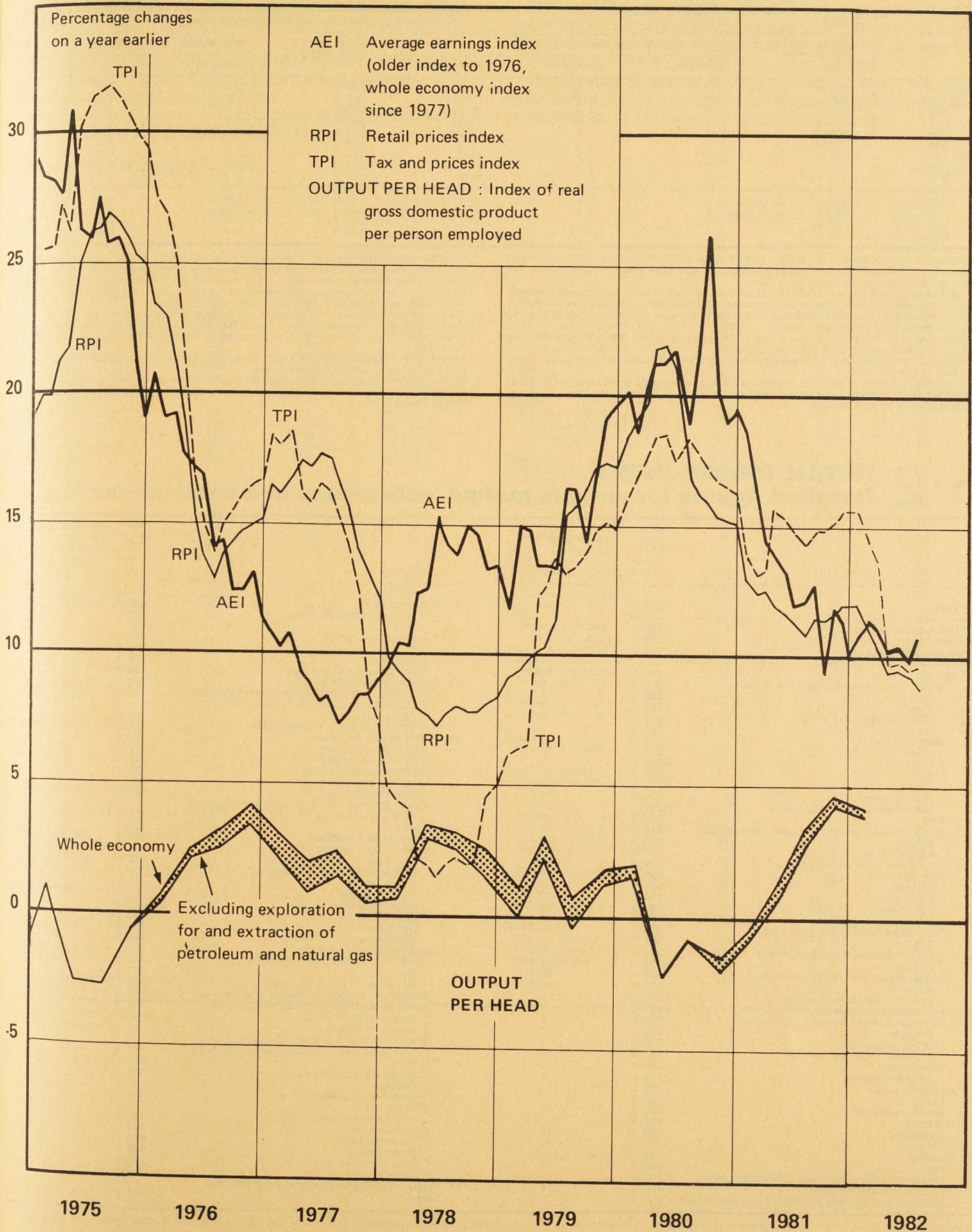
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## Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																		
1972	60.1	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3		Indices 1975 = 100
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.7	164.1	127	232	179	213.7	138.5 R	128	143	264.8	147.2	109.2	139
1980	200.3	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	148.8 R	134	157	313.8	160.2	114.8	151
1981	226.7	179.8	151.7	168	181	185.4	216.2	142	376	253	323.6	157.1 R	138	173	375.1	177.1	120.7	165
<b>Quarterly averages</b>																		
1981 Q1	216.1	174.0	146.8	161	173	178.3	201.3	138	351	238	297.4	152.4 R	136	166	347.4	171.8	121.0	161
Q2	220.1	178.4	151.8	167	179	183.1	206.8	140	366	251	317.0	154.8 R	136	169	374.4	176.8	119.7	164
Q3	232.6	181.1	150.9	167	183	186.5	215.8	144	385	259	334.5	158.5 R	141	179	..	178.5	120.5	167
Q4	238.1	186.1	156.3	178	190	193.7	224.4	145	399	264	345.6	160.1 R	141	178	..	181.1	121.4	170
1982 Q1	243.9	194.9	158.9	175	196	196.4	233.6	145	436	..	358.0	160.7	146	167	..	185.5	128.3	173
Q2	000.0	..	..	..	..	..	244.3	..	..	..	..	..	..	..	..	..	..	175
<b>Monthly</b>																		
1982 Jan	241.7	193.4	151.6	..	195	193.6	233.6	145	..	..	350.9	160.6 R	146	..	..	184.7	..	174
Feb	243.7	194.4	159.9	..	195 R	193.9	..	..	..	..	361.5	160.6 R	146	..	..	184.9	..	173
Mar	246.3	196.9	165.2	175	197	201.6	..	..	..	..	361.5	160.9 R	146	..	..	186.9	..	173
Apr	246.6	196.9	164.2	..	199	203.3	244.3	..	..	..	361.7	161.6 R	146	..	..	192.1	..	174
May	247.7	198.1	..	..	..	..	..	..	..	..	375.7	163.1	146	..	..	194.6	..	175
Jun	251.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	176
<b>Increases on a year earlier</b>																		
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	Per cent
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	7
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7 R	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	17	24	6	3	10	20	11	5	9
<b>Quarterly averages</b>																		
1981 Q1	15	10	5	10	11	9	15	7	26	16	23	6	2	14	22	11	5	11
Q2	11	12	8	11	13	9	14	4	26	18	25	5 R	2	12	19	12	5	11
Q3	13	8	6	9	12	9	14	5	29	19	24	5 R	4	7	..	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6 R	4	8	..	8	5	8
1982 Q1	13	12	8	9	13	10	16	5	24	..	20	5 R	7	1	..	8	6	7
Q2	00	..	..	..	..	..	18	..	..	..	..	..	..	..	..	..	..	7
<b>Monthly</b>																		
1982 Jan	13	11	7	..	14	10	16	5	..	..	22	4 R	7	..	..	7	..	9
Feb	12	11	8	..	13	10	..	..	..	..	21	4 R	7	..	..	8	..	8
Mar	13 R	13	9	9	13	11	..	..	..	..	18	5 R	7	..	..	9	..	7
Apr	14	13	9	..	12	12	18	..	..	..	18	4 R	7	..	..	10	..	7
May	14	10	..	..	..	..	..	..	..	..	17	5	7	..	..	10	..	7
Jun	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7

Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).  
2 Seasonally adjusted.3 Males only.  
4 Hourly wage rates.  
5 Monthly earnings.  
6 Including mining.7 Including mining and transport.  
8 Hourly earnings.  
9 All industries.  
10 Production workers.



## 6.1 RETAIL PRICES

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

	All items			All items except seasonal foods		
	Index Jan 15, 1974 = 100	Percentage change over		Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months		1 month	6 months
1981 July	297.1	0.4	7.1	298.9	0.5	7.0
Aug	299.3	0.7	7.0	301.8	1.0	7.1
Sep	301.0	0.6	6.0	303.3	0.5	6.1
Oct	303.7	0.9	3.9	305.7	0.8	3.9
Nov	306.9	1.1	4.4	308.9	1.0	4.4
Dec	308.8	0.6	4.4	310.4	0.5	4.4
1982 Jan	310.6	0.6	4.5	311.5	0.4	4.2
Feb	310.7	0.0	3.8	311.6	0.0	3.6
Mar	313.4	0.9	4.1	314.1	1.9	4.7
Apr	319.7	2.0	5.3	320.2	0.6	4.2
May	322.0	0.7	4.9	322.0	0.4	4.2
June	322.9	0.3	4.6	323.4	0.4	4.2
July	323.0	0.0	4.0	324.6	0.4	4.2
Aug	323.1	0.0	4.0	325.9	0.4	4.6

Seasonal foods continued to fall substantially in price during the month, particularly fresh vegetables and fruit. Price rises were recorded for petrol, beer, coal and women's outer-clothing. Some motor car prices were lower.

**Food:** Prices of many foods rose slightly. However, the marked fall in the prices of seasonal foods continued. The food index, excluding seasonal foods, rose by a little over one half of one per cent but the seasonal food index fell by over 11 per cent, resulting in a fall of about 1½ per cent in the food group index overall.

**Alcoholic drink:** There was a rise of half of one per cent in the group index during the month. This was caused by higher beer prices.

**Housing:** Small increases in most sections of this group caused the index to rise by nearly one half of one per cent.

**Fuel and light:** Prices of coal and smokeless fuels were restored to the level prevailing in March before the summer price reductions became effective. This had the effect of raising the group index by one per cent.

**Durable household goods:** There were small increases in the prices of most goods included in this group. Overall the group index rose by rather less than one per cent.

**Clothing and footwear:** Small price adjustments on many items were recorded during the month. Much of the increase of nearly one half of one per cent in the group index was caused by the increased prices of women's outer-clothing and footwear.

**Transport and vehicles:** The full effect of increased prices for petrol and oil was offset by lower prices for some models of motor cars. When the small increase in maintenance costs is taken into account the overall change was an increase of rather less than one half of one per cent.

**Services:** Increased charges for hairdressing and other services caused a rise in the group index of nearly one half of one per cent.

**Meals bought and consumed outside the home:** There was a general increase in the cost of eating out during the month which resulted in a rise of the group index of a little over one half of one per cent.

## 6.2 RETAIL PRICES INDEX

### Detailed figures for various groups, sub-groups and sections for Aug 17

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		<b>All items</b>	<b>323.1</b>		<b>0.0</b>	<b>8.0</b>
<b>All items excluding food</b>	<b>330.7</b>	<b>0.4</b>	<b>8.3</b>			
<b>Seasonal food</b>	<b>249.5</b>	<b>-11.2</b>	<b>7.0</b>			
<b>Food excluding seasonal</b>	<b>304.7</b>	<b>0.6</b>	<b>6.6</b>			
<b>I Food</b>	<b>295.5</b>	<b>-1.3</b>	<b>6.6</b>			
Bread, flour, cereals, biscuits and cakes	310.1	5	5			
Bread	295.3	3	3			
Flour	263.4	3	3			
Other cereals	357.6	9	9			
Biscuits	291.3	3	3			
Meat and bacon	253.2	9	9			
Beef	311.5	11	11			
Lamb	248.2	9	9			
Pork	221.3	4	4			
Bacon	232.3	12	12			
Ham (cooked)	224.2	11	11			
Other meat and meat products	231.2	7	7			
Fish	241.3	5	5			
Butter, margarine, lard and other cooking fats	319.2	6	6			
Butter	421.4	8	8			
Margarine	217.9	1	1			
Lard and other cooking fats	209.4	6	6			
Milk, cheese and eggs	299.5	7	7			
Cheese	351.8	7	7			
Eggs	154.6	2	2			
Milk, fresh	360.4	8	8			
Milk, canned, dried etc	361.9	4	4			
Tea, coffee, cocoa, soft drinks etc	311.7	2	2			
Tea	309.3	1	1			
Coffee, cocoa, proprietary drinks	341.5	5	5			
Soft drinks	308.2	1	1			
Sugar, preserves and confectionery	405.1	12	12			
Sugar	398.8	3	3			
Jam, marmalade and syrup	302.9	4	4			
Sweets and chocolates	401.6	4	4			
Vegetables, fresh, canned and frozen	292.3	3	3			
Potatoes	319.2	-5	-5			
Other vegetables	269.9	9	9			
Fruit, fresh, dried and canned	287.9	15	15			
Other foods	316.4	5	5			
Food for animals	268.5	1	1			
<b>II Alcoholic drink</b>	<b>345.7</b>	<b>0.5</b>	<b>11.2</b>			
Beer	392.8	13	13			
Spirits, wines etc	282.4	9	9			
<b>III Tobacco</b>	<b>419.9</b>	<b>0.1</b>	<b>11.8</b>			
Cigarettes	420.7	12	12			
Tobacco	409.2	10	10			
<b>IV Housing</b>	<b>368.1</b>	<b>0.4</b>	<b>13.6</b>			
Rent	343.7	17	17			
Owner-occupiers' mortgage interest payments	343.5	14	14			
Rates and water charges	435.8	14	14			
Materials and charges for repairs and maintenance	363.4	9	9			
<b>V Fuel and light</b>	<b>445.4</b>	<b>1.0</b>	<b>13.3</b>			
Coal and smokeless fuels	432.5	8	8			
Coal	438.3	9	9			
Smokeless fuels	417.4	7	7			
Gas	343.4	24	24			
Electricity	492.4	9	9			
Oil and other fuel and light	558.8	12	12			
<b>VI Durable household goods</b>	<b>244.1</b>	<b>0.7</b>	<b>2.4</b>			
Furniture, floor coverings and soft furnishings	253.0	2	2			
Radio, television and other household appliances	208.2	1	1			
Pottery, glassware and hardware	327.8	7	7			
<b>VII Clothing and footwear</b>	<b>210.0</b>	<b>0.4</b>	<b>0.8</b>			
Men's outer clothing	227.6	-2	-2			
Men's underclothing	292.5	0	0			
Women's outer clothing	159.7	-1	-1			
Women's underclothing	271.1	9	9			
Children's clothing	229.0	4	4			
Other clothing, including hose, haberdashery, hats and materials	225.6	6	6			
Footwear	220.8	1	1			
<b>VIII Transport and vehicles</b>	<b>349.3</b>	<b>0.3</b>	<b>4.4</b>			
Motoring and cycling	335.9	3	3			
Purchase of motor vehicles	291.8	2	2			
Maintenance of motor vehicles	364.9	2	2			
Petrol and oil	415.2	14	14			
Motor licences	318.6	1	1			
Motor insurance	303.8	6	6			
Fares	453.6	17	17			
Rail transport	473.0	19	19			
Road transport	444.8	16	16			
<b>IX Miscellaneous goods</b>	<b>327.6</b>	<b>0.0</b>	<b>8.7</b>			
Books, newspapers and periodicals	438.4	17	17			
Books	393.5	10	10			
Newspapers and periodicals	452.1	20	20			
Medicines, surgical etc goods and toiletries	325.3	11	11			
Soap, detergents, polishes, matches, etc	344.9	7	7			
Soap and detergents	290.5	5	5			
Soda and polishes	417.7	10	10			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	278.8	4	4			
<b>X Services</b>	<b>333.3</b>	<b>0.4</b>	<b>10.6</b>			
Postage and telephones	363.4	12	12			
Postage	448.8	9	9			
Telephones, telegrams, etc	339.6	13	13			
Entertainment	271.5	10	10			
Entertainment (other than TV)	382.8	9	9			
Other services	388.0	9	9			
Domestic help	413.4	10	10			
Hairdressing	395.4	11	11			
Boot and shoe repairing	392.5	8	8			
Laundering	359.0	11	11			
<b>XI Meals bought and consumed outside the home</b>	<b>344.5</b>	<b>0.6</b>	<b>7.5</b>			

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

## RETAIL PRICES 6.3

### Average retail prices of items of food

Average retail prices on August 17, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

at least-four-fifths of the recorded prices fell.

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

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

#### Average prices on August 17, 1982

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>		p	p	<b>Bread</b>		p	p
Chuck (braising steak)	682	158.8	140-180	White, per 800g wrapped and sliced loaf	630	37.3	30-44
Sirloin (without bone)	632	272.9	207-345	White, per 800g unwrapped loaf	381	42.2	39-46
Silverside (without bone) †	682	205.6	186-230	White, per 400g loaf, unsliced	437	27.0	24-30
Best beef mince	650	115.2	96-148	Brown, per 400g loaf, unsliced	514	28.2	26-29
Fore ribs (with bone)	531	141.2	114-177	<b>Flour</b>			
Brisket (without bone)	650	139.2	110-171	Self-raising, per 1½ kg	626	42.9	34-50
Rump steak †	690	278.1	242-320	<b>Butter</b>			
Stewing steak	633	140.4	120-174	Home-produced, per 500g	610	101.4	92-116
<b>Lamb: home-killed</b>				New Zealand, per 500g	507	97.5	88-108
Loin (with bone)	600	150.1	130-195	Danish, per 500g	560	105.7	98-120
Breast †	551	44.9	29-70	<b>Margarine</b>			
Best end of neck	475	109.2	60-168	Standard quality, per 250g	123	17.0	15-22
Shoulder (with bone)	586	96.5	74-140	Lower priced, per 250g	105	15.8	13-18
Leg (with bone)	598	147.3	120-186	<b>Lard, per 500g</b>	666	30.6	25-38
<b>Lamb: imported</b>				<b>Cheese</b>			
Loin (with bone)	338	136.9	118-159	Cheddar type	670	113.6	92-130
Breast †	324	37.5	27-50	<b>Eggs</b>			
Best end of neck	305	104.0	62-136	Size 2 (65-70g), per dozen	428	78.8	70-86
Shoulder (with bone)	369	85.6	76-96	Size 4 (55-60g), per dozen	471	67.5	58-74
Leg (with bone)	367	137.0	126-150	Size 6 (45-50g), per dozen	100	59.2	47-72
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	611	101.6	82-140	Ordinary, per pint	—	20.0	—
Belly †	660	74.7	64-88	<b>Tea</b>			
Loin (with bone)	683	121.5	100-153	Higher priced, per 125g	228	31.1	29-35
Fillet (without bone)	453	154.2	112-226	Medium priced, per 125g	1,180	29.2	26-33
<b>Bacon</b>				Lower priced, per 125g	711	25.0	24-30
Collar †	353	101.8	80-122	<b>Coffee</b>			
Gammon †	401	153.3	128-186	Pure, instant, per 100g	669	99.4	90-110
Middle cut †, smoked	378	123.0	104-144	<b>Sugar</b>			
Back, smoked	310	143.8	124-171	Granulated, per kg	700	44.1	41-47
Back, unsmoked	404	142.2	116-168	<b>Fresh vegetables</b>			
Streaky, smoked	256	100.4	88-120	Potatoes, old loose			
<b>Ham (not shoulder)</b>	572	188.9	146-230	White	315	7.4	5-9
<b>Sausages</b>				Red	178	8.2	

# 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 of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption			Items mainly imported for direct consumption	
					Primarily from home-produced raw materials	Primarily from imported raw materials	All					
Weights 1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3	
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8	
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	965.5-969.6	
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6	
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6	
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9	
1982	1,000	206	[33.3]	[172.7]	[34.5]	[53.0]	[87.5]	47.7	[37.5]	794	[966.7]	
Jan 16, 1962 = 100												
1969	Annual averages	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974		208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1975		129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1976	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5	
1977	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1	
1978	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1	
1979	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8	
1980	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4	
Jan 15, 1974 = 100												
1974	Annual averages	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	208.4	210.8	231.1	222.9	217.8	197.8	197.6	195.2	197.8
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3
1981		295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	296.9
1975		119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977		172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2	
1979	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3	
1980	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2	
July 15	267.9	259.9	234.0	265.1	274.5	288.6	252.6	227.7	270.1	269.3	269.3	
Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	229.0	271.2	270.5	270.5	
Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3	
Oct 14	271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1	
Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3	
Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6	
1981	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3	
Feb 17	279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8	
Mar 17	284.0	270.6	233.0	278.0	296.0	317.1	308.7	268.7	237.7	287.7	285.9	
Apr 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1	
May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8	
June 16	295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3	
July 14	297.1	279.6	250.3	285.1	297.5	318.6	310.1	276.0	240.6	302.0	298.9	
Aug 18	299.3	277.3	233.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8	
Sep 15	301.0	279.6	241.3	287.0	298.9	320.9	312.1	276.0	244.3	306.9	303.3	
Oct 13	303.7	282.7	250.3	289.0	300.9	321.5	313.2	277.8	248.1	309.5	305.7	
Nov 17	306.9	285.5	256.8	291.1	301.6	322.1	313.8	281.1	251.6	312.9	308.9	
Dec 15	308.8	288.5	266.8	292.8	303.1	322.0	314.3	285.6	252.4	314.4	310.4	
1982	310.6	296.1	287.6	297.5	306.2	323.4	316.4	296.1	255.4	314.6	311.5	
Jan 12	310.7	297.2	285.7	299.2	309.0	324.9	318.5	297.6	256.6	314.4	311.6	
Feb 16	313.4	299.8	296.5	300.1	311.6	325.8	320.0	298.1	256.8	317.2	314.1	
Apr 20	319.7	302.6	308.9	301.1	313.0	327.5	321.6	298.5	257.1	324.5	320.2	
May 18	322.0	305.6	322.8	301.9	314.2	329.5	323.3	299.0	256.6	326.6	322.0	
June 15	322.9	304.1	311.5	302.3	314.8	330.6	324.2	298.7	256.8	328.2	323.4	
July 13	323.0	299.5	281.0	303.0	315.2	331.9	325.1	298.6	258.0	329.4	324.6	
Aug 17	323.1	295.5	249.5	304.7	316.7	335.5	327.9	298.9	259.2	330.7	325.9	

Goods and services 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	
											1971 Weights	1972 Weights
91	65	59	119	60	61	87	136	65	54	44	1971	Weights
92	66	53	121	60	58	89	139	65	52	46	1972	Weights
89	73	49	126	58	58	89	135	65	53	46	1973	Weights
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	Weights
90	81	46	112	56	75	84	140	74	57	47	1976	Weights
91	83	46	112	58	63	82	139	71	54	45	1977	Weights
96	85	48	113	60	64	80	140	70	56	51	1978	Weights
93	77	44	120	59	64	82	143	69	59	51	1979	Weights
93	82	40	124	59	69	84	151	74	62	41	1980	Weights
104	79	36	135	62	65	81	152	75	66	42	1981	Weights
99	77	41	144	62	64	77	154	72	65	38	1982	Weights
Jan 16, 1962 = 100												
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	Annual averages	1969
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5		1970
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0		1971
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3		1972
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0		1973
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3		1974
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5		Jan 14
146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	Jan 20	1970
160.9	151.3	138.6	164.2	152.6	132.3	128.						

## 6.5 RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	-2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
July 14	11	8	17	23	16	21	5	0	11	7	13	8	20
Aug 18	11	7	17	26	16	21	5	1	13	7	14	8	20
Sep 15	11	8	15	29	16	19	5	0	14	7	14	8	18
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13
Dec 15	12	10	16	31	22	13	3	1	11	6	15	8	11
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
Feb 16	11	11	15	28	22	14	3	1	7	6	12	7	11
Mar 16	10	11	11	27	21	15	3	1	4	7	12	7	12
April 20	9	10	11	12	15	15	3	1	7	8	12	8	15
May 18	9	10	12	15	14	14	3	1	7	8	11	7	14
June 15	9	9	11	16	14	13	3	1	7	10	11	7	14
July 13	9	7	11	16	14	13	2	1	7	9	11	7	14
Aug 17	8	7	11	12	14	13	2	1	4	9	11	8	14

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

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices					
	Q1		Q2		Q3		Q4		Q1		Q2		Q3	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1	JAN 16, 1962 = 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	JAN 15, 1974 = 100	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7		
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0		
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8		
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3		
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8		
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8		
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			311.8	319.4			305.9	314.7				

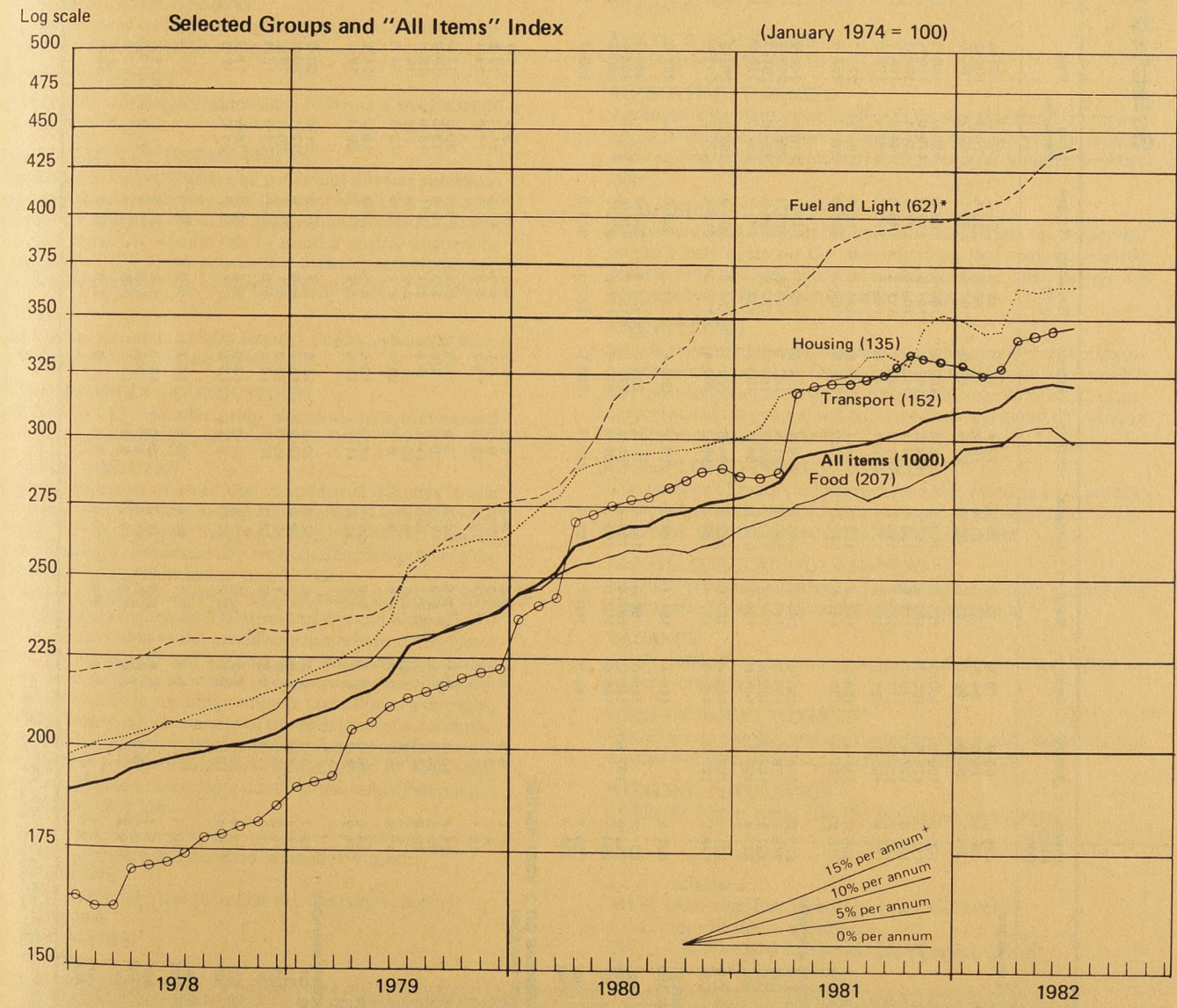
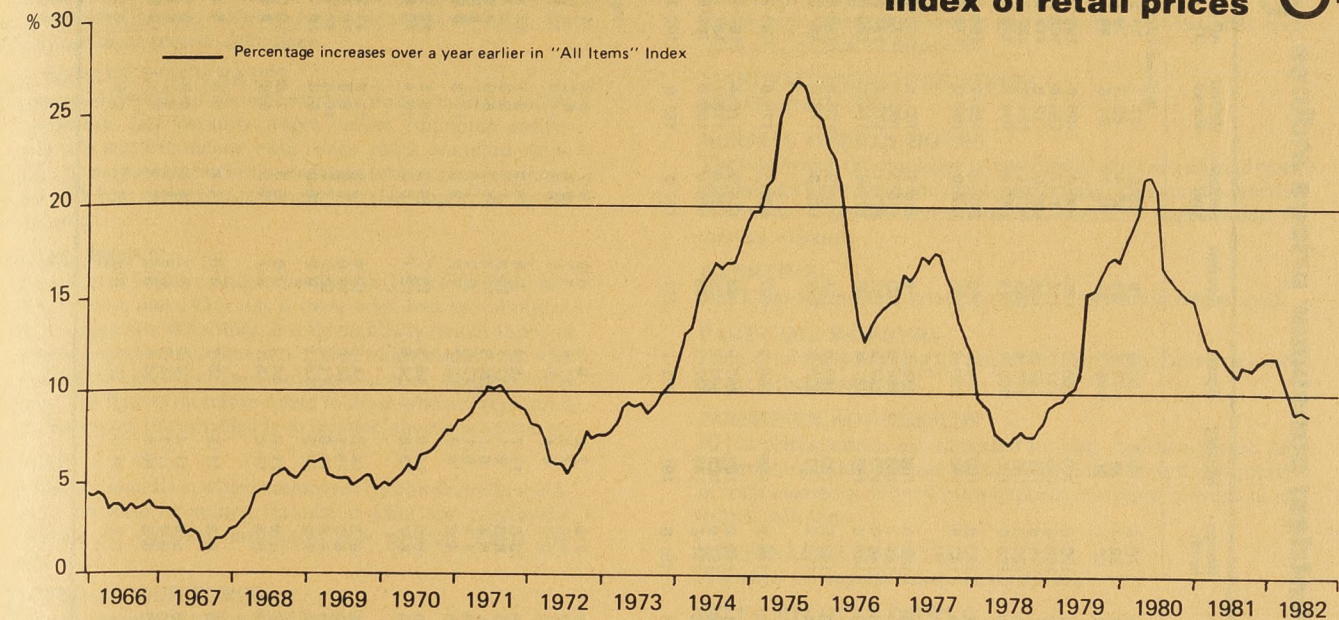
## 6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	209.8
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	243.9
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	288.3
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	313.6
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	132.4
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	246.1	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0

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

## RETAIL PRICES C4

### Index of retail prices

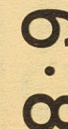


\* Figures in brackets are the 1981 group weights + Annual growth rate



# RETAIL PRICES

## Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
<b>Indices 1975 = 100</b>																			
<b>Annual averages</b>																			
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0
<b>Quarterly averages</b>																			
1981 Q1	208.0	174.7	135.3	143.0	163.6	174.4	176.5	126.7	247.1	216.5	242.9	141.6	139.0	164	256.6	179	116.7	163.1	168.6
Q2	218.1	178.5	137.3	144.1	168.7	181.9	182.3	128.9	260.4	225.0	253.7	144.0	141.7	168	264.0	183	118.3	166.9	173.1
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2
Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.8
1982 Q1	231.1	193.1	143.4	153.8	182.5	194.6	201.1	134.0	297.4	257.3	284.3	145.9	148.6	183	293.0	195	122.9	175.5	183.8
Q2	238.5	197.8	145.4	157.4	188.1	199.2	207.4	135.8	318.2	272.2	294.4	147.4	150.9	187	303.8	199	125.3	178.3	187.8
<b>Monthly</b>																			
1982 Mar	232.5	..	144.4	154.1	184.8	196.1	203.4	134.2	303.6	..	287.3	146.0	149.9	185	296.2	197	123.1	175.6	184.7
Apr	237.2	..	145.0	156.0	185.8	197.3	205.8	134.8	312.7	..	289.7	147.1	150.6	186	299.9	198	123.9	176.4	186.1
May	238.9	197.8 R	145.2	157.4	188.3	199.4	207.5	135.7	316.8	272.2	293.0	147.6	151.0	186	304.2	199	125.4	178.1	187.7
Jun	239.5	..	146.0	158.8	190.2	201.0	208.9	137.0	325.0	..	300.5	147.6	151.2	188	307.2	199	126.6	180.3	189.5
July	239.6	..	146.3	160.1	191.1	202.7	209.5	137.3	323.0	..	299.7	146.5	151.8	191	311.1	201	127.0	181.3	190.1
Aug	239.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Per cent</b>																			
<b>Increases on a year earlier</b>																			
<b>Annual averages</b>																			
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.7	5.8	8.7
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9
1981	11.9	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6
<b>Quarterly averages</b>																			
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.7	25.9	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2
Q2	11.7	8.8	6.8	7.2	12.5	12.2	12.8	5.6	24.0	17.1	20.6	5.0	6.5	15.1	14.9	13.0	5.9	9.8	10.4
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7
Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.0	7.2	12.2	14.4	9.2	6.9	9.6	10.1
1982 Q1	11.1	10.5	6.0	7.6	11.5	11.6	14.0	5.8	20.4	18.9	17.0	3.0	6.9	11.8	14.2	9.0	5.3	7.6	9.0
Q2	9.4	10.8	5.9	9.2	11.5	9.5	13.8	5.4	22.2	21.0	16.0	2.4	6.5	11.3	15.1	8.7	5.9	6.8	8.5
<b>Monthly</b>																			
1982 Mar	10.4	..	5.9	7.1	11.6	10.6	14.1	5.2	20.6	..	16.4	2.8	6.8	11.5	13.7	8.6	4.7	6.8	8.5
Apr	9.4	..	5.8	8.4	11.3	10.0	13.9	5.0	21.8	..	15.8	2.8	6.6	11.4	14.0	8.7	5.5	6.6	8.4
May	9.5	10.8 R	6.0	9.5	11.8	9.4	13.8	5.3	21.9	21.0	15.3	2.3	6.4	11.1	15.0	8.5	5.9	6.7	8.4
Jun	9.2	..	5.9	9.9	11.2	9.2	13.5	5.8	22.9	..	17.0	2.2	6.5	10.8	16.1	8.5	6.2	7.1	8.6
July	8.7	..	5.5	8.9	10.8	9.4	11.9	5.6	22.9	..	16.0	1.7	6.1	11.0	15.3	8.5	6.0	6.5	8.1
Aug	8.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

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

### DISABLED PEOPLE

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

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

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

### INDUSTRIAL DISPUTES

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

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

**Conventions** The following standard symbols are used:

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

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.

### MANUAL WORKERS

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

### MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PENSIONER HOUSEHOLDS

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

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the registered unemployed.

# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours	Frequency	Latest issue	Table number or page
Working population: GB and UK	M	Sep 82:	1.1	Average earnings			
Quarterly series				Whole economy (new series) index	M	Sep 82:	5.1
Employees in employment				Main industrial sectors	M	Sep 82:	5.3
Industry: GB							
All industries: by MLH	Q	July 82:	1.4	New Earnings Survey (April estimates)			
Time series, by order group				Latest key results	A	Oct 81:	443
Numbers and indices	M	Sep 82:	1.2	Time series	M	Sep 82:	5.6
Manufacturing: by MLH	M	Sep 82:	1.3	Average weekly and hourly earnings			
Occupation				and hours worked (manual workers)			
Administrative, technical and clerical in manufacturing	A	Dec 81:	1.10	Manufacturing and certain other industries (Oct)			
Local authorities manpower	Q	July 82:	1.7	Summary	M	Sep 82:	5.4
Occupations in engineering	Q	June 80:	636	Detailed results	A	Mar 82:	121
Region: GB				Manufacturing			
Sector: numbers and indices, quarterly	Q	July 82:	1.5	Indices of hours			
Census of Employment				International comparisons of wages per head			
Key results, June 1978		Feb 81:	61	Aerospace	M	Sep 82:	354
GB regions by industry MLH, June 1978		Mar 81:	141	Agriculture	A	Aug 82:	136
UK by industry MLH		Mar 81:	141	Coal mining	A	Mar 82:	136
June 1978		Sep 82:	1.9	Basic wage rates, normal hours of work and holiday entitlements (manual workers)			
International comparisons	M			Changes in rates of wages and hours (indices)	M	Sep 82:	5.8
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1.14	Normal weekly hours	A	April 82:	165
Apprentices and trainees by region: Manufacturing industries	A	Oct 81:	1.15	Holiday entitlements	A	April 82:	165
Disabled in the public sector	A	Jan 82:	29	Overtime and short-time: operatives in manufacturing			
Exemption orders from restrictions to hours worked: women and young persons	Q	June 82:	219	Latest figures	M	Sep 82:	1.11
Labour turnover in manufacturing	Q	Aug 82:	1.6	Time series	M	Sep 82:	1.11
Trade union membership	A	Feb 82:	22	Region: summary	Q	Sep 82:	1.13
Work permits issued	A	Mar 82:	108	Labour costs			
Output per head				Survey results	Triennial	Sep 80:	958
Output per head: quarterly and annual indices	M	Sep 82:	1.8	Updated results	A	July 81:	319
Wages and salaries per unit of output				Per unit of output (indices...)	M	Sep 82:	5.7
Manufacturing index, time series	M	Sep 82:	5.7	Prices and expenditure			
Quarterly and annual indices	M	Sep 82:	5.7	Retail prices			
Unemployment and vacancies				General index (RPI)			
Unemployment				Latest figures: detailed indices	M	Sep 82:	6.2
Summary: UK, GB	M	Sep 82:	2.1	percentage changes	M	Sep 82:	6.2
Age and duration: UK	M	Sep 82:	2.5	Recent movements and the index excluding seasonal foods	M	Sep 82:	6.1
Broad category: GB, UK	M	Sep 82:	2.1	Main components: time series and weights	M	Sep 82:	6.4
Detailed category: GB, UK	Q	Aug 82:	2.6	Changes on a year earlier: time series	M	Sep 82:	6.5
Region: summary	Q	Aug 82:	2.6	Annual summary	A	Mar 82:	95
Age time series quarterly UK (six-monthly prior to July 1978)	M	Sep 82:	2.7	Revision of weights	A	Mar 82:	104
estimated rates	Q	July 82:	2.15	Pensioner household indices			
Duration: time series, quarterly UK	M	Sep 82:	2.8	All items excluding housing: quarterly	M	Sep 82:	6.6
Region and area				Group indices: annual averages	M	Sep 82:	6.7
Time series summary: by region	M	Sep 82:	2.3	Revision of weights	A	May 82:	163
assisted areas, counties, local areas	M	Sep 82:	2.4	Food prices	M	Sep 82:	6.3
Occupation	Q	June 82:	2.12	London weighting: cost indices	A	June 82:	267
Age and duration: summary	Q	Aug 82:	2.6	International comparisons	M	Sep 82:	6.8
Industry				Family Expenditure Survey			
Latest figures: GB, UK				Quarterly summary	Q	July 82:	161
Number unemployed and percentage rates: GB		Sep 81:	2.10	Annual: preliminary figures	A	Nov 81:	467
Occupation:				final detailed figures	A	Feb 82:	50
Broad category: time series quarterly	M	Sep 82:	2.11	FES and RPI weights	A	Mar 82:	104
Flows GB, time series	M	Sep 82:	2.19	Industrial disputes			
Adult students: by region	M	Sep 82:	2.13	Stoppages of work			
Minority group workers: by region	Q	Sep 82:	2.17	Summary: latest figures	M	Sep 82:	4.1
Disabled workers: GB	M	Sep 82:	2.16	time series	Q	July 82:	4.2
Non-claimants: GB	M	Sep 82:	2.16	Latest year and annual series	A	July 82:	288
International comparisons	M	Sep 82:	2.18	Industry			
Temporarily stopped: UK				Monthly			
Latest figures: by region	M	Sep 82:	2.14	Broad sector: time series	M	Sep 82:	4.1
Vacancies (remaining unfilled)				Annual			
Region				Detailed	A	July 82:	288
Time series: seasonally adjusted	M	Sep 82:	3.1	Prominent stoppages	A	July 82:	291
unadjusted	M	Sep 82:	3.2	Main causes of stoppage			
Industry: UK	Q	Sep 82:	3.3	Cumulative	M	Sep 82:	4.1
Occupation: by broad sector and unit groups: UK	M	Sep 82:	3.4	Latest year for main industries	A	July 81:	290
Region summary	Q	Sep 82:	2.12	Size of stoppages			
Flows: GB, time series	M	Sep 82:	2.19	Stoppages beginning in latest year	A	July 82:	294
Unemployment and vacancy flows: GB	M	Sep 82:	2.19	Aggregate days lost	A	July 82:	295
Skill shortage indicators	Six-monthly	Jan 82:	34	Number of workers involved	A	July 82:	295
				Days lost per 1,000 employees in recent years by industry	A	July 82:	295
				International comparisons	A	Feb 82:	69

## SPECIAL FEATURE

# Shorter hours through national agreements

by Michael White

Policy Studies Institute

The 40-hour working week has been the established pattern in industry for virtually 20 years. But recently reductions in the length of the working week have been agreed in a number of industries at national level. The Policy Studies Institute carried out a survey for the Department of Employment to see how these shorter hours had been introduced in three key areas of industry and what effect they were having on things like costs, manpower levels and productivity.

The early 1980s have witnessed the widespread introduction of shorter hours through a series of national industry agreements. These are the first major national developments since the 1960s, when the 40-hour week became the established norm in manufacturing industry. During the 1970s, the 40-hour norm was maintained through most of industry, and although individual companies in some instances broke away from the norm and introduced shorter hours, the proportion of workers affected was small.<sup>1</sup> The position changed with the engineering industry agreement of 1979, which provided for a 39-hour week to be introduced in November 1981. Other national or regional industry agreements followed—the second largest to engineering being in construction. It was expected that during 1981 about 3.2 million workers would, in total, be affected by shorter working hours.

The Policy Studies Institute (PSI) was commissioned by the Department of Employment to study the introduction of shorter hours through national industry agreements. The broad aims were to describe how the agreements were implemented in practice, and to make a preliminary assessment of their effects on employment, wages, output and costs. An aspect that was regarded as particularly important in the design of the inquiry was the introduction of productivity improvements to offset the potential increase in costs from shorter hours. Earlier research at PSI showed that when companies, acting in isolation, reduced working hours, they tended to make sure that the costs were fully offset.<sup>2</sup> But it was by no means obvious that this would continue when reductions of hours took place

through national agreements.

A sample survey in a selection of the industries where hours were being reduced in 1981 was carried out. The industries included were engineering, pharmaceuticals, printing and construction. In each of the three manufacturing industries, the sample was drawn from establishments with at least 100 employees. A senior manager able to speak on behalf of the company was interviewed at each establishment; where possible, a senior shop steward was also interviewed. In construction, the sample was drawn from main contractors with a turnover of at least £1 million; a senior manager from company headquarters was interviewed, but it was not practical to hold interviews with union representatives. Response to the survey is shown in table 1.

The fieldwork for the study<sup>3</sup> was carried out in November and early December 1981, immediately after the implementation date of the shorter hours agreements in construction and engineering. This had the advantage that events leading up to implementation would be very fresh in the minds of those providing information. On the other hand, it must be stressed that at this stage it was only possible to make an interim, provisional assessment of the effects of the changes in hours. In many cases, it might be a matter of some months before the changes settled down and a new pattern of working became established. Follow-up studies are, in fact, now taking place, and should result in a more complete assessment. The interim findings may, nevertheless, be of practical interest to those in industry and elsewhere who are currently concerned with changes in working hours.

Table 1 Response to the survey

	Engineering	Pharmaceuticals	Printing	Construction
Response rate for management interviews (1) (%)	71	81	78	55
Response rate for union representatives (2) (%)	54	41	43	n.a.
Number of management interviews	109	25	40	44

<sup>1</sup> Percentage of successful interviews to establishments which were contacted and eligible on size and industry criteria.  
<sup>2</sup> Percentage of union interviews to establishments where a management interview was completed, and one or more manual trade unions recognised.

### Varying patterns of implementation

It might be assumed that the advent of national industry agreements for shorter hours would lead to the establishment of a new norm, on the model of the 40-hour week. The survey showed, however, that this was far from being the case as yet. Indeed, there was a great deal of variation in the size of reductions in hours and in the rate at which these reductions were being made. Such variations partly reflected differences between the industry agreements, but also largely reflected differences in the policies of firms within each industry.

**Table 2 Shortest hours\* at end of 1981**

	Engin- eering	Pharma- ceuticals	Printing	Con- struction
Base—all	109	25	40	44
	per cent			
35 hours or less	1	4	28	0
35.1—37.4	3	4	10	0
37.5	12	20	60	5
37.6—38.9	5	8	0	2
39	75	24	3	91
40	3	40	0	2

\* Where various hours were worked by different groups of manual workers, the shortest of those hours is used in the table. In most cases, firms or establishments reported that the same weekly hours applied to all manual workers.

The most obvious difference in the national agreements was between the printing industry, where firms had generally moved to a 37½-hour week, and the remaining three industries where 39 hours was the new agreed working week. In engineering, however, the 39-hour week had been agreed in 1979, though its implementation had been delayed until 1981. In construction, a somewhat shorter interval between agreement and implementation had applied, while in pharmaceuticals some latitude about the exact timing of implementation had been left to the local level. Another difference concerned the position before the new national agreements were made. In construction, nearly all the firms in the sample had previously operated the 40-hour week. But in engineering, pharmaceuticals and printing, significant proportions had already moved to a shorter week before the new agreements. It must also be remembered that the proportions of firms federated to employers' organisations varies considerably by industry. In the construction sample only one non-federated firm was encountered, but in pharmaceuticals only 56 per cent were federated; engineering and printing were intermediate. All these are factors which may influence the response by firms to national agreements on hours.

### Reduced hours

Table 2 shows the distribution of weekly hours for manual workers in each of the industries at the end of 1981. About the only generalisation that could be made was that most of the firms had, as was to be expected, made some reduction of hours below 40. Even here, it is worth noting that a small proportion—about seven per cent of the total survey<sup>4</sup>—had decided *not* to make a change and had stayed on 40 hours. Apart from the obvious fact that hours were generally getting shorter, each industry's pattern was quite distinctive.

The construction industry was the most uniform in its response to its national agreement, just as it had been the most uniform in adhering to the 40-hour week previously. Virtually all the construction companies in the sample had moved to a 39-hour week. Moreover, almost all of them had made the change at the stipulated time, in November 1981.

Pharmaceuticals, on the other hand, had more establishments off the new 39-hour agreement than on it. Here were some of the shortest working weeks, but also some of the establishments which had kept to 40 hours. Less than half of the sample in this industry had made any change in

hours in 1981. The remainder had either made their reductions (usually to less than 39 hours) before 1981, or were those maintaining the 40-hour week unchanged.

The printing establishments were mainly clustered on their new industry "norm" of 37½ hours. But there were some firms in the sample who had an even shorter working week, usually established before the present agreements, and sometimes further reduced in 1980–81 to maintain an existing differential. It had been normal in this industry for the "standard" 2½-hour reduction to be staged over two years, but there were some establishments which made the entire move in 1980 and others which had done so in 1981. In total, 80 per cent in printing had reduced hours before 1981, and 60 per cent reduced hours in 1981–82.

### Substantial minority

A substantial minority of establishments in the engineering industry had either moved to shorter hours before the implementation date of the national agreement, or had reduced their hours to less than 39—often both. Some of these deviations from the national agreement could be traced to changes made by the firms in question before the 1979 engineering industry agreement. Firms making reduction in hours in isolation had usually moved to a week of about 38 hours, rather than to the 39-hour week established by the national agreement. Though the national agreement could not turn back the clock on these earlier decisions, it might have been expected to reduce the occurrence of further deviations from the norm. However, the results of the inquiry suggest that this has not been the result. In 1979, just before the engineering agreement was made, there were about ten per cent of establishments in the industry<sup>5</sup> with a working week of less than 40 hours. In 1981, just after the implementation of the 1979 agreement, there were 20 per cent of engineering establishments with a working week less than the new 39-hour norm. On this criterion, therefore, the engineering industry had become more, not less, diverse in its actual working hours during 1979–81.

There are two different interpretations which can be put upon these findings. One possibility is that despite the new national industry agreements, the idea of a "normal" working week (such as the 40-hour week used to be) is disappearing. Varied hours of work within an industry, and between industries, might become the accepted practice. It must however be stressed that this is not the policy adopted by employers' organisations. Alternatively, industry may be passing through a transitional phase when hours will be variable before settling to a new norm. The important question in that case is what the new norm will be.

### Hours of non-manual workers

The national industry agreements do not generally apply to non-manual or white collar employees. For several reasons, however, the indirect effects of the agreements on these non-manual workers are of considerable interest. Unions, particularly the Confederation of Shipbuilding and Engineering Unions, have placed much emphasis on reduction of the differential in hours between manual and non-manual workers as a justification of claims for a shorter working week. However, non-manual employees and their

unions may wish to preserve the existing differential, or may be interested in shorter hours for other reasons. Furthermore, the existing hours of non-manual workers are much more varied than the hours of manual workers have been<sup>6</sup>. National industry agreements therefore affect differentials in hours at the establishment level to varying degrees, and this makes the local response of white-collar workers more difficult to predict.

Substantial numbers of establishments or firms were found to have granted reductions in hours to non-manual employees in 1981–82. Once again, there were large differences by industry, and in this instance, it was plausible to link the differences to the degree of white-collar unionisation. Construction, where only seven per cent of the firms in the survey recognised white-collar unions, had only in five per cent of cases reduced staff working hours. Printing, where two-thirds of the surveyed establishments had white-collar unions, gave reductions of hours in 30 per cent of cases. Engineering, with 74 per cent of establishments recognising staff unions (including TASS, which particularly represents draughtsmen) had given reductions of staff hours in no less than 36 per cent of cases.

### Differentials

Analyses of the survey have been performed to examine whether reductions in hours of non-manual workers depended upon the differentials previously existing. For instance, it might have been expected that where staff hours were relatively high (40 or 39 hours per week), the reduction of manual hours to 39 would have resulted in a knock-on effect. Particularly large reductions of hours for manual workers might have a similar effect. However, no relationship between manual and non-manual reductions in hours was found at the level of the establishment. More than half of the reductions of staff hours were to 37 hours or less. At the same time, some 58 per cent of establishments which had *not* had a reduction in staff hours had hours of more than 37 per week. The changes which have taken place, therefore, cannot be said to have made differentials in hours any more consistent or clear than they were previously in the industries concerned.

By the end of 1981, the average differential in hours between non-manual and manual workers had certainly been narrowed. It also remained the case, however, that whereas about 75 per cent of establishments had manual hours of 38½ or more, about 90 per cent of establishments had non-manual hours of 38 or less. The policies of trade unions and employers towards hours differentials may prove to be one of the main influences on future trends in working hours.

### Productivity offsets

The effects of shorter working hours depend crucially upon the extent to which firms are able to recoup the lost time by improvements in productivity. In particular, reductions of hours may stimulate types of improvement in productivity which would not otherwise have been considered. Earlier studies by PSI on behalf of the Department of Employment<sup>7</sup> suggested that surprisingly effective results could be obtained with rather simple changes in working practices—such as the reduction of tea breaks, staggered meal arrangements, or agreement to work at a faster pace.

**Table 3 Implementation of productivity changes**

Base*	Engin- eering	Pharma- ceuticals	Printing	Con- struction
	92	11	26	42
	per cent			
Aiming to make productivity improvements	85	73	77	24
Changes decided upon	62	73	54	10
Changes implemented	49	36	50	7

\* Those reducing hours in 1981–82.

**Table 4 Types of changes in productivity decided upon**

Base*	Engineering	Pharma- ceuticals	Printing	Construction
	78	8	20	10
	per cent			
Reduction of tea-breaks, meal-breaks	27	50	5	0
Reduction of time allowance	17	25	10	0
Change in payment by results scheme	10	0	5	40
Flexible working	13	0	20	0
New plant or equipment	10	38	25	0
Organisation of work or methods	6	13	25	0
Stricter discipline over time-keeping, etc.	14	0	0	0
Speeding up the pace of work	18	13	15	0
Other	6	13	10	0
None/no information	26	0	30	60

\* Those reducing hours in 1981–82, and aiming to make some improvement in productivity.

Once again, the survey revealed a major difference between construction on one hand and the three manufacturing industries studied on the other. In construction, less than one in four of the firms was even *aiming* to make any offsetting productivity improvements. However, the great majority of manufacturing establishments did intend to do so. The proportions are shown in table 3.

Among those manufacturing establishments which aimed to improve productivity in connection with the shorter week, by no means all had done so by the end of 1981. Roughly a quarter (see table 3 for details) had not decided what improvements to make, and in some further cases, where improvements had been identified, they had not yet been put into practice. In all, about half the manufacturing establishments had actually initiated one or more measures to offset shorter hours by the time that the national agreements were being implemented.

It is of course too soon to reach any final conclusions about the proportions of establishments likely to achieve productivity offsets for shorter hours. Some of the firms still considering or developing measures may bring this work to fruition during 1982. On the other hand, it seems probable that some will not succeed in making any offsets, despite an intention of doing so. It should be borne in mind that in the engineering industry, the national agreement (which made specific provision for productivity offsets to be agreed at local level) was concluded in 1979, leaving two years for the preparation of measures before the implementation of shorter hours.

As table 4 shows, the most commonly used productivity measures concerned the reduction or elimination of tea-breaks or meal-breaks, the reduction of various time allowances (such as changing time, clocking-on "grace" periods, or washing time), and agreements to speed up the pace of work. These were all of the relatively "simple" type, and

can collectively be characterised as changes in working practices affecting the productive use of time. The survey confirms the earlier results already referred to, in showing the widespread scope for changes of this type. In the engineering industry, even those establishments moving to a working week of less than 39 hours were still chiefly relying upon these simple measures to offset the costs.

Table 4 also shows, however, that some establishments were introducing more elaborate or longer-term measures to improve productivity. These relatively complex measures included the installation of new plant and equipment, reorganisation of production methods, and flexibility of working. The industry where such changes were most prominent was printing, and it is possible to interpret this as a reflection of the particularly great pace of technological change in that industry.

### Complex

Because productivity offsets are so important in determining the eventual effects of shorter working hours, much effort has been devoted in the analysis of the survey to examining the influences likely to have facilitated or hindered firms and establishments in seeking improvements. The results of these analyses are somewhat too complex to present here, but form part of a more detailed publication concerning the survey<sup>8</sup>. The main conclusion from these analyses was that the level of collective bargaining appeared to play an important part. Where an establishment reported that company-level, and especially plant-level, bargaining was most influential in determining wages and conditions, there was a greater likelihood of an effective development of productivity offsets. It may well be that the relatively simple productivity offsets to which reference has been made can best be achieved where the effective level of bargaining is in close contact with local working practices.

The degree of co-operation by workers and their unions might have been expected to be an important influence on progress towards productivity improvements, but in the industries studied it was not. Management and union representatives agreed in depicting general co-operation from the work-force in discussing and introducing changes. It appears that management had, almost everywhere, adopted a consultative approach to the changes, and that workers had responded very positively. Cases of industrial conflict over the implementation of shorter hours were very few and always fell short of strike action.

### Changing shape of the working week

One of the aspects which seems to have been influenced by this co-operative approach between management and workers was the re-shaping of the working week consequent upon the reduction in total hours. The reduction could be taken on a single day, split between two or more days, or spread across the entire working week. This decision was obviously of special importance to workers, as it would affect the use to which they could put their additional free time. The decision could also be important to employers, if for example it affected costs or the level of service provided to customers.

In practice, most firms and establishments opted to take the whole of the reduction in hours on Friday. The pro-

portions moving to the short Friday were 81 per cent in construction, 73 per cent in engineering, 60 per cent in pharmaceuticals, and 35 per cent in printing. The main alternative adopted was an even spread of the reduction across the whole week. In printing, the only industry where the short Friday did not predominate, 50 per cent of establishments adopted the pattern of equal reductions on each day.

Most of the establishments had consulted with their work-force about the changes in patterns of working hours, and the most commonly stated reason for their choice was the preference of employees. This was particularly the case with adoption of the short Friday. Where establishments had made equal reductions in hours throughout the working week, they had generally been most concerned about efficiency and maintaining production output.

### Effects on costs, wages and manpower

Since most of the firms in the survey had introduced the shorter working week only recently, they were not in a position to assess the effects on costs from experience. None the less, their views and estimates are of some interest provided it is appreciated that they were tentative and provisional.

The majority of managers did, in fact, expect their costs to increase as a result of the shorter working week. Where productivity improvements had been achieved or put in motion, not unnaturally the predictions of increased costs were less frequent. The proportions holding this view varied from 86 per cent in construction to 53 per cent in engineering. But, when asked directly to state what factors they had taken into account, relatively few managers mentioned productivity offsets, which appear to have been disregarded or discounted. Among those managers able to put a figure to the expected increase in cost, the most common estimates were two or three per cent added to labour costs. These figures corresponded to the normal increase in hourly wage rates which accompanied implementation of the national agreements on hours.

### Normal practice

It has been the normal practice in agreements concerning working hours for hourly wage rates to be adjusted so as to yield an unchanged weekly wage. Most of the firms and establishments covered by the survey had regarded this adjustment to hourly rates as automatic, even where the main level of wage bargaining was the company or plant rather than the national negotiating body. Where the hourly rate adjustment had been treated as a locally negotiable issue, the end result had generally been the same: weekly wages had been maintained. The chief cost implication of a higher hourly rate is to make overtime more expensive. However, in the year prior to the survey, the great majority of firms and establishments had been reducing the level of overtime worked, not because of the shorter working week, but because of the depressed level of demand for their products and services.

Another way in which shorter hours might affect wages is by influencing the level of annual settlements made at company or local level. It is possible that employers may

(Continued on p 393)

## SPECIAL FEATURE

# Compilation of the unemployment statistics

Some change in the way in which the unemployment statistics are compiled will be necessary from November this year. On October 18, registration for employment at a Jobcentre or Careers Office will cease to be a condition of entitlement to unemployment benefits (except for young people under 18); that is, registration for employment will become voluntary. This change, announced in a reply to a Parliamentary Question on July 30, 1981, is being made to improve the efficiency of the employment and benefit services; there will be consequential effects on the unemployment statistics.

At present the unemployment count is based on the number of unemployed people registered for work with the employment services. However the change to voluntary registration will mean that from November those figures will become less complete. Accordingly, the count from then on will have to be transferred and made from the records of claimants to benefit held at Unemployment Benefit Offices.

The new statistics will be more accurate because they will be based on computer records and will rely solely on one source of data. Figures will be published about a week later than at present to take into account more up to date information relating to the day of the count, rather than what is available at the time. Savings in costs will be substantial. Some additional data and analyses will be possible, but some will no longer be compiled because the data are not available in Benefit Office records. These features are considered in detail below.

A preliminary announcement about the changes was given in an article in the *Employment Gazette* for April 1981 (pp. 201 to 203). The purpose of this present article is to give an up-to-date description of the proposed changes, which are largely as foreshadowed last year.\* It also gives the latest indication about the discontinuity in the series at the time of the change, which may turn out to be somewhat greater than was at first thought.

### Main features of the new count

The main features of the new count are summarised below.

### Coverage, size, and quality of the count

Changes will arise from three main factors

- the exclusion of non-claimants;
- the inclusion of the severely disabled;
- the counting of claimants using computer records based on Benefit Offices in place of clerical counts at Jobcentres and Careers Offices.

The coverage of the count will be slightly reduced by the net effect of factors (a) and (b). The size of the count will be somewhat lower, partly because of (a) and (b) but also because the indications now are that the effect of (c) is to produce slightly lower figures. The value of the new count as a guide to trends will not however be impaired; the computer based statistics are expected to be more accurate

and consistent than those from the clerical count which they replace. Estimates of the discontinuity in changing from the old to the new series will be published.

### Data and analyses from the new count

These are the main features:

- New totals, both as recorded and seasonally adjusted, will be published from November 1982 on the new basis, with some back run of figures.
- Flows on and off the register will be analysed in more detail; and there will be new information linking the unemployment history of individuals based on a sample of claimants.
- Local area detail will continue to be provided, though with some discontinuity at the time of the change. New analyses for local authority areas, using post codes information, will be produced in due course.
- Analyses by age and duration will continue.
- Data on occupations are not available in the records of claimants but occupational analyses relating to the unemployed registering voluntarily with Jobcentres will be compiled.
- The analyses by last industry are being discontinued in the absence of information at Benefit Offices.
- There will be changes in the coverage and detail in respect of unemployment among ethnic minority groups and the disabled.

### Date of publication

The date of publication of the monthly press notice on unemployment and vacancies will be about a week later than at present.

### Change in count coverage, size, and quality

#### Background to the count

The main unemployment aggregates prepared by the Department of Employment have long been known colloquially as "the count".

\* In Northern Ireland, the effect of voluntary registration on the statistics is similar but there are differences in detail because of differences in the administrative and statistical systems. These are outlined at the end of the article.

At present the figures of registered unemployed are compiled, as a largely clerical operation, by counting their individual records at the local offices where they register. Such registrants are those who are accepted by staff of the employment offices or careers offices as being "capable of and available for work, whether they are entitled to unemployment benefit or not".

Many factors may affect the propensity of men and women to register, including changes in regulations affecting eligibility for benefits, principally for married women. For those not eligible other factors may apply, such as how likely they think it is that they will get a suitable job as a result of being on the register. In recent years, the spread of convenient Jobcentres may have encouraged more to register.

The numbers included in the monthly "count" also depend on the detailed administrative arrangements for checking whether a person is on the register at the relevant date. There is a very large turnover in the register and checks are necessary to ascertain whether a person who is on at the particular date of the unemployment count has not found a job or left the labour force.

Inevitably, therefore, the switch of "the count" in the new system, from Jobcentres to a benefit records basis, will affect the size and to some extent the composition of the unemployment figures.

#### Exclusion of non-claimants

The records on which the new count is based relate solely to claimants.\* In most months of the year claimants have accounted for about 96 per cent of those registered for work. It will not be possible to make an addition for unemployed non-claimants (many of whom are married women) who continue to register for work, because this group cannot be accurately identified in the records of Jobcentres. However, in June, July and August, the number of non-claimants becomes much larger than normal because substantial numbers of school-leavers register at Careers Offices, but cannot become claimants (and so begin to be included in the count of claimants) before September; in these months a count will be made of these school-leaver non-claimants and published as a separate supplementary figure to the standard monthly total of claimants. There is widespread interest in school-leavers; and the supplementary figure will aid comparisons with past years.

The effect of the exclusion of non-claimants other than school-leavers will be to reduce the count by 100,000 or more according to the time of year. While it will not be practicable to count the number of non-claimants who continue to register voluntarily, survey estimates will in future be made of all unemployed people who have no claim to benefits, in the same way as up to now survey estimates have been made of the unregistered unemployed.

#### Inclusion of the severely disabled

Seriously disabled unemployed people, who are excluded from the present count, cannot be separately identified in the Benefit Office records and therefore will be included in the new count, raising it by an estimated 20,000. The collection of information on disabled unemployed is discussed later.

#### Use of computer records based on Benefit Offices

After allowing for the two differences in coverage be-

tween the present and the new counts, the third source of difference arises from the fact that the total for claimants in the new count will be compiled mainly from computer records of claimants based on Benefit Offices, whereas in the present count it is compiled clerically from records held at Jobcentres and Careers Offices. Whilst there have been administrative links between the two sets of offices for the exchange of information about claimants, there are bound to be variations in the figures arising from differences in procedures and timing.

#### Unavoidable delays

The variations arise because of the very large movement of people into and out of unemployment and the unavoidable delays in receiving information from unemployed people and in setting up and closing down their records. For many years, on average around 15,000 people have joined and a broadly similar number have left the register of unemployed every day. The present clerical count can reflect only the state of the employment office records on the day of the count when they may not yet include some newly unemployed people and may not yet exclude some who have recently ceased to be unemployed.

The net effect of these variations is that in general, the records at Jobcentres and Careers Offices will be behind those at Benefit Offices, and the clerical count in respect of those registrants who are claimants will tend to be somewhat higher in Jobcentres than in Benefit Offices. This follows from the exchange of information between the two sets of offices in which the Benefit Offices are usually the first source of information about movements off the register, whereas movements on to the register are recorded at much the same time in both sets of offices.

In contrast, under the new computerised arrangements, the delays will be much reduced. The delay due to the exchange of information between the two sets of offices will be eliminated. Although the new count will be affected by other delays in keeping the computer records up to date, the effect will be much reduced by conducting the computer count some while after the statistical day; the computer count can thereby take in some of the delayed information relating to the day of the count.

#### Summary of effects on total unemployment count

In sum, the difference between the old and new counts of total unemployment, as already indicated, will depend on the net outcome of the three factors: (a) the exclusion of non-claimants, (b) the inclusion of the severely disabled, and (c) the difference between the new count of claimants, using computer records based on Benefit Offices, and the old count of claimants, performed clerically at Jobcentres and Careers Offices.

A first assessment of the net outcome of these factors was published last year (in *Employment Gazette* article for April 1981 mentioned above). The exclusion of non-claimants (other than school-leavers) was expected to reduce the count by about five per cent of the then total (equivalent to about 120,000 early in 1981); the inclusion of the severely disabled was expected to increase the count

\* The term "claimants" is used here to include those unemployed people who do not obtain benefits, but nevertheless make regular declarations of their unemployment at Benefit Offices for the purpose of receiving National Insurance credits.

by about 20,000; and, thirdly, the change in source and method of compilation was expected to add roughly two per cent to the count (equivalent to about 50,000 early in 1981). The net effect thus came to a reduction of about two per cent, some 50,000.

The latest assessments suggest little or no difference in the estimated effects of the first two factors, relating to coverage, that is excluding non-claimants and including severely disabled. However, the effect of using computerised benefit records in place of clerical Jobcentre counts appears to be different from that originally envisaged. Whereas the pilot tests on which the early assessments were based suggested that the computer based count from Benefit Offices was somewhat higher than the clerical count in Jobcentres, thus providing a partial offset to the net reduction arising from changes in coverage, it now appears likely that the computer count will prove to be somewhat lower than the clerical count and so tend to augment the reduction on account of coverage at the time of changeover. The early assessment of the different method of counting was based on the experience of very limited pilot tests which were made primarily to ensure the practicability of arrangements for computerisation. The results of those tests as a reflection of the discontinuity appear to have been untypical in the light of information now becoming available in respect of offices throughout the country as a whole.

#### Civil service dispute

In addition the civil service dispute in 1981 substantially disturbed the arrangements by which the records were kept in line between Jobcentres and Benefit Offices. Some small reductions to the seasonally adjusted unemployment figures to allow for this were in fact made in respect of the July to October 1981 national figures (as has been explained in the unemployment press notices). But the after-effects of that dispute, and the current high levels of unemployment, have continued to create difficulties in maintaining the quality of the unemployment count at Jobcentres and Careers Offices in a number of areas. It is likely therefore that the current unemployment count is still to some extent artificially high.

#### Taxing benefit

Finally, the introduction in July 1982 of taxation of unemployment benefit has been accompanied by more effective administrative arrangements which may have marginally affected the figures. The Benefit Office records will have become more accurate because the cancellation of computer records of claims for benefit at the end of a spell of unemployment has been speeded up for many cases. In contrast the corresponding cancellation of registrants' records at Jobcentres may not always have been made as quickly, following the normal exchange of information between Benefit Offices and Jobcentres, resulting in some claimants staying in the registration count too long. This change in the cancellation of records was not allowed for when the discontinuity was originally estimated.

Estimates of the differences between the former and the new systems will be published before the changeover, making use of the latest data available. For individual local areas, the contribution of the different factors described above will vary.

## Data and analyses from the new count

### Basic totals

From November onwards, after publication of the estimates of the difference between the old and new series, data will be published consistently on the new basis.

Seasonally adjusted figures for the new series will be prepared. For a while there will be an element of uncertainty in these figures; until experience of seasonal movements in the new series has been gained it will be necessary to rely to a large degree on the seasonal pattern exhibited in the old series.

The seasonally adjusted figures exclude school leavers aged under 18, and to some extent the differences between the old and new seasonally adjusted series will reflect problems in identifying these school leavers. It has been found that particular individuals have sometimes been classified differently between Jobcentres and Careers Offices on the one hand and Benefit Offices on the other.

### Flows

The system will also produce the following "flows" statistics, that is, analyses for the numbers moving into and out of unemployment:

- (i) basic totals each month;
- (ii) details of young unemployed people each month;
- (iii) detailed analysis by age and, for "flows off", by completed length of unemployment spell, each quarter.

The flows statistics are derived from the statistical computer file and exclude the minority still covered by clerical counts in the Benefit Offices: the main exclusion, the number of "quarterly attenders" leaving the register, relates to a relatively small proportion of the "flow off" but is a more significant component of the older age groups and longer durations.

An innovation will be the development of "cohort" information. The data linking successive spells of unemployment for a five per cent sample of claimants is being retained for analysis. It will take some while before sufficient data can be accumulated for useful analysis.

### Figures for geographical areas

The new statistics will be produced for the existing areas, that is, employment office areas (EOAs), travel-to-work areas, counties, regions, and assisted areas. There will be some discontinuity, however, partly for the general reasons already described, but also because of a change in the method of allocating people to EOAs (and thereby, larger areas) for statistical purposes. At present the figures depend on where people register for employment, and are built up from local office totals. In future they will be the nearest approximation to this which can be obtained by counting people claiming benefit who live in the area appropriate to that office.

The allocation of claimants to a particular office area will be based on their address using the post-code of the individual computer statistical record of the claimant, though only the post-code "sector" (the post-code less the final two letters) is used. The 9,000 sectors which cover Great Britain have been assigned to EOAs on a "best-fit" basis.

Differences in level between the present and the new statistics for geographical areas will vary from one area to another. Reasons for the variation include:

- (i) The effect of the coverage and measurement changes described above.
- (ii) The extent to which people register in one area but live in another area. This may be particularly important in the conurbations. Also the areas of certain Careers Offices do not coincide precisely with those of the appropriate Jobcentres to which their statistics at present contribute.
- (iii) The extent to which the "best-fit" allocation of post-code sectors over-or-under-states a completely accurate identification.

Figures for the differences for all areas at the time of the change-over will be made available.

While there will be a discontinuity at the time of the change from the present statistics, thereafter the new figures will provide consistent and better quality time series data for all types of areas from local up to national level.

The new system is capable of producing unemployment statistics for particular areas in addition to the present geographic units, by means of the post-code. This is available for about 87 per cent of claimants, while the remainder are coded to the employment office area. For specific areas which may be approximated by post-code sectors, data will be made available at the sector level on computer tapes, subject to the need to ensure confidentiality of information about individuals.

It will also be possible to compile the numbers of unemployed for local authority areas by means of the post-code using the computer index of post-codes maintained by the Office of Population Censuses and Surveys. Local authorities are being consulted about their likely requirements.

#### Age and duration analyses

Detailed analyses by age of claimants and their duration of unemployment will continue to be made each January, April, July, and October.

#### Occupational analyses

As explained in the April 1981 article, the occupational analyses of registrants at Jobcentres will be continued but limited to voluntary registrants. Information about occupations is not available at Benefit Offices.

#### Industrial analyses

The industrial analyses are being discontinued, the last one relating to May 1982. It is hoped that figures for broad industrial sectors will be available from surveys.

#### Ethnic origin of the unemployed

Methods of collecting statistical information in Benefit Offices on the ethnic origins of the unemployed have been examined in order to replace the present statistics relating to registrants. Unlike the other data used in the new statistical system, ethnic origin data are not needed or collected for benefit purposes. Pilot tests have been carried out to see how well alternative collection methods would work.

The methods used involved a change in classification, to move to a basis of ethnic origin rather than of country of birth (or parent(s) country of birth) as at present; this change would give a more complete coverage because it

will include those born in the United Kingdom of parents also born there, and it is consistent with other sources such as the Labour Force Survey.

Consultations are proceeding on the precise method to be adopted, but because of the work involved in setting up new codings and introducing the changes to the computer system the new statistics will not be introduced until the first quarter of 1983.

#### Disabled unemployed people

Statistics on the number and characteristics of unemployed disabled people will continue to be collected at Jobcentres but will of course be limited to those who choose to register for employment. The statistics will continue to cover both those unemployed disabled people who choose to register as disabled under the 1944 *Disabled Persons (Employment) Act*, and those unemployed disabled people who choose not to register under this Act. However, as the Government made clear in announcing its decision to move to voluntary registration, unemployed disabled people will be given particular encouragement to use the services available in Jobcentres by publicising them fully at both Unemployment Benefit and Social Security offices. It is therefore likely that a relatively high proportion of unemployed disabled people will be included in employment service statistics.

#### Quarterly returns

Quarterly returns from local offices will include the number of disabled people using the disablement resettlement service, showing whether unemployed or "other" (for example sick), and if registered as section I or II disabled under the 1944 Act. (Section II of the Act covers severely disabled people likely to be best suited to a job in sheltered employment.) Regular returns will also provide comprehensive information on disabled people's use of services, such as the number of interviews, submissions and placings by the disablement resettlement service, and the use of employment rehabilitation, training, special programmes, and other facilities by disabled people. Those regular figures most likely to be of general interest will be published in the *Employment Gazette*. Information gathered by such regular returns will be supplemented by additional data on disabled people, for example on the age distribution, occupation, and duration of unemployment, from occasional studies of Jobcentre users as a whole.

It is intended to supplement this information with data from sample surveys covering all unemployed disabled people, including those who choose not to register for employment at Jobcentres. Such estimates obtained from surveys are bound to differ from the administrative statistics available hitherto. Consideration is being given to how best to obtain such data, and specifically to whether it might be possible to make use of an existing survey such as the Labour Force Survey.

#### Details of system for the new count

The new system will make use of the National Unemployment Benefit computer system (NUBS) which processes benefit for the great majority of unemployed claimants. Unemployment Benefit Offices transmit details of each claim to the benefit computer centres by means of terminals. Each day statistical details (for example about fresh claims or claim cancellations) are extracted and sent to the statistics computer system, where a statistical record is

maintained for each unemployed claimant. The details recorded include residential post code, sex, marital status, date of birth, dates of the start and of the end of the unemployment spell, status as school leaver or student seeking vacation work.

Each month, statistical summaries and analyses will be extracted from the statistical file. Geographical analyses by employment office area, travel to work areas and counties are made by means of the post code as explained above.

Clerical counts will be made each month in Unemployment Benefit Offices to incorporate into the statistics claims that are not operated on the benefit computers. "Quarterly attenders" account for a large proportion of the clerical counts; at present they number about 200,000. They are claimants who have accepted the option of attending Benefit Offices once a quarter, rather than fortnightly. Most are aged over 50 and have been unemployed for over a year; some are occupational pensioners receiving credits for National Insurance contributions, others are disabled people unlikely to find work. Another type of clerical claim is one not yet capable of computer operation because a National Insurance number has not yet been obtained.

Almost all Benefit Offices are now linked to the benefit computer system. For the few that are not linked, clerical counts of the unemployed will be made.

#### Northern Ireland differences

While being similar to the system for Great Britain in

#### Shorter hours through national agreements

(continued from p 388)

become less willing to grant wage increases, or that employees may become more willing to moderate their wage claims, when hours are being reduced. Again, it was not possible to reach any firm conclusions about this type of influence, since in some cases it might not reveal itself until the year following the introduction of shorter hours. The majority of management respondents believed that the introduction of the shorter working week had not influenced wage settlements. In about one in seven cases, however, it was thought that the wage settlements had been lower than they might otherwise have been. This appears to be an important area for further study. A view increasingly expressed by economists is that reductions in hours can only lead to the provision of increased employment if coupled with wage restraint<sup>9</sup>.

There were, certainly, few or no indications from the survey that the introduction of shorter hours was leading to increased recruitment. The great majority of firms and establishments had been reducing their manpower during 1981, because of business conditions. Where recruitment had taken place, or was planned, it was said to be for reasons quite separate from the shorter working week. Nor was there any apparent statistical relationship between the occurrence of recruitment and the size of reductions in the working week. It could be, of course, that if business conditions improve, shorter hours will begin to have an effect on recruitment. It is equally possible however, that increased overtime working might be used to make up for any loss of manpower arising from shorter hours. The survey revealed very substantial differences in the level of overtime working depending upon the firm's or estab-

principle, the Northern Ireland system does differ in a number of points of detail, mostly because unemployment benefit claims are not yet computerised.

The current system for producing unemployment statistics involves a computer copy of Employment Office registration records. The computer file is updated centrally using information transmitted daily by post from each Employment Office on new and terminated registrations. The new system will operate similarly, but with data coming from Benefit Offices in respect of new and terminated claims.

This change, as in Great Britain, will result in a discontinuity in "the count" both because of the different coverage in Benefit Offices (non-claimants excluded, severely disabled persons included) and because of the change in the underlying administrative system used to bring the computer records up to date.

Differences between Northern Ireland and Great Britain in the different systems in operation mean that there will be differences in the data collected and analyses available: occupation and industry data will be collected in Benefit Offices in Northern Ireland, but in a much simplified form compared with current practice; ethnic origin data will not be collected; employment office and travel-to-work area counts will continue to be on the basis of signing office (rather than home address) as Benefit and Employment Office areas effectively coincide; provision has not yet been made for "cohort" file analysis. ■

lishment's level of market demand. So, although overtime has substantially decreased in most parts of industry, a business recovery might well reverse that tendency. The cost impact of shorter hours, if any, seems most likely to show itself in this way. It is particularly significant that in the construction sample, where few attempts were being made to offset shorter hours through productivity improvements, some firms were explicitly planning to work more overtime in order to compensate for the 39-hour week. ■

#### References

- 1 In a survey of five manufacturing industries conducted in 1979, it was found that from six to 18 per cent of establishments, depending on industry, were working a normal week of less than 40 hours: M. White, *Shorter Working Time*, PSI, 1980.
- 2 M White, *Case Studies of Shorter Working Time*, PSI, 1981.
- 3 The fieldwork was conducted by IFF Research Ltd.
- 4 This percentage, and subsequent references to overall percentages for the whole survey, are to be regarded as rough indications only. Strictly speaking, the percentages for each industry should be considered separately.
- 5 See reference 1 above.
- 6 See reference 1 above.
- 7 See reference 2 above.
- 8 Shorter hours through National Agreements, Department of Employment Research Paper No. 38.
- 9 K Coutts, F Cripps and T Ward, "Britain in the 1980s". *Cambridge Economic Policy Review*, Vol. 8, No. 1, April 1982.

## Household spending in 1981

The Family Expenditure Survey (FES) provides detailed information on the way households spend their money. This article discusses summary results for 1981, and for the fourth quarter of that year.



Average household expenditure in 1981 (as reported in the FES) was £125.4 per week, just under 13½ per cent higher than in 1980 (see table 1). However, as retail prices rose by nearly 13 per cent between 1980 and 1981, average household expenditure in 1981 was only fractionally higher (about ½ per cent) in real terms than a year earlier. The average number of people per household rose slightly between 1980 and 1981 (from 2.71 to 2.73); average expenditure per person rose

by some 12½ per cent over this period, broadly in line with the increase in retail prices. Average household expenditure in the fourth quarter of 1981, £131.5 per week, was about 11½ per cent above the level a year earlier. Expenditure per person was £48.6 per week, about 12 per cent above a year earlier. Although average expenditure (both per household and per person) continued to rise at current prices during 1981, it did not keep pace with the rise in retail prices and average expenditure in real terms in the second half of 1981 was lower than in the first half when seasonal factors are taken into account.

Table 1 sets out a summary of average expenditure per

Table 1 Average weekly expenditure per household and per person, 1979 to 1981

	1979		1980		1981		1980		1981		Percentage increase on a year earlier		
<b>Household expenditure</b>													
All expenditure at current prices (£)													
Actual	94.17	110.60	125.41	118.05	119.39	125.13	125.70	131.53	17.4	13.4	11.4		
Seasonally adjusted				114.1	123.2	126.5	124.7	127.4					
All expenditure seasonally adjusted in real terms (Index 1979 = 100)	100	100.6	101.2	99.6	104.4	102.6	99.2	98.5	0.6	0.6	-1.1		
<b>Expenditure per person</b>													
All expenditure at current prices (£)													
Actual	34.85	40.81	45.96	43.34	43.35	45.40	46.55	48.61	17.1	12.6	12.2		
Seasonally adjusted				41.8	44.8	45.9	46.3	47.0					
All expenditure seasonally adjusted in real terms (Index 1979 = 100)	100	100.1	100.1	98.5	102.5	100.4	99.6	98.1	0.1	—	-0.4		

Table 2 Composition of average weekly household expenditure 1979 to 1981

Commodity or service	Household expenditure (average per week in £)								Standard error per cent	Percentage increase in expenditure on a year earlier			Percentage of total expenditure					
	1979		1980		1981		1980			1981			1979		1980		1981	
	1979	1980	1981	1980	1981	Q2	Q3	Q4		1981	1981	1981	1979	1980	1981	1979	1980	1981
<b>Household expenditure</b>																		
All items	94.17	110.60	125.41	118.05	119.39	125.13	125.70	131.53	1.6	11.4	13.4	100	100	100	100	100	100	
Housing	13.72	16.56	19.76	17.03	18.29	20.02	20.27	20.46	2.1	20.1	19.3	14.6	15.0	15.8	14.6	15.0	15.8	
Fuel, light and power	5.25	6.15	7.46	6.38	8.02	8.13	6.49	7.19	1.9	12.7	21.3	5.6	5.6	5.9	5.6	5.6	5.9	
Food	21.83	25.15	27.20	26.16	26.39	27.06	26.77	28.60	1.5	9.3	8.2	23.2	22.7	21.7	23.2	22.7	21.7	
Alcoholic drink	4.56	5.34	6.06	6.23	5.38	5.79	6.10	6.96	3.5	11.7	13.4	4.8	4.8	4.8	4.8	4.8	4.8	
Tobacco	2.85	3.32	3.74	3.26	3.32	3.66	3.87	4.11	3.2	26.1	12.7	3.0	3.0	3.0	3.0	3.0	3.0	
Clothing and footwear	7.79	8.99	9.23	11.06	8.05	8.89	9.02	11.01	3.4	-0.5	2.7	8.3	8.1	7.4	8.3	8.1	7.4	
Durable household goods	7.05	7.70	9.40	9.09	8.53	8.60	8.78	11.72	7.5	28.9	22.0	7.5	7.0	7.5	7.5	7.0	7.5	
Other goods	7.28	8.75	9.45	11.57	8.66	8.69	8.79	11.74	2.7	1.5	8.0	2.8	8.0	11.0	2.8	8.0	11.0	
Transport and vehicles	13.13	16.15	18.70	16.09	17.86	19.51	20.81	16.54	3.3	2.8	15.8	13.9	14.6	14.9	13.9	14.6	14.9	
Services	9.74	11.96	13.84	10.59	14.33	14.20	14.33	12.49	4.4	17.9	15.7	10.4	10.8	11.0	10.4	10.8	11.0	
Miscellaneous*	0.97	0.53	0.58	0.60	0.55	0.61	0.47	0.70	12.5	16.7	9.4	1.0	0.5	0.5	1.0	0.5	0.5	

\* "Miscellaneous" expenditure was greater before 1980 when changes in classifying credit card expenditure were introduced (see *Employment Gazette*, November 1981, p. 469).

household and per person in recent quarters, together with estimates adjusted for normal seasonal variation and for changes in retail prices. These adjustments, although necessarily approximate, enable trends in expenditure in real terms to be broadly assessed. However, comparison between expenditure estimates in 1980 and 1981 need to be viewed in the light of the significantly higher response achieved in the 1981 survey (see technical note). The broad pattern of average expenditure (allowing for seasonal factors and changes in retail prices) falling back from the level reached in the first quarter of 1981 is in line with other evidence.

The composition of average household expenditure is shown in table 2. The proportions of total expenditure in 1981 in the main commodity groups showed a continuation of the trends of earlier years. Expenditure on food formed a smaller part of the total (21.7 per cent in 1981 compared with 23.2 per cent in 1979). Expenditure on clothing and footwear showed a similar proportionate decline. In contrast, housing, transport and vehicles, and services each represented a larger proportion of total expenditure in 1981 than in 1979, with housing representing 15.8 per cent of the total in 1981 compared with 14.6 per cent in 1979. The fall in 1981 in the proportions of total expenditure accounted for by food and by clothing and footwear was principally due to the below-average price increases experienced by these sectors. Also, the increased share of housing expenditure within the total reflected above-average increases in housing costs. The increased shares of total expenditure represented by transport and vehicles and by services both reflected increases in expenditure in real terms between 1980 and 1981.

Those groups showing the largest increases in average expenditure at current prices between 1980 and 1981 were durable household goods (22 per cent); fuel, light and power (21 per cent) and housing (19 per cent). For durable household goods, there was a substantial rise in expenditure in real terms as retail price increases for this sector were relatively modest. For fuel, light and power, however, increases in prices closely matched the rise in expenditure and there was little change in expenditure in real terms. Expenditure on alcohol and tobacco rose broadly in line with total expenditure at current prices, although increases in retail prices more than offset such increases, particularly for tobacco.

### Technical notes

The Family Expenditure Survey is a voluntary survey covering the expenditure and income of a sample of private households in the United Kingdom. A report giving full results of the survey is published annually; the report for 1981 is due to be published around the end of this year by Her Majesty's Stationery Office. A table setting out a more detailed analysis of average household expenditure during 1981, with comparable figures for 1979 and 1980, will appear in the next issue of *Employment Gazette*; and further articles in the next few months will discuss some of the other results of the 1981 survey as they become available.

### Response

In the 1981 survey 7,525 households co-operated, representing 72 per cent of those approached compared with 67 per cent in 1980. The improvement in survey response arising in large part from the higher payment made to respondents from the beginning

Table 3 Comparison of selected sample characteristics 1980-81

Sample size	1980	1981
	6,944	7,525
Percentage of households		
<b>Composition of household</b>	100	100
One adult	21.0	20.7
Two adults	30.8	30.8
All other households without children	7.4	7.9
One adult with children	3.6	3.5
Two adults with one child	10.4	9.6
Two adults with two children	14.0	14.0
Two adults with three or more children	6.6	6.5
Three or more adults with children	6.2	7.0
<b>Age of head of household</b>	100	100
Under 30 years	13.4	12.5
30 and under 50	36.3	37.3
50 and under 65	24.4	24.7
65 or more	25.9	25.5
<b>Type of administrative area</b>	100	100
Greater London	11.4	11.6
Metropolitan Districts and Central Clydeside Conurbation	24.2	23.2
Non-Metropolitan Districts		
High population density*	21.8	22.0
Low population density*	42.6	43.2

\* High and low population densities, 3.2 persons or more and less than 3.2 persons, per acre respectively.

of 1981, may have introduced a slight discontinuity in the quarterly and annual series. The increase in average household size (from 2.71 to 2.73 persons between 1980 and 1981) may indicate that the composition of responding households changed slightly. Table 3 compares selected characteristics of the samples of co-operating households in the 1980 and 1981 surveys. The distributions shown do not indicate any major shift in the structure of the sample following the improved response in 1981 (the largest differences between proportions shown are about one percentage point). The effect on particular expenditures and other 1981 survey results of reweighting on 1980 sample characteristics will be explored in one of the future *Employment Gazette* features mentioned above.

### Definitions

Expenditure on housing (table 2) includes, for owner-occupier and rent-free households, a notional (imputed) amount based on rateable value as an estimate of the rent that would have been payable if the dwelling had been rented; mortgage payments are therefore ignored. Estimates of expenditure are based on information reported by households (with adjustments only for housing as mentioned above), although it is recognised that what is reported for alcoholic drink, tobacco and some kinds of confectionery tends to be low.

### Accuracy

The survey results are subject to sampling error. Standard errors for expenditures in the fourth quarter of 1981 are shown in table 2, expressed as percentages of the appropriate quarterly means. The true value of each would probably lie within a range of two standard errors above or below the estimated value, although this approximation does not take account of low recording on certain items as described above. Standard errors for expenditure in 1981 will be shown in the forthcoming detailed analysis table noted earlier.



## Calculating the best years of your life

by C M Stewart and  
A G Young  
Government Actuary's  
Department

The long-term implications of the provision for selecting the best 20 years in determining the amount of earnings related pension are described, together with the way the provision was allowed for in estimates of future expenditure.

The Government Actuary's First Quinquennial Review under section 137 of the Social Security Act 1975 was published in July 1982 (HC 451). The report included long-term estimates of expenditure on National Insurance Fund benefits and of particular importance in this is future expenditure on the additional earnings-related component of retirement pension under the new scheme which began in April 1978. Annual expenditure on this benefit starts at zero and increases gradually over a period of 50 or 60 years.

An additional component of pension is earned in any year from April 1978 in which an employee has earnings which exceed a lower earnings limit, equal to the amount of the basic flat-rate pension at the beginning of the year. The additional pension is related to the amount of earnings between that limit and an upper earnings limit about seven times the basic pension, known as the "relevant earnings". The upper limit is approximately one-and-a-half times national average earnings.

Section 6 of the Social Security Pensions Act 1975 specifies that where an individual reaching pension age has more than 20 full years after 1978 in which earnings as an employee exceed the lower limit, the additional pension is to be based on the best 20 years, chosen after the earnings in earlier years have been brought up to date by revaluation in line with the index of the general level of earnings. The pension fraction is 1.25 per cent so that those employees retiring more than 20 years after the start of the new scheme will receive an additional pension of 25 per cent of the average of their highest 20 years relevant earnings.

### Implications

The long-term implications of the provision for selecting the best 20 years in determining the amount of the pension may not be immediately apparent and the purpose of this note is therefore to describe those implications and the manner in which the "best 20 years" provision was allowed for in the estimates of future expenditure in the Quinquennial Review.

Consideration is given first to male employees reaching the retirement age of 65 many years from now. If they have been in employment continuously since age 16 they will have contributed for about 49 years and, if they are typical, the highest 20 years' earnings are likely to have been the final 20 years for those in non-manual jobs and during the middle of working life for manual workers.

It is doubtful, however, if many men reaching age 65 will

have contributed for a full 49 years. Some will have stayed on at school or university or will have retired before age 65. Some will have been unemployed or sick for long periods, or may even have become permanently incapacitated. All would nevertheless receive a pension of 25 per cent of the average of their best 20 years' earnings, assuming that they worked and contributed for at least that length of time.

Self-employed persons do not qualify for an earnings-related pension and, in recognition of this, they pay much reduced rates of contribution. Nevertheless, many men who have been mainly self-employed will also have had periods as employees and will be entitled to earnings-related pensions of 1.25 per cent of their best 20 years' relevant earnings as employees.

### Emigration

Emigration is also a factor to be considered. Those who work abroad for a few years and then return will still receive a full 25 per cent pension. Those from abroad who work in this country for a few years will receive a pension of 1.25 per cent of their relevant earnings while here. As regards permanent migrants, those arriving from abroad will receive a full 25 per cent additional component if they work here for 20 years, and those departing will also receive a full additional component if they worked here for 20 years before migrating.

In the case of women, we must also take account of the fact that the majority spend long periods not working, or in part-time employment with low earnings which are below the threshold for contributions to the National Insurance Fund. Of those who are required to contribute, many are working part-time on about half of normal earnings, so that the average for the best 20 years could be significantly higher than the average for all working years.

These differences can be illustrated by considering a male employee with the following career earnings (in 1982-83 terms):

Ages	No. of years	Average annual earnings £	Average relevant earnings £	All relevant earnings £000
16-24	9	4,034	2,500	22.5
25-39	15	5,034	3,500	52.5
40-59	20	6,034	4,500	90
60-64	5	5,034	3,500	17.5
	49	5,258	3,724	182.5

Note: The lower earnings limit is taken as £1,534 a year (52 times £29.50).

The additional pension in this case is 25 per cent of £4,500 or £1,125 a year, which is 21 per cent higher than the pension based on all years, that is 25 per cent of £3,724 or £931 a year.

For a man who worked for only 35 years from age 25 to age 59 with total relevant earnings of £142,500, the average would be £4,071 or £2,908 including zeros for the other 14 years. The pension in this case would be based on £4,500 as before, giving an extra 11 per cent, or an extra 55 per cent over the average including zeros.

On the same model, a woman who worked for nine years from age 16 and then again for 20 years from age 40 until retirement age, that is for 29 years in all, would have total relevant earnings of £112,500, with an average of £3,879, or £2,557 including zeros for ages 25 to 39. The increase in this case is 16 per cent, or 76 per cent if zeros are included.

The basis underlying the estimates in the Quinquennial Review is broadly that the proportions of men and women of different ages in different employment categories and their aggregate earnings in those categories will remain as at present, so that the calculation of contribution income in future years is relatively straightforward. It is much more difficult, however, to estimate the pattern of future careers consistent with that basis which will for some individuals never bring them to contribute as employees for more than 20 years, but for others will provide more than 20 years of which only the best 20 years will count.

### Many patterns

There are many patterns of careers which would fit the underlying assumptions on aggregate earnings—there is no unique answer to the question—and the remainder of this note describes the manner of arriving at the particular estimate adopted for purposes of the Quinquennial Review. The techniques are of necessity different from those used in making estimates for a typical occupational pension scheme where each year's contributions bring a pension of one-eightieth or one-sixtieth of the pensionable salary. In the new State scheme the pension fraction is effectively one-eightieth for all those who contribute as employees for 20 years or less but 25 per cent divided by the number of years contributions for others, so that the pension fraction varies from 1.25 per cent down to about 0.5 per cent (25 divided by 49). The new scheme is clearly a good bargain for people who are employed contributors for only a part of the period between age 16 and retirement age.

The calculations may conveniently be made in two stages. If they were to follow closely the wording of the Act the first stage would take into account only those years in which there were in fact relevant earnings, and would then select the best 20. A more convenient method is to include all years from 1978 (or from age 16 if later), including years in which there were no relevant earnings, and then select the best 20. The most obvious difference between the two methods, as is illustrated above, is that the percentage addition made at the second stage is very much higher in the second than in the first because, with the inclusion of zeros, the average earnings assumed at the first stage are much lower. Taking both stages together, the two methods should give the same result.

In the Government Actuary's 1975 estimates the first

method was used. In the new estimates, however, the second method was used, and a brief description is given in paragraphs 8.12 to 8.18 of HC 451.

As estimates were required for all future years from the date of the review onwards the method chosen had to cover the run up as well as the ultimate steady-state situation after the scheme has reached maturity. The basic factors for use at the first stage of the calculation were:

$k_x$  = the proportion of the population of age  $x$  assumed to be paying full-rate Class 1 contributions as employees.

$E_x$  = the relevant earnings, i.e. between the lower and upper limits.

Using these factors in combination effectively includes zero earnings for those not paying Class 1 contributions.

Separate assumptions were made for men and for single, married, widowed and divorced women.

For men, the method of calculation at the first stage is described in paragraph 8.14 of HC 451 as follows:

- For each age, the product of the proportion of the population paying Class 1 full-rate contributions and the average relevant earnings of those persons was obtained.
- The results were then summed, starting with age 64 and including progressively younger ages.
- The total between ages  $64\frac{1}{2}$  and  $59\frac{1}{2}$  indicated the total revalued relevant earnings at the time of retirement for men reaching age 65 between five and six years after the start of the new scheme, assuming no change in future in the shape of the distribution of earnings or in the position of the lower and upper earnings limits. (This assumption is implicit in all the estimates used here.)
- This procedure was applied so as to give the total revalued relevant earnings of men reaching age 65 year by year for the first 21 years of the new scheme. The result multiplied by 1.25 per cent gave the new earnings-related pensions awarded each year.
- From year 22 onwards the accrual rate of earnings-related pension was progressively reduced to 25/21 per cent, 25/22 per cent and so on and ultimately to 25/49 per cent for men reaching age 65 in year 50. The result of multiplying the total revalued relevant earnings by these accrual rates is to give the new awards of earnings-related pensions in the relevant years without allowance for the selection of the best 20 years, that is pensions based on career average relevant earnings.

### Best earnings

The next requirement was to determine what addition should be made ultimately to that estimated cost (that is, on the basis of the average earnings over the whole 49 years including zeros for years in which no contributions were paid) in order to allow for the exclusion of zeros and the selection of the best 20 years' earnings from the remainder. As a first step the average of the best 20 values of the product of  $k_x$  and  $E_x$  was compared with the average for all 49 ages. It was appreciated that no precise meaning could be attached to that figure—it did not give the required

addition—but it was readily available from the model used for calculating the cost of pensions in the early years of the new scheme, and it seemed appropriate to consider how it might be interpreted and perhaps used as an indicator of what the correct addition should be at the second stage of the calculations.

The average of the best 20 values (those between ages 30½ and 50½) was 23 per cent higher than the average for all ages. However, the average of the 20 values of  $k_x$  between ages 30½ and 50½ was 84.6 per cent, the remaining 15.4 per cent representing the self-employed, the non-employed, those with very low earnings, and those who normally pay Class 1 contributions but who were unemployed or ill. If we were to assume that the whole 15.4 per cent would nevertheless be able to qualify for a full earnings-related pension in respect of contributions paid before age 30½ and after age 50½ on the same relevant earnings as for the 84.6 per cent between those ages, then we would be entitled to use the factor  $1.23/0.846 = 1.45$  at the second stage. We can be reasonably confident that this would give too high an answer but we cannot be absolutely certain because, for instance, many of those in non-manual occupations would be likely to have higher earnings after age 50½ than before, and some of the 0.846 would be immigrants who had replaced emigrants who contributed before age 30½ and who would no longer be included in the population.

### Migration effect

It is very difficult to gauge the effect of migration. The population projections assume that there will be about 100,000 male emigrants a year at the working ages in future and 84,000 immigrants (see table C2 in HC 451). Many of the emigrants will have been in the country for only a short time and others will no doubt return after a short period abroad. How many pensions will be awarded ultimately to men reaching age 65 overseas, and how big their pensions will be, must be a matter for conjecture. The review assumes that three per cent more basic pensions will be awarded in future than the numbers resident in Great Britain reaching age 65. The excess will be rather bigger for the additional pension because there is no minimum contribution condition to be met.

If we assume that in addition to 0.846 of men aged 65 with a full 20 years' pension entitlement there is a further 0.20 (including some overseas) with, say, an average of ten years relevant earnings each, the rating up factor becomes  $(0.846 + 0.10) \times 1.23/0.846 = 1.38$ . Although earnings are generally lower outside the age range 30½ to 50½, we may set the rather lower earnings to be expected for the 0.20 against the possibility of higher earnings for some of the 0.846.

The first stage of the calculations for the additional pension was in practice carried out in conjunction with the basic flat-rate pension estimates, which added three per cent to the numbers for pensions awarded to men overseas. At the second stage, therefore, a further 35 per cent was added to allow for the selection of the best 20 years.

A similar approach was adopted for women but, in view of the fact that average earnings are considerably higher for single women than for other women and that the value of  $k_x$  increases gradually in future years for married women and

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EG/9/82

widows (as the right to pay a reduced rate of contribution, removed in 1977, is phased out) it was felt necessary to keep the marital conditions separate in the calculations.

In the ultimate situation, the marital conditions may be kept separate or may be combined and the same approach used as for men. The average of the best 20 values of the product of  $k$  and  $E$  for all marital conditions combined came out 18 per cent higher than the average for all 44 years from 16 to 60. The average value of  $k$  for those 20 years was 0.682. This is much lower than the corresponding figure for men (0.846) which means that this approach gives an even less positive indication of the correct addition to be made than in the case of men. However, if it were assumed that all women reaching age 60 would receive full 25 per cent pensions instead of only 68.2 per cent of them, the factor to be used at the second stage of the calculations would be  $1.18/0.682 = 1.73$ . However, it is unlikely that all women reaching age 60 will have at least 20 years with relevant earnings.

Another factor to be taken into account is that the earnings recorded for adults are an average for those working full-time (about 71 per cent) and those working part-time (29 per cent) with something like 50 per cent of full-time earnings. For relevant earnings above the lower limit, those on part-time have only about 29 per cent of the relevant earnings of those working full-time. If, therefore, the 68.2 per cent were able to call on 20 years' full-time earnings instead of only the average for full-time and part-time implicit in  $E$ , the second stage factor would become

$$\frac{1.18}{0.71 + 0.29 \times 0.29} = \frac{1.18}{0.794} = 1.49$$

However, it would not be correct to apply both factors together. If 100 per cent of women reaching age 60 have full 25 per cent pensions, then at most each can have only 17 years of full-time earnings. This is the maximum share because there are only that many adult full-time jobs available now and the review assumes no change for the future. The maximum possible cost of additional pensions for women given present job availability would therefore result from a second stage factor of

$$\frac{1.18}{0.682 \times 0.794} \times \frac{17 + 3 \times 0.29}{20} = 1.95$$

We should also allow for women overseas reaching age 60 with entitlement to some pension, but we should then have to assume that each pensioner would be able to claim even fewer than 17 years on full-time earnings. In the case

of women the two per cent addition made in the calculations for basic pensions was assumed also to make adequate provision in the case of the additional component.

The addition to be made at the second stage of the calculations for women cannot in practice be as high as 95 per cent because we know that those with the highest earnings are also those with the longest careers, for example single women, and the assumption that no woman spends more than 17 years as a full-time adult employee is therefore inadmissible. All we can say, therefore, from this approach is that the correct addition to be made lies somewhere between 18 and 95 per cent and is unlikely to be close to either extreme.

An alternative approach was to consider a very simple model of the female population in which:

- (i) Ten per cent worked from age 16 to age 25 and then stopped for good.
- (ii) Ten per cent worked for 39 years from age 21 on earnings about 50 per cent higher than the average.
- (iii) Eighty per cent worked for an average of 26½ years each between ages 16 and 60, none with less than 20 years.

The principal assumptions in this simple model were that, for ages 20 to 59 combined, the proportion with relevant earnings was 60 per cent of the whole population, as indicated by the present statistics, and that part of the female population (ten per cent was assumed) would reach age 60 with entitlement to less than a full 25 per cent additional pension.

The result of this simple model was to suggest an addition of 67 per cent at the second stage of the calculations.

More complicated models could have been constructed examining in greater detail a variety of possible career patterns for women. However, given that any assumptions would have to be consistent with (i) only 60 per cent of adult females being in employment in future with earnings above the lower limit and (ii) women reaching age 60 having only 17 years full-time earnings each even if they shared the jobs available to their maximum advantage, it was considered that the outcome would be unlikely to be greatly different from the results of the simple model. It was therefore decided to make a further addition of 65 per cent at the second stage for women, on top of the two per cent added for those overseas in estimating the numbers of basic pensions. ■

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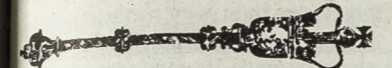
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**Questions in Parliament**



**Equal Pay Act**

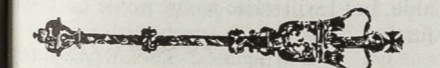
The Lord Brockway asked Her Majesty's Government what decision the European Court of Justice had made on a complaint that the Equal Pay Act did not require employers to agree to job evaluation and what action they proposed to take arising from such a decision.

The Earl Ferrers: The European Court has concluded that the provisions of the Equal Pay Act 1970 on equal pay for work of equal value do not fully comply with the EC's Equal Pay Directive. The Government will now study the terms of the judgement and consider what action is necessary to ensure that we meet our Treaty obligations. (July 19)

Mr Anthony Grant (Harrow Central) asked the Secretary of State for Employment, whether he had studied the judgement of the European Court given on July 6 relating to the United Kingdom's equal pay legislation; whether he intended to take any action as a result.

Mr Alison: The European Court has concluded that the provisions of the Equal Pay Act 1970 on equal pay for work of equal value do not fully comply with the EC's Equal Pay Directive. The Government will now study the terms of the judgement and consider what action is necessary to ensure that we meet our Treaty obligations.

The Court's decision was concerned with the interpretation of the EC's Equal Pay Directive. The United Kingdom is fully committed to that principle and our achievements in this field have been commended by the European Commission in a review of the implementation of the Directive by Member States. (July 13)



**Jobcentres**

Mr Robert Banks (Harrogate) asked the Secretary of State for Employment, when he expected to formulate recommendations arising from the Rayner Report with regard to the operation of Jobcentres; and if he would make a statement.

Mr Tebbit: The report, as part of Sir Derek Rayner's programme of scrutinies, on the General Employment Service was

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between July 13 and August 2 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.

**Department of Employment Ministers**

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

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

lems of rural areas.

The Government will give further consideration to the proposal for a review of the respective responsibilities for young people of the employment service and the careers service.

(July 29)

**Office workers**

Miss Joan Lestor (Eton and Slough) asked the Secretary of State for Employment, what measures he had taken to assist the employment prospects of office workers in *Information Technology Year*, in view of the estimates by the *Equal Opportunities Commission* that 170,000 jobs would be lost in this sector by 1990.

Mr Alison: Some £18 million was spent by the Manpower Services Commission in 1981-82 on supporting computer-related training for adults. In co-operation with the Department of Industry, the Commission aims to extend the network of Information Technology Centres (ITECs) to about 100 during 1982, which will provide an increasing number of young people with training and work experience in microelectronics and computing skills. Estimates of the employment effects of changes in technology are necessarily subject to wide margins of error.

(July 19)



**Work tests**

Miss Joan Lestor (Eton and Slough) asked what had been the results of the pilot trials of availability for work tests; whether any changes were intended; and for a statement.

Mr Waddington: The results from the unemployment benefit offices involved in running the pilot exercise on the initial availability test are given in the table below. As a result of the pilot exercise a few minor modifications to the test will be made when it is introduced nationally in October.

**Result of pilot exercise**

Claimants tested	39,334
"No" replies to additional question on basic claim form	1,041
Forms UB671 issued	1,041
Forms UB671 returned	883
Claims treated as straightforward	759
Decisions given by Insurance Officer (88 allowed, 36 disallowed)	124

(July 20)

**Farm deaths**

Mr Gavin Strang (Edinburgh East) asked, how many children had been killed on farms in each of the past ten years in the United Kingdom.

Mr Waddington: The following table shows the number of children who have been killed as a result of agricultural operations in the United Kingdom during the period 1972-81.

1972 - 22	1977 - 27
1973 - 31	1978 - 19
1974 - 34	1979 - 28
1975 - 25	1980 - 12
1976 - 26	1981 - 17

The figures apply to children under 16 (under 15 prior to 1973 in Great Britain and under 15 prior to 1976 in Northern Ireland).

(July 28)

**Health and safety**

Miss Joan Lester (Eton and Slough) asked if Her Majesty's Government would sponsor research into the effects on the health of workers operating visual display units and other types of office technology.

Mr Waddington: The Health and Safety Executive (HSE) has recently reviewed the effects of visual display units (VDUs), which are often incorporated in other office equipment, on the health of operators. The results were published as an HSE research paper, "Human factors aspects of visual display unit operation", in December 1980. Following the publication of this document the HSE has carried out extensive consultations on a draft guidance note which provides first, information on the currently available evidence concerning the direct effects of VDU operation on health and second, guidance on good practice concerning the introduction and use of VDUs insofar as their use has a bearing on the health, safety and welfare of those operating them. The HSE intend to publish the final version of this guidance in the autumn.

Additionally, the HSE are in touch with those groups in the United Kingdom and elsewhere who are carrying out research into the health aspects of VDU operation. Where particular problems arise from the use of VDUs, investigations are carried out by the HSE's Employment Medical Advisory Service.

(July 16)

Mr John Forrester (Stoke on Trent North) asked what EC directives had been issued recently regarding the storage of hazardous materials; and what action Her Majesty's Government had taken to implement them.

Mr Waddington: On June 24, 1982 the

Council adopted a directive on Major Accident Hazards of certain industrial activities (the "SEVESO" directive) which is aimed at reducing the risk from potentially hazardous industrial activities (including processes and storage) which in the event of a major accident are capable of giving rise to serious consequences for man or the environment. It is expected that the Health and Safety Commission will consult on proposals to implement this directive in December 1983. This directive will provide controls in addition to the proposed regulations for the Notification of Installations Handling Hazardous Substances which the HSC has submitted to my right hon Friend.

Four Commission directives have been made which adapt to technical progress a number of Council directives relating to the Classification Packaging and Labelling (CPL) of dangerous substances and preparations. The Health and Safety Commission published in 1981 a Consultative Document containing proposals for Classification Packaging and Labelling of Dangerous Substances Regulations intended in part to implement these directives, along with others previously adopted or still being negotiated relating to the CPL dangerous substances and preparations. Some of the labelling required by these Regulations would provide users with advice concerning storage.

(July 22)

**Asbestos**

Mr Jack Ashley (Stoke-on-Trent South) asked the Secretary of State for Employment, if he would now set up an inquiry into the risks to workers in the asbestos industry, and to the public, of asbestos-induced disease, such inquiry conducting public hearings with independent witnesses on oath calling independent witnesses on costs and risks, and making recommendations as soon as possible.

Mr Waddington: No. The Health and Safety Commission's Advisory Committee on Asbestos (ACA) was established at the request of Ministers in 1976 precisely to review the risks arising from asbestos to persons exposed at work and to members of the public. It received evidence from a wide range of organisations and individuals and itself commissioned independent research. It reported in 1979 making far-reaching recommendations for new controls which the Government intends to implement alongside the two Directives on asbestos currently under discussion in Europe.

One of the ACA's recommendations was that the HSC's Advisory Committee on Toxic Substances should review the recommended control measures as further

information becomes available. I believe that this is the right way to deal with any new evidence which might come to light since the ACA made its recommendations.

(July 27)

Mr Ashley also asked how many complaints had been made in each of the last five years for breaches of safety regulations concerning asbestos; how many prosecutions had been initiated; and what penalties had been imposed when firms were found guilty.

Mr Waddington: The following table shows the number of informations laid, convictions obtained and average fine per conviction for prosecutions taken by the Factory Inspectorate under the Asbestos Regulations 1969. The figures relate to hearings completed during the years 1976-80. Details for 1981 are not yet available. Information about the number of complaints made for breaches of safety regulations concerning asbestos are not readily available and could not be obtained without disproportionate cost.

	Informations laid	Convictions obtained	Average fine per conviction obtained £
1976	35	23	68
1977	90	84	195
1978	40	37	94
1979	12	7	54
1980	18	16	244

(July 27)

The Earl of Gosford asked Her Majesty's Government whether the workers covered by "A study of the health experience in two UK asbestos factories" had been medically examined by the Pneumoconiosis Medical Panel and by the Employment Medical Advisory Service, and if so, what were the results.

The Earl Ferrers: Some of the workers in the two factories concerned have been examined by the Pneumoconiosis Medical Panel and under the auspices of the Employment Medical Advisory Service. The precise proportions of workers covered by these arrangements are not readily available, but I will write to the noble Lord with further details.

(August 2)

The Earl of Gosford went on to ask whether copies of the Report of the British Occupational Hygiene Society "A study of the health experience in two UK asbestos factories" will be placed in the Library of the House.

The Earl Ferrers: I am informed that the British Occupational Hygiene Society do not now intend to publish the results of this study.

(August 2)

# Employment topics

## Employers and retirement

Increased life expectancy, higher unemployment and redundancy at an earlier age have meant that the subject of retirement is assuming greater prominence these days.

A number of employers run pre-retirement programmes which are designed to help their workers through what can be a very traumatic experience. A study\* by Incomes Data Services Ltd looks firstly at good personnel practices in pre-retirement policies by a number of organisations to help their employees prepare for retirement. The second part of the study looks at organisations which provide post-retirement support and maintain links with their former employees after they have left the firm.

The traditional stereotype of how companies treated their retiring employees—with a party, perhaps a gold watch, and then out of sight, out of mind—still exists however, for the study reveals only about six per cent of people approaching retirement age receive any formal preparation.

Those who are employed in larger organisations seem more likely to receive such preparation than the 60 per cent of the working population who work in firms with fewer than 250 employees. It would also appear that pre-retirement preparation is more common where employees are covered by a pension scheme. Indeed an occupational pension seems a vital component of many courses as the message that retirement can be a time of opportunity is much less applicable to those with very small or no occupational pension at all.

The age at which individuals attend the preparation courses

varies from their 40s to 12 months before retirement time. The vast majority of those invited to attend do so, but take up from their spouses is low. The reason is thought to be because many spouses are themselves still working.

Courses led by people themselves retired seem particularly appreciated, and the amount of information gained at the courses far exceeded expectations. Women retire earlier and have a greater life expectancy than men; therefore they spend many more years retired, and whether married or not, women spend at least part of their time without a partner. In addition, because of their lower salaries women tend to have much smaller pensions. The study found there was a serious lack of suitable literature covering finance matters for women who retire.

This year pre-retirement education has received some boosts. The Government made a grant to the Pre-Retirement Association to help develop its work in pre-retirement education. A report by Allin Coleman has been published on the provision of such programmes at present and on ways of their integration in the future. Later this year, a national seminar will take place at Keele University.

The study concludes with appendices on useful audio-visual aids for these courses, a reading list, a precis of the Coleman Report findings, associations affiliated to the Pre-Retirement Association, and details of the Employers' Retirement Association.

\*Employers and Retirement, Study No. 271, available from Incomes Data Services, 140 Great Portland Street, London W1N 5TA.

## Jobless families

Information about the relative extent to which family heads, or those with dependants, experience unemployment has become available recently from two studies: the DHSS cohort study and the Manpower Services Commission study of the unemployed flow, and about the family responsibilities of the labour force from the General Household Survey. This is discussed in *Employment Trends and the Family*, the latest occasional paper from the independent Study Commission on the Family.

The issue is complicated by whether one looks at the stock of

unemployment at one point in time, or the flow over time, and whether one is looking at the risk of becoming unemployed or of remaining so, and also whether unemployment is part of a recurrent pattern (see *Employment Gazette* August 1982 pp 334-441). A further crucial distinction is whether it is the risk of being unemployed that is being considered (that is, the incidence of unemployment in a particular group) or the proportion of total unemployment that a particular group represents (the composition of unemployment). This distinction

Continued on next page ▶

## Disabled people

At April 15, 1982, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 447,259. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register. Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

### Returns of unemployed disabled people at July 8, 1982

	Male	Female	All
<b>Section 1</b>			
Registered	58,583	9,788	68,371
Unregistered	91,542	25,034	116,576
<b>Section 2</b>			
Registered	5,820	1,621	7,441
Unregistered	3,183	1,190	4,373

### Placings of disabled people in employment from June 5, 1982 to July 2, 1982

		Male	Female	All
Registered disabled people	Open	1,264	341	1,605
	Sheltered	94	28	122
Unregistered disabled people	Open	1,007	419	1,426
<b>All placings</b>		<b>2,365</b>	<b>788</b>	<b>3,153</b>

## Redundancies: reported as due to occur

The numbers of redundancies, in groups of ten or more workers, which had been reported to the Manpower Services Commission at August 1, 1982 as expected to occur up to May 1982 are given in the table below. The provisional numbers so far reported for June and

July 1982 are 26,400 and 25,300 respectively. After allowing for further reports and revisions, the final totals for these months are both likely to be in the region of 30,000, compared with 39,800 in June 1981 and 43,800 in July 1981.

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

	All	Jan to May		1981†	1982‡
1977	158,400	65,100	Jan	44,500	26,800
1978	172,600	79,900	Feb	46,700	30,000
1979	186,800	67,200	Mar	55,000	38,600
1980	493,800	156,600	Apr	53,100	37,200
1981	532,000	256,300	May	56,900	30,300
1982	—	163,000	Jun	39,800	
			Jul	43,800	
			Aug	35,200	
			Sep	34,900	
			Oct	44,900	
			Nov	33,000	
			Dec	44,200	

\* Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 edition of *Employment Gazette*.

† Figures for February 1981 and later are not fully comparable with those for January 1981 and earlier, because of improvements in data collection designed to secure a better coverage of redundancies actually taking place.

is also important for policy making purposes say the authors, and the available data from the 1980 General Household Survey is presented using an "unemployment tree" analysis.

Looking at the risk or incidence of unemployment this analysis shows that six per cent of males aged 16-64 were unemployed in 1980. The risk of unemployment for married men (five per cent) was less than for men of all marital status (six per cent), and substantially less than that for single men (nine per cent) or for the widowed, divorced and separated (eight per cent). However, if married men only are considered, the rate of unemployment for those with dependent children (five per cent) is higher than for men without children (four per cent), and for men with four or more dependent children it is nearly two and a half times as great (12 per cent) as for married men with no children.

As well as looking at the relative risk of unemployment in various groups, which is clearly affected by age, it is perhaps equally important to consider what proportion of unemployed men are married men, with and without dependent children, single men and so on.

Just over half of all unemployed men in 1980 were married and a third were married with dependent

children. Eleven per cent of unemployed men were married men with one child, 12 per cent were married men with two children, and six per cent were married men with three children. Married men with four or more children, whose risk of being unemployed was more than twice as high as for all married men, represented just four per cent of all unemployed men.

### Two earners

This aspect of the study follows the practice of treating the man as the head of a married couple family. But the authors note that over half of all families with dependent children now have two earners, and suggest that we should be increasingly aware of the impact of women's unemployment on their families. A further important consideration is the position of children in families where the family head is unemployed since the risk of unemployment is greater for the heads of large families, the proportion of children affected by unemployment is greater than the proportion of families. And as the incidence of unemployment is greater for those in the lower socio-economic groups, the proportion of children witnessing unemployment in the family also rises as social class falls. In December 1980 (the latest available figure) there were three quar-

ters of a million children experiencing the unemployment of the "family head". Most of the available data on children and unemployment however relates to the early 1970s and the authors note that this is one of the "dark areas where the statistical searchlight has yet to fall". They also note the high level of

unemployment among widowed, divorced and separated men.

*Employment Trends and the Family* by Lesley Rimmer and Jennie Popay. Available from the Study Commission on the Family, 3 Park Road, London NW1 6XN, price £4.25 (inclusive of postage and packing).

## Time rates of wages and hours of work

For several years information on the rates of wages, hours and holiday entitlements, provided for in nearly 300 national collective agreements affecting manual workers or in wages orders made by statutory Wages Boards and Councils, has been made available in two HMSO publications, the annual "Brown Book"; *Time rates of wages and hours of work* and the corresponding monthly leaflet, *Changes in rates of wages and hours of work*.

In the review of the Department's statistical services carried out as part of the review of the Government Statistical Service coordinated by Sir Derek Rayner (*Employment Gazette*, May 1981, pp 559-64), it was recommended that this activity should cease as an economy measure. However, the Department agreed to consult with users on the continued need for this information and on the scope for making its release self-financing.

It has now been decided to continue to make this information available, but to change the form in which it will be released. The two existing publications will no longer be issued by HMSO. In their place the Department will produce a loose-leaf folder, the appropriate pages of which will be updated each month as changes to individual agreements are made. The pages of the folder will be based on the pages of the existing "Brown Book", although the information provided for each agreement will be expanded slightly to show both the latest rates and how rates have recently changed. This should be an improvement on the present arrangement in that the new service will provide a continuously updated "Brown Book", relieving users of the time-consuming task of making manuscript amendments.

By using a cheaper method of reproducing involving word processors, it has been possible to set a charge for the new service (£35) which is similar to that of continuing the existing two publications, while fully covering the Department's costs of compiling the information (which is a precondition of continuing to provide such information in present circumstances).

The new service will commence in January 1983. Initially, subscribers will receive a folder and updated pages covering those agreements where there have been changes in wage rates, etc, since the position shown in the April 1982 edition of the "Brown Book". Thereafter, updated pages will be issued in monthly instalments. The initial subscription will cover the ring binder, the first instalment of updated pages based on changes since the latest published "Brown Book" and 12 monthly instalments during 1983.

If this new service is to prove viable it is vital that those who at present subscribe to the "Brown Book" and monthly leaflet should subscribe to the new service from its inception. An order form for the new loose-leaf service is provided on this page.

\* Published August 1982 (HMSO £17, by post £17.62).

† The monthly leaflet, "Changes in Rates of Wages and Hours of Work", will cease to be published after the edition for December 1982.

## Seasonal adjustment

Seasonally adjusted estimates of employees in employment have been published for many years for male, female and all employees in all industries and services in both Great Britain and the United Kingdom, and for all employees in manufacturing industries and in Index of Production Industries in Great Britain.

A series has now been prepared for the other principal group of industries, the service industries, and is being published for Great Britain from this month in table 1.2 of the Labour Market Data section in *Employment Gazette*. Monthly series are available for manufacturing and Index of Production industries. The service industries series, and therefore those for all industries and services, are available quarterly (for March, June, September and December).

### Finer detail

The seasonally adjusted service industries figures have been obtained by separately adjusting the figures for males and for females in these industries and deriving the totals by addition. At the same time, the methods of seasonally adjusting the series for manufacturing and Index of Production industries have been altered so that they too are now obtained from separate seasonally adjusted series for males and females. By adjusting at a finer level of detail in this way, the resulting series are more sensitive to fluctuations in the components.

### Particular advantage

A change has also been made in the derivation of the series for all industries and services. These are now obtained by aggregating, separately for males and females, the figures for Index of Production industries, service industries and agriculture, forestry and fishing rather than by direct adjustment of the all industries and services figures. A particular advantage of this revised method is that it utilises quarter month seasonally adjusted figures for Index of Production industries that are published in the monthly series. The use of monthly data in this way improves the assessment of the effects of seasonality on the figures for quarter months.

While the revised methods for manufacturing industries, Index of Production industries and all industries and services give a more consistent basis for the seasonal adjustments, they have had only a relatively small effect on the published figures.

The detailed list of seasonally adjusted series which will be produced from this month under the new arrangements is therefore as follows:

- (i) Monthly for all employees in manufacturing industries in Great Britain, by seasonally adjusting the separate series for males and for females in these industries and getting the total by addition (table 1.2).
- (ii) Monthly for all employees in Index of Production industries in Great Britain, by adding seasonally adjusted figures for males and for females in other Index of Production industries to those for manufacturing obtained as in (i) above (table 1.2).
- (iii) Quarterly for all employees in service industries in Great Britain, by seasonally adjusting the separate series for males and for females in these industries and getting the total by addition (table 1.2).
- (iv) Quarterly for all male and for all female employees in all industries and services in Great Britain, by summing (a) the Index of Production industries series described in (ii) above, (b) the series for service industries described in (iii) above and (c) seasonally adjusted series for male and for female employees in agriculture, forestry and fishing (table 1.1).
- (v) Quarterly for all employees in all industries and services in Great Britain, by summing the separate series for males and for females (table 1.1).
- (vi) Quarterly for all males and for all females in the United Kingdom by adding seasonally adjusted figures for male and for female employees in Northern Ireland to the Great Britain figures obtained as in (iv) above (table 1.1).
- (vii) Quarterly for all employees in all industries and services in the United Kingdom, by summing the separate series for males and for females (table 1.1).

### Subject?

All adjustments are made using the additive version of the X-11 variant of the census method of seasonal adjustment prepared by the United States Bureau of the Census.

Later this year, when the results of the September 1981 Census of Employment become available, all

employees in employment estimates after June 1978 may be subject to revision. Consequently, publication of revised long run series is being deferred until after the census results become available. In the

meanwhile, any past figures which do not appear in tables 1.1 and 1.2 can be obtained from Mr S Hasan, Level 3, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

## Guide to labour force surveys

Surveys carried out by Government departments are widely used by employers, trade unions and academics, and a general guide to these sources, and their uses, has now been published. It provides a comprehensive review of the Family Expenditure Survey, the biennial Labour Force Survey and the General Household Survey, and describes their uses in studies of labour force participation; earnings from employment; the relationship between low pay and family poverty; women and ethnic minority groups in the labour market; unemployment; and in studies of the re-

lationships between work, housing, health and mobility. The guide also deals briefly with other Department of Employment surveys, such as the Workplace Industrial Relations Survey and the New Earnings Survey. It provides a useful reference work for those who use these sources regularly and a helpful introduction for those who are proposing to use them for the first time, complementing the CSO's *Guide to Official Statistics*.

*Secondary Analysis in Social Research* by Catherine Hakim, published August 1982 by Allen and Unwin.

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# CASE STUDY

## A desk in the sky

by Richard Smith, Work Research Unit

When Her Majesty The Queen formally opened the National Westminster Tower building in the City of London last year, television watchers were allowed to share briefly with her an unrivalled panorama of the capital from the viewing balcony of this 600-foot tall building. Few of those watching could have failed to have been impressed by the scale and style of this new landmark in London's skyline.

Yet for 2,500 staff of National Westminster's International Banking Division this awe-inspiring building is their day-to-day work base,

rather than an architectural wonder. Although it is difficult to take for granted the sensation of sitting with the Thames and St Paul's several hundred feet below them, staff working in the Nat West Tower have now largely forgotten the initial novelty value of occupying a desk in the clouds. They can now perhaps be expected to take a slightly more objective view of having "a room at the top", and to point out the disadvantages, as well as the benefits.

As part of a series of studies into major change programmes, therefore, the Work Research Unit inter-

viewed a sample of managers and staff, and their elected representatives, to get a picture of how they now perceived the gains and disadvantages of working in a physical environment which is far removed from the setting most people experience during their normal working day.

(continued) ▶



A room at the top.

## → CASE STUDY

The National Westminster Tower is the second tallest occupied building in Europe. From its top you can see Berkshire, Buckinghamshire, Essex, Hertfordshire, Kent, Surrey and Sussex, in addition to unrivalled views over London. It forms the major structure in a 2½ acre triangular site in Old Broad Street which has played an important part in the development of the City of London. Originally the location of Roman villas, it has subsequently housed religious, educational and commercial buildings.

### Best use

In order to make the best use of the site when the latest major redevelopment was being planned, National Westminster's architects, R. Seifert and Partners, had a choice of designing one high tower or two lower ones. Public opinion was sought, with models being placed on display in the Royal Exchange, and the consensus was in favour of a single tower.

The resultant structure is based on a central services core, surrounded by three linked wings containing the office accommodation. Each wing is of a different height, giving a stepped profile at the top. The building required 100,000 tonnes of concrete and 3,000 tonnes of steel in its construction.

The result is a landmark so distinctive that the staff working in the building find themselves constantly being asked what its like working in the Tower! Their answer, in general, is that it is a very pleasant experience, though there have been teething troubles with items such as a sometimes inconsistent air-conditioning system tending to take the edge off their initial pleasure.

National Westminster's international banking activities have been going through a period of substantial growth, and staff working for this branch of the business had found themselves required to work in

increasingly cramped conditions as the company was forced to expand its staff in a limited existing space. Most of the old offices—particularly at a main building in Threadneedle Street—were less than satisfactory in many ways. Besides being cramped, they were difficult to keep clean, lacked modern fittings, and were generally dark and not very pleasant places to work in.

### Well-appointed

In contrast, the new Tower building is light and airy, extremely well appointed, and offers staff carrying out basic commercial and administrative functions a working environment which, though not over-luxurious, is certainly a vast improvement over what most had been used to.

The practical benefits, in personal terms, are very real. Staff have found, for instance, that they are able to wear clothes which would not have been practical in the old buildings. "This white dress would have become filthy within hours in the old building", one female member of staff commented. "Yet here we can wear light-coloured clothes with

confidence, knowing that they won't get grubby. The near-constant temperature also means that what we wear in the office is not determined by the temperature outside. In the old office we would swelter in the summer, yet in the winter we had to wear thick sweaters and even, on occasions, sit in our coats because of the cold".

Amongst other improvements of an environmental nature, mentioned by staff, the much better lighting in the Tower building was considered to be a significant gain. Staff were noticeably less likely to suffer from headaches and eyestrain than they had in the older buildings. Clearly the sophisticated automatic light level control system, related to the time of day and strength of incoming sunlight, was doing its job well.

The same could not always be said perhaps for the air conditioning system. Staff reported that internal

(continued) ▶

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## → CASE STUDY

temperatures could sometimes vary quite considerably from one side of the building to the other and air flows were not as consistent as they might be—with some people sitting in draughts whilst others were uncomfortably hot. Since windows could not be opened, some people said they disliked the fact that they were not able to control heat and ventilation levels themselves. "A controlled environment is only an advantage if it is *perfectly* controlled", said one section manager.

### Difficulties

Other complaints included the fact that the lift system, although of a technically advanced nature involving 21 lifts in a central core, could not always cope with the number of people wanting to enter or leave the building at peak times. When you are twenty or thirty storeys up in the air, walking down is not a very practical alternative to standing and waiting for a lift.

These points were counter-balanced, however, by much better toilet facilities, and by the general experience of working in a clean, light, well-furnished office with low noise levels.

But although the physical environment is perhaps the immediately most noticeable factor about life in the Tower, more central issues related to the way work is organised, and the work people do, have by no means been ignored by the planners responsible for this major relocation exercise.

### Work-related

At a basic level, for instance, the personal space allocations have been closely related to the nature of people's work. Planning of the internal space systems on a floor-by-floor basis took into account such factors as the number of external visitors a section was likely to have and the nature of people's work, as well

as the normal criterion of status within the office hierarchy. There are approximately one hundred people on each floor, but this reduces to only 50 or 60 people at the higher levels of the building. Within floors, too, different layouts have been used, according to the kind of work activities of the people involved.

Managers have been able to organise work flows more effectively than was possible in the old cellular structure of the previous buildings. For most clerical functions, work is organised round small groups of six to eight people, responsible to a section head. The basic organisational structure has not been deliberately changed as a result of the move, but most staff reported that better office layout, together with improved furniture and document storage facilities, had helped make them more efficient.

Word processing has been gradually integrated into the work of a number of departments, and this has relieved the strain on hard-pressed administrative clerks and secretaries struggling to cope with an increasing volume of work.

### Future developments

The electrical systems in the building have been designed to allow future developments towards electronic office systems, but movement in this direction has not been deliberately accelerated because of the occupancy of the new building. Emphasis has concentrated on improving existing work systems, rather than a conscious move to introduce new work patterns at this stage.

A vastly improved telecommunications system and a greater ease of access to colleagues now working together in one building has meant that communications have been improved. Several staff pointed out that internal written communication has dropped significantly, with benefits in financial terms as well as the removal of frustrations experienced in waiting for replies or people misunderstanding what was

wanted. "It's so much better when you can talk to people direct, rather than have to write to them", commented staff.

### Improvements

So, without radical changes in work content or organisational structure, improvements have been made to operational efficiency and the general job satisfaction of staff coping with the increased complexity and pace of international banking.

Life in the Tower, it seems, is pleasant—as well as busy. Despite the superb views, gazing out of the 12,000 square metres of bronze-tinted windows is not a luxury staff have too much time for! Yet the improved morale created by the move to vastly improved offices has created a situation in which the changes which will undoubtedly be needed in the future are likely to be well received by a staff more receptive to the general notion of an office environment which is closer to the electronic age than the Dickensian age.