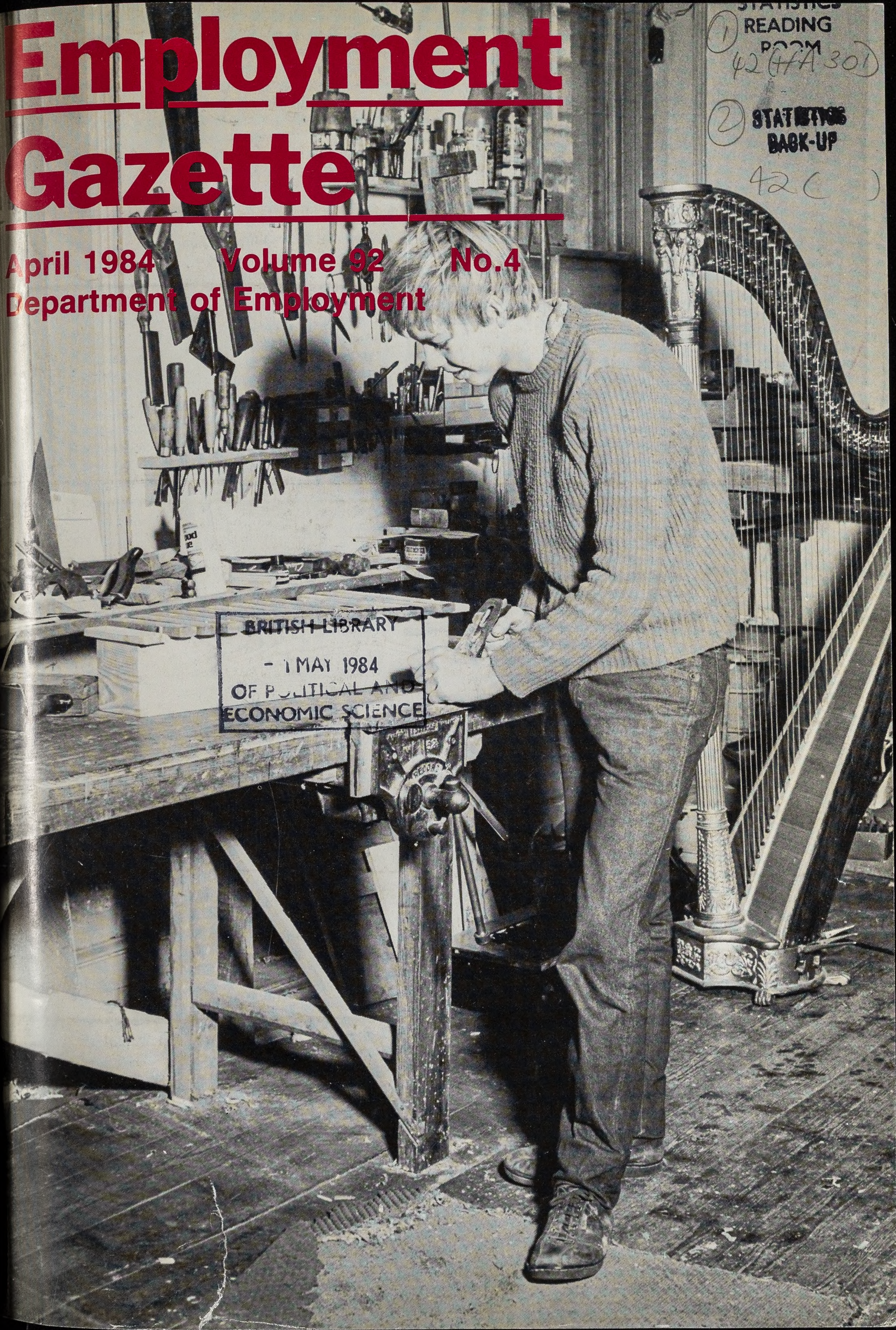
Employment Gazette

April 1984 Volume 92 No.4

Department of Employment



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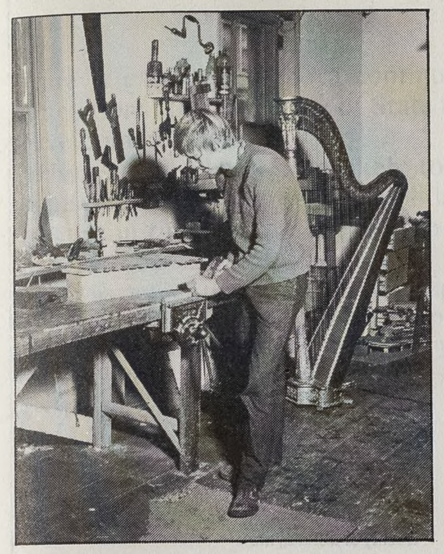
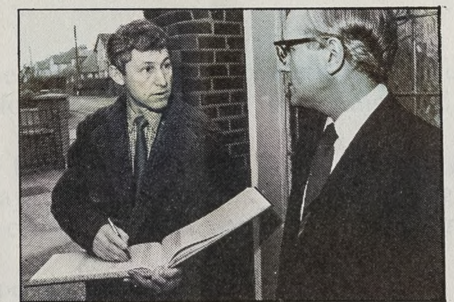


● Cover picture: Craft skills are experiencing a revival in the South West, where training is being followed up with assistance in setting up in business and professional marketing expertise. Pages 190–192.



● Off-site working is examined in a detailed report on pages 144–150.

● Fluctuations in women's employment levels are discussed on pages 151–164.

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Free Department of Employment leaflets

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

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

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 *Written statement of main terms and conditions of employment* — PL700
2 *Procedure for handling redundancies* — PL706
3 *Employee's rights on insolvency of employer* — PL718
4 *Employment rights for the expectant mother* — PL710
5 *Suspension on medical grounds under health and safety regulations* — PL705
6 *Facing redundancy? Time off for job hunting or to arrange training* — PL703
7 *Union membership rights and the closed shop* — PL708(rev)
8 *Itemized pay statement* — PL704
9 *Guarantee payments* — PL724
10 *Employment rights on the transfer of an undertaking* — PL699
11 *Rules governing continuous employment and a week's pay* — PL711
12 *Time off for public duties* — PL702
13 *Unfairly dismissed?* — PL712
14 *Rights on termination of employment* — PL707
15 *Union secret ballots* — PL701
16 *Redundancy payments* — PL713

Employment Acts 1980 and 1982—an outline — PL709
The law on unfair dismissal—guidance for small firms — PL715
Fair and unfair dismissal—a guide for employers — PL714
Individual rights of employees—a guide for employers — PL716
Recoupment of benefit from industrial tribunal awards—a guide for employers — PL720
Code of practice—picketing
Code of practice—closed shop agreements and arrangements

Industrial tribunals

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

Overseas workers

Employment of overseas workers in the UK
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians — OW5 1982(rev)
Employment in the United Kingdom
A guide for workers from non-EC countries — OW17(1980)
Employment of overseas workers in the UK
Training and work experience scheme — OW21(1982)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays?
A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations — EDL504(2nd rev)
Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained — WCL1(rev)

Other wages legislation

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

Special employment measures

Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64 — PL721(rev)
Young Workers Scheme
Information for employers on a scheme to create more employment opportunities for young people
Job Splitting Scheme
What you should know about working in a split job — PL719
Just what your company needs — PL732
Details of a new scheme which helps employers to split existing jobs and open up more part-time jobs
Jobs, training and early retirement — PL723
Part-time Job Release Scheme — PL728
For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64

Young people

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

Quality of working life

Work Research Unit
Publicity leaflet — PL722
Work Research Unit—1982 Report of the Tripartite Steering Group on Job Satisfaction
Meeting the challenge of change
Guidelines for the successful implementation of changes in organisations — PL687
Meeting the challenge of change
Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations — PL688

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 — PL739

Race relations

The Race Relations Employment Advisory Service and the multi-racial workforce — PL679
Background information about some immigrant groups in Britain

Miscellaneous

The European Social Fund
A guide for possible applicants for help from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EC member states — PL694

More work for the service sector and longer holidays for all

There is expected to be a continued growth in employment in the service industries and in non-manual occupations, the Secretary of State for Employment, Mr Tom King, told a meeting of the National Economic Development Council.

Hours of work are also likely to fall somewhat, said Mr King, though these are more likely to manifest themselves as an increase in holidays than a reduction in the working week, if only because a noticeable increase in time away from the job can be obtained more easily by taking the extra leisure all at once rather than as a few minutes per day.

He was optimistic too about the prospects for self-employment because, as he explained to the council: "During a period of relatively high unemployment, self-employment is likely to be seen by some people as a preferable option to unemployment.

"Of the people who take up self-employment for this reason, a number will be successful and choose to remain in self-employment even when paid employment becomes available again."

Affluence

All the available evidence, claimed Mr King, supports the contention that consumption of services will increase as people become more affluent: "In spite of productivity developments associated with the adoption of new technology, the general conclusion that employment in services will grow seems irrefutable."

However, the prospects for manufacturing and manual employment were less certain, he felt. In particular, he maintained that "there is room for a better manufacturing employment outcome than has been suggested." Uncertainties over the future path of such important variables as productivity and the exchange rate meant that forecasts for this sector of industry were liable to be subject to a wider margin of error than for employment in the services sector.

● Speaking at the Recruitment Advertising Awards lunch, Mr King drew attention to the effect that the rapid growth in the labour force has been having on unemployment. "That we are creating new jobs there can be no doubt," he declared, "but it is also true that the trend of unemployment is still too high." This apparent paradox of more jobs but high unemployment, he said, illustrated the impact being made by the rise in the labour force. It is officially projected to grow by 160,000 this year and has swelled by 2·4 million over the past 20 years. For unemployment simply to remain stable, 160,000 jobs would have to be created; even more would have to be found if it is to fall.

Site Safe success

One of Birmingham's oldest building firms, T Elvins and Sons Ltd, has been presented with the Site Safe Trophy after a year-long campaign to highlight the dangers on building sites.

It has now been decided to continue the campaign this year despite the fact that the original "Site Safe '83" has completed its course. This is because of demand from all sides of industry that the efforts to reduce accidents and injury in construction should continue.

"Let the forces improve your staff"—Heseltine

All employers are being encouraged to persuade their staff to join volunteer reserve forces such as the Territorial Army. Minister of State for Defence, Mr Michael Heseltine, has announced plans to recruit another 11,000 TA members by 1990 and, in a letter to employers, has pointed out that "the qualities of leadership, self-discipline and initiative inherent in TA training are as important to the community and as beneficial to the employer as they are to the armed forces."

For this reason he is also appealing to employers to allow employees who are members of the reserve forces to have time off to attend training.

He admits that what he is asking will not be easy "but by responding in this way, not only will you be making your own important contribution to our national defence but also helping yourself by developing, through service in the reserves, the personal qualities and potential of those volunteers in your employ."

Members of the TA must fulfil a minimum of 27 days training a year to qualify for a tax-free bounty of £150 (rising to £275 in the second year of service and £400 in the third). Each private also receives £11.50 for each day spent training; second lieutenants receive £16.95.

Under existing regulations £4 of earned income is disregarded for the purposes of calculating benefits by the Department of Health and Social Security but it is planned to increase this disregard to £8 for TA members under proposals now under consideration.

Nationwide franchises to inspire entrepreneurs

Response to the pilot "Head start in business" (HSIB) schemes, run by the Industrial Society and the Abbey National Building Society, has been so good that it is intended to expand them nationwide through a kind of franchise system.

HSIB operates by inviting unemployed 17-22 year-olds in a particular area to submit ideas for starting up their own small businesses. The best ideas are picked out by a group of industrial experts and then become eligible for a package of support and practical advice provided by the scheme organisers.

Almost 250 young people came forward with ideas when the scheme was first tried in the London area and many are already in business on their own account, some even employing other young people. In February a second pilot scheme was introduced in Nottinghamshire, with the backing of the county council. Eighty-four people applied for it and 60 of them were chosen to attend the first workshop session this month.

Other councils

Mrs Jenny Sweeney, who organises HSIB for the Industrial Society, says she is hopeful that Nottinghamshire County Council will take over its local scheme and she is already talking to other councils about operating similar ones in different parts of the country. However, she is interested in hearing not only from councils but from any large or community organisations who may be willing to operate one. She intends to supply them with a manual and resource pack and to keep ultimate quality control of the scheme but the individual organisations acting as franchisees will be allowed a certain amount of flexibility in how they run it. For instance, there is the possibility that the upper age limit may be relaxed slightly to allow 23-25 year-olds to take part.

Further information is available from Mrs Sweeney at The Industrial Society, Robert Hyde House, 48 Bryanston Square, London W1.

Supervisor scheme ends

Training Within Industry, a direct training service to employers currently run by the Manpower Services Commission but which dates from 1940, is to be withdrawn.

Since the service was introduced, large numbers of people have been trained under it, mainly in short courses at supervisor level. In recent times numbers have fallen off sharply and there is now a wide range of other provision available.

Staffing and other resources will be deployed elsewhere.

Working magic with an Enterprise Allowance

From the age of eight Chantelle Lea, from Birkdale, has been involved with her father's hypnotist act. Now he is leaving the stage to his daughter, as he concentrates on hypnotherapy and healing. And with backing from the Enterprise Allowance Scheme, which gives her £40 a week for a year while she sets up in business on her own, Chantelle is all set to take over the limelight as a conjuror and children's entertainer.

She specialises in an hour of magic for young children, and entertains at nursery schools and parties. But she has also caused quite a sensation on British Rail by her habit of travelling to her engagements in top hat and tails and carrying a suitcase full of props. "I always go to bookings ready dressed," she said. "I feel it would be such a let-down for the children to see me arrive in ordinary clothes. They are often at the windows waiting for 'Chantelle the Magician' to arrive."

Redundancy programme

A new approach to redundancy counselling commenced last month with the publication of *Making redundancy work for you*, a self-help counselling programme and information pack devised by Enterprise Counselling Services Ltd and produced in association with Professional and Executive Recruitment and the Institute of Personnel Management.

Through the programme, organisations faced with implementing executive or managerial redundancies can offer employees professional support and advice.

The core of the programme is a six-part workbook of comprehensive self-assessment exercises. These help participants to identify their skills, experience, personal qualities and aptitudes, to clarify their career aims and potential, and to explore their future options. There are sections on positive and lateral thinking, structured decision making and action planning. Each stage of the self-help guide is illustrated with specific examples and case studies.

The supporting literature and guides cover practical issues prospective job hunters or career changers may need to know about: immediate steps to take on being made redundant; redundancy pay, pension rights, life and health insurance; face-to-face career counselling; job hunting; self-help groups; and training.

It is available, price £85, from the Publication Sales Department, Room W1119, PER, Moorfoot, Sheffield S1 4PQ; Enterprise Counselling Services Ltd, 84 Margaret Street, London W1; and The Institute of Personnel Management, Publications Department, IPM House, Camp Road, Wimbledon, London SW19 4UW.

Regional redistribution of Community Programme places

Re-allocation of places on the Community Programme to correct the present regional imbalance is due to be completed by October 1986.

When the programme started in October 1982, it was decided that the places available should be allocated to regions according to their respective rates of long-term unemployment. In practice, progress in providing job opportunities through the programme varied significantly between regions and some 7,000 places were therefore re-allocated in order to make the most effective use of available funds. London, for instance, had filled only 51 per cent of its 10,500 allocated places by the end of February whereas the North West had filled 93 per cent of its 21,200 places.

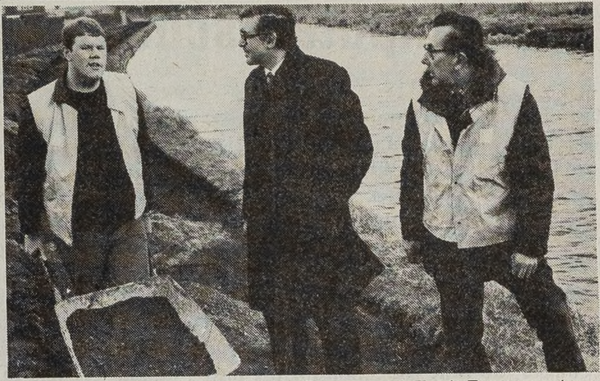
Equal access

Because progress has now started to speed up in those areas which had been lagging behind, the original aim of allowing unemployed people equal access to a Community Programme place requires that the imbalances between the regions should be corrected. The allocation of places is, therefore, to be increased for London and the South East and reduced for Wales, the North West, Yorkshire and Humberside, Northern and Scotland regions. The total allocation of 130,000 places will remain the same as at present.

Commenting on these changes, Mr Peter Morrison, Minister of State for Employment, acknowledged that some of these areas may feel hard hit, especially if they see their places going to areas with lower overall levels of unemployment as opposed to long-term unemployment.

"But the burden of being without work for many months, perhaps a year or more, is just as heavy whether you live in the North of England or the South. The longer a person is out of work the more their confidence can be sapped and the expectation of ever working again, eroded. In many many cases the Community Programme is rekindling that confidence and it is every bit as valuable whether it happens in Basingstoke or Hartlepool."

By February 29, 111,777 places on the programme had been filled, of which over half were in the Midlands, the North West and Scotland.



Mr Patrick Jenkin (centre) with Community Task Force workers at Appley Locks.

Up to 150 jobs for unemployed people are being provided at any one time by the Community Task Force along the Leeds and Liverpool Canal between Wigan and Liverpool. One of its projects has been the creation of a pleasant, informal recreation area at Appley Locks, near Wigan.

The redeveloped site was officially opened by Secretary of State for the Environment, Mr Patrick Jenkin, during a tour of Community Programme environmental improvement projects along the canal. Work on the recreation area included landscaping, providing picnic facilities and improving access to the waterway for disabled people.

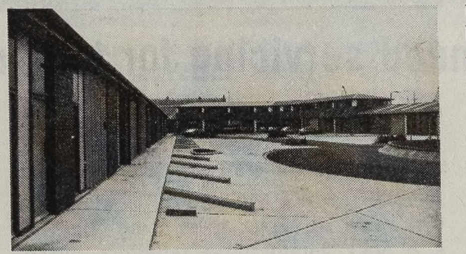
Mr Jenkin applauded the British Waterway Board's efforts in encouraging public use of the canal environment and particularly praised its active co-operation with Manpower Services Commission projects throughout the country. These are currently providing about 1,000 jobs along the waterways, with a further 700 places under discussion.

Specialised centre to create jobs in small businesses

Some 40 businesses creating up to 150 job opportunities can be accommodated in the new Wirral Business Centre, which was opened last month by Mr Patrick Jenkin, Secretary of State for the Environment.

A vital element of the scheme is an "easy in-easy out" arrangement for occupiers with a minimum of red tape. The on-site manager, Job Creation Ltd, puts great store in its implementation role of helping to create new employment, foster technical change and improve marketing among the small businesses situated there.

The Centre provides 38,000 sq ft of accommodation at competitive rents, divided into approximately 40 units ranging in size from 250 sq ft to 2,500 sq ft and designed to allow almost any combination of small industrial workshop, warehouse, studio, office or even showroom use.



The courtyard arrangement of the buildings was constructed so as to encourage an industrial community atmosphere in which tenants become aware of each other's trading activities and can more easily be encouraged to assist each other and participate in the overall running of the project. The central spine road, incorporating a full-sized turning circle, allows the units to be serviced by a herringbone loading bay layout on either side, accommodating vehicles of any size.

The Centre itself consists in the main part of single storey buildings, with one two-storey building for tenants who could benefit from a prominent position with a public frontage. This also contains a meeting room for use by the tenants.

Externally, the brick and roof sheeting materials were chosen to match those of the nearby traditional dockside buildings.

The site, which had been derelict for many years, is two minutes from the M53/Wallasey tunnel on the main route to Birkenhead. The decision to build the £1·23 m centre was taken by Wirral Borough Council, in conjunction with Merseyside County Council and with support from the Department of the Environment. It forms part of the Wirral Job Creation Project, which was set up to create 400 new full-time jobs in a four-year period.

Computer school for jobs

A computer and electronics school, aimed at training unemployed people in specific job skills for which there is a proven local demand, has been started by the BOC Group, which is providing most of the £1 m cost.

The London Computer and Electronics School, in Hammersmith, London, is also receiving backing from the Manpower Services Commission and grants from The Department of Trade and Industry and the London Borough of Hammersmith and Fulham.

Prospective students for the six-month and one-year courses must be at least 19 and will need to show evidence of having been out of full-time education for the past two years. They must also pass an aptitude test and an interview. The courses begin in June/July and initially the number of students will be limited to 120.

During their course students will receive a wage in the region of £40 a week, according to personal circumstances.

The school aims not only to give people access to a new career with good long-term prospects but also to provide employers with personnel who are productive from the very start. The BOC Group already runs 20 similar schools in the United States, where more than 80 per cent of its students find a job within three months.

At Hammersmith there is an additional incentive to achieve a high placement performance in that its financial contribution from the MSC (up to £325,000 for the first year) will be reduced for each graduate not placed in a job related to the skills for which he or she has been trained.

Political funds in 1983

At the end of 1983 there were 59 trade unions and two employers' associations which maintained political funds, according to the eighth annual report of the certification officer for trade unions and employers' associations. The Society of Telecom Executives established a fund during the year.

The report, published this month, also records that ten mergers were registered during the year and that a further 17 proposed mergers of trade unions were in progress at the end of the year.

Enlarging the business

Parliamentary Under Secretary of State for Employment, Mr Alan Clark, opened a new factory for De Vere (Kensington) Ltd in Ilfracombe, Devon, during a two-day visit to the county. The factory, which makes photographic enlargers, will initially provide around 14 new jobs. Pictured talking to Mr Clark (second from left) are De Vere's chairman Mr Arthur Sparks, Mr Tony Speller and Mr John Sparks.

Human engines need servicing for tomorrow's technology

Every annual statement of a company should present a summary of what has been done by way of renewal of the human capital of the company, urged Dr George Tolley, head of the Manpower Services Commission's Quality Branch, speaking at the Institute of Training and Development.

While admitting that we do not know what skills will be needed in the future, Dr Tolley said: "But we do know that the engineer, the accountant, the sales and marketing people, the managers of the next 20 years are most of them currently at work and mostly heavily laden with obsolescent skills. To make way for the newer skills we must cut out the dead wood in training. There is a simple message—it is upskilling all the way with a premium on flexibility and change.

Training on demand

"We must move to training on demand, to putting the tools of training in the hands of the learner more and more. The locus of training will shift towards the workplace because that is where the equipment to provide the training will be, and that is where the relevance of skills and knowledge can be seen and tested.

"We shall need a concept of service stations to which workers can go for the equivalent of an engine check-up, a change in oil or engine; a network of maintenance and re-tooling agencies for the real wealth of this country which is in its human capital.

"We shall need also, well before 20 years are out, to bring training into the boardroom, where it now figures so minimally." If this fails to happen, he warned, "the present fitful signs of economic upturn will give way to steadily declining standards of living and to a continuing deterioration in the environment and in social care."

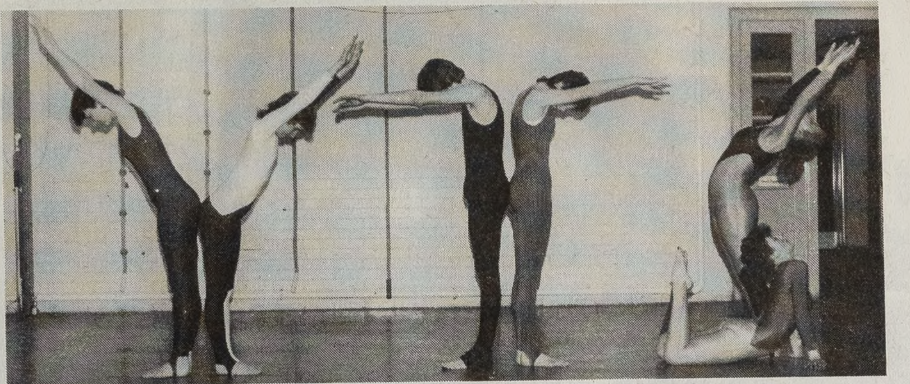
Don't scrap the good projects say MPs

Although it may be necessary to reduce the total number of places under Mode B1 of the Youth Training Scheme, the Manpower Services Commission is being urged not to abolish good existing schemes.

Similarly it is being urged not to cut projects already approved under the Community Programme, solely to achieve a more equitable regional balance. Instead, the House of Commons Select Committee on Employment has asked for more resources to be allocated to the programme.

It is also calling for increases "at least in line with inflation" for the allowance (currently £25 a week) paid to YTS trainees. The size of the allowance, suggested committee chairman, Mr Ron Leighton, may be one reason for the apparently high drop-out rate suffered by the scheme. It would also account for much of the difference between the number of YTS places available during 1983–84 and the actual uptake of places: "We've got to upgrade the YTS," he said, "and one way of doing it is to increase this figure."

On the problem of the long-term unemployed, the committee was very concerned that the MSC did not foresee any reduction in numbers over the next few years. The MSC had told the committee that it expected the long-term unemployed to fall into two principal groups: the under-25s and the over-50s.



Forming the initials "YTS", 17-year-old Adam Lawford (the left side of the "T") and his fellow students at Stage One Studio in Milton Keynes demonstrate their gratitude to the Youth Training Scheme for the opportunity it has given Adam to develop a career as a professional ballet teacher. In addition to furthering his technical ability as a dancer, his course involves teaching practice, learning about the administration of a school, placing orders, dealing with pupils' parents, studying anatomy and music, and taking a business course (covering a variety of subjects, including computing and book-keeping) at a local college.

Short courses

To help the first group, MSC chairman, Mr David Young, had said that he would like to see an extension of the Youth Training Scheme to include a series of short courses and which would allow those in their early 20s to participate. Under this plan people would be able to aggregate up to two years' training, and so anyone in the 18–25 age group who had missed the training provisions for 16–17 year olds would still be able to benefit.

Mr Young's plan won the committee members' support but they still felt that there was a major gap in the existing MSC programmes as regards provision for the unemployed in the 18–25 age group. In answer to the question of what was being done for this group, the MSC had referred primarily to the Community Programme and had drawn particular attention to its proposal to introduce a training element into the CP. This was welcomed by the committee members but they felt it important to point out that such a plan would benefit only some 50,000 people "which is a very small proportion of the total number of long-term unemployed." They also thought it vital that this training element should be introduced with all possible speed.

Supplementary benefit

As for the older long-term unemployed, they were keen to see a reduction in the lower age limit for entitlement to long-term supplementary benefit, so that people in their 50s who had been unemployed for more than a year (and thus, on current evidence, have little prospect of getting a job) could also qualify. At the moment this benefit is limited to the over 60s.

May the MSC be with you

When Mr George Calder, the Manpower Services Commission's North East regional director, visited the YTS workshop in Peterlee sponsored by Peterlee Industrial Training Trust, he was suddenly leapt upon by a menacing figure in a Darth Vader costume. The costume was manufactured at the workshop, which has a thriving business hiring out fancy dress costumes made by the trainees. Unknown to Mr Calder, the word had got around that his two children were avid *Star Wars* fans and so the plan was hatched to surprise him in a face-to-mask confrontation with the villain of the film.

Trainees' success may start spin-off firms

A high technology problem given to a group of Lanarkshire teenagers to solve could lead to them setting up their own company.

The teenagers, who are all on the Youth Training Scheme at North Lanarkshire Information Technology Centre (ITeC) at Bellshill, have been asked to write two special computer programmes. One is a self-teaching package, the other a stock and inventory control system for use in a workshop for disabled people.

"Because of these orders I am looking at the possibility of setting the young people up as a separate company," said their manager, Mr Duncan Ryan, an executive seconded from Honeywell. He has applied for a software development grant and, if he gets it, intends to establish a software house. "That would enable me to pay the young people the rate for the job and keep them here after their 12 months YTS training is completed. It would then be up to us to generate software work to keep them going."

A second area which could produce a spin-off company is training staff for local firms about to install computers. Already the ITeC is undertaking this "user-training" and some of the ITeC trainees have turned teacher on occasion.

"It can be worth £700 a week to us," said Mr Ryan, "and if we could count on a steady flow with several months booked ahead, I would be looking at it as a way of creating jobs."

Employers' use of homework, outwork and freelances

by Catherine Hakim

Social Science Branch, Department of Employment

The 1980 Workplace Industrial Relations Survey provided the basis for a special study of establishments' use of off-site labour: homeworkers, outworkers and freelances. It was found that the use of off-site workers is widespread but is concentrated among the least unionised and most profitable establishments in both the manufacturing and service sectors.

A study of employers' use of outwork was carried out within the Department of Employment's Research Programme on Homeworking. It is the first of two national studies, providing information from the employer's perspective to complement the picture from the outworker's perspective which is covered by the 1981 national survey of home-based workers. National estimates from both these surveys were presented in the January issue of *Employment Gazette* (Hakim, 1984). This article summarises the main findings of the study of employers.

The 1980 WIRS

For reasons of cost, the study was carried out by adding a brief section on outwork to the 1980 Workplace Industrial Relations Survey, a collaborative exercise that was initiated by the Department of Employment and co-funded by the Department of Employment, Policy Studies Institute and Social Science Research Council (now known as the Economic and Social Research Council). The primary purpose of the 1980 WIRS was to provide national data on industrial relations practices and procedures, and the results have been presented elsewhere (Millward, 1983; Daniel and Millward, 1983). In consequence certain characteristics of the survey design were not ideal for a study of employers' use of outwork.

Establishments with fewer than 25 employees (full-time and/or part-time) were excluded from the survey, and all the available evidence suggests that the highest levels of use of outwork occurs in this type of establishment. In particular the 1980 WIRS excludes the majority of establishments in the Wages Council sector, which the Wages Inspectorate estimates to have an average size of seven employees, well below the cut-off point for the survey. The sample size, although large for a survey of industrial relations practices, was somewhat small for a survey seeking to identify the small minority of firms making use of outworkers. Finally, because we were "hitching a ride" on an existing survey, the amount of information that could be collected was severely curtailed. The major advantage of the approach adopted was that we obtained nationally representative data across all industries, not only in the manufacturing sector but also the service sector. Another advantage was that contextual information was available on the characteristics of establishments and their on-site workforces. And finally there was the advantage of being able to make comparisons between plants using, or not using, outwork within each industry sector.

An incomplete picture

While it must be stated that the study provides an incomplete national picture, and that sampling errors are attached to the results, the limitations of the results must be kept in context. Viewed solely as a survey of industrial relations practice the 1980 WIRS was larger (with a sample of 2,040 establishments) and more comprehensive (in terms of industry coverage) than any equivalent survey in Great Britain. Viewed as a survey of employers' use of outwork, it is both large and comprehensive and, in the absence of any alternative sources, it provides benchmark data for the early 1980s for comparison with any later surveys on this topic. With this in mind, the detailed statistical results of the study are presented in the fuller report (Hakim and Field, 1984).

Problems of identification

The results of four smaller studies mounted by the Department of Employment (Cragg and Dawson, 1981; Rubery and Wilkinson, 1981; Hakim and Dennis, 1982; Leighton, 1983a) showed that there are difficulties in identifying outworkers, difficulties which can usually be resolved in small studies based on qualitative research and case studies, but which remain to some extent unavoidable and unresolvable in a large-scale and highly-structured data collection such as the 1980 WIRS. The two key difficulties are the interlinked problems of terminology and employment status for outworkers. The terms "homeworkers and outworkers" used in the 1980 WIRS are well-established in the manufacturing sector, but a very much wider range of terms are used for outworkers in the service sector, in particular the term "freelance" (Leighton, 1983a, p 1).

Also, the employment status of outworkers is the subject of some confusion—both with reference to employment status for tax and National Insurance purposes, and in relation to employment status in common law with reference to employment protection legislation and liability insurance (Leighton, 1983a, pp 1–4; Leighton, 1983b, pp 197–199; Leighton, 1983c, pp 42–43). The confusion arises because the contract of employment (or contract of service) is not defined in statute law but in common law, which has changed and developed over hundreds of years and continues to change and develop in response to new employment arrangements, including outwork and "distance employment" or "off-site working" (as it is now being termed). No doubt "teleworking" technology will also have an impact (Huws, 1983; Huws, 1984). A number of recent studies suggest that the confusion over employment status is most acute in relation to people who do their work mainly or solely away from their employer's business premises (TUC, 1978, p 6; Townshend-Smith, 1979; Newell, 1981, p 427; Ewing, 1982; Cragg and Dawson, 1981, p 22; Employment Committee, 1981; Leighton, 1983b), that is, those whom we have termed **outworkers** in this report. Although case law does not treat job location as a significant determinant of employment status, there is a widespread view among employers in the manufacturing sector that outworkers are customarily self-employed (ACAS, 1978a, p 34; ACAS, 1978b, p 42). Employers in the service sector are more likely to be aware of having a choice and of its implications, and appear to be equally likely to opt for directly-employed as against self-employed arrangements for their outworkers (Leighton, 1982, pp 434, 438; Leighton, 1983a, pp 22–23).

Thus people working off-site may be labelled as employees or as self-employed and this can influence the terms used to describe them—the term "freelance" being more common than "outworker" for those who are self-employed, especially in the service sector. Leighton has shown that while the labels may differ, the jobs done and employment arrangements can be virtually indistinguishable. In some cases—notably insurance and direct sales agents—the difference between the two types of contractual arrangement could be invisible to the naked eye (even after looking at the contracts in question) so that the distinction rested on fine points of law and the precise details of the quantity of control, training, equipment and discretion involved (Leighton, 1982; 1983a, pp 16–18). For these reasons, and because the intention in the 1980 WIRS was to obtain information on all outworkers (irrespective of whether directly-employed, self-employed, or labour-only sub-contractors), the analysis covered establishments using "homeworkers and outworkers" and/or "freelances". The results show a high degree of overlap and equivalence between the two categories, although undoubtedly some people identified under the freelance label worked on the premises (for example in the construction industry). For convenience I use the terms outworker or freelance, and outwork establishment or freelance establishment (or plant) to refer to them.

National estimates

The most complete and reliable national estimates of the size and composition of the outwork labour force are provided by the 1981 national survey of home-based workers, and these have been presented elsewhere (Hakim, 1984). As the 1980 WIRS sample is truncated at the lower end (excluding the smallest plants), and given the problem of terminology and labels noted above, the national estimates obtained from this survey are partial and less reliable. But despite the differences between the two surveys (in terms of coverage, definitions and design) the results are broadly in line, as noted previously (Hakim, 1984, pp 8, 12).

Within the *last month* before the survey, establishments had used some 111,000 people labelled as "outworkers and homeworkers", over half of them being employed in the service sector (61,000 or 53 per cent). Within the *twelve months* before the survey, establishments had used some 281,000 freelances, two-thirds of them being employed in the service sector. So the use of outworkers, homeworkers, freelances and others who work away from the employer's workplace is very much greater in the service sector industries than in manufacturing industry—a finding that is in line with the 1981 survey which shows three-quarters of home-based workers to be employed by service sector industries. My rough guesstimate is that the numbers employed by the smallest establishments (with fewer than 25 employees) are equal to the numbers employed by plants with 25 or more employees.

Types of outwork

According to management reports, outworkers were used predominantly for three types of work: clothing and leather work and similar manufacturing work; packaging and repetitive assembly work; secretarial and clerical work. Only one-quarter of plants used outworkers for other types of work, including professional work (such as research, teaching, legal and design work), driving and deliveries, and sales agent work. No information was collected on the jobs done by freelances, but the industries where they are widely used gives us some indication of the type of work put out (especially when there is overlapping use of outworkers and freelances in the same industry). Freelances, like outworkers, were extensively used in all the manufacturing industries including clothing and textiles, rubber and plastics, and metal goods industries. In the service sector, freelances were used extensively in printing and publishing (presumably for copy editing, indexing and proof-reading as well as journalists, illustrators and the like), educational services (presumably teachers), medical services, legal services, public administration (especially local government). The use of freelances is very widespread in insurance (with 40 per cent of plants using freelances, presumably as agents) and in repairs (with 30 per cent of plants using freelances, presumably to provide localised repair services). The range and variety of outwork jobs is almost as great as among people working on-site, and certainly wider than previously indicated (Hakim, 1980).

Overall two-thirds of establishments used outworkers for manual jobs and one-third used them for non-manual work. But there was a sharp difference between the manufacturing and service sectors. The great majority of manufacturing plants used outworkers for manual jobs; in the service sector outworkers were used equally for both manual and non-manual jobs. For example in retail distribution most outworkers were clothing workers with a minority doing clerical work.

Working at home

The Wages Council sector

The typical establishment in the Wages Council sector has about seven employees, well below the cut-off point for the 1980 WIRS, so the results on the Wages Council sector are very incomplete. Only two per cent of plants with 25 or more employees were in the Wages Council sector and used outworkers; freelance plants in the Wages Council sector were a slightly larger minority at five per cent of the total.

Within the Wages Council sector, freelance plants were twice as common as outwork plants (25 per cent compared to 12 per cent), and they employed rather larger numbers as well. Some 49,000 freelances were employed over the preceding *twelve months* compared with some 15,500 outworkers employed in the *last month* by plants in the Wages Council sector. Given the very different time periods for these two estimates, a single overall figure cannot be attempted. But the implication is that self-employment terms are much more common than employee status for people working away from the main workplace, both in the Wages Council sector and more generally.

It is notable that the great majority of plants using outworkers or freelances fall outside the Wages Council sector (73 per cent and 81 per cent respectively) and the great majority of outworkers and freelances are hence not covered by Wages Council regulations on minimum pay and conditions. (The picture could of course be different among the smallest plants excluded from the 1980 WIRS.) This is understandable, given that Wages Council outworkers are found in the manufacturing sector, especially the declining clothing and textiles industries, while the majority of outworkers are employed in the expanding service sector.

The propensity to use outworkers and freelances

One thing confirmed very solidly by the study is that the use of outwork and freelances is very widespread. All industries make some use of this type of labour, the incidence ranging from one per cent to 50 per cent. All types of area have their share of establishments employing

outworkers. The relative concentration of outwork establishments in city areas (especially in London) was expected, since previous studies suggested a concentration in the South-East. But the relative concentration of outwork establishments in rural growth areas suggests that outwork is expanding outside city centres as well. The encouragement and advice offered by planning organisations such as the Development Board for Rural Wales (1980) may well be a factor in this extension of outwork in areas where employment opportunities are constrained by transport difficulties.

This widespread use of outwork is rendered relatively invisible by the fact that a minority of establishments in any industry use outworkers or freelances, and those that do typically use very few. Less than one in ten (eight per cent) of establishments reported using homeworkers and outworkers, although one-quarter reported using people employed on a freelance basis. The propensity to use agency temps and people on short fixed-term contracts (of up to 12 months) was three times greater than the propensity to use outworkers, on a level with the use of freelances. Overall half of all establishments were using one or another type of non-permanent labour, with a fair degree of overlapping use of two or more types. The use of outworkers and/or freelances was associated with the use of the other two types of non-permanent labour as well, especially short-term contract workers.

On average, outwork establishments employed 11 outworkers within the preceding month, and in three-quarters of establishments this number was never exceeded in any month of the year. Thus the typical pattern was for very few to be employed by the establishment throughout the year, although in some cases there were marked seasonal fluctuations. The use of freelances was more widespread but the level of use was very similar, an average of ten freelances per establishment using them. While small numbers were typical for both types of workplace, in both the small group of outwork plants and the much larger group of freelance plants there was a minority (one to two per cent of plants) with very extensive use: 100 workers or more over the year.

Seasonal fluctuations in outwork

One-fifth of establishments reported no seasonal fluctuations at all: the same number of outworkers was used throughout the year. Among a further three-fifths of establishments there was some variation in the numbers employed over the year. But one-fifth of establishments experienced quite dramatic fluctuations in the numbers of outworkers employed, with the numbers employed in the "trough" months being doubled, trebled or quadrupled in the "peak" months. For example an establishment employing no outworkers at all in the "trough" months would employ 50 to 100 outworkers in their "peak" months. In most cases the fluctuations were of a seasonal character in that they occurred over the course of a year, but among one in ten outwork establishments these fluctuations occurred within a single month. Large variations were particularly common in the clothing and textiles industries and among the largest plants (with a workforce of 500 or more people): in these cases the numbers of outworkers employed in the "low" months would be quadrupled in the "peak" months.

In sum, there were three quite different patterns of seasonal fluctuation in the use of outworkers: a minority of establishments with a stable outwork labour force employed on a regular basis throughout the year; a relative majority (almost two-thirds) of establishments that varied the size of their outwork labour force in response to seasonal or other fluctuations in demand; and another minority of establishments that varied the size of their outwork labour force very substantially over the course of a year.

It was noted that the summer months when the 1980 WIRS interviews were carried out were, on balance, "trough" periods rather than "peak" periods for the use of outwork. This indicates that the level of use of outwork will be somewhat under-stated by the 1980 WIRS, even in relation to plants employing 25 or more people. Overall it appears that the autumn months (September to November) are the peak months for outwork in Britain.

Equivalent information was not collected for "freelance" workers, so nothing can be said about the seasonal fluctuations that might be experienced by this group of outworkers.

The significance of outwork

Despite the small numbers typically employed, outworkers can represent a significant addition to a plant's workforce—even if we ignore the dramatic seasonal peak months. For most plants the outworkers employed in the preceding month represented an addition to the workforce of no more than ten per cent. But one-fifth of plants (and especially the smaller ones) achieved an increase in their manpower of over ten per cent through the use of outworkers or freelances, reaching increases of 40 per cent to 100 per cent in some cases. So although off-site workers may be "marginal" in the sense of small numbers being used, they can be a significant element of the plant's workforce—either as an extension of a small workforce or in allowing dramatic seasonal fluctuations in the numbers used.

Pay and conditions of outworkers

Although outworkers did not necessarily do jobs that were *typical* of the industry, they generally did jobs *similar* to work done on the premises. Comparing the pay of outworkers to inworkers' pay for *similar work* provides an indirect control for all the factors that can influence pay for different jobs in different industries, regions and types of plant, and ensures comparisons between like and like.

In virtually all the cases where similar work was done on the premises, management respondents were able to draw comparisons between the rates of pay (hourly rates or piecework rates) for outworkers and on-site workers, but no information was collected on the earnings of either group. In three-quarters of establishments managers said that outworkers had the same rates of pay as inworkers—so that little or no allowance was being made for outworkers' overheads. In those cases where outworkers' pay was different it was typically lower than inworkers' pay for the same or similar work, even for skilled work.

This overall pattern masked a significant divergence between the pattern in the Wages Council sector and other industries. In the Wages Council sector, outworkers' pay was either the same or higher than pay for equivalent work done on the premises. Given the structure of pay in the Wages Council sector this was to be expected, as outworkers normally receive mark-ups for piece-rates, for overheads and for pay-in-lieu of holiday pay. It appears that plant managers outside the Wages Council sector ignore these factors, as pay rates for outworkers were the same or lower than for equivalent work done on the premises.

Information on holiday pay was obtained from all plants using outworkers (not just those using outworkers for similar work). Holiday pay for outworkers was a rarity, given by one in ten outwork plants. It was more common among plants in the Wages Council sector (16 per cent of establishments) than in other industries (eight per cent of establishments). What is more surprising is that, according to management reports, none of the plants gave pay-in-lieu of holiday pay, not even in the Wages Council sector where this is a common arrangement. It is just possible that the higher rates of pay in the Wages Council sector included a small element of pay-in-lieu of holiday pay as well as the overheads addition, but if so managers were clearly unaware of it.

Even when comparing pay rates for similar work in the same plant, industry and region, outworkers fare less well than their counterparts working at the workplace, and allowances for their overheads are the exception rather than the rule. Outworkers are typically paid the same rates as inworkers but they are often treated as a cheaper type of labour.

Off-loading risk

A key finding of the study is that establishments using outworkers and/or freelances are doing better, on balance, than establishments not using these types of labour. This suggests that the flexibility offered by these types of labour can of itself be a significant factor in a firm's expansion or in its ability to ride through the recession.

Information on capital investment, demand for products/services and financial performance compared with other firms in the same industry was obtained from managers in industrial and commercial plants (excluding the public sector).

Establishments variously reported a rising, stable or declining trend for investment, demand and financial performance compared with other firms in the same industry. Following CBI practice (Keating, 1983), we used the overall *balance* to draw comparisons between types of establishment. (Balances are the percentages reporting a rise less the percentages reporting a decline.) On balance, outwork and freelance establishments were more likely than establishments not using outworkers to report rising capital investment and rising demand for their products and services. In terms of financial performance compared with other firms in the same industry, outwork establishments were doing markedly better than average, and freelance establishments were doing slightly better than average.

A similar pattern was observed with reference to recent changes in workforce levels, on which information was available for all establishments (including the public sector). The effects of the recession were very much in evidence here, with establishments in both the manufacturing and service sectors reporting, on balance, an increasing workforce over the past five years, but a declining workforce within the previous 12 month period. But outwork and freelance establishments were doing better than others over the past five years, and even over the past year, in terms of maintaining or increasing their workforce levels. This advantage was seen in both the manufacturing and service sectors, and was particularly marked among outwork plants.

A study of employers' reasons for using outworkers in the manufacturing sector found that the flexibility offered by outwork was exploited both by expanding new small firms and by well-established firms in traditional industries experiencing a decline in demand (Rubery and Wilkinson, 1981, pp 124–129; Hakim and Dennis, 1982, p 5). This study found that the numbers of outwork and freelance plants doing well and expanding are *larger* than the numbers doing badly and contracting, especially in the service sector. This confirms that the use of outwork is shifting to expanding sectors of industry rather than being concentrated in declining sectors alone. So the use of outwork might be expected to become even more widespread in future years, despite the contraction of traditional outwork industries (in particular clothing and textiles) and of the manufacturing sector more generally. Studies of the information technology industry point to an increasing trend to use off-site workers, with a spill-over effect on other white-collar and managerial jobs as well (Korn-Ferry, 1983; Lipsig-Mumme, 1983; Employment Committee, 1983, para. 123; Huws, 1984; Judkins and West, 1984).

These findings are in line with those of previous studies noting that outworkers are used as a buffer against market fluctuations, particularly in the manufacturing sector. This suggests that employers are in effect sharing their risks with outworkers (Rubery and Wilkinson, 1981, p 122–128) to a much greater extent than with their on-site workforce (Jonsson, 1978). This approach is not acknowledged in the system of remuneration for outworkers. Rates of pay were never higher than those for inworkers (except, to some extent, in the Wages Council sector), as would be expected for genuinely self-employed subcontractors (Hope *et al*, 1976, p 98), and yet outworkers were typically not offered the benefits (such as sick pay and holiday pay) that are now standard benefits for employees. Although some of those described as freelances may have been working as entrepreneurs in business on their own account, it is difficult to see the most common outwork jobs (such as sewing machinists and clerical workers) in this light and case law would tend to suggest that they were employees (Leighton, 1983a; 1983b, pp 198–200). The results of the 1980 WIRS indicate that they have few or none of the advantages of employee status, with no evidence of the advantages of self-employment either. It is perhaps indicative that in the 1981 national survey of homeworkers, one reason given for not regarding themselves as self-employed was that they earnt too little to be regarded as a profit-making unit. The off-loading of risk to outworkers may be facilitated by the practice being acceptable among those, such as professional freelances, who are truly in business on their own account.

Better than average

Overall then, plants using outworkers and/or freelances are doing better than average within each industry sector. At first sight it seems difficult to credit this advantage solely to the use of outworkers or freelances, since the numbers used are typically very small. However, the use of outworkers or freelances is indicative of wider use of non-permanent labour by these plants (in particular short-term contract workers); even small numbers can represent significant additions to the on-site workforce; outworkers tend overall to be a cheaper type of labour, in terms of their pay and benefits; and in a fluctuating and recessionary economy the flexibility offered by outwork could be significant. Also the use of outwork enables the employer to avoid overheads, especially the cost of providing a workplace, or larger workplace. It is notable that the prime motivation behind the Rank Xerox "networking" scheme, in which directly-employed executives are transformed into home-based freelances doing the same jobs for the company, was to contain high overheads costs and reduce office space requirements (Huws, 1984, p 15). And finally all the available evidence indicates higher productivity from outwork as compared with on-site workers due to less time wasted on waiting, the absence of any office-based social activities, payment by results and piecework arrangements, the fact that employers can choose the most skilled and experienced people for outwork (often from among their ex-employees) and, not least, the more concerted efforts by management to monitor and control output from off-site workers far more rigorously than it does with its on-site workforce (Cragg and Dawson, 1981, pp 17–18; Hakim, 1982, pp 371–372; Hakim and Dennis, 1982, pp 28–29; Huws, 1983, pp 11–15; Leighton, 1982, pp 438–439; Judkins and West, 1984, pp 11–14; Huws, 1984, pp 15–17). So there are many reasons why the use of outwork could add up to a significant difference overall in the profitability and performance of a firm or plant.

A secondary labour force

All this suggests that outworkers are treated as a secondary labour force, with pay and conditions inferior to those given to people doing similar work on the premises when they are given work, but vulnerable to short-term fluctuations in the quantity of work and even to being "laid off" during the "trough" months. This perspective is reinforced by the fact that outwork is used by establishments that themselves display many of the characteristics of the secondary labour market.

Outwork plants were more likely than others to employ a typically-female workforce, and had relatively high proportions of ethnic minority and part-time workers; although freelance plants were not distinctive in terms of their workforce composition. However both outwork and freelance plants were considerably less unionised than the average on all the indicators available from the 1980 WIRS. In the manufacturing sector, there was no recognised trade union in half the outwork establishments (compared with the average of 31 per cent) and none in 60 per cent of the outwork establishments in the service sector (almost double the sector average of 34 per cent). Just under half of all outwork establishments had no union members among their full-time manual staff—almost double the average of 26 per cent; and three-quarters had no union members among their full-time white-collar staff—again almost double the average of 43 per cent.

Union density in outwork plants and freelance plants averaged 31 per cent and 42 per cent of full-time employees respectively, well below the national average of 57 per cent of all plants of this size, the difference being particularly marked in the smaller plants with 25-99 employees. As shown by the union density measure, freelance plants were a less extreme group, falling roughly half-way between the unionisation profile of outwork plants and the national average for all plants.

Non-unionised

It appears that roughly half of all freelances and the great majority of outworkers are employed by non-unionised establishments. It is likely that levels of unionisation would be even lower among the outworkers employed by these establishments. Until very recently trade union policy was to eliminate all forms of outwork, with consequently little effort being put into the recruitment of outworkers into the trade union movement. Perhaps in part as a result of this policy, but also due to the "philosophy of self-employment" and ideology of independence and autonomy in some outwork jobs, many outworkers (especially women) are alienated from trade unions, perceiving them to have little or no concern for the low-paid and for those who refuse to be dragooned into collective industrial action (Howton and Rosenberg, 1965; Drake, 1968; Cragg and Dawson, 1980, pp 25–26; Leighton, 1982, p 437).

Virtually all outwork and freelance establishments were in the private sector (92 per cent and 82 per cent respectively), compared to two-thirds (67 per cent) of all establishments in the sample. As an indicator of secondary labour market status, the size of the particular establishment is less significant than the size of the firm as a whole. Almost half of the outwork establishments and one-third of the freelance establishments were independent, single plant firms whereas the great majority (84 per cent) of other establishments were part of a larger company or organisation. This difference would likely be magnified if the very smallest firms (with fewer than 25 employees) were included in the picture.

Thus all the indicators that are available from the 1980 WIRS—unionisation, size and status of the firm, and workforce composition—show that at least half of outwork plants and at least one-third of freelance plants fall within the secondary sector of the labour market, where the pay and conditions offered to workers are below average.

Less favourable

All these results relate to establishments with 25 or more employees, excluding the very smallest where pay and conditions are likely to be less favourable for outworkers. The results indicate that outwork offers significant advantages to the employer, advantages that contribute to a better-than-average financial performance compared with other firms in the same industry for at least half of outwork and freelance establishments. There are three major advantages offered by outwork. The avoidance of overheads costs, in particular the costs of providing a larger workplace, is self-evident. Outworkers offer higher productivity than is obtained from inworkers, if only because payment by results is often applied to outwork; this higher productivity is facilitated in part by lower labour costs, particularly obvious in the absence of holiday pay and sick pay, but also observed in rates of pay that are more often lower, rather than higher, than those for inworkers with allowances for overheads being the exception rather than the rule. And perhaps most important of all is the flexibility offered by outwork. Flexibility is achieved primarily by varying the quantity of work put out on a weekly or monthly basis, and only secondarily by greatly expanding the numbers of outworkers used at particular times of the year. So there is a high degree of stability in the outwork *labour force* even though the quantity of *work* put out can fluctuate a good deal, as noted already by Rubery and Wilkinson (1981, pp 120–128; Hakim and Dennis, 1982, p 5).

The previous report on the 1980 WIRS noted the association between the absence of any trade union recognition and a plant's better-than-average financial performance, but did not explore the possible reasons for it (Daniel and Millward, 1983, p 259). It would seem that the hidden link (and a very invisible one) could be the use of outwork and other forms of non-permanent and off-site working by labour-only sub-contractors, who are forced to absorb the risks (from fluctuating demand and so on) that are traditionally held to be attributable to capital (or the employer). If labour can be seen as a risk-taking factor of production, the argument must apply with greatest force to outworkers.

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SPECIAL FEATURE

Women's employment changes in the 1970s

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Using Census of Employment data for the years 1971–1978 and 1981, this article analyses year-by-year employment changes of women and men in selected industries within the manufacturing and service sectors.

The 1970s have seen some of the most dramatic employment changes of our post-war history; in particular, we are now in the severest slump since the 1930s. Women's employment changes over this period are even more noteworthy and they seem integrally bound up with structural changes in the British economy. The aggregate level changes in employment are well known but some of the disaggregated employment changes, particularly over the last decade, are not so well documented. Employment changes over the business cycle have received less attention and the issue of whether women are substituted for men over the cycle gets only passing reference if it is mentioned at all. It is not clear, for example, whether women lose their jobs more than men in recessions for structural, social or sex discriminatory reasons, or gain employment because of lower wage costs.

This article will chart some of the more disaggregate industry-level, year-by-year employment changes of women and men in the 1970s, in an attempt to complement the more aggregate statistical reviews and to see more of the way women's employment varies with fluctuations in the economy. We are not only interested in the effects of recessions, although the current recession is one which is arousing considerable concern because of its severity. The economic fluctuations over this decade consisted of a decline in employees between 1972 and 1976 followed by an increase to 1979, when the recent recession began. The Census of Employment figures will be used to document the changes.

Areas of ignorance

Women's increasing labour force participation is a well established trend and it is visible over the whole of the post-war era. Equally well established is the increasing trend in women's part-time employment and this has been a continuing trend through the 1970s. Thirty-three per cent of women employees in 1971 were part-timers; in 1981 the percentage had risen to 42 per cent although this has not been a steady increase, nor does it apply to all industries. Clark (1982) in a thorough review of the aggregate level changes in women's part-time work and Robertson and Briggs (1979) document the five-year changes in part-time work between 1971 and 1976.

During the period of relative growth in the early 1970s part-time employment increased by 943,000 between 1971 and 1976; a staggering 95 per cent of these jobs were in service industries and two per cent of the increase were in manufacturing. These figures reflect, albeit in an exaggerated way, the longer-term structural changes in the British economy, with a declining manufacturing sector and a growing services sector. Mallier and Rosser (1980) have examined the growth in part-time work, and have suggested that it has been largely demand-induced, but they do not engage in an analysis of the fluctuations in part-time work over the business cycle.

Protected

One commentator, Bruegel (1979), suggested that women's location in the more buoyant service sector employment has protected them, to some extent, in the reductions in employment which occurred between 1971 and 1976. Bruegel suggested that women did suffer disproportionately more than men, however, in the declines in the manufacturing industries, a finding which gains some support from the micro-level studies of the Science Policy Research Unit (SPRU), Arnold *et al* (1982); for example in textiles and engineering. Some of this evidence is speculative, however, since it is assessing the likely effects of changing technology. Bruegel found little evidence overall of the substitution of cheaper women workers for men.

Rubery and Tarling (1983) discuss Bruegel's conclusion and they think that although—in the absence of further evidence—she may be right about the effects on women of employment fluctuations which take place in periods of mild recession, they would argue with Bruegel on the grounds that, in severe recessions, substitution of cheaper women workers for men is more likely to occur. Their argument suffers from paying insufficient attention to distinctions between manufacturing and services, and between part-time and full-time work, though their conclusions may well be correct: "We do not expect to find a simple relationship between economic decline and women's employment position" (Rubery and Tarling, 1983, p. 50).

Rubery and Tarling (1983) discuss an important factor in determining employment fluctuations; the role of technological change and restructuring. They suggest that the substitution of women for men, if it is to occur, is more likely during the upswing because that is the period when most restructuring will take place. The SPRU study by Arnold *et al* (1982) found that this entanglement of business cycle fluctuations and technological change posed them with problems as they tried to isolate the effects of new technology only. Their predictions about the new skills being created in a selection of both services and manufacturing industries were that they were likely to be predominantly for men.

There are a variety of views, therefore, and relatively little systematic analysis of women's employment fluctuations over the economic cycle. A number of questions have been posed and remain unanswered. Do women's prospects *vis à vis* male workers worsen in severe recessions as compared with mild recessions? Does the substitution of women for men workers take place in severe recessions, but not in mild ones, or is substitution a feature of upswings in economic activity?

These questions will be addressed in the analysis of the Census of Employment figures which follows. The analysis of this decade of year-by-year industry employment changes also has the benefit of complementing the more aggregate and average level discussions of employment changes, and updating some of the work which used figures up to 1976.

Table 1 Proportionate changes in employment by selected industries

Per cent

		All manufacturing	Clothing	Food, drink and tobacco	Textiles	Distributive trades	Professional and scientific	Miscellaneous services	Public administration
1971–72	MFT	−3·4	−0·7	−1·5	−3·1	1·8	3·6	3·4	1·8
	MPT	−4·2	6·1	−2·0	−13·7	2·6	1·6	4·6	3·8
	FFT	−3·7	−1·0	−2·5	−1·2	0·1	2·4	3·0	3·4
	FPT	−3·7	—	−2·2	−6·8	1·8	6·8	9·7	7·7
1972–73	MFT	−0·1	−4·9	−2·1	−0·3	1·6	3·6	2·1	0·5
	MPT	11·7	8·6	12·2	4·5	13·5	10·2	13·6	2·7
	FFT	−0·4	−2·5	−1·3	−2·9	0·1	3·2	1·7	4·0
	FPT	12·4	8·2	9·2	8·5	11·8	6·5	12·5	6·3
1973–74	MFT	−0·4	−4·9	0·1	−1·5	−2·2	2·9	−3·0	3·1
	MPT	11·1	13·2	1·8	11·3	10·5	1·2	−0·1	2·9
	FFT	−1·4	−6·1	0·1	−5·3	−4·4	2·1	−3·5	3·9
	FPT	15·2	15·3	10·5	11·8	9·4	6·4	3·0	13·6
1974–75	MFT	−3·5	−6·1	−3·4	−8·7	−0·2	3·6	0·7	3·1
	MPT	−6·3	−2·4	−5·4	−11·4	4·3	1·9	3·1	—
	FFT	−6·8	−6·9	−5·0	−11·1	−3·4	4·2	−1·5	6·3
	PPT	−10·8	2·7	−12·4	7·8	3·4	9·3	1·0	1·4
1975–76	MFT	−2·5	−4·5	−0·9	−2·1	−1·4	2·1	2·7	−0·1
	MPT	−2·1	−7·3	−2·8	−11·4	0·3	0·8	4·4	−12·5
	FFT	−4·2	−4·8	−2·2	−3·2	−2·5	2·6	2·1	0·3
	FPT	−7·3	−6·7	−2·5	−4·5	−1·0	3·7	8·2	−11·8
1976–77	MFT	0·4	−2·1	−0·9	−1·0	1·9	0·1	2·3	−1·0
	MPT	−1·6	−5·3	−2·9	6·5	−1·6	−10·9	−0·1	—
	FFT	2·1	3·7	1·1	0·8	1·4	0·1	0·9	0·8
	FPT	0·6	−0·2	0·8	2·6	0·3	0·2	2·6	−2·2
1977–78	MFT	−0·5	−3·1	−1·9	−4·4	1·2	0·9	2·6	−2·1
	MPT	8·6	40·5	18·0	4·5	3·8	5·5	1·0	−0·5
	FFT	−0·5	−3·5	−1·9	−4·0	0·5	—	2·2	0·9
	FPT	−1·7	−1·1	1·8	−7·1	0·4	1·2	4·2	3·4
1978–81	MFT	−15·7	−22·4	−6·9	−32·1	—	−2·0	1·7	−1·8
	MPT	−24·0	−39·2	−33·9	−44·1	−7·5	−2·1	13·7	−4·8
	FFT	−17·8	−25·2	−5·6	−44·9	−1·1	−1·7	4·5	−2·5
	FPT	−23·1	−34·6	−12·2	−38·2	1·9	4·1	13·3	−5·5

MFT: Male full-time worker. MPT: Male part-time worker. FFT: Female full-time worker. FPT: Female part-time worker.
Source: Employment Gazette.
Note: Comparisons from 1971–2 up to 1977–8 compare figures for June; comparisons from 1978–81 compare June 1978 with September 1981. They may therefore be subject to seasonal differences.

Chart 1 Annual percentage changes in employment in selected manufacturing industries

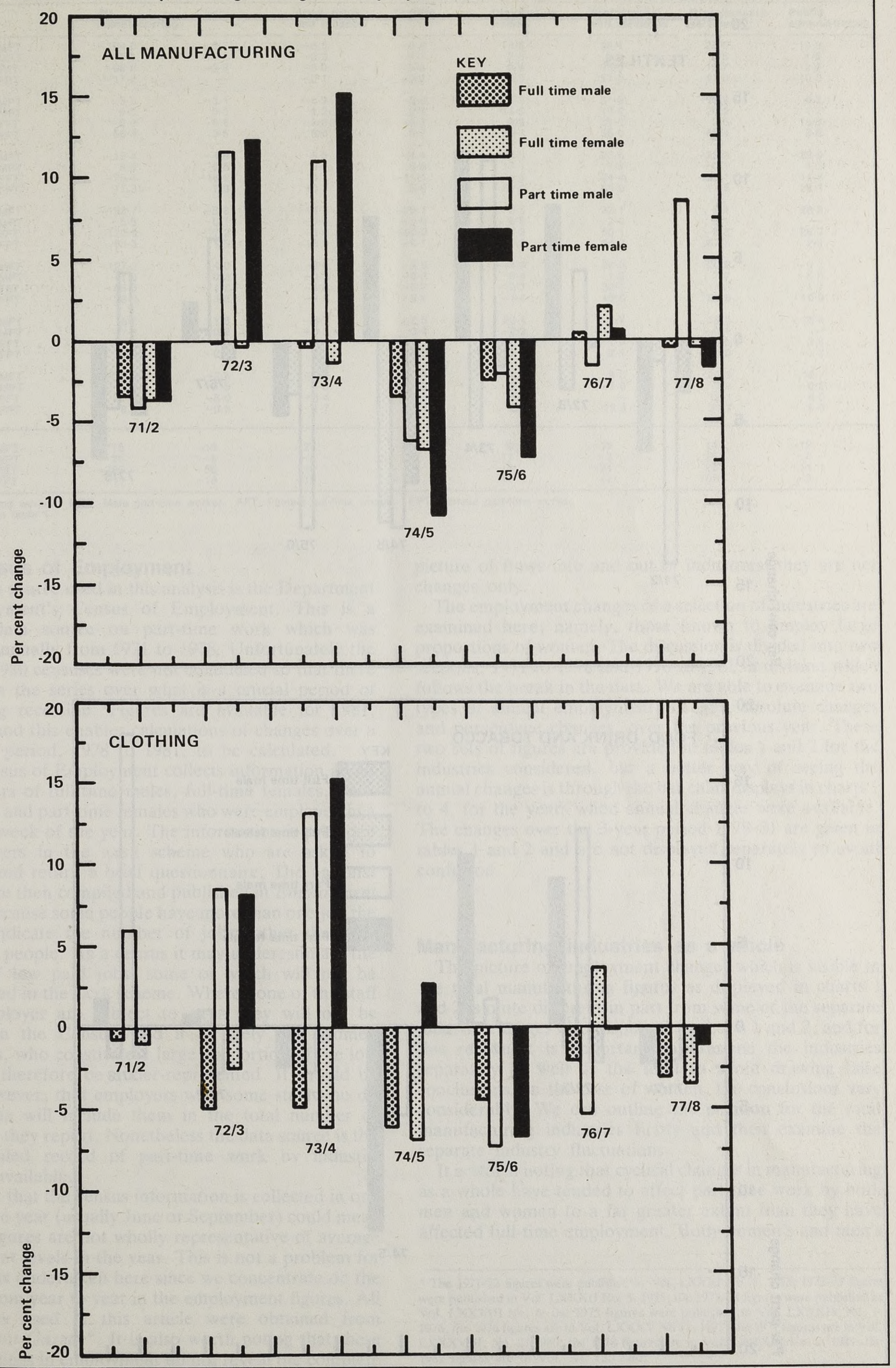


Chart 1 continued

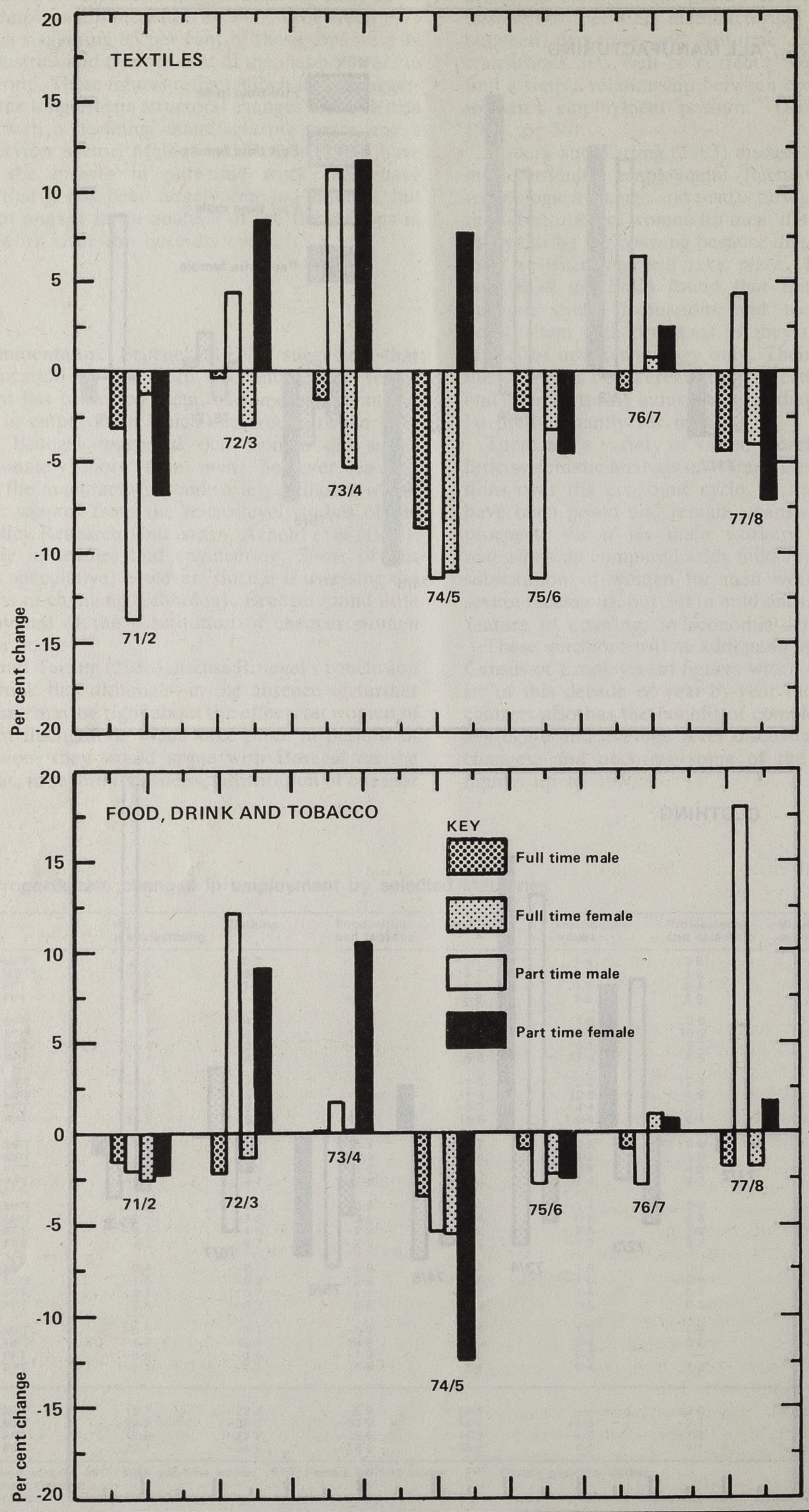


Table 2 Absolute charges in employment by selected industries

Thousand

		All manufacturing	Clothing	Food, drink and tobacco	Textiles	Distributive trades	Professional and scientific	Miscellaneous services	Public administration
1971–72	MFT	−184·0	−0·7	−6·5	−9·4	18·3	30·4	25·0	16·3
	MPT	−3·0	0·2	−0·2	−1·1	2·8	2·1	6·5	1·6
	FFT	−68·8	−2·8	−5·0	−9·5	0·8	26·0	16·7	12·6
	FPT	−17·2	—	−2·1	−3·2	10·5	57·0	47·0	10·0
1972–73	MPT	−5·5	−5·1	−8·9	−0·8	16·5	31·8	15·8	4·3
	MPT	8·0	0·3	1·2	0·3	14·8	13·8	20·2	1·2
	FFT	−8·0	−6·8	−2·5	−6·3	0·9	36·0	9·5	15·5
	FPT	56·3	3·6	8·6	3·7	70·7	58·0	66·4	8·8
1973–74	MFT	−19·4	−4·9	0·6	−4·4	−23·0	26·5	−23·0	−28·9
	MPT	8·5	0·5	0·2	0·8	13·1	1·8	−0·1	1·3
	FFT	−25·4	−16·2	0·1	−11·1	−35·9	24·4	−20·1	14·8
	FPT	77·3	7·3	10·7	5·6	63·0	61·0	17·6	20·3
1974–75	MFT	−182·7	−5·8	−14·4	−25·1	−2·5	33·1	5·1	28·8
	MPT	−5·3	−0·1	−0·6	−0·9	6·0	2·9	5·1	—
	FFT	−120·0	−17·2	−9·6	−22·0	−26·3	50·1	−8·3	26·3
	FPT	−63·3	1·5	−13·9	−6·1	25·2	94·2	67·3	2·3
1975–76	MFT	−127·2	−4·0	−3·8	−5·5	−14·3	20·6	20·2	−0·7
	MPT	−1·6	−0·3	−0·3	−0·8	0·4	1·3	7·7	−5·8
	FFT	−68·3	−11·2	−4·0	−5·7	−18·7	32·1	11·5	−1·1
	FPT	−38·0	−3·8	−2·5	−2·2	−7·4	40·6	55·6	−19·9
1976–77	MFT	16·7	−1·8	−3·7	−2·5	20·1	0·7	18·0	−16·4
	MPT	−1·3	−0·2	−0·3	0·4	−2·3	−16·9	−0·1	—
	FFT	33·0	8·3	1·9	1·4	10·1	1·4	5·0	3·3
	FPT	2·9	−0·1	0·8	1·2	2·6	2·1	19·0	−3·3
1977–78	MFT	−23·6	−2·6	−7·6	−11·1	12·3	9·3	20·3	−19·7
	MPT	6·6	1·5	1·8	0·3	5·4	7·6	1·8	−0·2
	FFT	−7·4	−8·0	−3·4	−6·8	3·6	—	12·1	4·0
	FPT	−8·4	−0·6	1·7	−3·4	2·8	13·9	31·7	5·0
1978–81	MFT	−775	−18	−27	−78	0	−19	14	−16
	MPT	−20	−2	−4	−3	−11	−3	25	−2
	FFT	−286	−56	−10	−47	−8	−21	26	−11
	FPT	−111	−18	−12	−17	14	47	105	−9

MFT: Male full-time worker. MPT: Male part-time worker. FFT: Female full-time worker. FPT: Female part-time worker.
Note: See note in table 1.

The Census of Employment

The data source used in this analysis is the Department of Employment's Census of Employment. This is a valuable data source on part-time work which was collected annually from 1971 to 1978. Unfortunately the 1979 and 1980 censuses were not conducted so that there is a gap in the series over what is a crucial period of heightening recession. Figures are available for 1981, however, and this enables calculations of changes over a three-year period, 1978 to 1981, to be calculated.

The Census of Employment collects information about the numbers of full-time males, full-time females, part-time males and part-time females who were employed in a particular week of the year. The information is provided by employers in the PAYE scheme who are asked to complete and return a brief questionnaire. The national statistics are then compiled and published in *Employment Gazette*; because some people have more than one job the statistics indicate the number of jobs rather than the number of people. As a census it may underestimate the number of low paid jobs, some of which will not be incorporated in the PAYE scheme. Where none of the staff of an employer are subject to PAYE they will not be included in the Census, and it is likely that women part-timers, who constitute a large proportion of the low paid, will therefore be under-represented. It should be noted, however, that employers with some staff who do not pay tax will include them in the total number of employees they report. Nonetheless the data source is the most detailed record of part-time work by industry currently available.

The fact that the census information is collected in one week of the year (usually June or September) could mean that the figures are not wholly representative of average employment levels in the year. This is not a problem for the analysis undertaken here since we concentrate on the changes from year to year in the employment figures. All the figures used in this article were obtained from *Employment Gazette**. It is also worth noting that these yearly changes in employment do not reveal the complete picture of flows into and out of industries; they are net changes only.

The employment changes of a selection of industries are examined here; namely, those known to employ large proportions of women. The discussion is divided into two sections, 1971 to 1978 and 1978 to 1981, a division which follows the break in the data. We are able to examine two types of annual employment changes, absolute changes and percentage changes, over the previous year. These two sets of figures are provided in tables 1 and 2 for the industries considered, but a better way of seeing the annual changes is through the bar chart displays in charts 1 to 4, for the years when annual changes were available. The changes over the 3-year period 1978–81 are given in tables 1 and 2 and are not displayed separately to avoid confusion.

Manufacturing industries as a whole

The picture of employment changes which is visible in the total manufacturing figures as displayed in charts 1 and 2 is quite different in part from some of the separate industry changes also displayed in charts 1 and 2, and for this reason it is important to examine the industries separately as well as the total to avoid drawing false conclusions. In the case of women, the conclusions vary considerably. We can outline the position for the total manufacturing industries firstly and then examine the separate industry fluctuations.

It is worth noting that cyclical changes in manufacturing as a whole have tended to affect part-time work by both men and women to a far greater extent than they have affected full-time employment. Both women's and men's

* The 1971–72 figures were published in Vol. LXXXI No. 8, 1973; 1972–73 figures were published in Vol. LXXXII No. 5, 1975; the 1973–74 figures were published in Vol. LXXXIII No. 6; the 1975 figures were published in Vol. LXXXIV No. 7, 1976; the 1976 figures are in Vol. LXXXV No 11, 1977; the 1977 figures are in Vol. LXXXVIII, No. 2, 1980; the 1978 figures are in Vol. LXXXIX No. 2, 1981; the 1981 figures are in Vol. XC 12, 1982.

Chart 2 Annual absolute changes in employment in selected manufacturing industries

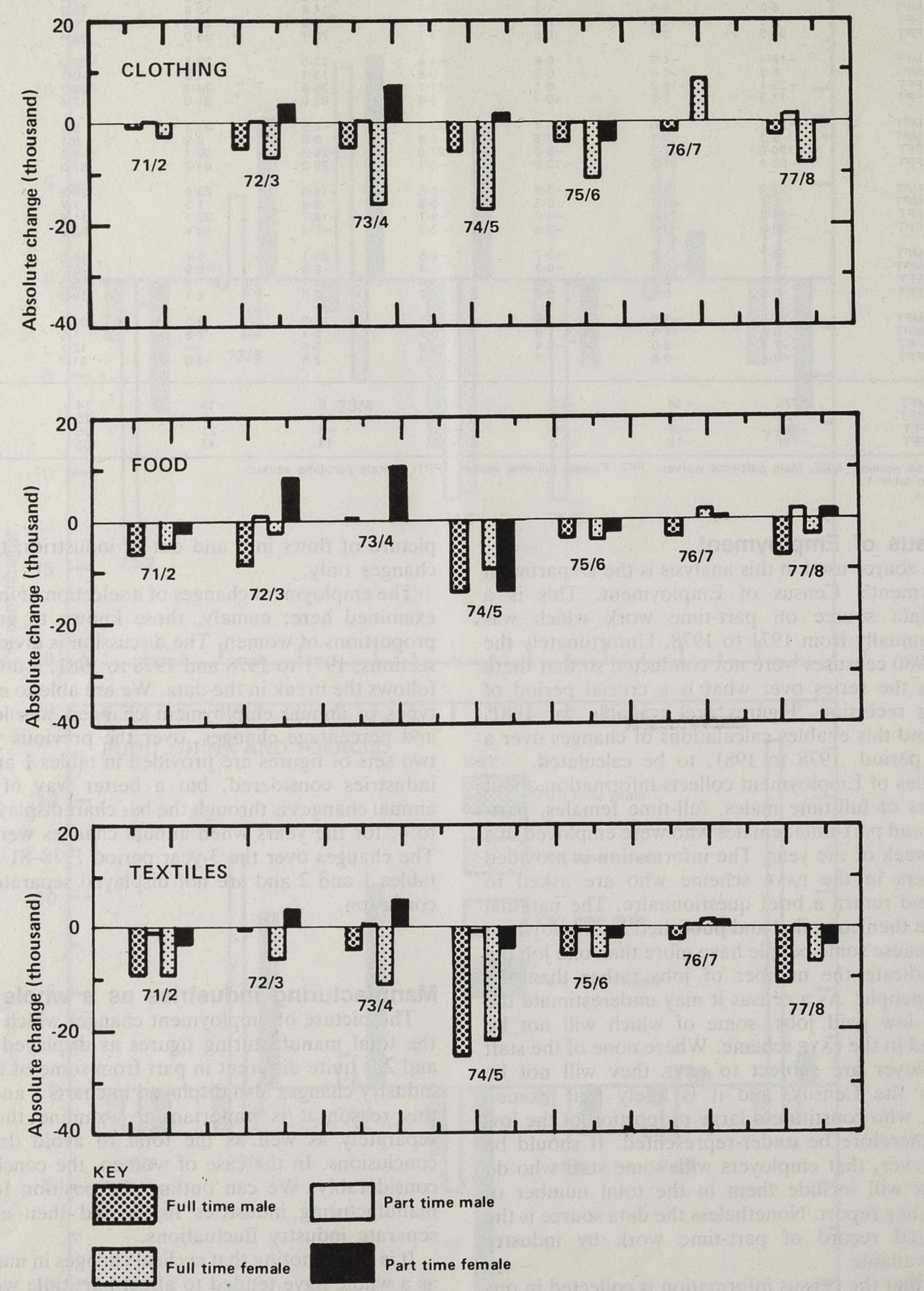


Table 3 Cumulated annual changes over the decade 1971–1981 for selected industries

Industry	Cumulative total absolute increase in numbers employed	Total of all rises in part-time employment as proportion of	Total of all rises in women's part-time employment proportion of (1)	Cumulative total absolute decrease in numbers employed	Total of all decreases in part-time employment as proportion of	Total all decrease in women's part-time employment as proportion of (4)
	(000's) (1)	Per cent (2)	Per cent (3)	(000's) (4)	Per cent (5)	Per cent (6)
All manufacturing	**209·3**	**76·3**	**65·2**	**2,170·4**	**12·4**	**11·0**
Clothing	23·2	64·2	53·4	186·2	13·5	12·1
Food	27·6	90·6	79·0	142·3	25·2	21·4
Textiles	13·7	89·8	76·6	280·9	12·7	10·6
Distribution	313·9	73·7	60·1	150·2	13·8	4·9
Professional and scientific services	725·3	55·6	51·5	59·9	33·2	Nil
Miscellaneous services	675·1	70·5	60·7	51·6	0·4	Nil
Public administration	176·4	28·6	26·3	134·0	30·0	24·0

Note: See note in table 1.

part-time employment increased proportionately through the boom to a greater extent than full-time, and decreased in the downswing by a greater percentage than full-time. The greater sensitivity of part-time employment to business cycle fluctuations is one which can be seen in these figures to apply equally to the upswing of the early 1970s, and to both the milder and severer recessions of the 1970s. This result has been noted in other studies for example Bruegel (1979) and Rubery and Tarling (1983). It is worth remembering, however, that in absolute terms, full-time employment in manufacturing of both men and women, declined by more in the downswings. Given the small size of part-time employment in manufacturing, more full-time workers are affected by downswings in manufacturing, and men suffered more than women in this respect.

As far as the relative effects on the sexes are concerned, however, mild and severe recessions do not appear to have similar effects. The mild recession from 1974 to 1976 found women's part-time employment experiencing by far largest percentage declines whereas from 1978 to 1981 women's and men's part-time employment declined by the same proportion, −24 per cent. (More women than men are affected in absolute terms however.) A similar trend can be seen in the 1978–81 changes in percentage declines in men's and women's full-time employment. Thus, in manufacturing as a whole, as the recession increased in severity, men and women appear to be treated more equally as measured by the proportionate changes in their employment.

Little evidence

There is little evidence to be gained about the substitution between men's and women's employment from the downswings. The growth in the early 1970s in all manufacturing industries seems to suggest a substitution of women working part-time for other types of workers. This growth period relied solely on increases in part-time work, mainly women's part-time work, at the same time as there were small decreases in men's and women's full-time work in manufacturing industries. (Perhaps not surprisingly, the subsequent downturn entailed a larger loss of part-timers.) If we examine the upswings as a whole in manufacturing over the decade, from the figures in table 3 we can see that manufacturing has relied substantially on part-time employment. Of all the expansions over this decade, 1971 to 1981, in manufacturing, 76 per cent were part-time jobs, and 65 per cent of the total expansion were women's part-time jobs. Of the total employment declines in manufacturing over this decade, 12 per cent were part-time and the rest full-time jobs. The reliance of manufacturing on part-time work in the upswing was found by Beechey and Perkins (1982) in their study of the baking industry in Coventry (and in telecommunications although that is a service industry). Substitution, if it has occurred in manufacturing has been of women's part-time work for men's and women's full-time work, and it has occurred during the upswing.

Separate manufacturing industries

When we examine employment changes in the textile (SIC No. XIII), clothing (SIC No. XV) and food (SIC No. III) industries over this period there are some important differences as well as some overlaps with the picture described above for manufacturing industries as a whole. It is no longer the case in three manufacturing industries that part-time employment fluctuates more than full-time in both upswings and downswings. The picture in manufacturing as a whole is only half true of these separate industries; part-time employment increased more than full-time in the upswing of the early 1970s but it is more the exception than the rule that proportionate declines in part-time work are greater than full-time declines. In both the clothing and the food, drink and tobacco industries part-time employment declines are greater than full-time only once up until 1978, in 1975–76. In textiles there is slightly more evidence of part-time employment declines of both sexes being greater than the full-time, but it is not always the case. It is interesting, therefore, in the 1978–81 figures, as the recession deepened to see a reversal of these findings; clothing and the food, drink and tobacco industries have greater declines in men's and women's part-time employment in comparison with full-time, but in the case of textiles, women's full-time employment experienced a greater decline than the part-time.

Warning

This examination of three separate manufacturing industries serves as a warning to over generalising from manufacturing industries as a whole. It is no longer clearly the case in all manufacturing industries that part-time work decreases more than full-time employment in the downswing. It does occur in some manufacturing industries and more so in textiles than in the clothing or food, drink and tobacco industries. Industries presumably have individual characteristics which make the vulnerability of part-time versus full-time work more or less necessary. It is interesting that an early study of the clothing industry in Manchester by Cunnison (1966) found that employers were more likely to retain their women part-time workers during recessions in order to retain a skilled workforce for when the next upturn came.

In comparing the relative effects on men's and women's employment in the downswings the findings of all manufacturing industries in aggregate do not apply. In the clothing industry it is rare for women to suffer more employment declines than men over any of the annual changes. It is most common for the percentage changes to be roughly equal but because they are represented in higher proportions. Women's absolute losses are consistently greater however. In the deep recession of 1978–81 women do have a larger percentage decline in full-time employment but not in part-time, but the difference is not

Chart 3 Annual percentage changes in employment in selected service industries

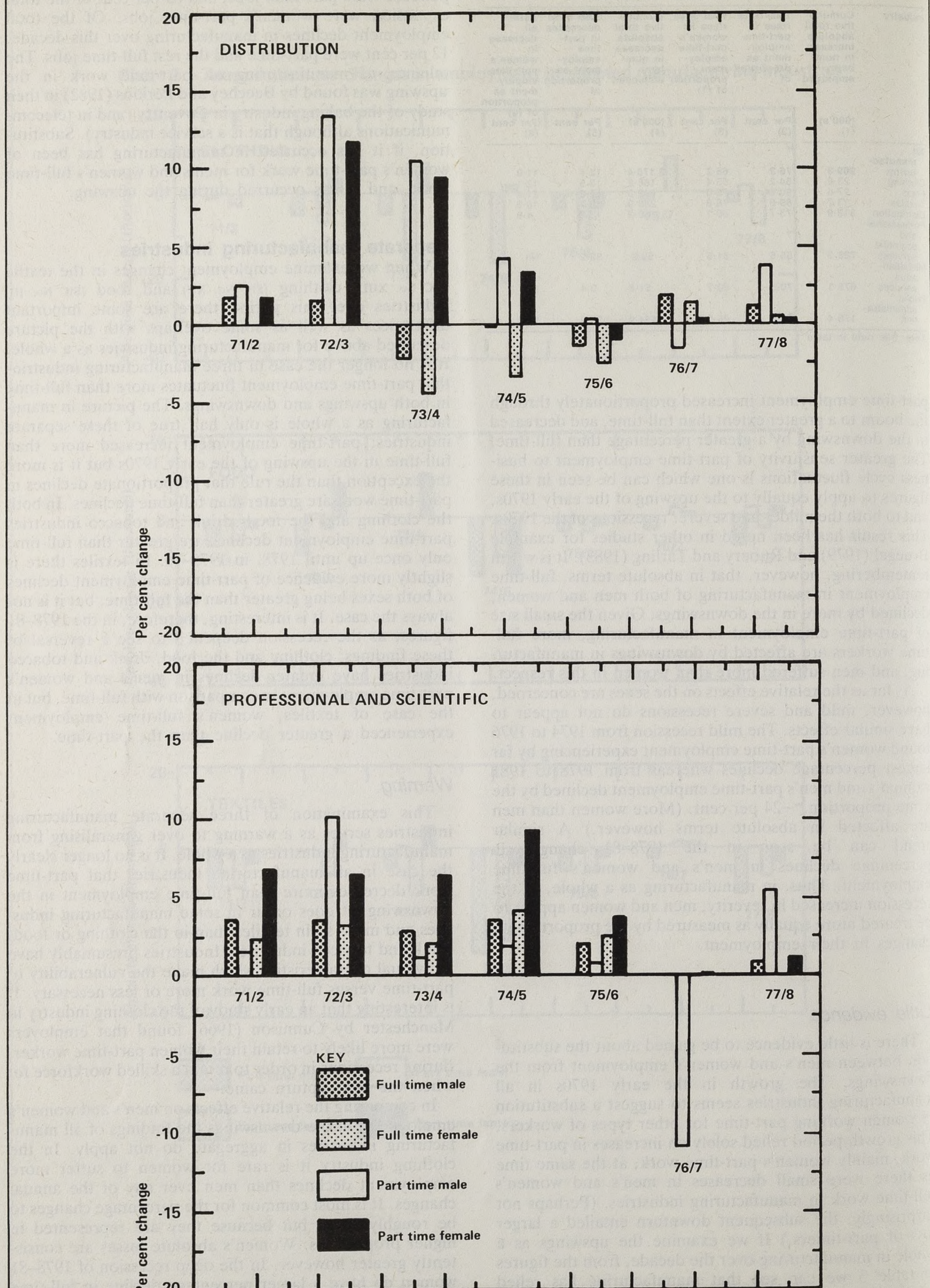
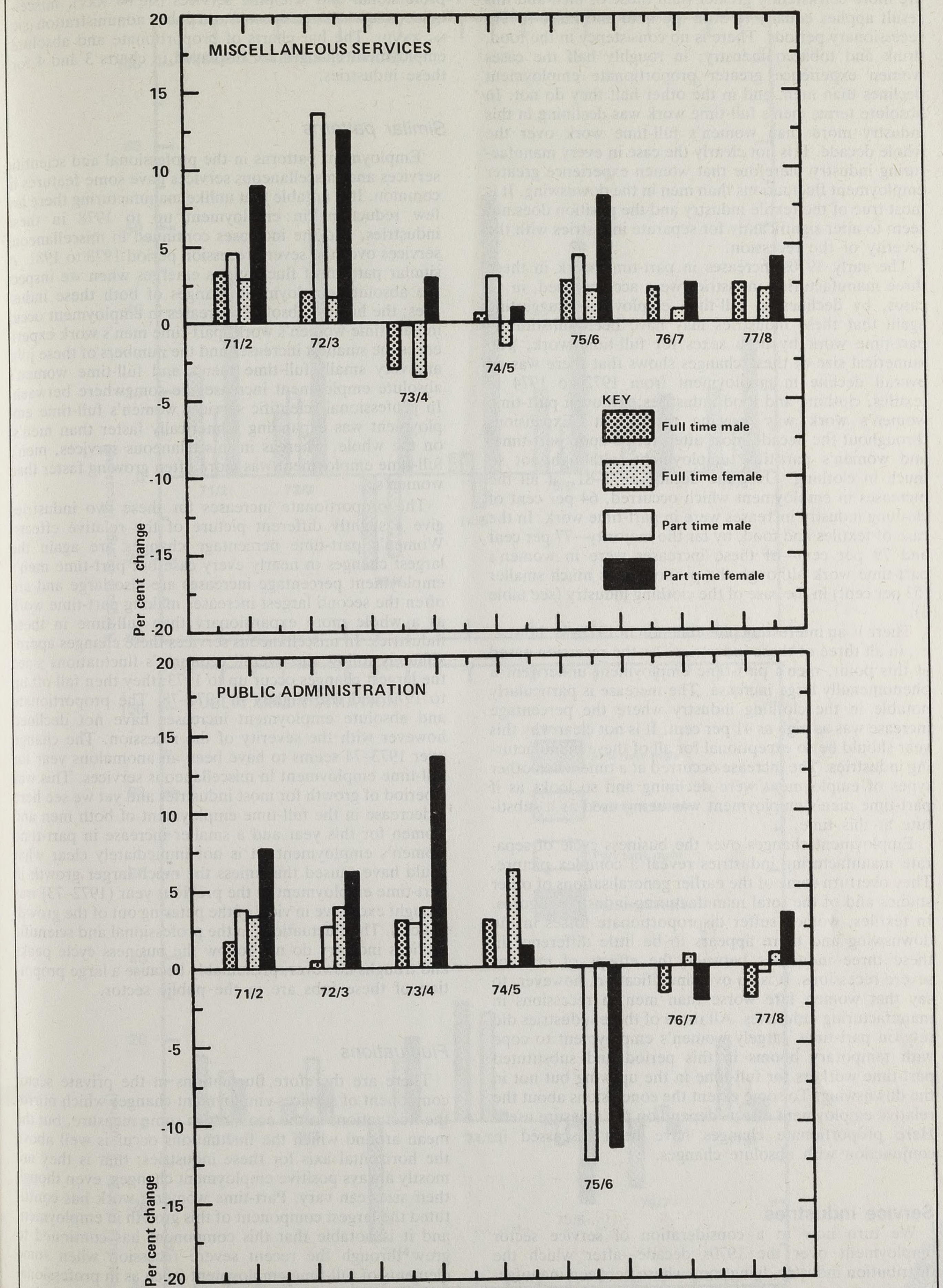


Chart 3 continued



great. In textiles women's full-time percentage declines are more consistently greater than those of men and this result applies equally to both the mild and more severe recessionary periods. There is no consistency in the food, drink and tobacco industry; in roughly half the cases women experience greater proportionate employment declines than men, and in the other half they do not. In absolute terms men's full-time work was declining in this industry more than women's full-time work over the whole decade. It is not clearly the case in every manufacturing industry therefore that women experience greater employment fluctuations than men in the downswing. It is most true of the textile industry and the position does not seem to alter significantly for separate industries with the severity of the recession.

The early 1970s increases in part-time work in these three manufacturing industries were accompanied, in all cases, by declines in full-time employment suggesting again that these industries may have been substituting part-time work by both sexes for full-time work. The numerical size of these changes shows that there was an overall decline in employment from 1972 to 1974 in textiles, clothing and food industries, although part-time women's work was growing throughout. Expansions throughout the decade most often relied upon part-time, and women's part-time employment, although not so much in clothing. Over the decade 1971–81, of all the increases in employment which occurred, 64 per cent of clothing industry increases were in part-time work. In the case of textiles and food, by far the majority—77 per cent and 79 per cent—of these increases were in women's part-time work although the proportion is much smaller (53 per cent) in the case of the clothing industry (see table 3).

There is an interesting phenomenon in 1977–78, however, in all three of these industries. As the recession eased at this point, men's part-time employment underwent a phenomenally large increase. The increase is particularly notable in the clothing industry where the percentage increase was as high as 41 per cent. It is not clear why this year should be so exceptional for all of these manufacturing industries. The increase occurred at a time when other types of employment were declining and so looks as if part-time men's employment was being used as a substitute at this time.

Employment changes over the business cycle of separate manufacturing industries reveal a complex picture. They overturn some of the earlier generalisations of other studies and of the total manufacturing industry's figures. In textiles, women suffer disproportionate losses in the downswing and there appears to be little difference in these three industries between the effects of mild or severe recessions. It is an oversimplification, however, to say that women fare worse than men in recessions in manufacturing industries. All three of these industries did rely on part-time, largely women's employment to cope with temporary booms in this period and substituted part-time workers for full-time in the upswing but not in the downswing. To some extent the conclusions about the relative employment effects depend on the measure used. Here proportionate changes have been discussed in conjunction with absolute changes.

Service industries

We turn now to a consideration of service sector employment over the 1970s decade—after which the distribution industry, lying somewhere between manufacturing and service sectors, will be examined. The three main service sector industries to be examined here are professional and scientific services (SIC No. XXV), miscellaneous services (SIC No. XXVI) and public administration (SIC No. XXVII). The bar charts of proportionate and absolute employment changes are displayed in charts 3 and 4 for these industries.

Similar patterns

Employment patterns in the professional and scientific services and miscellaneous services have some features in common. It is notable that unlike manufacturing there are few reductions in employment up to 1978 in these industries, and the increases continued in miscellaneous services over the severe recession period 1978 to 1981. A similar pattern of fluctuations emerges when we inspect the absolute employment changes of both these industries; the highest absolute increases in employment occur in part-time women's work; part-time men's work experiences the smallest increases and the numbers of these jobs are very small; full-time men's and full-time women's absolute employment increases lie somewhere between. In professional scientific services women's full-time employment was expanding numerically faster than men's, on the whole, whereas in miscellaneous services, men's full-time employment was more often growing faster than women's.

The proportionate increases for these two industries give a slightly different picture of the relative effects. Women's part-time percentage changes are again the largest changes in nearly every case but part-time men's employment percentage increases are also large and are often the second largest increases making part-time work as a whole more expansionary than full-time in these industries. In miscellaneous services these changes approximately follow the overall economy's fluctuations since the largest changes occur up to 1973; they then fall off up to 1977 and rise slightly in 1977–78. The proportionate and absolute employment increases have not declined however with the severity of the recession. The change over 1973–74 seems to have been an anomalous year for full-time employment in miscellaneous services. This was a period of growth for most industries and yet we see here a decrease in the full-time employment of both men and women for this year and a smaller increase in part-time women's employment. It is not immediately clear what could have caused this unless the much larger growth in part-time employment in the previous year (1972–73) was thought excessive in view of the petering out of the growth policies. The fluctuations in the professional and scientific services industry do not follow the business cycle peaks and troughs however, presumably because a large proportion of these jobs are in the public sector.

Fluctuations

There are therefore fluctuations in the private sector component of services employment changes which mirror the fluctuations in the economy in some measure, but the mean around which the fluctuations occur is well above the horizontal axis for these industries; that is they are mostly always positive employment changes, even though their sizes can vary. Part-time women's work has constituted the largest component of this growth in employment and it is notable that this component has continued to grow through the recent severe recession when some elements of full-time employment (such as in professional and scientific services) have begun to decline. This decline

Chart 4 Annual absolute changes in employment in selected service industries

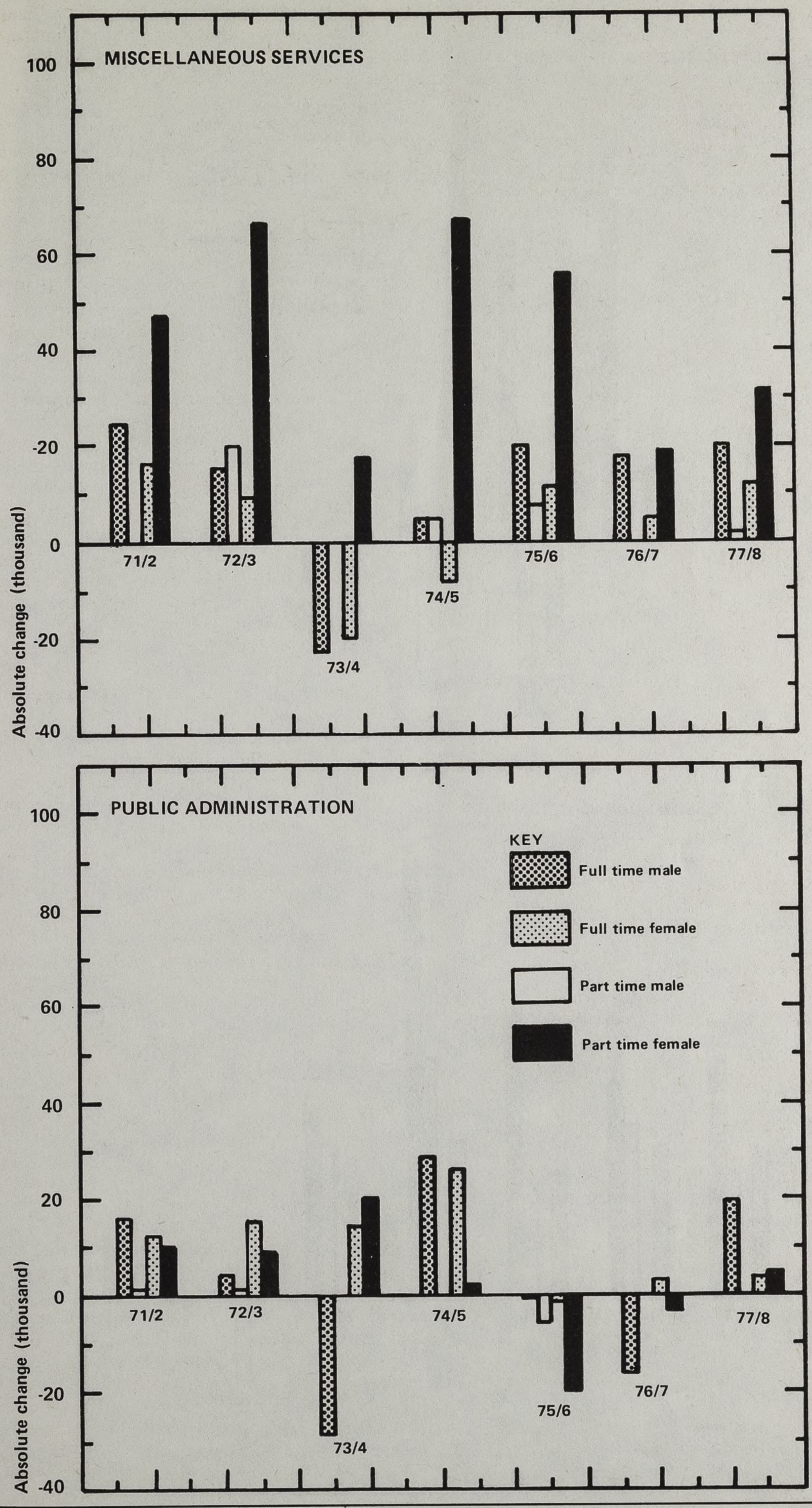
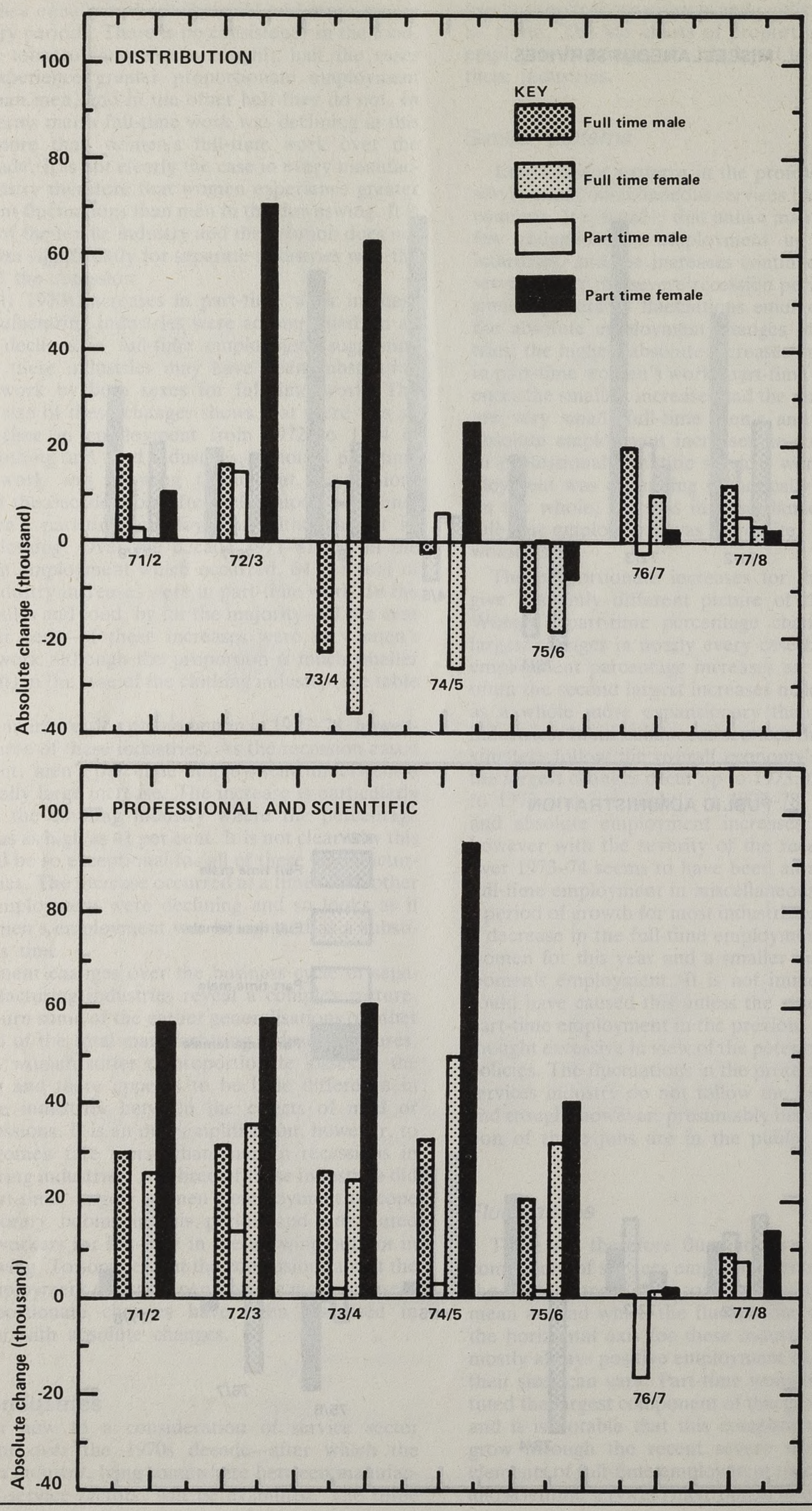


Chart 4 continued



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may be the public sector (health and education) elements of employment in professional and scientific industries. The public sector component of the service industries does not follow business cycle fluctuations so clearly. It is perhaps worth noting that the proportion of the total expansion in service industries due to increases in part-time work is lower than it was for manufacturing, as table 3 illustrates. In the professional and scientific service industry, 56 per cent of employment expansion over the decade was in part-time work, and in miscellaneous services the percentage was higher at 71 per cent, but these figures are still much lower than the 76 per cent average for manufacturing. Of course, in absolute numbers, services have seen a greater increase in part-time work than has manufacturing. There has been real growth in service sector employment whereas the expansion in manufacturing was temporary and merely a fluctuation around a downward trend.

Expanding

Opportunities for all types of employment appear to have been expanding in these two service sectors industries until very recently. Women's employment has constituted a large proportion of the total increase and women have undoubtedly been protected from the effects of the recession by being located in services. The more recent downturn in the public sector component of professional and scientific services suggests that women's relatively protected status may not necessarily continue. There is little evidence of direct substitution of one type of worker for another here, but since full-time employment has not kept up its relative share, the growth of the part-time employment share is, in effect, a substitution of part-time for full-time work—this time in the downswing.

The public administration and defence industry has some similarities and some differences with other service industries. Women's part-time employment experiences the largest proportionate increases but the increases are mostly restricted to the early 1970s growth period. In this early period most types of employment were increasing and, on the whole, women experienced larger proportionate and absolute changes which came from women's full-time and part-time employment increases. In the latter half of the 1970s the picture is one of general contraction, with an exception in 1977–78 when again women's work increased, part-time more so than full-time. During the employment contractions in 1975–77, part-time losses were proportionately larger than full-time losses and this result applied to men's and women's part-time employment changes. Part-time proportionate losses were also greater than those in full-time work in the more severe recession of 1978–81 when women also suffered slightly more than men. Full-time men's employment in public administration has been declining since 1975.

Similarities

The pattern of employment changes in the public administration and defence industry has more similarities with manufacturing industries than it has with other service industries; we can see the same greater fluctuations in part-time work in the upswing and the downswing. Women did significantly better than men in the upswing but generally did not do significantly worse in the downswing over most of the decade. The increased severity of the recession over the 1978–81 period found women experiencing greater proportionate declines than men, but the differences were very slight. There is some evidence that the substitution of women's employment for men's may have taken place in 1977–78 when women's work increased while men's work declined. This is very limited substitution, however, in comparison with the other industries examined.

Distribution industry

We would expect the distribution industry (SIC No. XXIII) lastly, to have overlaps with both service and manufacturing sector employment since it has links with both, and the more complex patterns of changes can be interpreted to a large extent as a combination of these two influences. There are some clear cyclical changes as in manufacturing but unlike services, yet the upswing was more pronounced than in manufacturing. Growth in part-time employment took place during the early 1970s (see charts 3 and 4). In absolute terms (chart 4) women's part-time work was the largest component of this increase, although in proportionate terms (chart 3) men's part-time employment increases were either equal in size to women's percentage part-time increases or greater than them. Concurrent with these part-time increases in 1973 to 1975, decreases in men's and women's full-time employment was occurring, as it did in manufacturing industries (and also the same pattern was visible in services in the one year 1973–74). These early increases in part-time employment illustrate again that temporary expansion in the 1970s in distribution was relying on part-time employment. Over the whole decade, of the total expansion in employment, from table 3, 74 per cent of it was in part-time work, a figure which lies between the 76 per cent average for manufacturing and the 56 per cent to 71 per cent for services. As with other industries, employment decreases in distribution over the decade were largely in full-time rather than part-time work.

Unique increases

It is worth noting that between 1976 and 1978, the increases are unique in being the only ones where men working full-time appear to do relatively better than women. Employment losses have occurred through the most recent recession, 1978 to 1981 in women's full-time employment and men's part-time employment. At the same time women's part-time employment has still been increasing. Men's part-time employment appears therefore to be more volatile than other types of employment in the distribution industry, but not women's part-time employment.

We can see in the distribution industry a pattern of employment changes which is influenced by the changes in manufacturing industries, services industries and the overall economic climate. Part-time men's work fluctuates with the trends in the economy, but to a greater extent. Women's part-time work also fluctuates but is kept slightly more buoyant by its link with service industries even in the more severe recession. The general trend in men's and women's full-time employment is often downwards in line with manufacturing industries, although it is not such a depressingly downward path, as the slight easing of the recession in 1977 to 1978 illustrates. This buoyancy is probably also a service industry effect. There is some evidence of substitution occurring in this industry. Part-time work was substituted for full-time work over the first half of the decade and as the recession deepened over 1978–81. In this latter period there is further evidence that it is women's part-time work which is being substituted both for women's full-time jobs and men's jobs.

Conclusions

In conclusion, these figures illustrate that there are significant variations in industry employment fluctuations over the cycle of economic activity in the 1970s decade. In general these fluctuations are in line with the secular employment changes which are well documented, but this level of detail reveals that industries within each sector can vary from each other and part-time and full-time fluctuations clearly also vary by industry and sex.

Sensitive

Part-time employment in manufacturing appeared to be more sensitive to business cycle fluctuations than other types of employment having higher peaks and lower troughs of percentage changes. Part-time employment is a very small component of manufacturing industries, however, and likely to be a genuine secondary labour force therefore. In service industries part-time employment rarely decreased from year to year although the rates of increase slowed down during downswings. Service industries were not all alike, however, and public administration has more in common with manufacturing than it did with other services. Manufacturing industries clearly have relied on part-time work to fuel their upswings over this decade, even while full-time employment in these industries was declining. The record of their employment changes suggests that even in the upswings manufacturing fails to recover its previous levels of employment and so is declining overall, a declining trend which is well known. This suggests that a measure of substitution of part-time for full-time workers was taking place during the upswings, and this occurred with both of the sexes. There was evidence of substitution in the service industries but it was a relative substitution since part-time employment for both men and women was very buoyant increasing at faster rates than full-time employment for both sexes, and it occurred through both upswings and downswings.

Vary

The comparison between the sexes has revealed that the conclusions vary according to whether we compare part-time or full-time jobs and more particularly whether we compare percentage or absolute changes. Using percentage changes it is not possible to say generally that women suffer more than men in manufacturing during the recessions of the past decade. Neither have women's prospects worsened more than men's as the recession deepened over 1978–81. The conclusions of Bruegel's earlier study, that women experience greater proportionate losses than men in the declines in manufacturing turn out not to have general relevance to the whole decade, though in the clothing industry in particular more women's jobs have been lost in absolute terms because they represent a greater proportion. Women have undoubtedly benefited from their concentration in the services growth sector, although not all services have performed equally well. Distribution with its links to manufacturing, as we might expect, has not offered women such booming opportunities. Part-time men's work has also been growing in the service sector as a whole however.

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We need to remember in concluding that these comparisons of the employment changes especially between the sexes take place against a very segmented labour market. It is interesting nonetheless to compare women and men working in the same industries. Other research on the growth of part-time work which has sought reasons for the large growth has concluded that a mixture of supply and demand side considerations help to explain this phenomenon. On the demand side, Mallier and Rosser (1982) for example, suggest that the changes in technology and employment legislation have made part-time work more attractive to employers. At the same time women's desire to work more during their family formation period have led women to seek part-time jobs. These results suggest, in elaborating the demand-side considerations, that part-time work, mainly of women, has been used as a substitute for other types of labour power to cope with short-lived booms in a declining and presumably pessimistic manufacturing sector. A complex pattern of changes has been found. This is perhaps not surprising given the different reasons employers can have for using part-time work. It can be used to meet excess demand or bolster labour supply, or it can be used to avoid fixed employment costs or to lower wage costs in industries which experience greater pressure from economic uncertainty. The impact of the business cycle fluctuations is likely to vary depending upon the motivation for using part-time workers, and this will vary by industry as these results confirm. ■

LABOUR MARKET DATA

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Economic activity continues to improve, with GDP widely expected to grow by some 3 per cent in 1984. The CSO's *cyclical indicators* are consistent with forecasts of sustained improvement through 1984.

Growth in the UK during 1983 was stronger than in most of Western Europe, but not as great as in the United States.

Output, on provisional estimates, grew by ½ per cent in the last quarter of the year. The growth in consumer spending, which provided much of the impetus earlier in the year, slowed in the final quarter. However investment rose at a faster rate in the fourth quarter than in the year as a whole, and both exports and imports have been increasing in recent months.

During 1984, improvements in demand are likely to be more broadly based across the economy than was the case in 1983, when demand for consumer goods was particularly strong. Retail sales in the three months to February were slightly lower than in previous three months.

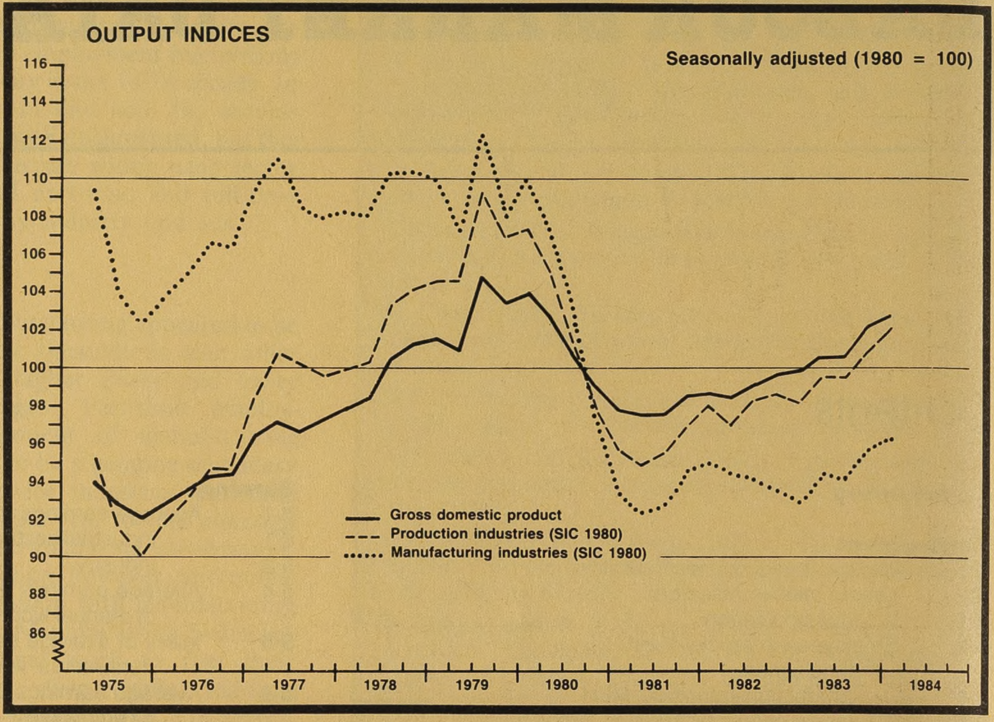
In the three months to Febuary, the output of production industries was 1·5 per cent higher than in the previous three months, with a particular contribution from manufacturing.

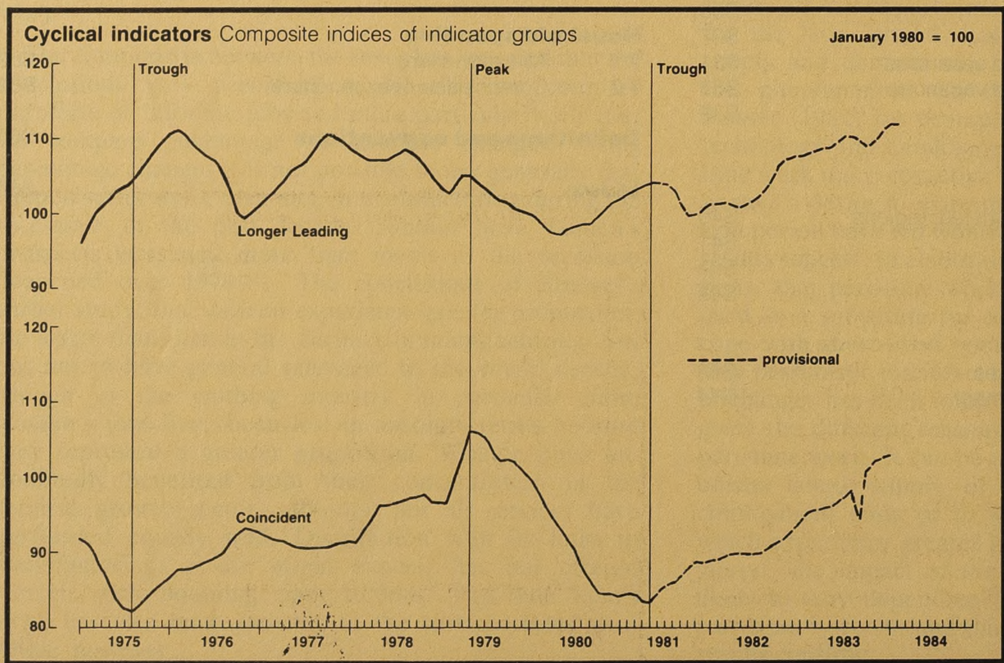
The improvements in the labour market in the second half of the 1983 were sustained up to the end of the year but recent indicators have been less favourable. Numbers of employees in employment went up by 93,000 in the fourth quarter—the second successive quarterly rise—reflecting faster growth in service employment and a slower reduction in the manufacturing workforce. This slowing-down of the fall in manufacturing employment was not sustained, however, in January and February of this year.

Unemployment (seasonally-adjusted) rose for the fourth successive month in March, but the increase of 11,000 was lower than the unexpectedly high increases in January and February. Vacancies showed little change.

Average earnings in the 12 months to February rose by 7¾ per cent.

The rate of inflation, as measured by the 12-month change in the retail prices index, was 5·2 per cent in March.


OUTPUT INDICES

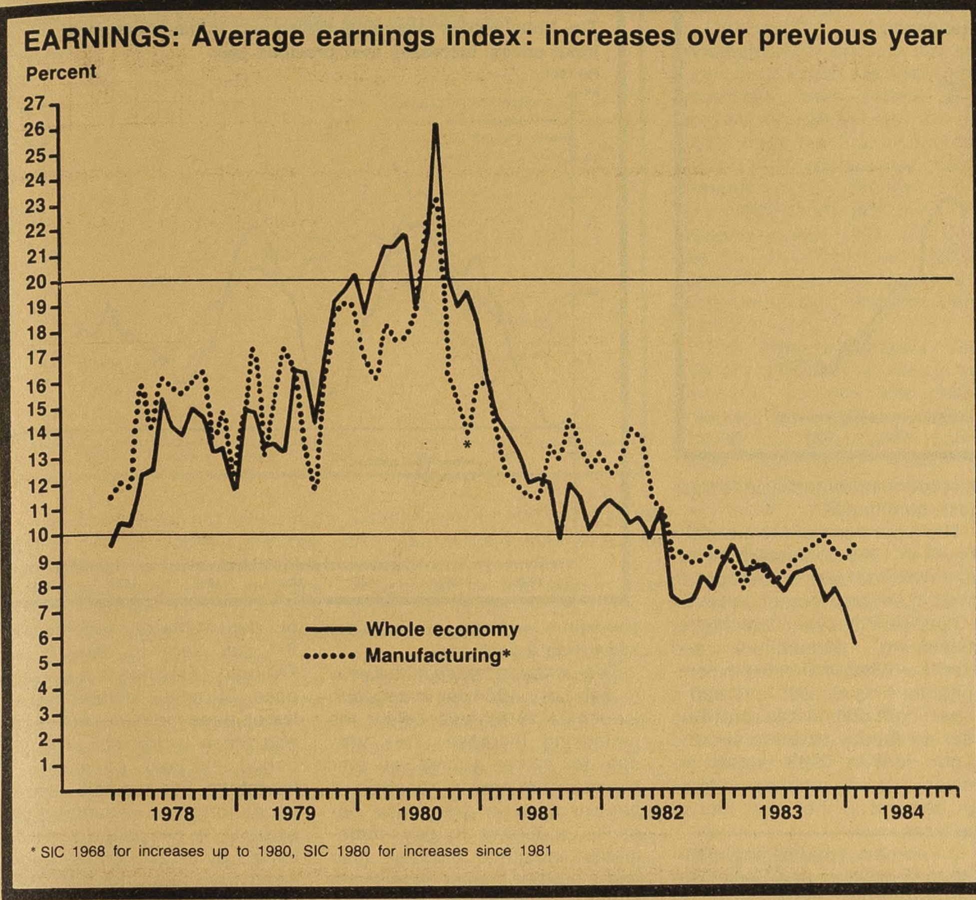

Cyclical indicators Composite indices of indicator groups

Economic background

Economic activity continues to improve. Provisional estimates show that the average measure of GDP in 1983 was 3 per cent higher than in 1982, following an increase of 2 per cent between 1981 and 1982. The Budget forecast, on March 13, indicated further growth of 3 per cent in 1984; this was consistent with most external forecasts. The increased demand was expected to be more broadly based across the main components of expenditure than last year. In particular, the volume of exports was forecast to rise more substantially than in 1983, along with stronger stockbuilding and a higher level of investment.

The CSO's *cyclical indicators* continue to suggest that the economy will remain in the upswing phase of the business cycle through 1984. The longer leading index rose again in February, continuing the broad upward trend that began in 1980. In recent months, the main upward contribution has come from increases in share prices, though there have also been upward effects from other components of the index. The shorter leading and coincident indices have also maintained their broad upward movements in recent months.

GDP (output), on provisional estimates, increased by ½ per cent between the third and fourth quarters of 1983, to a level some 2¾ per cent higher than in the final quarter of 1982. The rise in the latest quarter reflected increased output in the production and communication industries and a small rise in construction output. Distribution output was little changed in the fourth quarter.


EARNINGS: Average earnings index: increases over previous year

* SIC 1968 for increases up to 1980, SIC 1980 for increases since 1981

Output of the production industries was 1·5 per cent higher in the three months to February than in the previous three month period and was 4·3 per cent up on the same period a year earlier.

Within this, the output of *manufacturing* and *energy* industries rose by 1·8 per cent and 0·9 per cent respectively in the three months to February compared with the previous three months, to stand 3·9 per cent and 5·0 per cent higher than their respective levels a year earlier. Within the manufacturing sector, strongest increases in the latest three months were in the motor vechicles industry (+6 per cent), electrical and instrument engineering (+4 per cent) and metals (+3 per cent).

The results of the March CBI *Monthly Trends Enquiry* indicated that in the manufacturing sector, order books are continuing to improve, especially for exports. Firms' output expectations for the next four months were the most optimistic since September 1976. Although generally the consumer goods sector was still reporting stronger demand than other parts of manufacturing, expectations of rising output also improved in the capital goods industry.

On the demand side, the upward trend in *consumers' expenditure* continued in the fourth quarter of 1983, with spending rising by ½ per cent compared with the previous quarter. In 1983 as a whole, consumers' expenditure was about 4 per cent higher than in 1982, with particularly strong increases in spending on durable goods (17 per cent) and clothing (10 per cent). The Budget forecast expected a rise of around 3 per cent in consumers' expenditure in 1984.

Retail sales in the three months to February were ½ per cent lower than in the previous three months, but remained some 4½ per cent higher than in the corresponding period a year earlier.

Real *personal disposable income* is now rising after remaining broadly unchanged over the two years to mid-1983. In the fourth quarter of 1983, real personal disposable income rose by 1½ per cent and was 3 per cent higher than a year earlier. This increase in the fourth quarter exceeded the rise in consumers' expenditure, implying that the savings ratio increased slightly between the third and fourth quarters. The Budget statement forecast a rise of 3 per cent in real personal disposable income in 1984 compared with 1983.

The total *volume of stocks* in the economy increased by £0·3 billion in the fourth quarter. This rise, combined with stockbuilding in the first quarter of 1983, more than offset destocking in the second and third quarters, and in 1983 as a whole there was stockbuilding of £0·7 billion, following three years of destocking. Further stockbuilding of around £1·4 billion in 1984 was predicted in the Budget forecast.

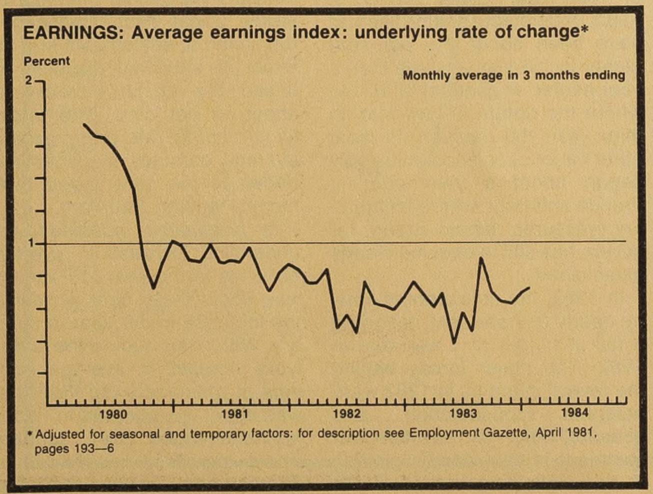
Total *fixed investment* continues to rise. In the fourth quarter, investment was 2 per cent higher than in the previous quarter and 3½ per cent above the level a year earlier. In 1983 as a whole, total investment rose by 4½ per cent compared with 1982. Within the total, manufacturing investment has begun to rise again, increasing by 4½ per cent in the fourth quarter compared with the previous quarter, to a level much the same as a year before. The December *Investment Intentions Survey* carried out by the Department of Trade and Industry suggested manufacturing investment might rise by 9 per cent in 1984, rather faster than total investment.

Provisional estimates of monetary growth in March suggested that, over the first thirteen months of the 1983–84 target period, growth in sterling M3 remained well within the 7 to 11 per cent target range, while growth in PSL2 and M1 continued to lie outside the range. Over the thirteen months to March sterling M3, PSL2 and M1 rose at annualised rates of 9¾ per cent, 12½ per cent and 13½ per cent respectively.

The new Medium Term Financial Strategy outlined at the time of the Budget set up 1984–85 target ranges of 4 to 8 per cent for narrow money, as measured by MO, and 6 to 10 per cent for broad money, as measured by sterling M3. In interpreting the behaviour of these two target aggregates attention will also be paid to other indicators of money, such as PSL2 for movements in broad money.

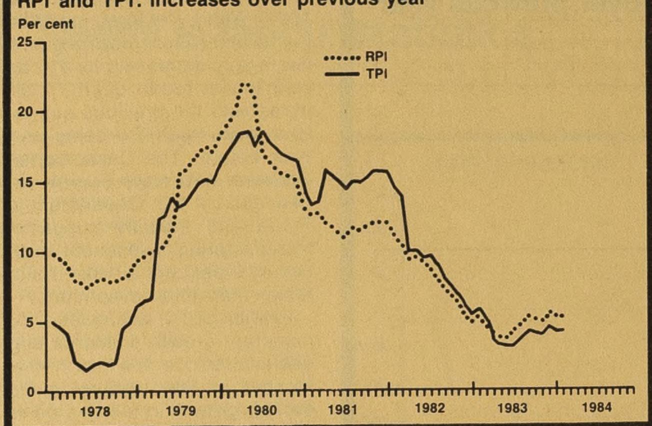
It is too early to assess growth of these aggregates in relation to the targets for 1984–85, but over the latest six months the annualised rate of growth in MO has been 5 per cent and the growth in sterling M3 has been 9½ per cent.

The *public sector borrowing requirement* in the first 11 months of the 1983–84 financial year amounted to £7·8 billion (not seasonally adjusted). This figure is consistent with the projected borrowing requirement for the whole financial year of £10 billion. A target of £7¼ billion for the public sector borrowing requirement in the 1984–85 financial year was announced in the Budget.


EARNINGS: Average earnings index: underlying rate of change*

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

RPI and TPI: increases over previous year



Sterling's *effective exchange rate* fell slightly during March, partly reflecting the widening difference between US and UK short-term interest rates. In March the effective exchange rate averaged 81·0 (1975 = 100), some 1½ per cent lower than in February, but still nearly 2½ per cent higher than in March 1983.

The current account of the *balance of payments* is estimated to have been in surplus by £1·2 billion in the three months to February, compared with a surplus of £0·2 billion in the previous three months. There was a surplus on visible trade of £0·6 billion in the latest three months, following a deficit of £0·3 billion in the previous period.

In the three months to February the *volume of exports* was 7½ per cent higher than in the preceding three months. The underlying level of non-oil export volume has increased sharply in recent months after falling slightly in the first nine months of last year. The *volume of imports* increased marginally in the latest months, continuing the rise seen through 1983. There were higher arrivals of all groups of manufacturers, while the volume of fuel imports fell sharply.

World prospects

Economic activity in the OECD area picked up during the course of 1983 after falling slightly in 1982. OECD output seems likely to have been about 2½ per cent higher in 1983 as a whole than a year earlier. In contrast to the UK, where the upturn is now into its third year, the recovery in most other major OECD economies only began about a year ago; in France and Italy, where inflationary pressures remain strong, recovery has still to become clearly established.

In 1983, the US economy grew by nearly 3½ per cent, following a fall in output of 1 per cent in 1982. The major forces behind the revival in the US in 1983 were personal consumption and housebuilding. US business investment is also now beginning to rise, reflecting improvements in corporate profitability and business confidence.

The 3 per cent rate of growth in the UK in 1983 compared favourably with the rest of Europe. In West Germany output rose by 1·3 per cent last year, with higher consumers' expenditure and fixed investment the main components. This growth reversed a 1 per cent fall in the previous year. In Japan, growth of around 3 per cent in 1983 largely reflected a strong recovery in foreign demand in the latter half of the year.

In February, the National Institute for Economic and Social Research forecast OECD growth of nearly 3½ per cent on average in 1984. Growth in West Europe was predicted to be just over 1½ per cent, with the UK and West German rates of growth higher than this average, but still below the rates likely to be achieved in the US and Japan.

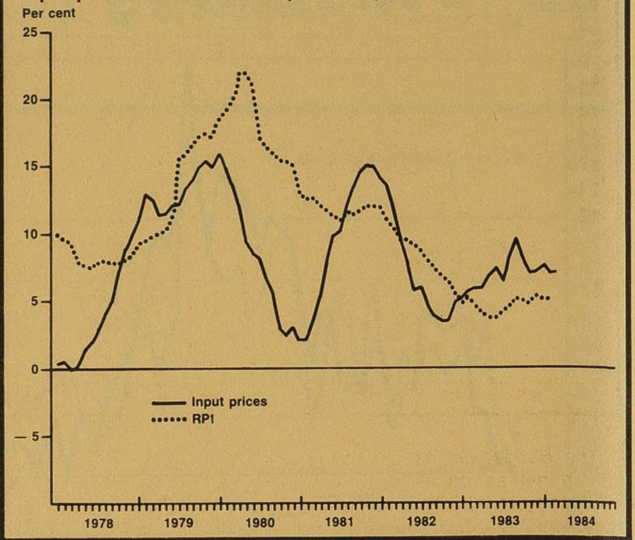
Average earnings

The *underlying increase in average weekly earnings* in the year to February was about 7¾ per cent, similar to the increase in the year to January.

The *actual increase* in the year to February (5·6) was below the underlying trend. Back-pay was substantially lower in February 1984 than in a year before, depressing the actual increase by nearly 2 per cent. Changes in the timing of settlements and the effect of industrial disputes reduced the actual increase by about ¼ per cent. The *underlying monthly rate of increase* in average earnings averaged just under ¾ per cent in the three months ending February.

In *production industries*, the underlying increase in average earnings in the year to February was about 9 per cent, similar to the increase in the year to January. Within this sector, the underlying increase in average earnings in *manufacturing industries* was about 9½ per cent in February unchanged from January. These increases continue to reflect higher overtime and less short-time working in February 1984 than a year ago.

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



The *actual increase* in the year to February 1984 for *production industries* (8·6) was below the underlying increase. This was due to some groups of employees not having received a pay increase in the period because of delays in pay settlements; industrial disputes also had a greater impact on average earnings in February 1984 than in February 1983. These effects were partially offset by more back-pay being received in February 1984 than a year earlier. The actual increase in the year to February 1984 for *manufacturing industries* (9·5 per cent) was close to the underlying increase, with the effect of later settlements in 1984 being offset by higher arrears.

In the three months to February, *wages and salaries per unit of output* in manufacturing were 2·7 per cent higher than a year earlier.

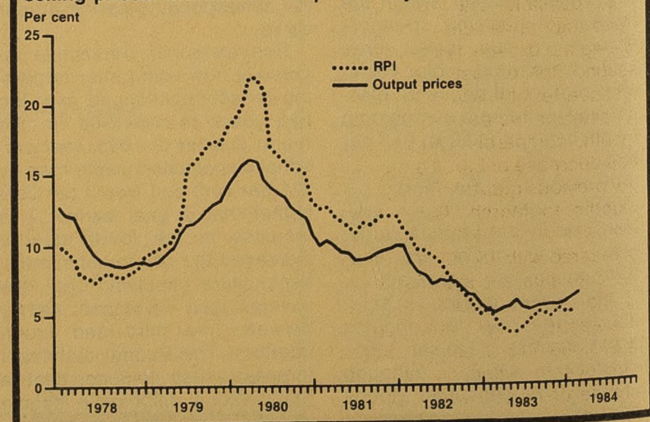
Retail prices

The *12-month change in the retail prices index* (RPI) was 5·2 per cent in March compared with 5·1 per cent in January and February. This rise is a consequence of small differences between price movements this year and those in the corresponding period last year, particularly for foodstuffs. For example, average prices for green vegetables rose by up to 3p per pound and those for tea by around 6p per pound. Apart from food, the main items contributing to the latest increase were newspapers and gas bills.

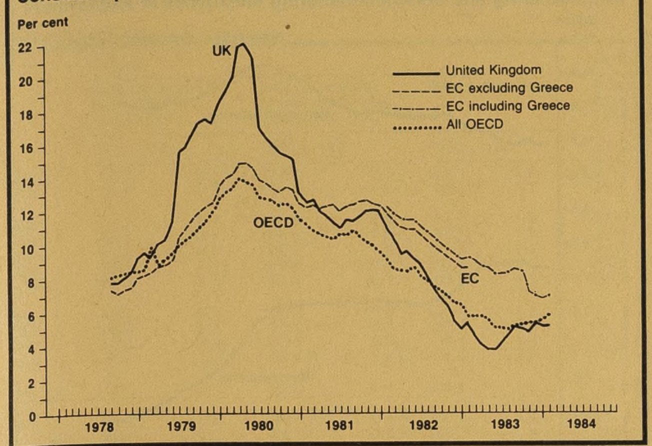
The increase over the *latest 6 months excluding seasonal food* was 1·4 per cent, as it had been in January and February, indicating a stable inflationary situation.

The *producer price indices* continue to increase more quickly than the RPI: the 12-month rate of change for home sales of manufactured products was 6·4 per cent in March compared with 5·9 per cent in February, the difference being partly attributable to the effects of the 1983 and 1984 Budgets. The corresponding increase in input prices (for materials and fuel purchased by manufacturing industry) was little changed between February and March, moving from 7·0 per cent to 7·1.

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



Consumer prices indices: increase over previous year



The *Budget* did not affect the March RPI as prices were collected before the changes in duty took effect; most of the changes will be reflected in the April index. The direct effect of the Budget measures will be greater than last year, but the impact of this difference on the change in the "all items" RPI is expected to be more than offset by the reduction in mortgage interest rates.

The 12-month increase in the *tax and price index*, at 4·4 per cent, is about 0·9 percentage points below that in the RPI; this gap is expected to widen in April as a result of Budget measures.

The rate of increase in retail prices in the United Kingdom remains below the average for all OECD *countries*: 5·1 per cent compared with 5·8 per cent (in the year to February). However, the UK figure is the same as the average for the other six major industrial countries: United States (4·6 per cent), Japan (2·9), Germany (3·1), France (8·9), Italy (12·0) and Canada (5·5).

Unemployment and vacancies

The *seasonally-adjusted* level of United Kingdom unemployment (excluding school leavers) increased by 11,000 in March to 3,016,000, compared with an average monthly increase of 30,000 in January and February. It is possible that an upward trend may have reappeared, following the broadly flat path in the second half of last year. In the first quarter of this year there was an average increase of 23,000 a month, compared with an average decrease of 2,000 a month in the previous quarter. Over the six months to March, the average increase was 11,000 a month, compared with 15,000 a month in the previous six months.

The *recorded total* in March decreased by 44,000 to 3,143,000 (13·2 per cent of all employees) reflecting, (a) a decrease of 44,000 from seasonal influences, (b) a seasonally-adjusted rise of 11,000 and (c) a fall of 11,000 in the number of school leavers.

Included in the March total were just under 95,000 *school leavers aged under 18*, compared with a little over 105,000 in February and some 112,000 in March 1983. The decrease of 11,000 between February and March compares with a decrease of 12,000 over the corresponding period last year.

The number of people assisted by *special employment measures* at the end of February was 658,000, a net decrease of 2,000 on January. There were fewer people on the Youth Opportunities Programme, partly offset by slightly greater numbers on the Enterprise Allowance Scheme, the Job Release Scheme, the Short Time Working Compensation Scheme and the Young Workers Scheme. It is estimated that as a direct effect of the measures, 460,000 people were in jobs, training or early retirement instead of claiming unemployment benefit.

The smaller rise in the March total, compared with January and February was mainly the result of a substantially smaller rise in *male* unemployment. In the first quarter of this year, the increase on the previous quarter in the seasonally adjusted percentage rate of *female* unemployment was 0·3 percentage points compared with 0·2 for *males*. The upward trend in female unemployment has been maintained throughout the last year. The changes in the overall level of seasonally-adjusted unemployment in the last six months have generally been caused by differences in male unemployment.

The *regional pattern* in the first quarter of this year, compared with the previous quarter, shows that the largest increase in the seasonally-adjusted percentage rate of unemployment occurred in the East Midlands, Wales, Scotland and Northern Ireland (all +0·4 percentage points). There was no change in the West Midlands. In the other regions, the increases were near or at the national average (+0·2 points).

International comparisons of unemployment indicate that seasonally-adjusted national unemployment rates (latest three months compared with the previous three months) increased in Italy (+0·8 percentage points). Ireland (+0·6), France (+0·5), the Netherlands and the United Kingdom (both +0·2) and Canada (+0·1). There were falls in Japan (−0·1), Germany (−0·3), Belgium (−0·5) and the United States (−0·8).

The *stock of vacancies* (seasonally-adjusted) in March was 149,000, showing little change on the February level; this followed four successive monthly falls, even after taking into account Community Programme vacancies which have contributed to the worsening in vacancies since October. In the first quarter of this year the stock of vacancies averaged 150,000, compared with 162,000 in the previous quarter. The *inflow of vacancies* changed little in March, but the average of 185,000 a month in the first quarter of this year was down on the average of 201,000 in the previous quarter.

Employment

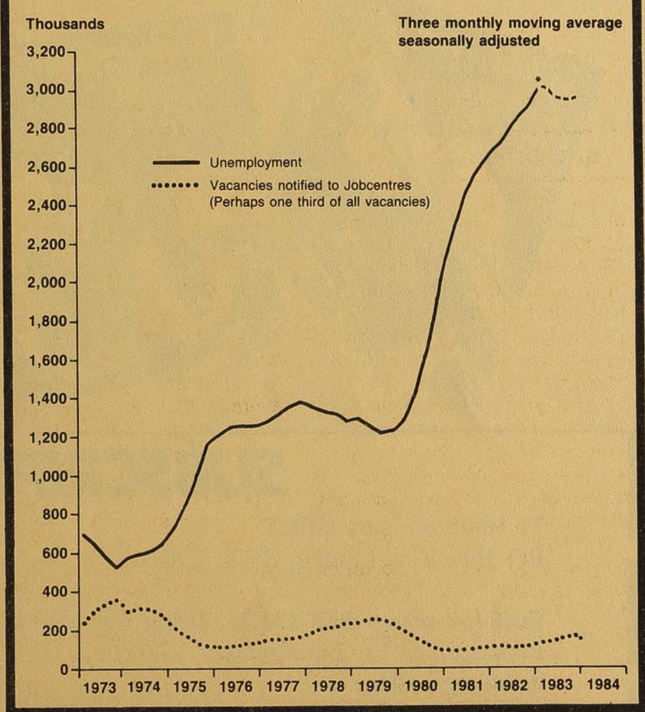
The overall *number of employees in employment* in Great Britain increased by 93,000 (seasonally adjusted) in the fourth quarter of 1983. This follows an increase of 26,000 in the third quarter which was the first quarterly rise in the total since the end of 1979. The improvement between the third and fourth quarter reflects an increased rate of growth of service industries employment and a slowing of the rate of decline of manufacturing employment.

Later figures for *manufacturing employment* show a decrease of 17,000 in February, similar to the decrease in January. In the three months ended February the number of employees in manufacturing industries decreased by an average of 15,000 a month; this compares with an average of 6,000 a month in the three months ended November 1983. Employment in service industries increased by 110,000 in the fourth quarter, following increases of 74,000 and 69,000 in the second and third quarters respectively.

The *Employed Labour Force*, which comprises employees in employment, plus self-employed people and HM Forces, increased by 118,000 in the fourth quarter of 1983, following increases of 29,000 and 54,000 in the second and third quarters respectively.

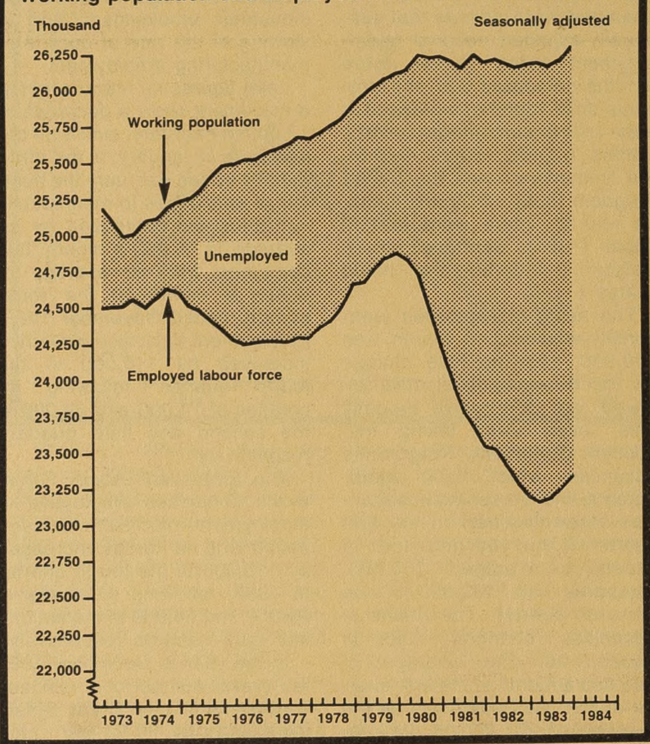
In the year to December 1983 the overall number of employees in employment in Great Britain increased by 0·2 per cent (51,000, not seasonally adjusted). Employment in the services sector rose by 277,000 (2 per cent). In absolute terms growth was strongest in wholesale distribution and repairs (103,000; 10 per cent), retail distribution (82,000; 4 per cent), banking, finance and insurance (77,000; 4 per cent), other services (41,000; 3 per cent) and hotels and catering (40,000; 5 per cent). Over the same period the number of employees in manufacturing industries de-

Unemployment and vacancies: United Kingdom

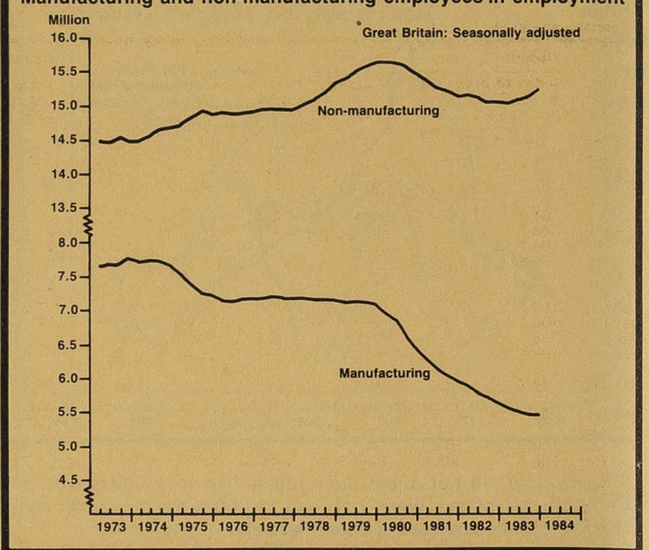


*Figures affected by Budget provisions for men aged 60 and over.

Working population and employed labour force: Great Britain



Manufacturing and non-manufacturing employees in employment



creased by 163,000; (or 3 per cent), and other industries (including the agricultural, energy and construction industries) by 68,000 (or 3 per cent).

In the *regions*, over the year to December 1983, the largest percentage increases in numbers of employees were in East Anglia 1·3 per cent (9,000) and the South West 1·1 per cent (17,000). These were partially offset by declines in the Northern region of 1·6 per cent (17,000) and in Yorkshire and Humberside of 0·6 per cent (11,000).

Overtime working, by operatives in manufacturing industries, which had eased back to just under 11 million hours a week in January from an average of 11·4 million hours a week in the last quarter of 1973, increased in February to 11·3 million hours a week (seasonally adjusted). *Short time working* was 0·6 million hours a week (seasonally adjusted) in February, much the same as in January but somewhat higher than the average of about 0·5 million hours a week in the fourth quarter of last year.

Industrial stoppages

The number of working days lost through industrial disputes in March shows a considerable rise over recent months, the provisional total being 1,903,000. This increase is largely due to the continuing dispute in the coal-mining industry which accounted for about 80 per cent of the days lost in the month.

The cumulative total of working days lost in the first quarter of 1984 was 2·6 million. This compares with 1·6 million lost in the first quarter of 1983 and an average of 3·4 million for the comparable period over the last ten years.

The number of stoppages beginning in March is provisionally estimated as 93.

BACKGROUND ECONOMIC INDICATORS * 0·1

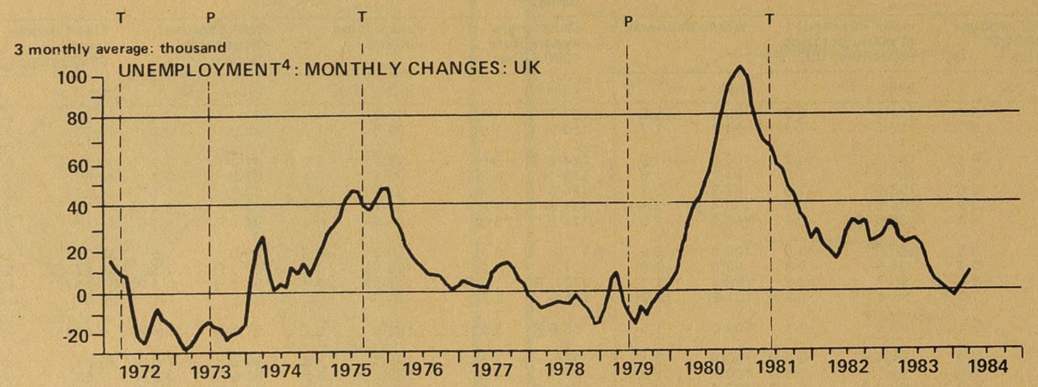
UNITED KINGDOM

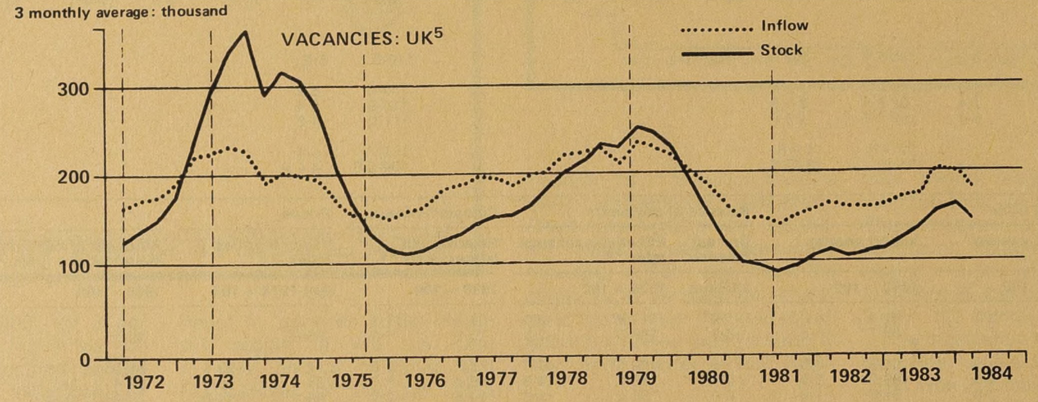
Seasonally adjusted

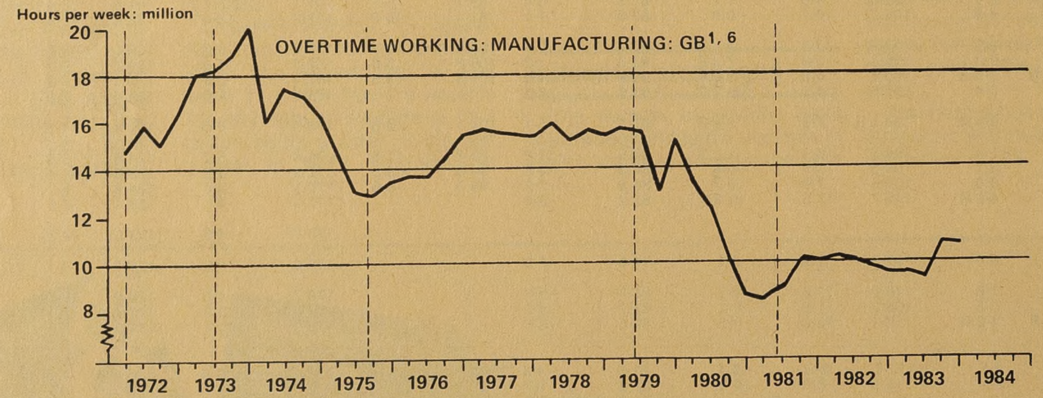
	Output						Demand								
	Index of production—OECD countries [1]		Index of output of manufacturing industries, U.K. † [2]		Whole economy [3]		Consumers' expenditure 1980 prices		Retail sales volume [1]		Real personal disposable income		Fixed investment [4 5] 1980 prices		Stock changes [5] 1980 prices
	1975 = 100		1980 = 100		1980 = 100		£ billion		1978 = 100		1980 = 100		£ billion		£ billion
1973	88·8	9·1	114·1	9·3	96·4	5·9	127·7	5·1	99·6	..	89·6	7·0	41·80	5·8	5·05
1974	88·9	0·1	112·7	−1·2	94·8	−1·7	125·6	−1·6	95·6	−1·2	88·9	−0·8	40·64	−2·8	2·86
1975	81·7	−8·1	104·9	−6·9	93·0	−1·9	124·8	−0·6	93·5	−2·2	88·8	−0·1	40·30	−0·8	−2·90
1976	88·8	8·7	106·9	1·9	94·7	1·8	125·1	0·2	93·1	−0·4	88·2	−0·7	40·85	1·4	1·08
1977	92·2	3·8	108·9	1·9	97·3	2·7	124·6	0·4	91·5	−1·7	86·7	−1·7	39·85	−2·4	2·64
1978	95·8	3·9	109·6	0·6	100·4	3·2	131·5	4·9	96·4	5·4	93·1	7·4	41·21	3·4	2·09
1979	100·7	5·1	109·4	−0·1	103·3	2·9	137·9	5·5	100·6	4·4	98·6 R	5·9 R	41·41	0·5	2·49
1980	100·2	−0·5	100·0	−8·6	100·0	−3·2	137·3	−0·4	100·0	−0·6	100·0	1·5	39·24	−5·3	−3·24
1981	100·3	0·1	93·6	−6·4	98·0	−2·0	137·6	0·2	100·4	0·4	97·5 R	−2·5	35·63 R	−9·2 R	−2·66
1982	96·5	−3·8	93·7	0·3	99·4	1·4	139·4 R	1·3 R	102·5	2·1	97·1 R	−0·4 R	37·81 R	6·1 R	−1·03 R
1983	99·4	3·0	95·4 R	1·8 R	[101·6]	[2·2]	144·8	3·7	107·9	5·3	98·5	1·4	[39·47]	[4·4]	[0·69] R
1982 Q4	94·7	−5·1	92·9	−2·1	100·0	1·5	35·6 R	3·5 R	103·9	4·7	97·5 R	0·4 R	9·63 R	7·1 R	−0·70 R
1983 Q1	96·3	−2·0	94·4 R	0·1 R	100·6	2·1	35·5	3·8	105·5	3·6	96·6 R	−1·0 R	10·01	6·4 R	0·59 R
Q2	98·1	1·0	94·1 R	0·0 R	100·7	1·4	36·1	4·3	107·3	5·9	98·0 R	0·8 R	9·68	5·1 R	−0·05 R
Q3	100·6	5·0	96·0 R	2·7 R	102·2	2·5	36·5 R	4·6 R	108·3	5·2	98·9 R	3·0 R	[9·81]	[2·6] R	−[0·12] R
Q4	102·6	8·3	97·1 R	4·5 R	[102·7]	[2·7]	36·7 R	3·1 R	110·3	6·2	100·4	3·0	[9·98]	[3·6]	[0·27]
1984 Q1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
1983 Sep	101·7	5·0	95·9 R	2·7 R	..	..	..	..	110·0	5·2	..	..	..	..	..
Oct	101·6	6·2	96·4 R	2·8 R	..	..	..	..	109·0	5·2	..	..	..	..	..
Nov	103·0	7·4	96·6 R	3·5 R	..	..	..	..	110·9	6·4	..	..	..	..	..
Dec	103·1	8·3	98·5 R	4·6 R	..	..	..	..	111·0	6·2	..	..	..	..	..
1984 Jan	..	..	98·7 R	4·4 R	..	..	..	..	107·7	5·3	..	..	..	..	..
Feb	..	..	[96·8]	[3·9] R	..	..	..	..	109·5 R	4·4 R	..	..	..	..	..
Mar	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

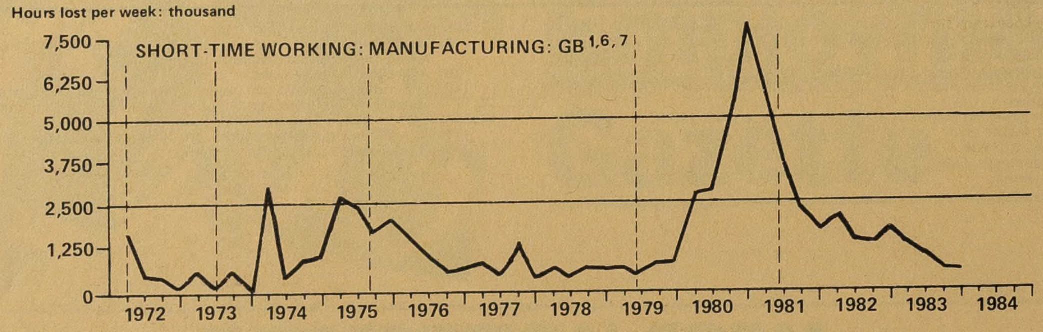
	Visible trade				Balance of payments			Competitiveness		Prices					
	Export volume [1]		Import volume [1]		Current balance [7]	Effective exchange rate† [1 8]		Relative unit labour costs [6 9]		Tax and prices index [10]		Producer prices index† [2 11] Materials and fuels		Home sales	
	1980 = 100		1980 = 100		£ billion	1975 = 100		1980 = 100		Jan 1978 = 100		1980 = 100		1980 = 100	
1973	75·6	13·7	91·9	14·0	−1·0	111·8	−9·3	66·4	−11·3	..	..	..	..	..	..
1974	81·0	7·1	92·7	0·9	−3·3	108·3	−3·1	70·6	6·3	55·8	..	49·1	..	42·6	..
1975	77·8	−4·0	84·7	−8·6	−1·5	100·0	−7·7	72·7	3·0	72·2	29·4	54·9	11·8	52·4	23·0
1976	85·4	9·8	89·7	5·9	−0·8	85·7	−14·3	66·4	−8·7	85·6	18·6	68·4	24·6	60·9	16·2
1977	92·1	7·8	91·3	1·8	0·0	81·2	5·3	64·5	−2·9	98·1	14·6	78·9	15·4	72·0	18·2
1978	94·5	2·0	95·5	4·6	1·2	81·5	0·4	69·7	8·1	101·1	3·1	81·6	3·4	79·1	9·9
1979	99·1	4·9	105·7	10·7	−0·6	87·3	7·1	81·4	16·8	113·2	12·0	92·2	12·9	87·7	10·9
1980	100·0	0·9	100·0	−5·4	3·7 R	96·1	10·1	100·0	22·9	132·8	17·3	100·0	8·5	100·0	14·0
1981	99·2	−0·8	96·1	−3·9	7·3 R	95·3	−1·2	105·8	5·8	152·5	14·8	109·2	9·2	109·5	9·5
1982	101·5 R	2·3 R	100·7	4·8	5·6 R	90·7	−4·8	101·3	−4·3	167·4	9·8	117·2	7·3	118·0	7·8
1983	102·3	0·4	107·6	6·9	[2·0] R	83·3	−8·2	..	..	174·1	4·0	125·4	7·0	124·5	5·5
1982 Q4	103·1	0·4 R	99·5 R	1·6	2·2 R	89·1	−0·7	101·1	0·3	170·4	6·6	119·4	4·0	120·1	6·5
1983 Q1	102·3	1·4	104·5	4·1	1·1 R	80·5	−11·6	89·7	−11·6	171·4	5·2	124·6	5·6	121·8	5·3
Q2	100·3	−3·1	106·6	2·5	−0·0	84·3	−6·6	94·8	−6·5	172·5	3·2	123·6	6·6	124·2	5·6
Q3	99·3	0·0	106·6	7·9	0·7	84·9	−7·2	95·5	−6·6	175·1	3·6	124·8	8·1	125·1	5·4
Q4	107·4	4·2 R	112·7	13·3	[0·3]	83·2	−6·6	..	..	177·4	4·1	128·4	7·5	126·8	5·6
1984 Q1	..	..	..	..	..	..	..	..	..	178·7	4·3	[133·6]	[7·2]	[129·1]	[6·0]
Sep	102·0	0·0	107·2	7·9	0·4	84·8	−7·5	..	..	176·0	4·2	126·5	8·1	125·7	5·4
Oct	103·2	1·6	118·0	11·8	−0·3	83·4	−9·8	..	..	176·7	4·0	126·2	8·3	126·2	5·4
Nov	104·8	0·2	108·2	11·5	0·2	83·7	−8·0	..	..	177·5	3·9	127·4	7·1	126·8	5·7
Dec	114·3 R	4·2 R	112·1	13·3	0·5	82·5	−6·6	..	..	178·0	4·4	131·6	7·2	127·3	5·6
1984 Jan	102·2	4·5	112·6	9·2	−0·1	81·9	−4·4	..	..	177·9	4·2	133·5 R	7·6 R	128·1	5·7
Feb	116·8	9·5	110·5	8·0	[0·8]	82·2	1·7	..	..	178·8	4·2	[134·2]	[6·7] R	128·9]	5·9
Mar	..	..	..	..	..	81·0	2·5	..	..	179·4	4·4	[133·0]	[7·1]	[130·2]	[6·4]

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) Manufacturing industries, i.e. Divisions 2 to 4 (SIC 1980).
(3) GDP at factor cost.
(4) Rebased to 1980 = 100.
(5) Gross domestic fixed capital formation.
(6) All industries.
(7) Manufacturing and Distribution.
(8) No percentages change series is given as this is not meaningful for series taking positive and negative values.
(9) Averages of daily rates.
(10) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details, see Economic Trends 304, February 1979, p.80.
(11) Annual and quarterly figures are averages of monthly indices.
(12) Replaces Wholesale Price Index.







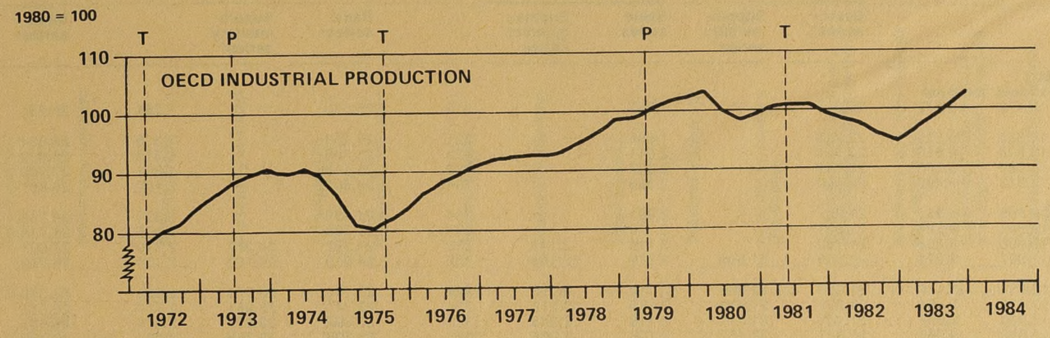


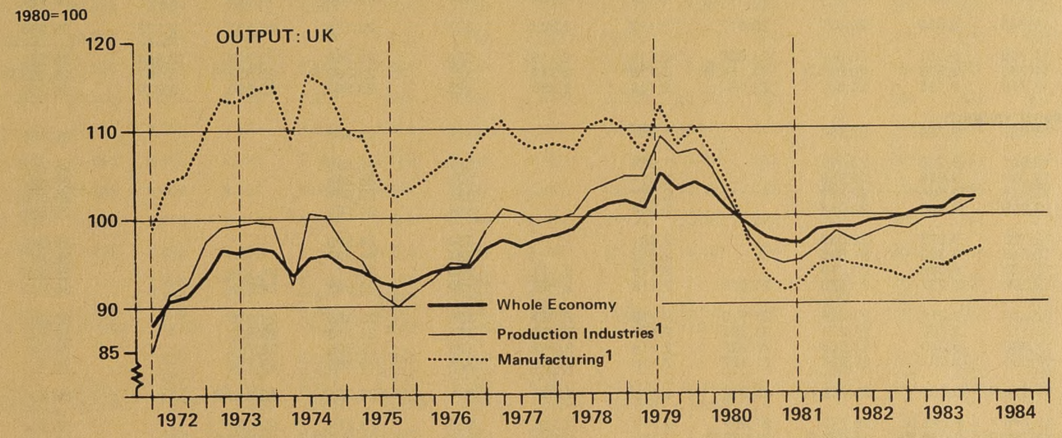
4 Unemployment figures are on the new (claimant) basis, and excludes school leavers. They take account of the effects of 1983 Budget provisions. See notes to table 2.1.

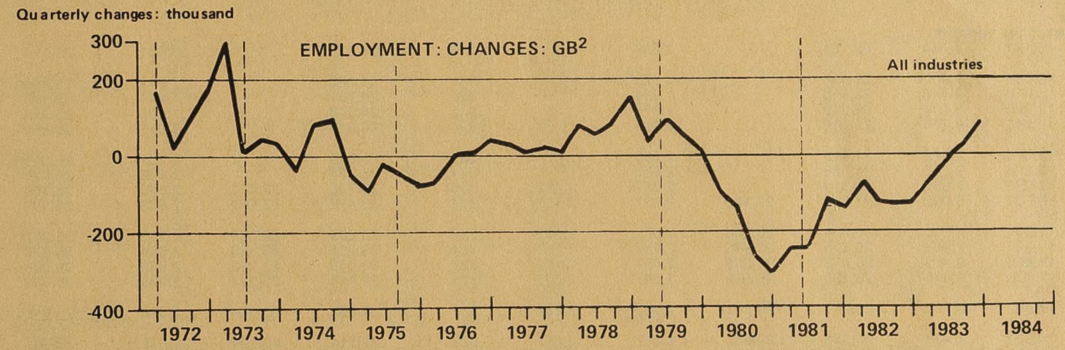
5 Notified to Jobcentres.

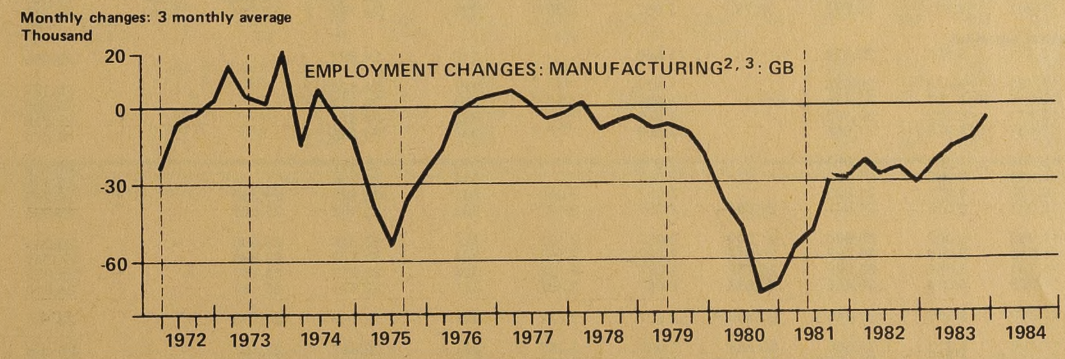
6 Operatives only.

7 Not seasonally adjusted.









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

1 SIC 1980

2 Employees in employment: supplementary series. See Table 1.2 and footnote

3 Figures from September 1981 reflect final census of employment results and are classified to SIC 1980, whereas figures for earlier dates are classified to SIC 1968. See footnotes to table 1.2

1·1 EMPLOYMENT
Working population

THOUSAND

Quarter		Employees in employment* Male	Female	All: Basic series*	All: Supplementary series*	Self-employed persons (with or without employees)‖ Basic series	Supplementary series	HM Forces‡	Employed labour force† Basic series†	Supplementary series†	Unemployed‡‡	Working population† Basic series†	Supplementary series†
A. UNITED KINGDOM													
Unadjusted for seasonal variation													
1979	Dec	13,472	9,772	23,244		1,957		319	25,520		1,261	26,781	
1980	Mar	13,325	9,629	22,953		1,984		321	25,258		1,376	26,634	
	June	13,306	9,666	22,972		2,011		323	25,306		1,513	26,819	
	Sep	13,180	9,569	22,749		2,037		332	25,118		1,891	27,009	
	Dec	12,919	9,490	22,409		2,064		334	24,807		2,100	26,907	
1981	Mar	12,656	9,301	21,957		2,091		334	24,382		2,334	26,716	
	June	12,547	9,324	21,871		2,118		334	24,323		2,395	26,718	
	Sep	12,496	9,303	21,799		2,118	2,143	335	24,252	24,277	2,749	27,001	27,026
	Dec	12,297	9,271	21,569	21,609	2,118	2,168	332	24,019	24,109	2,764	26,783	26,873
1982	Mar	12,156	9,147	21,303	21,383	2,118	2,193	328	23,749	23,904	2,821	26,570	26,725
	June	12,115	9,184	21,299	21,419	2,118	2,218	324	23,741	23,961	2,770	26,511	26,731
	Sep	12,060	9,092	21,151	21,311	2,118	2,243	323	23,592	23,877	3,066	26,658	26,943
	Dec	11,892	9,065	20,957	21,157	2,118	2,268	321	23,396	23,746	3,097	26,493	26,843
1983	Mar	11,748	8,930	20,677	20,917	2,118	2,293	321	23,116	23,531	3,172	26,288	26,703
	June	11,749	9,051	20,800	21,080	2,118	2,318	322	23,240	23,720	2,984	26,224	26,704
	Sep	11,790	9,055	20,846 R	21,166 R	2,118	2,343	325	23,289 R	23,834 R	3,167	26,456 R	27,001 R
	Dec	11,710	9,126	20,837	21,197	2,118	2,368	325	23,280	23,890	3,079	26,359	26,969
Adjusted for seasonal variation													
1979	Dec	13,463	9,729	23,191		1,957		319	25,467			26,736	
1980	Mar	13,391	9,700	23,091		1,984		321	25,396			26,766	
	June	13,303	9,646	22,950		2,011		323	25,284			26,869	
	Sep	13,115	9,556	22,672		2,037		332	25,041			26,870	
	Dec	12,915	9,450	22,366		2,064		334	24,764			26,865	
1981	Mar	12,722	9,373	22,095		2,091		334	24,520			26,840	
	June	12,543	9,302	21,845		2,118		334	24,297			26,781	
	Sep	12,429	9,289	21,718		2,118	2,143	335	24,171	24,196		26,856	26,881
	Dec	12,298	9,235	21,533	21,573	2,118	2,168	332	23,983	24,073		26,742	26,832
1982	Mar	12,220	9,219	21,439	21,519	2,118	2,193	328	23,885	24,040		26,687	26,842
	June	12,111	9,160	21,271	21,391	2,118	2,218	324	23,713	23,933		26,584	26,804
	Sep	11,990	9,076	21,065	21,225	2,118	2,243	323	23,506	23,791		26,506	26,791
	Dec	11,896	9,031	20,927	21,127	2,118	2,268	321	23,366	23,716		26,454	26,804
1983	Mar	11,810 R	9,002	20,812 R	21,052	2,118	2,293	321	23,251 R	23,666 R		26,401	26,816
	June	11,745	9,028 R	20,772	21,052	2,118	2,318	322	23,212	23,692		26,304	26,784
	Sep	11,720 R	9,039 R	20,759 R	21,079 R	2,118	2,343	325	23,202 R	23,747 R		26,298	26,843
	Dec	11,716	9,095	20,811	21,171	2,118	2,368	325	23,254	23,864		26,321	26,931
B. GREAT BRITAIN													
Unadjusted for seasonal variation													
1979	Dec	13,181	9,544	22,724		1,896		319	24,939		1,201	26,140	
1980	Mar	13,036	9,402	22,438		1,923		321	24,682		1,313	25,995	
	June	13,018	9,440	22,458		1,950		323	24,731		1,444	26,175	
	Sep	12,895	9,344	22,240		1,976		332	24,548		1,806	26,354	
	Dec	12,641	9,269	21,910		2,003		334	24,247		2,011	26,258	
1981	Mar	12,384	9,082	21,466		2,030		334	23,830		2,239	26,069	
	June	12,278	9,107	21,386		2,057		334	23,777		2,299	26,076	
	Sep	12,229	9,085	21,314		2,057	2,082	335	23,706	23,731	2,643	26,349	26,374
	Dec	12,031	9,052	21,083	21,123	2,057	2,107	332	23,472	23,562	2,663	26,135	26,225
1982	Mar	11,894	8,930	20,824	20,904	2,057	2,132	328	23,209	23,364	2,718	25,927	26,082
	June	11,857	8,968	20,825	20,945	2,057	2,157	324	23,206	23,426	2,664	25,870	26,090
	Sep	11,803	8,875	20,678	20,838	2,057	2,182	323	23,058	23,343	2,950	26,008	26,293
	Dec	11,638	8,848	20,486	20,686	2,057	2,207	321	22,864	23,214	2,985	25,849	26,199
1983	Mar	11,497	8,715	20,211	20,451	2,057	2,232	321	22,589	23,004	3,059	25,648	26,063
	June	11,500	8,835	20,335	20,615	2,057	2,257	322	22,714	23,194	2,871	25,585	26,065
	Sep	11,542 R	8,840	20,382 R	20,702 R	2,057	2,282	325	22,764 R	23,309 R	3,044	25,808 R	26,353 R
	Dec	11,461	8,911	20,372	20,732	2,057	2,307	325	22,754	23,364	2,961	25,715	26,325
Adjusted for seasonal variation													
1979	Dec	13,171	9,501	22,672		1,896		319	24,887			26,095	
1980	Mar	13,103	9,473	22,576		1,923		321	24,820			26,127	
	June	13,015	9,421	22,436		1,950		323	24,709			26,225	
	Sep	12,831	9,332	22,163		1,976		332	24,471			26,216	
	Dec	12,637	9,229	21,866		2,003		334	24,203			26,216	
1981	Mar	12,449	9,154	21,603		2,030		334	23,967			26,193	
	June	12,274	9,085	21,359		2,057		334	23,750			26,138	
	Sep	12,162	9,071	21,233		2,057	2,082	335	23,625	23,650		26,205	26,230
	Dec	12,031	9,016	21,047	21,087	2,057	2,107	332	23,436	23,526		26,095	26,185
1982	Mar	11,958	9,002	20,960	21,040	2,057	2,132	328	23,345	23,500		26,044	26,199
	June	11,853	8,945	20,797	20,917	2,057	2,157	324	23,178	23,398		25,944	26,164
	Sep	11,734	8,859	20,592	20,752	2,057	2,182	323	22,972	23,257		25,856	26,141
	Dec	11,642	8,814	20,456	20,656	2,057	2,207	321	22,834	23,184		25,810	26,160
1983	Mar	11,560	8,786	20,346 R	20,586 R	2,057	2,232	321	22,723	23,138		25,761	26,176
	June	11,496	8,812	20,308	20,588	2,057	2,257	322	22,687	23,167		25,666	26,146
	Sep	11,471 R	8,823	20,294 R	20,614 R	2,057	2,282	325	22,676 R	23,221 R		25,650 R	26,195 R
	Dec	11,467	8,880	20,347	20,707	2,057	2,307	325	22,729	23,339		25,678	26,288

* The supplementary series include an allowance at the rate of 40,000 per quarter for underestimation. See articles on pages 242 and 508 of June and December 1983 *Employment Gazette* respectively.
‖ Estimates of self-employed for GB have been updated to June 1981. Figures in the basic series are assumed unchanged from then until later data becomes available; the supplementary series assumes that self-employment has increased by 25,000 a quarter since then. See the article on page 242 of *Employment Gazette*, June 1983.
† In estimates of employed labour force and working population, the basic series may understate the level. See notes above on employees and self-employed.
‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
** From April 1983 the figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment office.

EMPLOYMENT 1·2
Employees in employment*: industry

THOUSAND

GREAT BRITAIN SIC 1980		All industries and services: All employees	Seasonally adjusted	Production and construction industries: All employees	Seasonally adjusted	Production industries: All employees	Seasonally adjusted	Manufacturing industries: All employees	Seasonally adjusted	Service industries: All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Divisions or Classes		0-9		1-5		1-4		2-4		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1979	Sep	22,728	22,658	9,069	9,033	7,843	7,816	7,129	7,102	13,277	13,260	383	355	359	682	428	1,015	951
	Dec	22,724	22,672	9,004	8,990	7,786	7,770	7,069	7,053	13,357	13,319	364	358	359	672	425	1,010	953
1980	Mar	22,438	22,576	8,851	8,884	7,641	7,664	6,923	6,945	13,239	13,331	349	359	359	660	421	998	938
	June	22,458	22,436	8,737	8,746	7,520	7,533	6,804	6,816	13,370	13,331	352	357	360	637	414	986	931
	Sep	22,240	22,163	8,562	8,522	7,349	7,320	6,631	6,603	13,296	13,277	382	356	363	616	406	967	914
	Dec	21,910	21,866	8,302	8,293	7,132	7,120	6,420	6,408	13,249	13,216	358	352	361	582	395	937	892
1981	Mar	21,466	21,603	8,059	8,092	6,928	6,949	6,222	6,243	13,057	13,151	349	347	358	558	386	909	871
	June	21,386	21,359	7,910	7,918	6,799	6,809	6,100	6,109	13,132	13,089	343	344	355	543	379	889	857
	Sep	21,314	21,233	7,842	7,800	6,753	6,722	6,057	6,028	13,101	13,080	371	341	355	534	377	889	851
	Oct			7,793	7,762	6,719	6,696	6,026	6,004				340	353	531	376	882	847
	Nov			7,736	7,717	6,677	6,661	5,987	5,971				338	352	527	372	877	840
	Dec	21,083	21,047	7,679	7,674	6,636	6,627	5,948	5,940	13,049	13,021	355	336	351	522	371	869	836
		21,123	*21,087*	*7,683*	*7,678*	*6,639*	*6,631*	*5,952*	*5,944*	*13,085*	*13,057*							
1982	Jan			7,607	7,641	6,571	6,599	5,886	5,914				335	350	517	367	861	828
	Feb			7,583	7,618	6,554	6,579	5,872	5,897				334	348	517	369	857	824
	Mar	20,824	20,960	7,564	7,596	6,542	6,562	5,862	5,882	12,919	13,012	341	333	348	515	367	859	826
		20,904	*21,040*	*7,572*	*7,604*	*6,550*	*6,570*	*5,870*	*5,890*	*12,991*	*13,084*							
	April			7,523	7,559	6,500	6,525	5,822	5,846				331	347	513	364	852	821
	May			7,504	7,526	6,479	6,497	5,804	5,820				330	346	512	363	846	820
	June	20,825	20,797	7,478	7,486	6,451	6,461	5,778	5,786	13,002	12,957	345	329	344	509	363	838	815
		20,945	*20,917*	*7,490*	*7,498*	*6,463*	*6,473*	*5,790*	*5,798*	*13,110*	*13,065*							
	July			7,469	7,443	6,442	6,424	5,771	5,752				328	343	506	362	835	817
	Aug			7,449	7,407	6,423	6,391	5,752	5,721				327	344	501	358	831	818
	Sep	20,678	20,592	7,422	7,378	6,395	6,364	5,726	5,696	12,884	12,861	371	326	343	499	357	825	819
		20,838	*20,752*	*7,438*	*7,394*	*6,411*	*6,380*	*5,742*	*5,712*	*13,028*	*13,005*							
	Oct			7,379	7,348	6,359	6,336	5,693	5,671				325	342	492	356	818	814
	Nov			7,326	7,307	6,314	6,297	5,650	5,634				324	340	487	354	806	814
	Dec	20,486	20,456	7,279	7,277	6,273	6,268	5,612	5,607	12,845	12,820	362	323	339	484	350	801	811
		20,686	*20,656*	*7,299*	*7,297*	*6,293*	*6,288*	*5,632*	*5,627*	*13,025*	*13,000*							
1983	Jan			7,203	7,238	6,206	6,235	5,546	5,576				322	338	479	344	790	804
	Feb			7,180	7,215	6,191	6,217	5,534	5,559				320	337	476	344	785	802
	Mar	20,211	20,345	7,154	7,185	6,174	6,193	5,519	5,537	12,718	12,811	339	319	336	474	346	780	800
		20,451	*20,585*	*7,178*	*7,209*	*6,198*	*6,217*	*5,543*	*5,561*	*12,934*	*13,027*							
	April			7,131	7,164	6,151	6,175	5,500	5,523				317	334	469	340	778	801
	May			7,110	7,131	6,131	6,148	5,484	5,499				315	333	467	341	768	798
	June	20,335	20,308	7,102	7,110	6,123	6,134	5,478	5,487	12,894	12,849	339	313	333	466	340	768	795
		20,615	*20,588*	*7,130*	*7,138*	*6,151*	*6,162*	*5,506*	*5,515*	*13,146*	*13,101*							
	July			7,118 R	7,093	6,135	6,118	5,491	5,474				311	333	464	341	764	799
	Aug			7,126	7,083	6,139	6,107	5,497	5,466				309	333	463	343	769	799
	Sep	20,382 R	20,293	7,109	7,064	6,118	6,085	5,478	5,448	12,906	12,882	366	307	333	463	340	762	798
		20,702 R	*20,613*	*7,141*	*7,096*	*6,150*	*6,118*	*5,510*	*5,480*	*13,194*	*13,170*							
	Oct			7,082 R	7,052	6,094 R	6,070	5,457	5,435				305	333	461	338	757	798
	Nov			7.077 R	7,064	6,093	6,077	5,459	5,443				303	332	460	338	757	797
	Dec	20,372		7,047 R	7,056	6,066 R	6,062	5,433	5,430	12,978		348	302 R	331 R	458	336	755	798
		20,732		*7,083 R*	*7,092*	*6,102 R*	*6,098*	*5,469*	*5,466*	*13,302*								
1984	Jan			6,993 R	7,040	6,012 R	6,043	5,383	5,413				300	329	455	332	748	793
	Feb			6,976		5,996		5,369					298	329	454	331	744	790

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

1·2 EMPLOYMENT
Employees in employment: industry

THOUSAND

SIC 1980 — GREAT BRITAIN

SIC 1980 Classes	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance insurance	Public administration etc.‡	Education	Medical and other health services; veterinary services	Other services†
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1979 Sep	434	432	515	725	799	597	551	1,225	1,117	2,149	940	1,046	421	1,676	1,928	1,547	1,188	1,264
Dec	430	425	511	723	780	587	552	1,218	1,130	2,212	893	1,042	423	1,694	1,911	1,601	1,197	1,255
1980 Mar	422	415	504	705	747	566	547	1,209	1,128	2,129	889	1,032	423	1,691	1,903	1,598	1,202	1,244
June	412	407	490	707	722	557	541	1,216	1,137	2,134	966	1,034	428	1,688	1,917	1,594	1,209	1,282
Sep	399	399	468	701	688	537	535	1,213	1,126	2,101	957	1,025	432	1,734	1,885	1,522	1,219	1,294
Dec	385	391	448	693	656	515	526	1,170	1,114	2,124	904	999	433	1,721	1,876	1,565	1,229	1,285
1981 Mar	367	380	425	667	633	506	519	1,131	1,100	2,044	878	977	430	1,714	1,854	1,562	1,237	1,262
June	355	365	414	666	618	502	512	1,112	1,103	2,051	937	974	429	1,714	1,849	1,548	1,243	1,284
Sep	345	361	412	669	611	498	510	1,089	1,109	2,049	940	969	430	1,731	1,840	1,487	1,255	1,289
Oct	343	360	407	666	612	496	507	1,074										
Nov	340	356	404	664	609	490	506	1,059										
Dec	337	356	405	658	602	485	507	1,044	1,102	2,081	897	942	427	1,715	1,829	1,552	1,258	1,246
1982 Jan	334	355	398	647	597	478	503	1,036										
Feb	333	355	399	644	595	476	503	1,029										
Mar	331	353	398	643	594	476	503	1,022	1,092	1,997	879	930	425	1,705	1,818	1,559	1,264	1,252
April	326	349	395	643	590	470	500	1,023										
May	322	346	393	643	588	475	497	1,025										
June	319	344	396	644	587	471	493	1,027	1,090	1,991	952	925	425	1,723	1,813	1,535	1,266	1,281
July	321	342	389	649	586	471	494	1,027										
Aug	317	341	390	648	583	473	492	1,027										
Sep	315	342	386	643	582	470	490	1,027	1,086	1,982	933	917	422	1,717	1,812	1,474	1,270	1,272
Oct	312	339	383	640	583	466	489	1,020										
Nov	310	337	379	634	579	465	484	1,013										
Dec	310	335	376	628	574	462	482	1,006	1,077	2,022	856	897	421	1,703	1,809	1,546	1,265	1,249
1983 Jan	306	330	370	616	569	457	479	997										
Feb	308	331	368	615	573	455	477	988										
Mar	308	328	367	614	568	457	478	980	1,067	1,951	829	886	419	1,702	1,822	1,553	1,268	1,221
April	307	325	369	610	566	457	477	979										
May	307	324	366	610	568	461	474	979										
June	307	325	365	611	567	462	473	978	1,075	1,978	923	886	419	1,730	1,827	1,535	1,268	1,255
July	305	323	368	617	570	464	473	983 R										
Aug	301	323	365	624	573	465	471	987 R										
Sep	302	322	367	619	574	461	469	991 R	1,074	1,987	938	885	418	1,745	1,830	1,467	1,269	1,292
Oct	301	319	367	613	575	460	467	988 R										
Nov	301	319	367	614	576	461	467	984 R										
Dec	298	314	364	610	575	458	466	981 R	1,080	2,076	877	873	416	1,738	[1,827]	1,549	[1,269]	1,272
1984 Jan	298	311	360	595	573	451	465	981 R										
Feb	298	309	361	592	574	452	463	981										

† Excludes private domestic service.
‡ These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authority, analysed according to type of service, are published quarterly in table 1·7.

EMPLOYMENT 1·3
Employees in employment*: production and construction industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or Group	[Feb 1983] Male	Female	All	[Dec 1983] Male	Female	All	[Jan 1984] Male	Female	All	[Feb 1984] Male	Female	All
Production and construction industries	1-5	5,393·5	1,786·1	7,179·6	5,263·6	1,783·0	7,046·6	5,234·2	1,758·6	6,992·8	5,220·0	1,756·1	6,976·1
Production industries	1-4	4,521·2	1,669·9	6,191·1	4,399·3	1,666·8	6,066·1	4,369·9	1,642·4	6,012·3	4,355·7	1,639·9	5,995·6
All manufacturing industries	2-4	3,950·3	1,583·9	5,534·2	3,851·3	1,581·9	5,433·2	3,825·4	1,557·7	5,383·1	3,813·4	1,555·3	5,368·7
Energy and water supply	1	570·9	86·0	656·9	547·9	84·9	632·9	544·5	84·7	629·2	542·2	84·6	626·8
Coal extraction and solid fuels	111	250·9	11·4	262·3	230·0	11·4	241·3	227·9	11·4	239·3	226·4	11·4	237·8
Electricity	161	127·4	29·5	156·9	124·5	29·2	153·8	124·5	29·2	153·7	124·1	29·2	153·3
Gas	162	74·9	25·5	100·3	72·5	24·6	97·0	72·5	24·6	97·0	72·2	24·5	96·8
Water supply	170	52·8	9·9	62·7	54·0	9·8	63·8	52·7	9·6	62·3	52·7	9·5	62·2
Other mineral and ore extraction and processing	2	645·9	174·4	820·4	623·1	171·2	794·3	619·3	168·4	787·8	617·1	168·4	785·5
Metal manufacturing	22	202·2	28·4	230·5	189·4	26·6	216·0	188·2	26·3	214·4	187·0	25·7	212·7
Iron and steel	221	94·3	8·2	102·5	87·1	7·3	94·4	86·8	7·3	94·1	86·8	7·3	94·0
Steel tubes, drawing, cold rolling and forming	222/223	49·4	9·0	58·4	47·4	9·1	56·5	46·7	8·8	55·4	45·5	8·2	53·7
Non-ferrous metals	224	58·4	11·1	69·6	54·8	10·2	65·0	54·7	10·2	64·9	54·7	10·2	65·0
Extraction of metals, ores and minerals n.e.s.	21/23	37·3	3·9	41·3	37·3	3·9	41·3	37·3	3·9	41·3	37·3	3·9	41·3
Non-metallic mineral products	24	159·9	44·5	204·3	156·9	44·1	201·0	156·2	43·3	199·6	156·2	44·1	200·4
Building products of concrete, cement etc	243	34·5	5·2	39·7	34·5	5·1	39·6	34·7	4·9	39·7	35·0	5·2	40·2
Chemical industry	25	233·2	95·8	329·0	226·6	94·7	321·2	224·7	93·0	317·7	223·7	92·8	316·4
Basic industrial chemicals	251	102·4	20·1	122·6	98·0	19·7	117·7	97·3	19·6	116·9	97·2	19·5	116·7
Pharmaceutical products	257	44·2	35·1	79·3	44·7	35·2	79·9	45·0	34·8	79·8	44·9	34·8	79·7
Soap and toilet preparations	258	19·6	17·0	36·5	18·5	16·4	34·9	18·3	16·1	34·4	18·2	16·0	34·1
Metal goods, engineering and vehicles	3	2,061·6	532·2	2,593·8	1,999·7	529·8	2,529·5	1,988·5	522·2	2,510·8	1,981·4	521·3	2,502·7
Metal goods n.e.s.	31	283·4	84·7	368·1	280·0	84·0	364·0	277·7	82·8	360·5	278·2	83·3	361·5
Foundries	311	61·1	8·4	69·5	59·8	8·5	68·3	59·5	8·0	67·6	59·8	8·0	67·8
Bolts, nuts, springs etc	313	35·5	11·3	46·8	33·6	11·3	44·9	32·7	11·2	43·9	32·3	11·1	43·4
Hand tools and finished metal goods	316	149·5	56·5	206·0	150·0	55·3	205·3	149·9	54·8	204·7	150·1	55·5	205·6
Mechanical engineering	32	663·6	121·1	784·7	636·5	118·6	755·2	632·0	116·5	748·4	627·7	116·3	744·0
Industrial plant and steelwork	320	66·1	8·5	74·5	63·0	8·3	71·4	63·0	8·3	71·3	62·2	8·2	70·4
Machinery for agriculture, food, chemical industries etc	321/324	68·9	10·7	79·6	66·6	12·0	78·7	64·7	11·2	75·9	65·7	11·6	77·3
Metal working machine tools etc	322	66·0	13·6	79·6	62·4	13·0	75·4	62·3	12·4	74·7	62·2	12·6	74·8
Mining machinery, construction equipment etc	325	76·5	10·4	86·9	72·4	10·0	82·3	72·6	10·0	82·6	70·2	9·8	79·9
Mechanical power transmission equipment	326	26·5	5·3	31·8	23·8	4·6	28·4	23·2	4·4	27·6	23·0	4·4	27·3
Other machinery and mechanical equipment	328	309·1	58·9	368·0	298·6	56·3	354·9	296·2	55·8	352·0	294·7	55·3	350·0
Office machinery and data processing equipment	33	53·5	18·0	71·6	50·7	17·1	67·9	50·2	16·6	66·8	50·4	16·6	66·9
Electrical and electronic equipment	34	420·6	203·8	624·5	418·7	207·6	626·2	417·7	204·8	622·4	415·1	203·6	618·7
Basic electrical equipment	342	89·3	26·6	115·8	85·4	26·7	112·1	85·2	26·5	111·7	84·0	26·5	110·5
Industrial equipment, batteries etc	343	61·4	28·6	90·0	60·9	28·0	88·9	60·9	27·8	88·7	60·4	27·8	88·2
Telecommunications equipment	344	131·4	63·7	195·1	130·8	62·2	193·1	130·8	61·9	192·8	131·0	62·0	193·0
Other electronic equipment	345	68·3	51·9	120·2	71·4	56·6	128·0	70·9	55·3	126·2	70·0	54·9	124·9
Domestic-type electric appliances	346	27·9	13·3	41·2	29·0	14·6	43·6	29·1	13·9	43·0	28·9	13·9	42·8
Motor vehicles and parts	35	273·0	34·9	307·9	263·3	34·4	297·8	263·9	34·6	298·4	263·7	34·5	298·2
Motor vehicles and engines	351	101·3	9·4	110·7	97·1	9·2	106·3	97·0	9·2	106·3	97·2	9·3	106·4
Parts	353	119·0	21·2	140·2	116·7	21·2	136·8	115·8	21·3	137·1	115·9	21·2	137·1
Other transport equipment	36	295·7	35·0	330·7	280·3	33·9	314·2	277·3	33·3	310·5	276·0	33·0	309·0
Shipbuilding and repairing	361	108·1	9·0	117·1	100·0	8·8	108·9	99·2	8·6	107·8	99·0	8·5	107·5
Railway and tramway vehicles	362	36·2	1·7	37·9	33·5	1·6	35·1	32·7	1·6	34·3	32·0	1·6	33·6
Aerospace equipment	364	144·0	21·6	165·6	139·6	21·0	160·6	138·3	20·7	159·0	138·0	20·6	158·6
Instrument engineering	37	71·7	34·6	106·3	70·1	34·2	104·3	69·9	33·8	103·7	70·3	34·0	104·4
Other manufacturing industries	4	1,242·8	877·2	2,120·0	1,228·6	880·8	2,109·3	1,217·6	867·0	2,084·6	1,215·0	865·6	2,080·6
Food drink and tobacco	41/42	369·3	245·4	614·7	361·9	248·4	610·3	356·2	239·2	595·4	353·1	238·5	591·6
Slaughtering, meat, meat products and organic oils and fats	411/412	59·9	39·1	99·0	59·5	40·4	99·9	58·6	39·3	97·8	58·6	40·6	99·2
Milk and milk products	413	30·9	10·6	41·5	31·1	10·8	41·9	30·9	10·8	41·7	31·3	10·8	42·1
Fruit and vegetable processing	414	16·6	17·0	33·6	17·2	17·8	35·0	16·9	17·0	33·9	16·8	17·0	33·8
Grain milling, starch, bread, biscuits and flour confectionery	416/418/419	78·0	65·4	143·4	76·0	67·8	143·8	74·1	63·3	137·4	73·1	62·4	135·5
Cocoa, chocolate, sugar confectionery etc	421	30·6	31·0	61·5	30·3	31·3	61·7	29·6	30·2	59·8	29·7	29·7	59·3
Animal feeding stuffs and miscellaneous foods	422/423	46·1	32·1	78·2	43·6	32·1	75·7	43·0	31·3	74·2	42·9	31·2	74·1
Spirit distilling, wines, brewing and malting	424/426/427	63·0	20·1	83·1	60·5	19·1	79·7	60·0	19·2	79·2	59·2	19·0	78·1
Textiles	43	129·5	125·9	255·4	129·1	124·5	253·6	128·5	123·6	252·1	128·4	123·7	252·1
Woollen and worsted	431	27·7	19·2	46·9	27·1	18·7	45·9	26·9	18·7	45·6	27·2	18·6	45·8
Cotton and silk	432	23·8	17·2	41·0	24·9	17·7	42·5	24·9	17·2	42·1	25·2	17·3	42·5
Hosiery and other knitted goods	436	26·7	64·0	90·8	26·8	62·8	89·5	26·6	62·7	89·2	26·5	62·6	89·2
Textile finishing etc	433/434/435/437	25·5	9·7	35·2	25·1	9·6	34·8	24·9	9·5	34·4	24·5	9·5	34·0
Footwear and clothing	45	76·5	214·6	291·0	75·5	219·4	294·9	75·7	219·1	294·8	76·4	219·3	295·6
Footwear	451	23·8	28·4	52·2	24·5	29·5	54·0	24·4	29·4	53·8	23·8	28·5	52·3
Clothing, hats and gloves and fur goods	453/456	41·0	168·7	209·7	40·7	172·3	213·0	40·9	172·3	213·2	41·4	172·7	214·1
Timber and wooden furniture	46	163·4	39·3	202·7	165·9	40·8	206·7	164·8	39·5	204·2	164·6	40·1	204·7
Wood, sawmilling, planing etc, semi-manufacture, builders carpentry and joinery	461/462/463	59·3	9·1	68·4	61·3	10·0	71·3	61·3	10·0	71·3	61·9	10·0	71·9
Wooden and upholstered furniture etc	467	83·6	21·5	105·1	84·1	22·0	106·1	82·8	20·9	103·8	82·4	21·4	103·8
Paper, paper products, printing and publishing	47	323·0	154·4	477·4	315·0	151·5	466·5	313·9	150·6	464·5	312·9	150·2	463·1
Pulp, paper and board	471	32·1	6·4	38·5	30·7	6·5	37·3	30·8	6·5	37·3	30·8	6·5	37·3
Conversion of paper and board	472	65·8	38·8	104·7	64·1	37·9	102·0	64·0	37·8	101·8	63·9	37·7	101·6
Printing and publishing	475	225·1	109·2	334·3	220·1	107·1	327·2	219·1	106·3	325·4	218·2	106·1	324·2
Rubber and plastics	48	127·0	49·6	176·5	126·5	49·6	176·1	125·9	48·9	174·8	126·7	49·2	175·8
Rubber products and specialist repairing of tyres	481/482	51·5	15·8	67·3	49·8	15·0	64·7	49·8	14·7	64·5	49·9	14·7	64·6
Processing of plastics	483	75·5	33·8	109·3	76·7	34·7	111·4	76·1	34·2	110·3	76·8	34·5	111·3
Construction	5	872·3	116·2	988·5	864·4	116·2	980·5	864·4	116·2	980·5	864·4	116·2	980·5
Construction and repair of buildings, demolition work	500/501	490·8	62·8	553·5	481·5	62·8	544·2	481·5	62·8	544·2	481·5	62·8	544·2
Civil engineering	502	157·6	21·5	179·1	155·3	21·5	176·8	155·3	21·5	176·8	155·3	21·5	176·8
Installation of fixtures and fittings	503	141·5	21·1	162·6	143·8	21·1	164·9	143·8	21·1	164·9	143·8	21·1	164·9
Building completion	504	82·4	10·8	93·2	83·8	10·8	94·6	83·8	10·8	94·6	83·8	10·8	94·6

Note: Details of smaller industries excluded from this table appear in table 1·4 on a quarterly basis.
* Estimates of employees in employment from October 1981 may understate the level of employment. Supplementary series which include an allowance for underestimation are shown in underestimation are shown in italics for major industry groupings in table 1·2.

1·4 EMPLOYMENT
Employees in employment*: December 1983

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Dec 1982				Sep 1983				Dec 1983			
		Male	Female		All	Male	Female		All	Male	Female		All
			All	Part-time			All	Part-time			All	Part-time	
All industries and services ‡		11,638	8,848	3,801	20,486	11,541	8,840	3,824	20,381	11,461	8,911	3,923	20,372
Agriculture, forestry and fishing	0	270·7	90·9	33·1	361·6	273·6	92·4	34·2	366·1	259·1	88·5	32·2	347·5
Production and construction industries	1–5	5,462·2	1,816·8	430·9	7,279·0	5,320·8	1,788·7	423·1	7,109·5	5,263·6	1,783·0	426·8	7,046·6
Production industries	1–4	4,572·8	1,700·6	381·7	6,273·5	4,446·0	1,672·5	373·9	6,118·5	4,399·3	1,666·8	377·6	6,066·1
Of which, manufacturing industries	2–4	3,997·8	1,613·9	364·7	5,611·6	3,891·1	1,587·1	357·0	5,478·2	3,851·3	1,581·9	360·9	5,433·2
Service industries ‡	6–9	5,905·2	6,940·0	3,337·0	12,845·2	5,947·3	6,958·6	3,366·8	12,906·0	5,938·3	7,040·0	3,463·6	12,978·3
Agriculture, forestry and fishing	0	270·7	90·9	33·1	361·6	273·6	92·4	34·2	366·1	259·1	88·5	32·2	347·5
Agriculture and horticulture	010	254·0	88·4	32·2	342·4	256·9	89·9	33·3	346·8	242·3	86·0	31·2	328·3
Energy and water supply	1	575·1	86·7	17·0	661·8	554·9	85·4	16·9	640·3	547·9	84·9	16·7	632·9
Coal extraction and solid fuels	111	253·3	11·4	2·7	264·7	236·4	11·4	2·7	247·8	230·0	11·4	2·7	241·3
Extraction of mineral oil, natural gas	130	25·1	4·2	0·2	29·3	26·8	4·2	0·2	30·9	28·0	4·2	0·2	32·2
Mineral oil processing	140	21·4	3·4	0·5	24·8	20·8	3·4	0·4	24·2	20·7	3·5	0·4	24·2
Nuclear fuel production	152	13·8	2·1	0·1	15·9	13·3	2·0	0·1	15·3	13·4	2·0	0·1	15·4
Electricity	161	128·5	29·7	6·6	158·2	125·8	29·4	6·7	155·2	124·5	29·2	6·6	153·8
Gas	162	75·4	25·6	4·9	101·0	73·1	24·8	4·7	97·9	72·5	24·6	4·6	97·0
Water supply	170	52·7	10·1	2·0	62·8	53·8	10·0	2·0	63·8	54·0	9·8	2·0	63·8
Other mineral and ore extraction etc	2	655·7	177·4	33·5	833·1	630·4	173·4	32·4	803·7	623·1	171·2	32·7	794·3
Metal manufacturing	22	207·9	28·8	5·3	236·7	191·0	26·5	5·0	217·5	189·4	26·6	5·0	216·0
Iron and steel	221	98·4	8·4	1·3	106·8	88·6	7·4	1·3	96·0	87·1	7·3	1·3	94·4
Steel tubes	222	27·1	4·2	0·7	31·2	25·3	3·8	0·7	29·1	25·2	3·7	0·6	28·9
Steel drawing, cold rolling, cold forming	223	23·6	5·1	1·0	28·7	22·2	5·1	0·9	27·3	22·2	5·4	1·0	27·6
Non-ferrous metals	224	58·9	11·2	2·2	70·0	54·8	10·2	2·1	65·1	54·8	10·2	2·2	65·0
Extraction of metaliferous ores and minerals nes	21/23	37·3	3·9	0·9	41·3	37·3	3·9	0·9	41·3	37·3	3·9	0·9	41·3
Non-metallic mineral products	24	161·0	44·6	8·3	205·5	159·6	44·9	8·1	204·5	156·9	44·1	7·9	201·0
Structural clay	241	15·5	1·7	0·6	17·3	16·1	1·8	0·5	18·0	16·0	1·8	0·4	17·8
Cement, lime and plaster	242	13·0	1·5	0·4	14·6	12·8	1·4	0·4	14·2	12·5	1·3	0·4	13·8
Building products of concrete, cement etc	243	34·6	5·2	1·4	39·9	35·2	5·1	1·2	40·3	34·5	5·1	1·2	39·6
Asbestos goods	244	8·7	2·3	0·4	11·0	8·3	2·0	0·3	10·2	8·1	1·9	0·3	10·0
Abrasive products and working of stone etc	245/246	14·9	3·1	0·7	18·0	14·3	3·0	0·8	17·3	13·8	2·9	0·7	16·7
Glass and glassware	247	40·3	11·3	2·6	51·6	39·3	11·2	2·6	50·5	38·6	10·9	2·7	49·5
Refractory and ceramic goods	248	33·9	19·3	2·2	53·2	33·6	20·2	2·3	53·9	33·4	20·2	2·1	53·6
Chemical industry	25	236·0	98·2	18·7	334·2	229·2	96·2	18·1	325·4	226·6	94·7	18·6	321·2
Basic industrial chemicals	251	103·8	20·6	4·0	124·4	99·3	20·0	3·6	119·4	98·0	19·7	3·6	117·7
Paints, varnishes and printing ink	255	23·8	7·8	1·8	31·6	23·6	7·6	1·8	31·2	23·6	7·5	1·8	31·1
Specialised industrial products	256	34·9	12·0	2·1	46·9	33·7	12·0	2·1	45·7	33·7	11·9	2·1	45·6
Pharmaceutical products	257	44·6	35·8	6·7	80·5	45·1	35·6	6·3	80·7	44·7	35·2	7·1	79·9
Soap and toilet preparations	258	19·8	17·3	3·1	37·0	19·4	17·0	3·5	36·4	18·5	16·4	3·3	34·9
Specialised household products	259	9·0	4·7	1·0	13·7	8·1	4·1	0·8	12·1	8·0	4·1	0·8	12·1
Man made fibres	26	13·5	2·0	0·3	15·5	13·2	1·9	0·3	15·1	12·9	1·9	0·3	14·9
Metal goods, engineering and vehicles	3	2,088·4	543·9	104·2	2,632·3	2,022·3	529·1	100·8	2,551·3	1,999·7	529·8	106·1	2,529·5
Metal goods nes	31	288·6	87·1	21·1	375·7	282·5	84·5	19·7	367·0	280·0	84·0	19·0	364·0
Foundries	311	63·1	8·3	2·1	71·4	60·6	8·4	2·0	69·0	59·8	8·5	2·0	68·3
Forging, pressing and stamping	312	23·6	5·8	1·5	29·5	22·7	5·4	1·6	28·1	22·6	5·4	1·4	28·0
Bolts, nuts, springs etc	313	35·6	12·0	3·8	47·6	33·6	11·5	3·4	45·1	33·6	11·3	3·3	44·9
Metal doors, windows etc	314	14·3	3·2	0·8	17·5	14·4	3·7	0·8	18·1	14·0	3·5	0·6	17·5
Hand tools and finished metal goods	316	152·0	57·8	12·9	209·8	151·2	55·5	11·9	206·7	150·0	55·3	11·7	205·3
Mechanical engineering	32	677·3	123·6	28·4	800·9	644·0	118·0	28·3	762·0	636·5	118·6	33·9	755·2
Industrial plant and steelwork	320	68·2	8·6	2·2	76·7	64·1	8·4	2·8	72·5	63·0	8·3	3·0	71·4
Agricultural machinery and tractors	321	34·4	4·3	0·9	38·7	33·4	4·4	1·0	37·8	33·5	4·3	1·2	37·8
Metal-working machine tools etc	322	69·0	13·9	4·7	82·9	62·1	12·8	5·2	74·9	62·4	13·0	6·0	75·4
Textile machinery	323	9·4	1·8	0·4	11·2	9·4	1·7	0·4	11·1	9·5	1·7	0·4	11·1
Machinery for food etc industries	324	35·8	6·6	1·4	42·5	33·5	6·2	1·5	39·7	33·2	7·7	6·1	40·9
Mining machinery etc	325	77·8	10·5	1·9	88·4	75·3	10·3	1·9	85·5	72·4	10·0	1·9	82·3
Mechanical power transmission equipment	326	27·6	5·6	0·8	33·2	24·9	4·9	0·6	29·8	23·8	4·6	0·5	28·4
Machinery for printing etc industries	327	23·1	5·3	1·4	28·3	21·2	5·6	1·4	26·8	21·5	5·6	1·4	27·1
Other machinery and mechanical equipment	328	313·1	60·3	14·4	373·4	301·1	56·8	13·2	357·9	298·6	56·3	13·0	354·9
Ordnance, small arms and ammunition	329	19·0	6·7	0·3	25·7	18·9	7·0	0·4	26·0	18·8	7·1	0·4	25·9
Office machinery, data processing equipment	33	53·5	18·4	2·4	71·9	51·4	17·8	2·4	69·2	50·7	17·1	2·8	67·9
Electrical and electronic engineering	34	423·6	207·5	35·1	631·1	418·5	206·0	34·5	624·4	418·7	207·6	35·2	626·2
Insulated wires and cables	341	28·0	10·1	1·2	38·1	26·8	9·7	1·0	36·4	26·8	9·9	1·0	36·7
Basic electrical equipment	342	90·2	26·9	4·1	117·1	86·4	26·7	4·0	113·0	85·4	26·7	4·1	112·1
Industrial equipment, batteries etc	343	62·1	29·1	6·2	91·2	61·1	28·0	5·2	89·1	60·9	28·0	5·0	88·9
Telecommunication equipment	344	131·8	64·2	8·8	196·1	130·5	62·4	9·1	192·9	130·8	62·2	8·9	193·1
Other electronic equipment	345	68·7	53·5	11·2	122·2	70·2	55·2	11·5	125·4	71·4	56·6	12·0	128·0
Domestic-type electric appliances	346	28·1	14·0	2·0	42·2	28·9	14·3	2·2	43·2	29·0	14·6	2·6	43·6
Electric lighting equipment and electrical equipment installation	347, 348	14·6	9·7	1·5	24·3	14·7	9·8	1·6	24·5	14·3	9·6	1·6	23·8
Motor vehicles and parts	35	274·1	35·7	4·4	309·8	267·6	34·7	3·9	302·3	263·3	34·4	3·5	297·8
Motor vehicles and engines	351	100·9	9·4	0·7	110·3	98·0	9·2	0·7	107·2	97·1	9·2	0·7	106·3
Bodies, trailers and caravans	352	52·0	4·4	1·0	56·4	51·3	4·1	1·0	55·4	50·6	4·1	0·9	54·6
Parts	353	121·2	21·9	2·7	143·1	118·4	21·3	2·2	139·7	115·7	21·2	1·9	136·8
Other transport equipment	36	299·0	35·7	4·9	334·7	288·0	34·4	4·5	322·3	280·3	33·9	4·3	314·2
Shipbuilding and repairing	361	107·2	9·0	2·3	116·2	104·0	9·0	2·2	113·0	100·0	8·8	2·0	108·9
Railway and tramway vehicles	362	37·9	1·8	0·3	39·7	34·8	1·6	0·3	36·4	33·5	1·6	0·2	35·1
Cycles, motor cycles and other vehicles	363, 365	7·3	2·8	0·3	10·1	7·1	2·5	0·3	9·6	7·2	2·5	0·3	9·7
Aerospace equipment	364	146·6	22·1	2·0	168·6	142·1	21·2	1·8	163·3	139·6	21·0	1·8	160·6
Instrument engineering	37	72·2	36·0	7·9	108·2	70·3	33·8	7·4	104·1	70·1	34·2	7·4	104·3
Measuring, precision instruments etc	371	40·3	16·8	3·2	57·2	41·0	17·1	3·4	58·1	41·1	17·4	3·4	58·6
Medical and surgical equipment	372	12·5	7·1	1·9	19·6	12·6	6·7	1·9	19·3	12·6	6·8	1·8	19·4
Optical precision instruments etc	373	14·5	7·9	2·7	22·4	13·4	7·2	2·0	20·6	13·1	7·2	2·1	20·3
Clocks, watches etc	374	4·9	4·2	0·2	9·0	3·3	2·8	0·2	6·1	3·2	2·7	0·2	6·0
Other manufacturing industries	4	1,253·6	892·6	227·0	2,146·2	1,238·5	884·7	223·8	2,123·2	1,228·6	880·8	222·1	2,109·3

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Dec 1982				Sep 1983				Dec 1983			
		Male	Female		All	Male	Female		All	Male	Female		All
			All	Part-time			All	Part-time			All	Part-time	
Food, drink and tobacco	41/42	374·5	253·4	91·7	627·9	367·2	252·0	90·4	619·3	361·9	248·4	88·9	610·3
Meat and meat products, organic oils and fats	411/412	60·0	40·3	11·8	100·3	59·4	39·1	10·4	98·5	59·5	40·4	11·4	99·9
Milk and milk products	413	30·7	10·5	2·5	41·3	31·4	10·7	2·6	42·1	31·1	10·8	2·6	41·9
Fruit and vegetable processing	414	17·3	18·4	6·0	35·7	17·3	17·4	5·3	34·7	17·2	17·8	5·0	35·0
Fish processing	415	5·1	8·3	4·2	13·4	5·0	8·9	4·0	13·9	4·7	8·4	3·9	13·1
Bread, biscuits and flour confectionery	419	69·7	65·9	35·2	135·6	69·0	66·5	34·7	135·5	67·2	66·1	34·5	133·3
Sugar and sugar by-products	420	8·1	2·4	0·5	10·5	6·7	2·0	0·4	8·6	8·2	2·3	0·4	10·4
Cocoa, chocolate, sugar confectionery etc	421	30·6	32·1	14·9	62·7	32·2	34·3	16·3	66·6	30·3	31·3	14·5	61·7
Animal feeding stuffs and miscellaneous food	416/418/ 422/423	56·2	34·9	10·6	91·1	53·0	34·9	10·9	88·0	52·3	33·9	10·3	86·2
Spirit distilling and compounding	424	15·2	8·9	0·7	24·1	13·7	8·1	0·7	21·8	13·9	8·1	0·7	22·0
Brewing and malting, cider and perry	426/427	49·2	11·9	2·1	61·2	47·4	11·3	2·0	58·7	46·7	11·1	2·3	57·7
Soft drinks	428	17·2	6·9	1·6	24·2	17·6	7·0	1·7	24·5	16·9	6·8	1·9	23·7
Tobacco	429	15·1	12·8	1·6	27·9	14·4	11·9	1·5	26·3	14·0	11·5	1·4	25·5
Textiles	43	129·6	125·8	23·5	255·4	130·0	124·5	23·8	254·5	129·1	124·5	23·4	253·6
Woollen and worsted	431	27·6	19·3	4·3	46·9	27·6	18·8	4·6	46·4	27·1	18·7	4·6	45·9
Cotton and silk	432	24·0	17·6	3·0	41·6	24·9	17·7	3·2	42·6	24·9	17·7	3·1	42·5
Hosiery and other knitted goods	436	26·7	63·0	11·5	89·6	26·8	62·8	11·4	89·6	26·8	62·8	11·3	89·5
Textile finishing	437	21·8	8·0	1·5	29·8	21·4	7·8	1·5	29·2	21·5	7·9	1·4	29·4
Carpets etc	438	12·8	5·7	0·9	18·5	12·5	5·4	0·7	17·9	12·4	5·5	0·7	17·9
Other textiles	433,434 435/439	16·7	12·2	2·4	29·0	16·8	12·1	2·4	28·9	16·4	12·0	2·3	28·4
Leather and leather goods	44	15·0	10·6	2·7	25·6	15·5	10·4	2·9	25·9	15·8	10·7	3·1	26·5
Footwear and clothing	45	76·4	216·3	38·6	292·7	75·4	217·7	36·4	293·1	75·5	219·4	37·8	294·9
Footwear	451	23·9	28·8	4·0	52·7	24·3	29·3	3·3	53·6	24·5	29·5	3·4	54·0
Clothing, hats, gloves and fur goods	453,456	41·2	169·4	28·5	210·6	40·7	171·2	27·3	211·9	40·7	172·3	28·3	213·0
Household textiles etc	455	11·3	18·1	6·1	29·5	10·4	17·3	5·9	27·7	10·4	17·5	6·1	27·9
Timber and wooden furniture	46	163·2	39·8	11·5	203·0	165·4	40·1	12·2	205·5	165·9	40·8	12·4	206·7
Saw-milling, planing, semi-finished wood products	461/462	25·4	3·9	1·5	29·3	27·1	3·7	1·5	30·8	26·8	3·8	1·5	30·5
Builders carpentry and joinery	463	33·5	5·4	2·2	39·0	33·7	5·9	2·5	39·6	34·5	6·3	2·4	40·8
Articles of wood, cork etc	464/465/ 466	20·0	8·5	2·5	28·4	20·3	8·8	2·3	29·1	20·5	8·8	2·6	29·3
Wooden and upholstered furniture etc	467	84·2	22·0	5·4	106·2	84·3	21·7	5·9	106·0	84·1	22·0	5·9	106·1
Paper, printing and publishing	47	325·4	156·9	36·5	482·3	316·9	152·4	36·4	469·4	315·0	151·5	36·2	466·5
Pulp, paper and board	471	32·8	6·8	1·4	39·5	30·9	6·6	1·3	37·6	30·7	6·5	1·1	37·3
Conversion of paper and board	472	66·6	39·6	8·2	106·2	64·9	38·4	7·5	103·3	64·1	37·9	7·5	102·0
Printing and publishing	475	226·0	110·5	26·8	336·5	221·1	107·4	27·5	328·5	220·1	107·1	27·5	327·2
Rubber and plastics	48	129·3	51·0	12·4	180·3	126·6	49·7	12·4	176·3	126·5	49·6	11·6	176·1
Rubber products, tyre repair etc	481,482	52·6	16·1	2·8	68·7	49·8	15·0	2·8	64·8	49·8	15·0	2·9	64·7
Processing of plastics	483	76·7	34·9	9·6	111·6	76·8	34·7	9·6	111·5	76·7	34·7	8·7	111·4
Other manufacturing	49	40·4	38·7	10·0	79·0	41·4	37·8	9·2	79·2	39·0	35·9	8·9	74·8
Jewellery and coins	491	10·2	6·2	2·5	16·4	9·1	5·4	1·7	14·4	8·7	5·8	1·9	14·5
Photo/cinematographic processing	493	6·5	7·5	2·1	14·0	7·3	7·6	1·7	14·8	5·7	7·0	1·4	12·7
Toys and sports goods	494	11·2	14·3	3·8	25·4	11·8	15·3	4·2	27·1	12·1	13·6	4·0	25·6
Other manufacturing nes	492,495	12·5	10·7	1·7	23·2	13·2	9·6	1·7	22·8	12·5	9·5	1·6	22·0
Construction	5	889·4	116·2	49·2	1,005·5	874·8	116·2	49·2	991·0	864·4	116·2	49·2	980·5
Construction and repair of buildings, demolition work	500/501	499·2	62·8	27·7	562·0	488·8	62·8	27·7	551·6	481·5	62·8	27·7	544·2
Civil engineering	502	161·2	21·5	5·6	182·7	157·6	21·5	5·6	179·1	155·3	21·5	5·6	176·8
Installation of fixtures and fittings	503	144·7	21·1	10·2	165·7	144·4	21·1	10·2	165·4	143·8	21·1	10·2	164·9
Building completion	504	84·3	10·8	5·7	95·1	84·0	10·8	5·7	94·8	83·8	10·8	5·7	94·6
Distribution, hotels, catering, repairs	6	1,804·1	2,151·7	1,223·5	3,955·8	1,846·0	2,153·4	1,258·8	3,999·4	1,841·1	2,191·9	1,309·2	4,033·0
Wholesale distribution	61	585·7	264·8	84·2	850·4	584·6	262·7	82·0	847·3	586·0	265·4	84·4	851·5
Agricultural and textile raw materials etc	611	21·3	8·3	2·7	29·6	21·1	8·5	2·9	29·6	20·2	8·1	3·1	28·3
Fuels, ores, metals etc	612	76·0	23·4	5·9	99·4	75·2	24·5	6·1	99·7	75·1	24·3	6·0	99·4
Timber and building materials	613	92·1	29·4	9·0	121·6	92·6	29·0	9·4	121·6	93·0	28·7	9·4	121·7
Machinery, industrial equipment, vehicles	614	99·1	36·3	9·6	135·3	99·9	37·1	8·7	137·0	100·3	37·0	8·4	137·3
Household goods, hardware, ironmongery	615	33·1	18·7	5·8	51·8	32·9	17·9	5·4	50·8	33·6	18·7	5·8	52·3
Textiles, clothing, footwear etc	616	20·3	18·1	6·2	38·5	20·2	17·7	5·0	37·9	20·0	18·0	4·8	38·0
Food, drink and tobacco	617	164·4	75·5	28·4	239·9	162·0	72·5	26·5	234·5	162·9	74·4	27·8	237·3
Pharmaceutical and medical goods	618	14·9	14·6	3·5	29·5	15·1	14·1	3·7	29·2	15·2	14·7	3·9	29·9
Other wholesale distribution	619	64·4	40·4	13·1	104·8	65·7	41·2	14·3	107·0	65·7	41·6	15·2	107·3
Dealing in scrap and waste materials	62	14·9	3·4	1·6	18·3	15·3	3·1	2·1	18·5	15·7	3·0	1·9	18·7
Commission agents	63	10·6	6·6	2·3	17·2	10·7	6·1	2·3	16·8	10·7	6·2	2·3	16·9
Retail distribution	64/65	754·0	1,268·4	716·2	2,022·4	757·8	1,229·1	714·9	1,987·0	774·6	1,301·1	770·3	2,075·7
Food	641	202·4	354·2	220·1	556·6	202·6	347·7	227·2	550·2	209·1	365·4	244·6	574·5
Confectioners, tobacconists etc	642	48·6	103·5	72·7	152·1	50·3	101·1	73·4	151·4	50·8	104·0	74·2	154·8
Dispensing and other chemists	643	17·2	111·5	48·2	128·7	16·6	103·3	43·9	119·9	17·4	113·5	48·1	130·9
Clothing	645	33·6	117·3	66·6	150·9	33·1	114·5	67·2	147·6	34·4	121·9	72·2	156·3
Footwear and leather goods	646	10·0	49·9	31·2	59·9	10·5	52·3	36·2	62·8	11·2	54·4	38·3	65·6
Furnishing fabrics etc	647	12·3	10·3	7·1	22·7	11·3	10·9	6·1	22·1	10·8	11·7	6·9	22·5
Household goods, hardware, ironmongery	648	90·3	78·9	42·5	169·3	93·8	79·3	44·1	173·0	95·7	82·4	47·6	178·0
Motor vehicles and parts	651	137·6	43·2	16·0	180·7	139·7	42·8	15·7	182·5	140·4	42·7	15·7	183·2
Filling stations	652	53·2	23·4	10·2	76·6	53·7	24·7	13·3	78·4	52·7	25·3	14·4	78·0
Books, stationery, office supplies	653	25·7	39·2	25·5	64·9	25·8	40·0	24·9	65·9	26·8	42·4	26·6	69·2
Other specialised distribution	654	43·5	55·4	24·9	98·9	44·8	54·6	26·4	99·4	45·4	59·4	29·9	104·8
Mixed retail businesses	656	79·5	281·6	151·3	361·1	75·7	257·9	136·6	333·6	80·0	277·9	152·1	357·9
Hotels and catering	66	287·1	569·1	401·8	856·1	326·7	611·7	440·4	938·4	302·5	575·0	432·9	877·5
Restaurants, snack bars, cafes etc	661	64·0	105·4	71·8	169·5	66·7	112·7	77·9	179·4	64·1	108·7	77·8	172·8
Public houses and bars	662	62·1	159·7	136·0	221·8	71·0	158·9	142·8	229·9	68·3	157·6	142·3	225·9
Night clubs and licensed clubs	663	50·8	86·1	70·2	136·9	54·4	83·7	74·6	138·1	55·6	85·7	75·9	141·2
Canteens and messes	664	25·8	81·7	47·7	107·5	28·3	80·8	47·3	109·1	28·5	80·0	49·2	108·5
Hotel trade	665	76·0	129·7	70·8	205·7	82·8	150·6	85·0	233·4	77·6	136·8	84·3	214·4
Other tourist etc accommodation	667	8·3	6·4	5·2	14·8	23·4	25·2	12·9	48·6	8·3	6·2	3·4	14·5
Repair of consumer goods and vehicles	67	151·9	39·3	17·5	191·3	150·9	40·6	17·2	191·5	151·6	41·2	17·4	192·9
Motor vehicles	671	132·2	31·4	14·2	163·6	131·5	31·8	14·0	163·4	131·0	31·8	14·0	162·8
Footwear, leather and other consumer goods	672/673	19·7	7·9	3·3	27·6	19·3	8·8	3·2	28·2	20·6	9·5	3·4	30·1
Transport and communication	7	1,059·5	258·7	53·1	1,318·2	1,043·8	259·4	52·3	1,303·2	1,033·3	255·9	53·3	1,289·2
Railways	71	151·8	10·8	0·6	162·6	148·8	10·7	0·7	159·5	145·9	10·3	0·7	156·2
Other inland transport	72	340·8	50·1	15·8	390·9	342·0	51·7	16·2	393·7	339·9	50·6	16·5	390·6
Scheduled road passenger transport	721	163·1	23·0	4·6	186·1	165·9	23·6	4·9	189·5	163·1	23·0	4·9	186·1
Road haulage	723	165·7	22·5	9·5	188·2	163·9	23·2	9·5	187·1	164·9	22·8	9·7	187·7
Other inland transport nes	722/726	11·9	4·7	1·7	16·6	12·2	5·0	1·8	17·2	12·0	4·8	1·9	16·8
Sea transport	74	47·7	5·8	0·5	53·5	41·9	5·1	0·5	47·0	40·6	5·0	0·4	45·6

1·4 EMPLOYMENT
Employees in employment*: December 1983

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	[Sep 1982] Male	Female All	Female Part-time	All	Sep 1983 Male	Female All	Female Part-time	All	Dec 1983 Male	Female All	Female Part-time	All
Air transport	75	31·2	12·9	0·4	44·1	29·5	13·4	0·4	42·9	28·9	12·9	0·4	41·8
Supporting services to transport	76	82·9	15·0	2·8	97·9	80·3	15·4	2·7	95·7	78·7	14·3	2·4	93·0
Inland transport	761	13·8	3·2	1·1	17·0	13·4	3·1	1·1	16·5	12·5	2·8	1·0	15·3
Sea transport	763	41·3	4·4	1·4	45·7	39·7	4·4	1·4	44·0	39·0	4·2	1·2	43·2
Air transport	764	27·8	7·4	0·2	35·2	27·3	7·9	0·2	35·2	27·2	7·3	0·2	34·5
Miscellaneous transport and storage	77	87·8	60·7	11·6	148·5	85·8	60·8	10·7	146·6	84·7	61·4	11·9	146·1
Postal services and telecommunications	79	317·3	103·4	21·4	420·7	315·6	102·2	21·2	417·8	314·5	101·4	20·9	415·9
Banking, finance, insurance etc	8	883·9	818·7	200·8	1,702·6	896·1	848·8	213·2	1,744·9	893·1	845·3	210·7	1,738·4
Banking and finance	81	200·5	269·8	41·4	470·3	200·2	281·9	50·5	482·1	200·1	281·1	50·4	481·2
Banking and bill discounting	814	156·7	207·0	28·0	263·7	156·9	211·8	31·4	368·7	156·3	210·1	31·1	366·4
Other financial institutions	815	43·8	62·8	13·5	106·7	43·3	70·1	19·2	113·4	43·8	71·0	19·4	114·8
Insurance, except social security	82	124·4	96·5	15·1	220·9	123·4	95·6	14·5	218·9	123·0	95·9	14·5	218·9
Business services	83	439·3	399·8	125·6	839·1	445·8	409·5	126·4	855·3	446·0	410·2	128·0	856·2
Auxiliary to banking and finance	831	11·1	7·4	1·7	18·6	11·8	8·5	1·7	20·3	11·8	8·8	1·8	20·6
Auxiliary to insurance	832	30·6	34·8	9·2	65·4	30·5	34·9	9·9	65·4	30·2	34·5	9·8	64·7
House and estate agents	834	31·8	38·0	15·8	69·9	33·0	40·4	16·3	73·4	33·3	41·0	16·5	74·3
Professional services nes	837	118·9	50·1	16·5	168·9	121·5	51·2	16·9	172·7	120·9	52·5	18·3	173·4
Advertising	838	20·6	16·7	4·1	37·3	20·2	16·6	4·6	36·8	20·7	16·8	4·3	37·4
Business services	839	137·6	104·8	35·6	242·4	140·3	109·9	34·3	250·2	140·6	108·6	34·5	249·2
Renting of movables	84	62·0	21·5	6·2	83·4	64·7	23·9	7·0	88·7	64·0	23·5	6·6	87·5
Construction machinery etc	842	32·3	5·2	1·7	37·5	32·7	5·2	1·7	37·9	32·3	5·2	1·7	37·5
Consumer goods	846	14·9	9·2	3·0	24·2	16·8	10·6	3·6	27·4	17·1	10·6	3·2	27·6
Transport and movables nes	841/843/848/849	14·7	7·1	1·5	21·8	15·2	8·2	1·7	23·4	14·6	7·7	1·7	22·3
Owning and dealing in real estate	85	57·7	31·1	12·5	88·8	61·9	37·9	14·8	99·9	59·9	34·7	11·2	94·6
***Other services**	9	2,157·7	3,711·0	1,859·6	5,868·7	2,161·4	3,697·0	1,842·5	5,858·4	2,170·8	3,746·9	1,890·3	5,917·7
Public administration and defence†	91	814·5	723·6	225·1	1,538·1	814·9	724·2	225·7	1,539·1	814·7	723·6	224·7	1,538·2
National and local government nes	911	461·9	539·0	196·7	1,000·9	467·8	543·8	198·0	1,011·6	467·4	543·2	197·0	1,010·6
Police	913	138·6	49·8	14·0	188·4	139·3	49·8	13·9	189·1	139·3	49·8	13·9	189·1
Fire services	914	54·4	5·1	2·2	59·5	54·6	5·1	2·3	59·8	54·7	5·2	2·3	59·9
National defence	915	91·4	44·0	5·3	135·3	86·4	42·8	4·9	129·2	86·4	42·8	4·9	129·2
Social security	919	33·0	70·8	3·1	103·8	31·6	67·7	3·0	99·3	31·6	67·7	3·0	99·3
Sanitary services	92	106·9	163·7	151·2	270·7	110·5	180·5	169·5	291·0	109·2	179·7	166·7	288·8
Refuse disposal etc	921	71·7	11·4	4·6	83·0	71·8	11·5	4·7	83·2	69·9	11·1	4·5	81·0
Cleaning services	923	35·3	152·4	146·6	187·7	38·7	169·0	164·8	207·8	39·3	168·6	162·2	207·8
Education	93	510·2	1,035·8	601·8	1,546·0	486·5	981·0	551·8	1,467·5	510·1	1,039·3	609·0	1,549·4
Research and development	94	84·8	32·1	5·4	116·9	85·3	35·7	5·5	121·1	86·7	35·4	5·4	122·1
Medical and other health services	95	266·0	998·8	452·7	1,264·9	268·0	1,001·3	448·1	1,269·3	268·0	1,001·3	448·1	1,269·3
Hospitals, nursing homes etc	951	220·7	820·5	354·9	1,041·1	222·1	820·3	349·3	1,042·4	222·1	820·3	349·3	1,042·4
Other medical care institutions	952	35·1	82·3	39·3	117·3	35·3	82·3	38·7	117·7	35·3	82·3	38·7	117·7
Medical practices	953	4·1	47·5	36·1	51·6	4·2	49·3	37·5	53·6	4·2	49·3	37·5	53·6
Dental practices	954	3·7	31·2	12·0	34·9	3·8	32·1	12·4	35·8	3·8	32·1	12·4	35·8
Other health services	955/956	2·5	17·3	10·3	19·8	2·5	17·3	10·3	19·8	2·5	17·3	10·3	19·8
Other services	96	133·0	428·6	266·4	561·6	143·3	437·9	273·8	581·1	144·7	440·4	276·0	585·1
Social welfare etc	961	82·7	378·9	245·3	461·7	91·6	389·1	250·4	480·7	93·3	391·2	252·3	484·5
Tourist and other services	969	16·5	19·1	10·1	35·6	17·9	18·2	12·4	36·1	17·5	18·6	12·6	36·2
Recreational and cultural services	97	198·3	201·4	111·3	399·7	208·4	208·9	120·6	417·2	194·3	200·0	114·4	394·3
Film production, authors etc	971,976	15·1	13·4	8·0	28·5	11·2	14·0	9·1	25·1	11·4	14·0	9·2	25·4
Radio, television, theatres etc	974	42·2	27·6	8·1	69·8	42·2	28·0	8·1	70·2	41·6	28·2	7·9	69·8
Libraries, museums, art galleries etc	977	18·0	34·2	14·2	52·2	19·9	38·9	18·3	58·8	17·9	34·3	15·5	52·3
Sport and other recreational services	979	123·0	126·2	81·0	249·2	135·1	128·0	85·1	263·1	123·4	123·5	81·8	246·9
Personal services ‡	98	42·5	125·5	45·5	168·0	43·1	126·2	47·4	169·3	41·9	125·8	45·9	167·6
Laundries, dyers and dry cleaners	981	17·4	42·0	17·4	59·4	18·0	42·1	17·9	60·1	17·7	41·6	17·8	59·3
Hairdressing and beauty parlours	982	10·7	75·4	23·4	86·1	11·1	75·4	24·0	86·5	10·6	75·3	23·3	86·0
Personal services nes	989	14·4	8·0	4·7	22·4	14·0	8·6	5·5	22·7	13·5	8·9	4·9	22·4

Note: Figures for certain groups are not given separately; these are included in class and division totals.
* Estimates of employees in employment from December 1981 may understate the level of employment, mainly in service industries. Supplementary series which include an allowance for underestimation are shown in italics for major industry groupings in table 1·2.
† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published at table 1·7.
‡ Domestic servants are excluded. Locally engaged staff working in diplomatic and other overseas organisations are included.

EMPLOYMENT 1·5
Employees in employment by region*

THOUSAND

Standard region SIC 1980	Male	Female All	Female Part-time	Total	Index 1980 = 100	Production and construction industries 1-5	Index 1980 = 100	Production industries 1-4	Index 1980 = 100	Manufacturing industries 2-4	Index 1980 = 100	Service industries 6-9	Index 1980 = 100
South East													
1982 Sep	4,003	3,046	1,234	7,050	94·5	2,048	88·9	1,726	89·2	1,607	88·9	4,923	96·9
Dec	3,957	3,050	1,257	7,007	94·0	2,012	87·4	1,697	87·7	1,580	87·4	4,923	96·9
1983 Mar	3,918	3,014	1,236	6,931	93·0	1,987	86·3	1,680	86·8	1,564	86·5	4,876	96·0
Jun	3,911	3,038	1,262	6,949	93·2	1,980	86·0	1,673	86·5	1,559	86·2	4,899	96·4
Sep	3,933	3,036	1,247	6,969	93·5	1,976	85·8	1,665	86·1	1,551	85·8	4,915	96·8
Dec	3,920	3,071	1,283	6,991	93·8	1,958	85·0	1,650	85·3	1,538	85·0	4,961	97·7
Greater London† (included in South East)													
1982 Sep	1,995	1,468	502	3,463		854		703		650		2,607	
Dec	1,981	1,478	512	3,460		837		689		637		2,620	
1983 Mar	1,958	1,463	505	3,421		826		682		630		2,592	
Jun	1,947	1,477	520	3,424		821		677		626		2,600	
Sep	1,957	1,471	512	3,428		815		669		618		2,610	
Dec	1,952	1,487	524	3,438		802		658		607		2,634	
East Anglia													
1982 Sep	392	280	127	673	96·2	223	88·2	187	88·7	176	88·1	409	100·9
Dec	389	269	123	658	94·1	220	87·1	185	87·8	174	87·2	397	98·0
1983 Mar	386	262	120	648	92·6	216	85·5	182	86·3	171	85·6	394	97·1
Jun	386	279	127	665	95·0	214	84·6	180	85·3	168	84·5	414	102·1
Sep	388	278	121	666	95·3	216	85·5	182	86·2	170	85·4	409	100·9
Dec	376	278	126	655	93·7	217	85·8	183	86·7	171	85·9	402	99·0
South West													
1982 Sep	861	658	318	1,519	96·2	483	88·7	407	89·0	378	88·8	985	99·8
Dec	840	640	308	1,481	93·8	472	86·7	397	86·9	369	86·7	959	97·2
1983 Mar	832	628	306	1,459	92·4	466	85·6	394	86·1	366	85·8	947	96·0
Jun	846	657	328	1,504	95·2	463	85·1	391	85·5	363	85·2	994	100·8
Sep	852	658	327	1,510	95·6	465	85·4	391	85·6	363	85·3	995	100·9
Dec	844	650	326	1,494	94·6	464	85·2	391	85·6	363	85·3	982	99·5
West Midlands													
1982 Sep	1,131	812	338	1,943	89·1	887	82·9	801	82·7	748	82·0	1,023	94·7
Dec	1,118	808	338	1,926	88·4	871	81·4	787	81·2	735	80·5	1,022	94·6
1983 Mar	1,101	795	334	1,897	87·0	854	79·8	772	79·6	720	78·9	1,014	93·9
Jun	1,102	802	337	1,904	87·4	848	79·3	766	79·1	715	78·3	1,026	95·0
Sep	1,109	803	342	1,911	87·7	851	79·5	767	79·2	716	78·5	1,029	95·3
Dec	1,105	813	352	1,918	88·0	844	78·9	762	78·6	711	78·0	1,044	96·8
East Midlands													
1982 Sep	827	602	258	1,429	93·4	660	88·7	599	89·0	510	88·1	734	97·5
Dec	812	603	264	1,415	92·5	646	86·8	587	87·1	498	86·0	736	97·8
1983 Mar	797	588	256	1,385	90·5	632	84·9	574	85·2	486	84·0	722	96·0
Jun	800	603	271	1,403	91·4	629	84·5	571	84·8	485	83·8	742	98·6
Sep	804	608	269	1,413	92·3	632	85·0	574	85·2	489	84·5	746	99·1
Dec	797	612	277	1,409	92·0	627	84·3	570	84·6	486	84·0	748	99·4
Yorkshire and Humberside													
1982 Sep	1,042	749	350	1,791	91·7	750	85·3	660	85·4	548	83.8	1,010	96·7
Dec	1,030	755	356	1,784	91·3	735	83·6	647	83·8	536	82·0	1,018	97·4
1983 Mar	1,016	747	353	1,763	90·2	724	82·4	638	82·6	528	80·8	1,010	96·7
Jun	1,012	747	353	1,759	90·0	714	81·3	629	81·4	521	79·6	1,015	97·2
Sep	1,013	746	354	1,759	90·0	717	81·6	631	81·6	525	80·3	1,012	96·9
Dec	1,009	756	364	1,765	90·3	710	80·8	624	80·8	521	79·6	1,026	98·2
North West													
1982 Sep	1,321	1,041	446	2,362	90·7	922	83·8	809	83·6	747	83·1	1,422	95·6
Dec	1,304	1,045	452	2,349	90·2	902	82·0	791	81·8	731	81·3	1,429	96·2
1983 Mar	1,287	1,027	443	2,314	88·9	884	80·3	775	80·2	715	79·6	1,413	95·1
Jun	1,284	1,032	448	2,315	88·9	877	79·7	769	79·5	709	78·9	1,422	95·7
Sep	1,287	1,032	452	2,319	89·1	878	79·8	768	79·5	709	78·9	1,423	95·8
Dec	1,280	1,041	465	2,322	89·2	870	79·0	761	78·7	701	78·0	1,434	96·5
North													
1982 Sep	622	453	194	1,075	89·8	445	83·7	382	84·5	318	84·0	616	94·4
Dec	612	455	200	1,066	89·0	434	81·6	372	82·3	309	81·7	618	94·8
1983 Mar	601	447	199	1,049	87·5	424	79·8	364	80·5	302	79·9	610	93·6
Jun	596	447	198	1,042	87·0	419	78·8	358	79·3	298	79·8	610	93·6
Sep	593	448	198	1,042	87·0	416	78·2	355	78·5	295	78·0	611	93·8
Dec	587	455	207	1,042	87·0	409	76·9	348	77·1	290	76·6	619	94·9
Wales													
1982 Sep	523	381	158	904	91·1	328	81·6	279	81·6	222	79·0	552	97·2
Dec	513	380	160	892	89·9	321	80·0	273	80·0	218	77·3	546	96·1
1983 Mar	510	374	158	884	89·1	316	78·7	269	78·9	215	76·2	544	95·8
Jun	508	385	169	893	90·0	314	78·2	267	78·3	213	75·7	557	98·1
Sep	509	385	164	894	90·1	315	78·4	268	78·3	214	76·2	555	97·7
Dec	503	385	166	888	89·5	310	77·3	264	77·2	212	75·2	553	97·4
Scotland													
1982 Sep	1,080	852	346	1,932	93·4	678	86·0	546	86·3	472	84·6	1,211	98·1
Dec	1,063	843	343	1,907	92·2	665	84·4	536	84·8	462	82·9	1,197	97·0
1983 Mar	1,050	833	340	1,883	91·0	652	82·7	526	83·1	452	81·1	1,188	96·2
Jun	1,056	846	349	1,902	91·9	645	81·8	520	82·1	447	80·1	1,214	98·4
Sep	1,054	846	349	1,899	91·8	645	81·9	518	81·8	445	79·8	1,210	98·1
Dec	1,040	850	357	1,890	91·4	639	81·1	513	81·0	440	78·9	1,209	97·9
Great Britain													
1982 Sep	11,803	8,875	3,768	20,678	92·9	7,422	86·2	6,395	86·3	5,726	85·5	12,884	97·0
Dec	11,638	8,848	3,801	20,486	92·0	7,279	84·5	6,273	84·7	5,612	83·8	12,845	96·7
1983 Mar	11,497	8,715	3,745	20,211	90·8	7,154	83·1	6,174	83·3	5,519	82·4	12,718	95·7
Jun	11,500	8,835	3,843	20,335	91·3	7,102	82·5	6,123	82·6	5,478	81·8	12,894	97·0
Sep	11,542	8,840	3,824	20,382	91·6	7,109	82·5	6,118	82·6	5,478	81·8	12,906	97·1
Dec	11,461	8,911	3,923	20,372	91·5	7,047	81·8	6,066	81·9	5,433	81·2	12,978	97·7

1·5 EMPLOYMENT
Employees in employment by region*

THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education, health and other services
SIC 1980	0	1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
South East												
1982 Sep	79	119	182	830	595	322	707	694	573	850	658	1,441
Dec	71	117	179	816	586	315	691	710	565	847	657	1,453
1983 Mar	69	116	179	806	579	307	681	686	559	845	664	1,442
Jun	70	114	176	801	582	307	701	689	559	854	662	1,434
Sep	78	114	175	799	576	311	706	694	558	864	663	1,429
Dec	73	113	173	796	568	307	701	726	551	861	[663]	1,458
Greater London† (included in South East)												
1982 Sep	2	53	70	282	297	151	363	304	351	564	370	655
Dec	2	52	69	277	291	148	363	312	346	565	370	664
1983 Mar	2	52	68	274	289	144	355	299	338	565	376	659
Jun	2	51	67	269	290	144	358	300	337	569	374	662
Sep	2	51	67	265	286	146	354	303	338	574	377	663
Dec	2	51	66	261	280	144	358	316	334	573	[378]	675
East Anglia												
1982 Sep	41	12	17	74	85	35	76	69	43	44	50	126
Dec	41	12	17	72	85	35	63	70	42	44	50	128
1983 Mar	38	12	17	71	83	34	61	67	41	43	51	131
Jun	37	12	17	70	82	34	78	70	39	45	51	132
Sep	41	12	17	70	82	34	75	69	40	45	51	129
Dec	36	12	17	71	84	34	67	71	39	44	[50]	131
South West												
1982 Sep	51	29	40	191	147	76	186	160	84	115	121	319
Dec	49	28	40	187	142	75	161	163	83	113	120	320
1983 Mar	46	28	40	184	141	73	157	155	83	113	120	319
Jun	46	28	39	182	141	73	185	158	83	117	121	331
Sep	50	28	40	182	142	73	187	160	83	119	121	325
Dec	48	28	41	181	141	73	168	166	82	117	[120]	330
West Midland												
1982 Sep	32	52	124	452	173	86	173	165	88	123	153	321
Dec	33	52	121	444	170	85	171	168	87	120	153	322
1983 Mar	29	51	119	434	168	82	170	161	86	122	153	322
Jun	30	51	117	432	165	82	169	167	86	122	153	328
Sep	32	51	118	431	167	83	174	169	86	124	154	322
Dec	30	50	117	428	166	83	175	176	86	124	[155]	328
East Midlands												
1982 Sep	36	90	61	197	251	60	120	124	72	77	117	223
Dec	34	89	59	191	248	59	117	129	72	75	117	226
1983 Mar	31	88	57	187	242	58	113	123	71	76	117	223
Jun	32	86	56	186	243	58	119	127	72	76	119	229
Sep	35	85	58	184	247	58	120	125	72	79	120	229
Dec	33	83	57	182	247	58	116	132	71	79	[119]	231
Yorkshire and Humberside												
1982 Sep	31	112	115	192	242	90	169	169	101	104	127	340
Dec	31	111	112	187	237	88	166	172	99	104	127	349
1983 Mar	29	110	110	182	236	85	163	167	99	105	129	348
Jun	30	108	107	179	235	85	168	169	98	106	129	345
Sep	30	105	106	181	239	86	168	170	98	107	130	339
Dec	29	104	105	180	236	86	165	180	98	106	[129]	349
North West												
1982 Sep	18	61	119	319	310	114	223	225	146	170	217	441
Dec	17	61	116	313	302	111	224	229	144	166	217	449
1983 Mar	17	60	114	306	296	108	216	221	142	165	220	450
Jun	16	59	112	302	296	108	224	221	142	168	222	446
Sep	18	59	111	299	299	110	223	227	142	169	221	440
Dec	17	60	109	296	297	109	221	233	140	170	[220]	449
North												
1982 Sep	15	64	74	142	102	63	93	107	60	60	86	210
Dec	15	63	71	137	100	62	91	108	59	59	86	214
1983 Mar	14	62	68	135	99	60	89	105	59	59	86	213
Jun	13	60	67	132	99	60	87	106	59	59	86	214
Sep	15	60	66	129	100	61	88	107	59	61	85	212
Dec	14	58	64	126	100	60	89	110	58	61	[85]	216
Wales												
1982 Sep	24	56	62	91	69	49	83	79	50	47	109	184
Dec	25	56	59	90	68	48	75	81	48	46	109	187
1983 Mar	24	55	58	89	67	47	74	78	48	46	111	187
Jun	22	54	57	89	67	46	82	82	48	47	112	187
Sep	24	53	57	90	67	47	82	79	48	47	111	188
Dec	25	52	56	89	67	46	77	84	47	47	[110]	188
Scotland												
1982 Sep	44	74	62	199	211	132	188	189	122	129	172	411
Dec	44	74	59	194	209	129	174	193	120	128	171	411
1983 Mar	44	74	58	188	205	126	173	187	118	128	172	409
Jun	43	73	57	187	202	125	185	190	119	135	173	412
Sep	44	73	55	185	205	127	188	186	117	130	174	415
Dec	42	73	55	181	205	126	178	198	117	129	[174]	412
Great Britain												
1982 Sept	371	669	855	2,686	2,185	1,027	2,019	1,982	1,339	1,717	1,812	4,016
Dec	362	662	833	2,632	2,146	1,006	1,933	2,022	1,318	1,703	1,809	4,060
1983 Mar	339	655	820	2,582	2,117	980	1,896	1,951	1,305	1,702	1,822	4,043
Jun	339	645	806	2,559	2,113	978	1,998	1,978	1,305	1,730	1,827	4,057
Sep	366	640	804	2,551	2,123	991	2,012	1,987	1,303	1,745	1,830	4,028
Dec	348	633	794	2,530	2,109	981	1,957	2,076	1,289	1,738	[1,827]	4,091

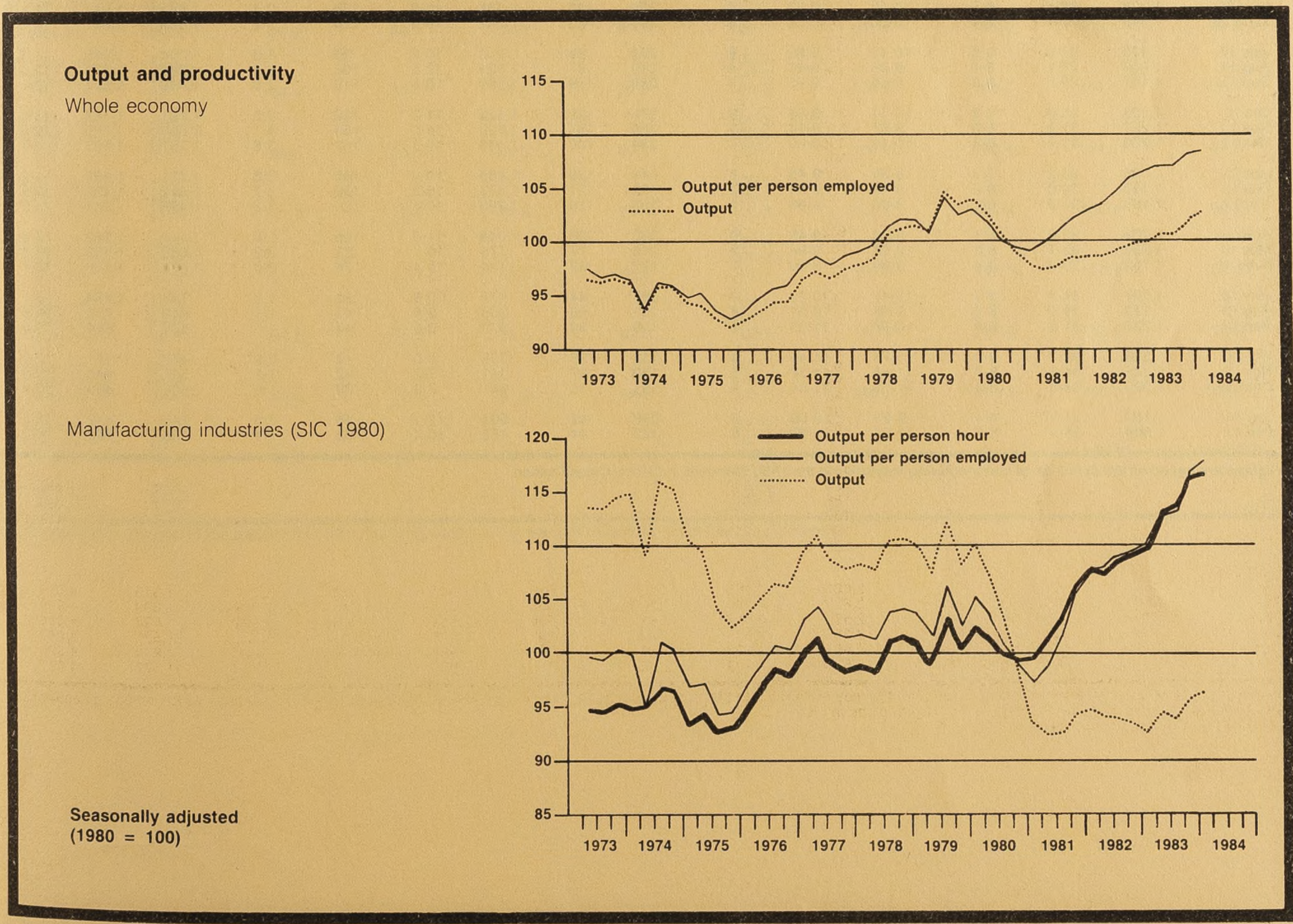
* Estimates of employees in employment from December 1981 may understate the level of employment, mainly in service industries. Supplementary series which include an allowance for underestimation are shown in italics for major industry groupings in table 1·2.
† The indices for Greater London are not available.

EMPLOYMENT 1·8
Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force* R	Output per person employed* R	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	100·4	99·4	101·1	103·1	104·8	98·4	109·6	106·1	103·4 R	100·8 R
1979	103·3	100·7	102·6	107·0	104·2	102·7	109·4	105·3	103·9	101·3
1980	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1981	98·0	96·6	101·5	96·3	91·5	105·4	93·6	91·0	103·0	104·3 R
1982	99·4 R	94·9	104·7	98·0	86·7	113·2	93·7	86·1	108·9	109·0 R
1983	101·6	93·7 R	108·4 R	100·8 R	82·8	121·9	95·4 R	82·4	115·9 R	115·2 R
1978 Q1	98·4	98·9	99·5	100·3	105·1	95·5	108·0	106·4	101·5	98·8
Q2	100·5	99·2	101·3	103·3	104·8	98·6	110·3	106·2	104·0 R	101·4
Q3	101·3	99·5	101·8	104·2	104·6	99·6	110·3	106·0 R	104·1	101·6
Q4	101·6	100·0	101·7	104·6	104·6	100·0	109·9	105·9	103·8 R	101·2
1979 Q1	101·0	100·3	100·8	104·6	104·5	100·1	107·3	105·7	101·6	99·0 R
Q2	104·8	100·6	104·2	109·3	104·4	104·7	112·2	105·6	106·3	103·5 R
Q3	103·4	100·9	102·5	106·9	104·2	102·6	108·0	105·4	102·5	100·4
Q4	103·9	101·1	102·8	107·3	103·7	103·5	110·0	104·7	105·1 R	102·5 R
1980 Q1	102·7	101·0	101·7	105·1	102·8	102·3	106·8	103·5	103·3	101·2
Q2	100·7	100·6	100·2 R	101·3	101·4	100·0	102·3	101·6 R	100·7	99·9
Q3	98·9	99·8	99·1 R	97·8	99·2	98·6	97·4	98·9 R	98·5	99·2
Q4	97·7	98·7	99·0	95·7	96·6	99·1	93·5	95·9	97·5	99·7
1981 Q1	97·4 R	97·7	99·8	94·9	94·2	100·8	92·4	93·5	98·9	101·5
Q2	97·6 R	96·8	100·8	95·5	92·1	103·7	92·7	91·5	101·3	103·0
Q3	98·5	96·2	102·4	96·9	90·5	107·1	94·6	90·0	105·2 R	105·8 R
Q4	98·5 R	95·8	102·9	98·0	89·3	109·8	94·9	88·9	106·8	107·1 R
1982 Q1	98·5	95·5	103·2	97·0	88·3	109·9	94·3	87·9	107·4	107·4 R
Q2	99·3 R	95·2	104·3 R	98·3	87·3	112·6	94·1	86·8	108·6 R	108·6 R
Q3	99·7	94·7	105·3 R	98·6	86·1	114·6	93·5	85·5	109·5	109·7 R
Q4	100·0 R	94·3	106·1 R	98·2	84·9	115·6	92·9	84·3	110·2 R	110·2 R
1983 Q1	100·6 R	94·1	106·9R	99·5	83·8	118·8	94·4 R	83·2	113·5 R	113·2
Q2	100·7	94·1	107·1	99·5 R	83·0	119·9	94·1 R	82·5	114·1 R	113·8 R
Q3	102·2 R	93·4 R	109·5 R	101·5 R	82·4	123·2	96·0 R	82·0	117·1 R	116·4 R
Q4	102·7	93·3 R	110·1 R	102·9 R	81·9	125·6	97·1 R	81·7	118·9 R	117·4 R

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



1·11 EMPLOYMENT
Overtime and short-time operatives in manufacturing industries *

GREAT BRITAIN	OVERTIME: Operatives (Thou)	OVERTIME: Percentage of all operatives	OVERTIME: Hours of overtime worked: Average per operative working overtime	OVERTIME: Hours of overtime worked: Actual (million)	OVERTIME: Hours of overtime worked: Seasonally adjusted R	SHORT-TIME: Stood off for whole week: Operatives (Thou)	SHORT-TIME: Stood off for whole week: Hours lost (Thou)	SHORT-TIME: Working part of week: Operatives (Thou)	SHORT-TIME: Working part of week: Hours lost (Thou)	SHORT-TIME: Working part of week: Hours lost: Average per operative working part of the week	SHORT-TIME: Stood off for whole or part of week: Operatives (Thou)	SHORT-TIME: Stood off for whole or part of week: Percentage of all operatives	SHORT-TIME: Stood off for whole or part of week: Hours lost: Actual (Thou)	SHORT-TIME: Stood off for whole or part of week: Hours lost: Seasonally adjusted	SHORT-TIME: Stood off for whole or part of week: Hours lost: Average per operative on short-time
1978	1,806	34·8	8·6	15·61		5	200	32	358	11·0	38	0·7	558		15·1
1979	1,744	34·2	8·7	15·07		8	320	42	460	10·6	51	1·0	781		15·0
1980	1,422	29·5	8·3	11·76		21	823	258	3,183	12·1	279	5·9	4,006		14·3
1981	1,137	26·6	8·2	9·37		16	621	320	3,720	11·4	335	7·8	4,352		12·6
1982	1,198	29·8	8·3	9·98		8	320	134	1,438	10·7	142	3·5	1,769		12·4
1983	1,209	31·5	8·5	10·30		6	244	71	741	10·2	77	2·0	985		12·9
Week ended															
1980 Feb 16	1,729	34·7	8·4	14·51	14·60	13	547	108	1,216	11·2	122	2·4	1,763	1,344	14·5
Mar 15	1,669	33·7	8·4	13·98	13·74	23	887	155	1,892	12·2	178	3·6	2,779	2,419	15·7
April 19	1,554	31·7	8·3	12·89	12·75	14	534	146	1,609	11·0	160	3·3	2,143	2,187	13·4
May 17	1,559	31·8	8·3	12·98	12·69	17	664	157	1,726	11·0	173	3·5	2,389	2,777	13·8
June 14	1,533	31·4	8·3	12·73	12·54	14	557	196	2,265	11·6	210	4·3	2,822	3,570	13·5
July 12	1,393	28·7	8·5	11·79	11·43	11	443	215	2,563	11·9	227	4·7	3,010	3,575	13·3
Aug 16	1,193	24·9	8·4	10·01	11·02	20	788	250	3,069	12·3	270	5·6	3,856	5,480	14·3
Sep 13	1,231	25·9	8·2	10·13	10·29	34	1,334	344	4,177	12·1	378	8·0	5,512	5,528	14·6
Oct 11	1,195	26·0	8·1	9·66	9·55	39	1,550	441	5,831	13·2	480	10·4	7,381	7,313	15·4
Nov 15	1,171	25·8	8·1	9·43	9·01	27	1,079	515	6,528	12·7	542	12·0	7,607	6,643	14·0
Dec 13	1,183	26·3	7·9	9·36	8·66	33	1,311	482	6,304	13·1	515	11·4	7,615	7,805	14·8
1981 Jan 17	1,016	23·0	7·7	7·86	9·05	42	1,668	568	7,009	12·4	610	13·7	8,678	7,090	14·2
Feb 14	1,076	24·5	7·9	8·55	8·61	31	1,205	566	6,995	12·4	596	13·6	8,200	6,288	13·8
Mar 14	1,075	24·7	8·1	8·68	8·48	20	786	504	6,179	12·3	524	12·0	6,965	5,915	13·3
April 11	1,126	26·1	8·3	9·34	9·32	19	740	429	5,085	11·9	447	10·3	5,825	5,848	13·0
May 16	1,126	26·2	8·0	9·11	8·82	18	718	345	3,903	11·4	363	8·4	4,621	5,303	12·7
June 13	1,156	27·1	8·1	9·42	9·15	10	398	299	3,347	11·2	309	7·2	3,744	4,551	12·1
July 11	1,134	26·6	8·3	9·51	9·22	9	371	208	2,342	11·3	218	5·1	2,713	3,452	12·5
Aug 15	1,062	24·9	8·7	9·18	10·03	9	338	194	2,083	10·7	203	4·8	2,421	3,521	11·9
Sep 12	1,150	27·6	8·5	9·74	9·86	9	364	194	2,060	10·6	203	4·9	2,424	2,578	11·9
Oct 10	1,192	28·3	8·5	10·02	9·88	8	301	185	1,989	10·7	193	4·5	2,335	2,276	11·8
Nov 14	1,266	30·2	8·2	10·41	10·03	8	272	191	2,005	10·6	197	4·7	2,368	2,056	11·4
Dec 12	1,265	30·3	8·4	10·61	10·02	7	285	153	1,643	10·8	160	3·8	1,928	1,850	12·1
1982 Jan 16	1,106	26·8	8·1	8·99	10·14	8	304	167	1,904	11·5	174	4·2	2,300	1,917	12·6
Feb 13	1,219	29·5	8·4	10·29	10·32	14	556	163	1,741	10·6	177	4·3	2,343	1,828	13·0
Mar 20	1,265	30·7	8·2	10·41	10·25	11	439	156	1,663	10·6	167	4·1	2,102	1,776	12·6
April 24	1,203	29·4	8·1	9·79	9·85	7	296	145	1,568	10·8	153	3·7	1,864	1,823	12·3
May 22	1,238	30·5	8·5	10·55	10·23	8	300	130	1,388	10·6	138	3·4	1,688	1,911	12·2
June 19	1,243	30·7	8·4	10·50	10·22	6	220	123	1,342	10·9	128	3·2	1,562	1,841	12·2
July 17	1,195	29·6	8·5	10·12	9·89	5	182	89	912	10·2	93	2·3	1,094	1,505	11·7
Aug 14	1,094	27·2	8·4	9·26	9·96	6	219	97	1,024	10·5	103	2·5	1,243	1,779	12·0
Sep 11	1,167	29·5	8·3	9·66	9·75	7	289	109	1,159	10·6	116	2·9	1,448	1,597	12·4
Oct 16	1,228	31·3	8·2	10·11	9·89	9	376	129	1,425	11·2	139	3·5	1,801	1,763	13·0
Nov 13	1,207	31·3	8·3	9·97	9·64	9	359	154	1,690	11·0	163	4·1	2,048	1,765	12·5
Dec 11	1,209	31·2	8·4	10·13	9·66	7	294	140	1,443	10·3	147	3·8	1,737	1,605	11·8
1983 Jan 15	1,068	28·2	7·8	8·35	9·45	6	242	139	1,488	10·8	145	3·8	1,731	1,456	11·9
Feb 12	1,147	30·2	8·2	9·49	9·51	11	434	127	1,378	10·9	138	3·7	1,812	1,436	13·2
Mar 12	1,189	31·3	8·2	9·80	9·68	6	238	119	1,260	10·6	125	3·3	1,498	1,261	12·0
April 16	1,139	30·0	8·1	9·34	9·45	9	365	96	1,048	11·0	105	2·8	1,414	1,362	13·5
May 14	1,234	32·7	8·3	10·28	9·94	6	256	77	774	10·1	83	2·2	1.030	1,158	12·3
June 11	1,168	30·9	8·4	9·85	9·60	7	297	69	714	10·4	76	2·0	1,011	1,170	13·3
July 16	1,201	31·4	8·7	10·47	10·29	7	267	44	477	10·9	51	1·3	743	1,064	15·1
Aug 13	1,122	29·0	8·8	9·88	10·51	4	142	38	368	9·8	41	1·1	510	718	12·6
Sep 10	1,238	31·9	8·9	10·98	11·03	5	199	39	372	9·6	44	1·1	571	644	13·0
Oct 15	1,326	33·7	8·9	11·74	11·45	4	152	36	325	9·0	40	0·9	477	471	12·0
Nov 12	1,345	34·5	8·7	11·68	11·38	5	180	37	341	9·2	42	1·1	521	446	12·5
Dec 10	1,327	34·5	8·9	11·78	11·36	4	161	35	341	9·9	39	1·0	502	459	13·0
1984 Jan 14	1,187	31·2	8·4	9·91	10·98	6	256	42	504	12·1	48	1·3	760	642	15·9
Feb 11	1,309	34·4	8·7	11·27	11·27	8	329	44	459	10·4	52	1·4	788	629	15·2

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

EMPLOYMENT 1·12
Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*: All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food drink, tobacco	INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE: All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42
1976	113·2	113·7	112·1	125·7	111·3	103·0	103·2	106·9	104·2	100·6
1977	114·2	115·6	114·7	125·7	109·6	103·8	103·8	107·1	104·4	101·1
1978	112·6	113·5	115·0	122·8	106·1	103·5	103·8	106·0	104·4	101·1
1979	110·4	110·2	114·0	119·7	104·5	103·4	103·3	106·6	104·2	101·4
1980	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1981	89·1	89·2	86·8	89·5	93·8	98·7 R	98·9 R	98·9 R	101·5 R	99·1 R
1982	84·2	84·0	80·9	85·8	90·0	100·5 R	100·9 R	100·9 R	103·9 R	99·6 R
1983	81·8	81·9	76·5	86·5	88·0	101·5 R	102·0 R	103·1 R	105·5 R	100·2 R
Week ended										
1979 Dec 8	109·3	110·0	114·8	115·2	104·5	103·5	104·6	108·2	103·4	101·2
1980 Jan 12	108·6					103·3				
Feb 16	107·4					102·9 R				
Mar 18	105·5	106·7	108·7	109·2	102·4	102·1	102·9	104·4	102·0	100·5
April 19	104·1					101·5 R				
May 17	102·9					101·2 R				
June 14	101·8	103·8	104·7	103·2	101·4	100·7	101·5	102·3	100·4	100·4
July 12	99·8					99·8				
Aug 16	98·1					99·3 R				
Sep 13	95·9	97·5	96·8	96·0	98·7	98·3	98·9	98·7	98·9	99·7
Oct 11	93·4					97·3 R				
Nov 15	92·1					96·9				
Dec 13	91·2	92·1	89·7	91·8	97·6	96·8	96·8	94·8	98·6	99·3
1981 Jan 17	90·3					96·7				
Feb 14	89·5					96·5				
Mar 14	89·3	89·8	87·8	89·7	96·0	96·8 R	96·5	95·6	98·9	98·9
April 11	89·6					97·8				
May 16	89·2					98·1				
June 13	89·0	89·2	87·0	89·5	94·4	98·6	98·2	98·2	101·4	98·7
July 11	89·0					99·1				
Aug 15	89·5					99·8				
Sep 12	89·2	90·2	87·0	89·8	92·7	100·2	100·5	100·6	102·5	99·0
						R	R	R	R	R
Oct 10	88·9					100·3				
Nov 14	88·1					100·0				
Dec 12	87·4	87·6	85·2	88·8	92·2	100·2	100·3	101·0	103·2	99·6
1982 Jan 16	87·0					100·3				
Feb 13	86·8					100·6				
Mar 20	86·3	87·1	84·1	87·8	91·3	100·7	101·1	101·8	103·4	99·5
1982 April 24	85·4					100·3				
May 22	85·1					100·5				
June 19	84·3	84·4	80·7	85·6	90·9	100·6	100·7	100·7	103·5	99·5
July 17	83·5					100·3				
Aug 14	83·1					100·4				
Sep 11	82·6	82·6	80·1	84·8	89·6	100·4	100·6	100·4	104·1	99·5
Oct 16	82·8					100·7				
Nov 13	82·2					100·7				
Dec 11	81·9	81·8	78·8	84·8	88·4	100·8	101·2	100·8	104·6	99·7
1983 Jan 15	81·7					100·9				
Feb 12	81·7					100·9				
Mar 12	81·6	81·6	77·7	85·3	88·9	101·2	101·4	102·3	104·9	100·0
April 16	81·2					101·0				
May 14	81·4					101·1				
June 11	80·9	80·8	75·9	85·2	87·3	100·9	101·0	101·3	105·2	99·8
July 16	81·3					101·3				
Aug 13	81·8					101·6				
Sep 10	82·1	82·3	76·8	87·5	88·3	101·8	102·0	103·8	105·8	100·6
Oct 15	82·5					102·5				
Nov 12	82·7					102·7				
Dec 15	82·2	82·9	76·1	88·2	87·4	102·6	103·5	104·9	106·2	100·5
1984 Jan 14	81·9					102·6				
Feb 11	81·9					102·8				

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

2·1 UNEMPLOYMENT
UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE: UNEMPLOYED: Number	Per cent	School leavers included in unemployed	Non-claimant school leavers ‡	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent	Change since previous month	Average change over 3 months ended	UNEMPLOYED BY DURATION: Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1978 Annual averages	1,382·9	5·7	83·9		1,299·1		5·5					
1979 Annual averages	1,295·7	5·3	68·3		1,227·3		5·1					
1980 Annual averages	1,664·9	6·8	104·1		1,560·8		6·4					
1981 Annual averages	2,520·4	10·5	100·6		2,419·8		10·0					
1982 Annual averages	2,916·9	12·2	123·5		2,793·4		11·7					
1983†† Annual averages	3,104·7	13·0	134·9		2,969·7		12·4					
1979 Mar 8	1,320·3	5·4	22·7	..	1,297·6	1,289·3	5·3	−4·5	9·1	..	..	..
April 5	1,260·9	5·2	18·8	..	1,242·2	1,253·4	5·1	−35·9	−5·9	..	..	..
May 10	1,218·9	5·0	29·3	..	1,189·6	1,253·5	5·1	0·1	−13·4	..	..	..
June 14	1,234·5	5·1	114·8	..	1,119·7	1,232·7	5·1	−20·8	−18·9	..	..	..
July 12	1,347·3	5·5	186·4	..	1,160·9	1,227·0	5·0	−5·7	−8·8	..	..	..
Aug 9	1,344·9	5·5	158·2	..	1,186·7	1,213·9	5·0	−13·1	−13·2	..	..	..
Sep 13	1,292·3	5·3	96·7	..	1,195·6	1,211·8	5·0	−2·1	−7·0	..	..	..
Oct 11†	1,267·5	5·2	56·5	..	1,211·0	1,222·3	5·0	10·5	−1·6	..	..	..
Nov 8	1,258·7	5·2	39·8	..	1,219·0	1,215·8	5·0	−6·5	0·6	..	..	..
Dec 6	1,260·9	5·2	30·5	..	1,230·4	1,224·2	5·0	8·4	4·1	..	..	..
1980 Jan 10	1,373·7	5·6	34·6	..	1,339·1	1,249·4	5·1	25·2	9·0	..	..	..
Feb 14	1,388·6	5·7	28·2	..	1,360·3	1,289·7	5·3	40·3	24·6	..	..	..
Mar 13	1,375·6	5·6	22·7	..	1,353·0	1,321·2	5·4	31·5	32·3	..	..	..
April 10	1,418·1	5·8	39·3	..	1,378·8	1,367·5	5·6	46·3	39·4	..	..	..
May 8	1,404·4	5·8	36·3	..	1,368·1	1,413·5	5·8	46·0	41·3	..	..	..
June 12	1,513·0	6·2	142·8	..	1,370·1	1,468·8	6·0	55·3	49·2	..	..	..
July 10	1,736·5	7·1	251·0	..	1,485·6	1,535·2	6·3	66·4	55·9	..	..	..
Aug 14	1,846·1	7·6	227·4	..	1,618·8	1,631·3	6·7	96·1	72·6	..	..	..
Sep 11	1,890·6	7·8	176·7	..	1,714·0	1,713·1	7·0	81·8	81·4	..	..	..
Oct 9	1,916·4	7·9	121·9	..	1,794·5	1,806·7	7·4	93·6	90·5	..	..	..
Nov 13	2,016·0	8·3	91·5	..	1,924·5	1,918·9	7·9	112·2	95·9	..	..	..
Dec 11	2,099·9	8·6	77·1	..	2,022·8	2,014·4	8·3	95·5	100·4	..	..	..
1981 Jan 15	2,271·1	9·4	80·5	..	2,190·6	2,094·0	8·7	79·6	95·8	..	..	..
Feb 12	2,312·4	9·6	68·9	..	2,243·5	2,166·0	9·0	72·0	82·4	..	..	..
Mar 12	2,333·5	9·7	58·1	..	2,275·4	2,238·1	9·3	72·1	74·6	..	..	..
April 9	2,372·7	9·8	53·3	..	2,319·4	2,301·1	9·5	63·0	69·0	..	..	..
May 14	2,407·4	10·0	82·7	..	2,324·7	2,368·0	9·8	66·9	67·3	..	..	..
June 11	2,395·2	9·9	77·5	..	2,317·7	2,417·4	10·0	49·4	59·8	..	..	..
July 9§	2,511·8	10·4	76·5	..	2,435·3	2,476·5	10·3	59·1	58·5	..	..	..
Aug 13§	2,586·3	10·7	85·5	..	2,500·8	2,514·2	10·4	37·7	48·7	..	..	..
Sep 10§	2,748·6	11·4	178·8	..	2,569·9	2,554·6	10·6	40·4	45·7	..	..	..
Oct 8§	2,771·6	11·5	179·4	..	2,592·2	2,582·8	10·7	28·2	35·4	..	..	..
Nov 12	2,769·5	11·5	143·8	..	2,625·8	2,615·5	10·9	32·7	33·8	..	..	..
Dec 10	2,764·1	11·5	122·2	..	2,642·0	2,629·0	10·9	13·5	24·8	..	..	..
1982 Jan 14	2,896·3	12·1	127·3	..	2,769·0	2,670·5	11.2	41·5	29·2	..	..	..
Feb 11	2,870·2	12·0	111·3	..	2,758·9	2,679·8	11·2	9·3	21·4	..	..	..
Mar 11	2,820·8	11·8	94·9	..	2,725·9	2,687·9	11·3	8·1	19·6	..	..	..
April 15	2,818·5	11·8	86·9	..	2,731·6	2,715·1	11·4	27·2	14·9	..	..	..
May 13	2,800·5	11·7	104·5	..	2,695·9	2,739·8	11·5	24·7	20·0	..	..	..
June 10	2,769·6	11·6	99·0	120·2	2,670·6	2,772·7	11·6	32·9	28·3	..	..	..
July 8	2,852·5	12·0	99·4	196·9	2,753·2	2,813·8	11·8	41·1	32·9	..	..	..
Aug 12	2,898·8	12·1	102·5	193·7	2,796·3	2,832·4	11·9	18·6	30·9	..	..	..
Sep 9	3,066·2	12·9	203·8	..	2,862·3	2,866·4	12·0	34·0	31·2	..	..	..
Oct 14	3,049·0	12·8	174·2	..	2,874·6	2,885·4	12·1	19·0	23·9	362	2,460	226
Nov 11	3,063·0	12·8	147·5	..	2,915·6	2,905·5	12·2	20·1	24·4	331	2,503	229
Dec 9	3,097·0	13·0	130·6	..	2,966·4	2,948·8	12·4	43·3	27·5	299	2,563	234
1983 Jan 13	3,225·2	13·5	137·8	..	3,087·4	2,982·7	12·5	33·9	32·4	311	2,675	240
Feb 10	3,199·4	13·4	123·8	..	3,075·6	3,000·6	12·6	17·9	31·7	296	2,664	239
Mar 10	3,172·4	13·3	112·2	..	3,060·2	3,025·7	12·7	25·1	25·6	272	2,656	245
April 14††	3,169·9	13·3	134·5	..	3,035·4	3,021·1	12·7	−4·6(24·8)	12·8(22·6)	323	2,629	218
May 12	3,049·4	12·8	125·6	..	2,923·7	2,969·9	12·4	−51·2(23·0)	−10·2(24·3)	275	2,626	148
June 9	2,983·9	12·5	118·9	128·4	2,865·0	2,967·7	12·4	−2·2(26·7)	−19·3(24·8)	266	2,596	122
July 14	3,020·6	12·7	115·5	211·1	2,905·0	2,957·3	12·4	−10·4(9·8)	−21·3(19·8)	352	2,565	103
Aug 11	3,009·9	12·6	112·1	211·9	2,897·8	2,940·9	12·3	−16·4(−7·3)	−9·7 (9·7)	304	2,611	95
Sep 8	3,167·4	13·3	214·6	..	2,952·8	2,951·3	12·4	10·4	−5·5 (4·3)	461	2,613	94
Oct 13	3,094·0	13·0	168·1	..	2,925·9	2,941·0	12·3	−10·3	−5·4(−2·4)	361	2,642	91
Nov 10	3,084·4	12·9	137·7	..	2,946·7	2,938·5	12·3	−2·5	−0·8	317	2,680	87
Dec 8	3,079·4	12·9	118·1	..	2,961·3	2,946·1	12·3	7·6	−1·7	291	2,703	86
1984 Jan 12	3,199·7	13·4	116·8	..	3,082·9	2,976·0	12·5	29·9	11·7	308	2,804	87
Feb 9	3,186·4	13·4	105·5	..	3,080·9	3,005·1 R	12·6	29·1	22·2	295	2,809	82
Mar 8	3,142·8	13·2	94·8	..	3,048·0	3,016·0	12·6	10·9	23·3	260	2,801	82

Note: The national and regional unemployment series are *seasonally adjusted* using to a large degree estimated data for persons before mid 1982s. For a while there will be an element of uncertainty in these figures until experience of seasonal movement is gained. As a result, the latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of *Employment Gazette* December 1982.

† Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated effect arising from the introduction of fortnightly payment.

THOUSAND

MALE: UNEMPLOYED: Number	Per cent	School leavers included in unemployed	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent	FEMALE: UNEMPLOYED: Number	Per cent	School leavers included in unemployed	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent	MARRIED: Number	UNITED KINGDOM
1,009·5	7·0	43·4	966·2		6·8	373·4	3·8	40·5	332·9		3·5		1978 Annual averages
930·1	6·5	36·0	894·2		6·3	365·6	3·7	32·4	333·2		3·4		1979 Annual averages
1,180·6	8·3	55·0	1,125·6		7·9	484·3	4·8 R	49·1	435·2		4·3		1980 Annual averages
1,843·3	13·0	55·6	1,787·8		12·5	677·0	6·9 R	45·0	632·0		6·4		1981 Annual averages
2.133·2	15·2	70·1	2.063·2		14·7	783·6	8·0	53·4	730·2		7·4		1982 Annual averages
2,218·6	15·8	77·2	2,141·4		15·3	886·0	9·0	57·7	828·3		8·4		1983†† Annual averages
978·0	6·8	11·6	966·3	951·2	6·6	342·3	3·4	11·0	331·3	338·1	3·4	..	1979 Mar 8
932·8	6·5	9·6	923·2	921·3	6·4	328·1	3·3	9·1	319·0	332·1	3·3	..	April 15
895·1	6·2	15·6	879·5	913·9	6·4	323·8	3·2	13·8	310·0	339·6	3·4	..	May 10
888·3	6·2	62·9	825·4	894·3	6·2	346·2	3·5	51·9	294·3	338·4	3·4	..	June 14
935·8	6·5	100·8	835·0	886·8	6·2	411·5	4·1	85·6	325·9	340·2	3·4	..	July 12
933·1	6·5	86·7	846·4	877·1	6·1	411·8	4·1	71·5	340·3	336·8	3·4	..	Aug 9
899·0	6·3	49·0	850·0	874·8	6·1	393·3	3·9	47·7	345·6	337·0	3·4	..	Sep 13
890·2	6·2	27·4	862·8	881·7	6·1	377·3	3·8	29·1	348·1	340·6	3·4	..	Oct 11†
890·5	6·2	19·2	871·3	875·9	6·1	368·2	3·7	20·6	347·6	339·9	3·4	..	Nov 8
900·6	6·3	15·0	885·5	879·2	6·1	360·4	3·6	15·5	344·9	345·0	3·4	..	Dec 6
980·1	6·9	17·1	963·0	895·0	6·3	393·7	3·9	17·5	376·1	354·4	3·5	..	1980 Jan 10
994·6	7·0	14·0	980·6	923·7	6·5	394·0	3·9	14·2	379·7	366·0	3·6	..	Feb 14
986·5	7·0	11·2	975·2	944·0	6·6	389·2	3·9	11·5	377·7	377·2	3·7	..	Mar 13
1,017·0	7·2	20·9	996·1	979·1	6·8	401·1	4·0	18·5	382·6	388·4	3·9	..	April 10
1,008·0	7·1	19·3	988·7	1,010·4	7·1	396·4	3·9	17·1	379·4	403·1	4·0	..	May 8
1,071·5	7·5	77·5	994·1	1,053·1	7·4	441·4	4·4	65·4	376·1	415·7	4·1	..	June 12
1,197·9	8·4	134·2	1,063·7	1,104·7	7·7	538·6	5·4	116·8	421·8	430·5	4·3	..	July 10
1,277·2	8·9	123·3	1,153·9	1,176·2	8·2	568·9	5·7	104·1	464·9	455·1	4·5	..	Aug 14
1,317·1	9·2	91·9	1,225·2	1,240·5	8·7	573·5	5·7	84·7	488·8	472·6	4·7	..	Sep 11
1,352·7	9·5	62·8	1,289·9	1,309·7	9·2	563·7	5·6	59·1	504·5	497·0	4·9	..	Oct 9
1,443·0	10·1	47·4	1,395·6	1,398·5	9·8	573·0	5·7	44·2	528·8	520·4	5·2	..	Nov 13
1,522·0	10·6	40·6	1,481·4	1,472·6	10·3	577·8	5·7	36·4	541·4	541·8	5·4	..	Dec 11
1,649·7	11·6	42·9	1,606·8	1,534·8	10·8	621·3	6·3	37·6	583·7	559·2	5·7	..	1981 Jan 15
1,689·0	11·9	37·0	1,652·0	1,591·1	11·2	623·4	6·3	31·9	591·5	574·9	5·8	..	Feb 12
1,714·4	12·1	31·7	1,682·7	1,648·2	11·6	619·1	6·3	26·4	592·7	589·9	6·0	..	Mar 12
1,749·0	12·3	29·4	1,719·6	1,697·6	11·9	623·7	6·3	23·9	599·8	603·5	6·1	..	April 9
1,779·3	12·5	46·6	1,732·7	1,753·4	12·3	628·1	6·4	36·1	592·0	614·6	6·2	..	May 14
1,775·2	12·5	43·6	1,731·6	1,791·9	12·6	620·0	6·3	33·9	586·1	625·5	6·3	..	June 11
1,845·1	13·0	43·0	1,802·1	1,834·2	12·9	666·7	6·8	33·5	633·2	642·3	6·5	..	July 9§
1,890·2	13·3	48·2	1,842·0	1,861·7	13·1	696·1	7·0	37·3	658·8	652·5	6·6	..	Aug 13§
1,983·4	13·9	98·7	1,884·8	1,890·0	13·3	765·2	7·7	80·1	685·1	664·6	6·7	..	Sep 10§
2,005·4	14·1	98·5	1,906·9	1,912·3	13·4	766·1	7·8	80·8	685·3	670·5	6·8	..	Oct 8§
2,014·2	14·2	79·2	1,935·0	1,935·2	13·6	755·4	7·7	64·6	690·8	680·8	6·9	..	Nov 12
2,025·3	14·2	68·0	1,957·2	1,945·4	13·7	738·9	7·5	54·1	684·7	683·6	6·9	..	Dec 10
2,122·8	15·1	71·0	2,051·8	1,978·4	14·1	773·5	7·9	56·3	717·2	692·1	7·0	..	1982 Jan 14
2,106·5	15·0	62·3	2,044·2	1.982·1	14·1	763·8	7·8	49·0	714·7	697·7	7·1	..	Feb 11
2,073·5	14·8	53·8	2,019·7	1,984·8	14·2	747·3	7·6	41·2	706·1	703·1	7·1	..	Mar 11
2,075·0	14·8	50·0	2,025·0	2,004·7	14·3	743·5	7·6	36·9	706·6	710·4	7·2	..	April 15
2,063·4	14·7	60·3	2,003·1	2,024·1	14·4	737·0	7·5	44·2	692·8	715·7	7·3	..	May 13
2,042·9	14·6	57·2	1,985·7	2,047·4	14·6	726·7	7·4	41·8	684·9	725·3	7·4	..	June 10
2,088·3	14·9	57·4	2,030·9	2,076·7	14·8	764·2	7·8	42·0	722·2	737·1	7·5	..	July 8
2,113·8	15·1	59·8	2,054·0	2,090·0	14·9	785·0	8·0	42·7	742·3	742·4	7·5	..	Aug 12
2,208·6	15·8	114·9	2,093·7	2,113·2	15·1	857·6	8·7	89·0	768·6	753·2	7·7	..	Sep 9
2,207·4	15·7	97·3	2,110·1	2,129·8	15·2	841·6	8·6	76·9	764·7	755·6	7·7	..	Oct 14
2,228·4	15·9	82·8	2,145·6	2,146·1	15·3	834·6	8·5	64·7	769·9	759·4	7·7	307·6	Nov 11
2,268·0	16·2	74·1	2,193·9	2,178·5	15·5	829·0	8·4	56·5	772·5	770·3	7·8	308·9	Dec 9
2,354·9	16·8	77·5	2,277·4	2,199·5	15·7	870·4	8·8	60·3	810·0	783·2	8·0	321·1	1983 Jan 13
2,336·6	16·7	70·1	2,266·6	2,208·5	15·8	862·8	8·8	53·7	809·1	792·1	8·0	321·4	Feb 10
2,319·5	16·5	63·8	2,255·6	2,223·6	15·9	852·9	8·9	48·4	804·5	802·1	8·2	321·7	Mar 10
2,306·4	16·5	77·4	2,229·0	2,210·1	15·8	863·5	8·8	57·1	806·4	811·0	8·2	325·7	April 14††
2,199·4	15·7	72·5	2,126·9	2,148·6	15·3	849·9	8·6	53·1	796·8	821·3	8·3	324·8	May 12
2,144·7	15·3	68·6	2,076·1	2,137·1	15·2	839·2	8·5	50·3	788·9	830·6	8·4	323·9	June 9
2,144·0	15·3	66·9	2,077·1	2,117·7	15·1	876·6	8·9	48·7	827·9	839·6	8·5	328·2	July 14
2,125·0	15·2	65·4	2,059·6	2,100·6	15·0	884·9	9·0	46·6	838·2	840·3	8·5	335·1	Aug 11
2,204·6	15·7	121·6	2,083·1	2,101·1	15·0	962·8	9·8	93·0	869·8	850·2	8·6	339·2	Sep 8
2,162·4	15·4	95·7	2,066·6	2,089·9	14·9	931·6	9·5	72·4	859·2	851·1	8·6	340·9	Oct 13
2,159·0	15·4	78·9	2,080·1	2,081·9	14·9	925·4	9·4	58·8	866·6	856·6	8·7	344·5	Nov 10
2,166·9	15·5	68·1	2,098·8	2,082·7	14·9	912·4	9·3	50·0	862·5	863·4	8·8	347·5	Dec 8
2,245·4	16·0	66·9	2,178·4	2,098·6	15·0	954·3	9·7	49·8	904·5	877·4	8·9	362·8	1984 Jan 12
2,236·9	16·0	60·6	2,176·3	2,117·4 R	15·1	949·5	9·6	44·9	904·6	887·7 R	9·0	363·9	Feb 9
2,205·1	15·7	54·5	2,150·6	2,120·4	15·1	937·7	9·5	40·4	897·3	895·6	9·1	364·8	Mar 8

‡ Not included in the total are new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.

§ The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures 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).

†† From April 1983 the figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment office. The changes in brackets allow for these effects.

2·2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted: Number	Seasonally adjusted: Per cent	Seasonally adjusted: Change since previous month	Seasonally adjusted: Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1978 Annual averages	1,320·7	5·6	78·6		1,242·0		5·4					
1979	1,233·9	5·2	63·6		1,170·3		5·0					
1980	1,590·5	6·7	97·8		1,492·7		6·3					
1981	2,422·4	10·3	94·0		2,328·4		9·9					
1982	2,808·5	12·1	117·3		2,691·3		11·5					
1983††	2,987·6	12·8	130·7		2,856·8		12·3					
1979 Mar 8	1,260·7	5·3	20·6	..	1,240·1	1,231·8	5·2	−4·2	8·6	..	..	..
April 5	1,202·9	5·1	17·0	..	1,185·9	1,196·9	5·0	−34·9	−5·9	..	..	..
May 10	1,160·8	4·9	26·4	..	1,134·4	1,196·4	5·0	−0·5	−13·2	..	..	..
June 14	1,174·9	4·9	108·8	..	1,066·1	1,176·6	5·0	−19·8	−18·4	..	..	..
July 12	1,279·0	5·4	176·1	..	1,102·9	1,169·9	4·9	−6·7	−9·0	..	..	..
Aug 9	1,276·9	5·4	148·7	..	1,128·2	1,156·9	4·9	−13·0	−13·2	..	..	..
Sep 13	1,226·3	5·2	89·1	..	1,137·2	1,154·7	4·9	−2·2	−7·3	..	..	..
Oct 11†	1,206·0	5·1	51·7	..	1,154·4	1,165·2	4·9	10·5	−1·6	..	..	..
Nov 8	1,199·1	5·0	35·9	..	1,163·1	1,159·0	4·9	−6·2	0·7	..	..	..
Dec 6	1,200·7	5·1	27·3	..	1,173·4	1,166·4	4·9	7·4	3·9	..	..	..
1980 Jan 10	1,310·8	5·5	31·6	..	1,279·2	1,191·4	5·0	25·0	8·7	..	..	..
Feb 14	1,325·1	5·7	25·5	..	1,299·5	1,230·3	5·2	38·9	23·8	..	..	..
Mar 13	1,312·9	5·5	20·4	..	1,292·5	1,261·0	5·3	30·7	31·5	..	..	..
April 10	1,353·4	5·7	36·0	..	1,317·4	1,305·8	5·5	44·8	38·1	..	..	..
May 8	1,340·3	5·6	32·9	..	1,307·3	1,350·8	5·7	45·0	40·2	..	..	..
June 12	1,444·3	6·1	135·8	..	1,308·5	1,404·6	5·9	53·8	47·9	..	..	..
July 10	1,656·9	7·0	238·9	..	1,417·9	1,468·1	6·2	63·5	54·1	..	..	..
Aug 14	1,763·2	7·4	215·7	..	1,547·5	1,561·0	6·6	92·9	70·1	..	..	..
Sep 11	1,806·4	7·6	166·7	..	1,639·8	1,639·9	6·9	78·9	78·4	..	..	..
Oct 9	1,831·6	7·7	114·1	..	1,717·5	1,729·6	7·3	89·7	87·2	..	..	..
Nov 13	1,929·4	8·1	84·8	..	1,844·7	1,838·3	7·7	108·7	92·4	..	..	..
Dec 11	2,011·3	8·5	70·8	..	1,940·5	1,931·3	8·1	93·0	97·1	..	..	..
1981 Jan 15	2,177·5	9·3	74·5	..	2,103·1	2,008·6	8·5	77·3	93·0	..	..	..
Feb 12	2,218·1	9·4	63·2	..	2,154·9	2,079·0	8·8	70·4	80·2	..	..	..
Mar 12	2,239·1	9·5	53·1	..	2,186·0	2,149·1	9·1	70·1	72·6	..	..	..
April 9	2,279·2	9·7	48·9	..	2,230·3	2,211·7	9·4	62·6	67·7	..	..	..
May 14	2,311·5	9·8	76·5	..	2,235·1	2,276·3	9·7	64·6	65·8	..	..	..
June 11	2,299·3	9·8	71·5	..	2,227·8	2,324·8	9·9	48·5	58·6	..	..	..
July 9§	2,413·9	10·3	70·8	..	2,343·1	2,383·4	10·1	58·6	57·2	..	..	..
Aug 13§	2,488·3	10·6	80·2	..	2,408·2	2,421·0	10·3	37·6	48·2	..	..	..
Sep 10§	2,643·2	11·2	167·8	..	2,475·4	2,460·9	10·5	39·9	45·4	..	..	..
Oct 8§	2,667·7	11·3	169·9	..	2,497·8	2,488·5	10·6	27·6	35·0	..	..	..
Nov 12	2,667·7	11·3	136·1	..	2,531·6	2,520·7	10·7	32·2	33·2	..	..	..
Dec 10	2,663·0	11·3	115·3	..	2,547·6	2,534·1	10·8	13·4	24·4	..	..	..
1982 Jan 14	2,790·5	12·0	120·7	..	2,669·8	2,573·7	11·0	39·6	28·4	..	..	..
Feb 11	2,765·5	11·9	105·2	..	2,660·3	2,582·9	11·1	9·2	20·7	..	..	..
Mar 11	2,717·6	11·7	89·9	..	2,627·7	2,590·1	11·1	7·2	18·7	..	..	..
April 15	2,714·3	11·6	81·9	..	2,632·4	2,615·6	11·2	25·5	14·0	..	..	..
May 13	2,695·3	11·6	98·4	..	2,596·9	2,638·8	11·3	23·2	18·6	291	2,201	203
June 10	2,663·8	11·4	93·1	117·4	2,570·6	2,670·0	11·5	31·2	26·6	264	2,196	205
July 8	2,744·4	11·8	93·5	192·2	2,650·8	2,710·8	11·6	40·8	31·7	344	2,190	210
Aug 12	2,789·7	12·0	97·0	187·6	2,692·7	2,728·7	11·7	17·9	30·0	298	2,282	210
Sep 9	2,950·3	12·7	193·3	..	2,757·0	2,761·8	11·9	33·1	30·6	429	2,307	214
Oct 14	2,935·3	12·6	166·5	..	2,768·7	2,779·6	11·9	17·8	22·9	354	2,358	223
Nov 11	2,950·8	12·7	141·7	..	2,809·1	2,798·5	12·0	18·9	23·3	322	2,403	226
Dec 9	2,984·7	12·8	125·8	..	2,858·9	2,840·7	12·2	42·2	26·3	291	2,462	231
1983 Jan 13	3,109·0	13·3	133·4	..	2,975·6	2,873·4	12·3	32·7	31·0	303	2,570	237
Feb 10	3,084·7	13·2	119·8	..	2,964·8	2,891·1	12·4	17·7	30·9	288	2,561	236
Mar 10	3,058·7	13·1	108·8	..	2,950·0	2,915·7	12·5	24·6	25·0	264	2,553	242
April 14 ††	3,053·3	13·1	129·8	..	2,923·7	2,909·2	12·5	−6·5(22·9)	11·9(21·7)	312	2,526	215
May 12	2,934·4	12·6	121·6	..	2,812·8	2,857·3	12·3	−51·9(22·3)	−11·3(23·3)	267	2,522	145
June 9	2,870·5	12·3	115·3	125·6	2,755·2	2,855·4	12·3	−1·9(25·9)	−20·1(23·7)	258	2,493	120
July 14	2,903·5	12·5	112·2	206·6	2,791·3	2,843·3	12·2	−12·1(7·8)	−22·0(18·7)	343	2,458	102
Aug 11	2,892·9	12·4	109·0	206·1	2,783·9	2,826·4	12·1	−16·9(−7·9)	−10·3(8·6)	295	2,504	93
Sept 8	3,043·7	13·1	208·5		2,835·2	2,834·6	12·2	8·2	−6·9(2·7)	447	2,505	92
Oct 13	2,974·2	12·8	162·8	..	2,811·4	2,826·5	12·1	−8·1	−5·6(−2·6)	351	2,534	89
Nov 10	2,964·7	12·7	133·1	...	2,831·6	2,822·8	12·1	−3·7	−1·2	308	2,571	86
Dec 8	2,960·9	12·7	114·3	..	2,846·7	2,830·7	12·1	7·9	−1·3	283	2,594	84
1984 Jan 12	3,077·4	13·2	113·2	..	2,964·3	2,859·8	12·3	29·1	11·1	299	2,692	86
Feb 9	3,063·8	13·1	102·2	..	2,961·7	2,887·1 R	12·4	27·3	21·4	286	2,697	81
Mar 8	3,021·9	13·0	91·9	..	2,930·0	2,897·8	12·4	10·7	22·4	252	2,689	80

See footnotes to table 2·1.

UNEMPLOYMENT GB summary 2·2

THOUSAND

MALE						FEMALE						MARRIED	GREAT BRITAIN
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOLS LEAVERS			UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				
Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted: Number	Seasonally adjusted: Per cent	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted: Number	Seasonally adjusted: Per cent	Number	
965·7	6·9	40·4	925·3		6·7	354·9	3·7	38·3	316·7		3·4		1978 Annual average
887·2	6·3	33·1	854·1		6·2	346·7	3·6	30·4	316·3		3·3		1979
1,129·1	8·1	51·2	1,077·9		7·7	461·3	4·7	46·6	414·8		4·2		1980
1,773·3	12·8	51·4	1,721·9		12·4	649·1	6·7	42·5	606·5		6·3		1981
2,055·9	15·0	66·2	1,989·7		14·5	752·6	7·8	51·1	701·6		7·3		1982
2,133·5	15·6	74·6	2,059·0		15·0	854·0	8·9	56·1	797·9		8·3		1983††
934·9	6·7	10·3	924·5	910·1	6·5	325·8	3·3	10·2	315·6	321·7	3·3	..	1979 Mar 8
890·9	6·4	8·6	882·4	881·0	6·3	312·0	3·2	8·4	303·6	315·9	3·2	..	April 5
853·6	6·1	13·7	839·9	873·4	6·2	307·2	3·1	12·7	294·6	323·0	3·3	..	May 10
846·7	6·0	59·3	787·5	855·0	6·1	328·2	3·4	49·6	278·6	321·6	3·3	..	June 14
890·6	6·4	95·1	795·5	847·0	6·0	388·5	4·0	81·0	307·4	322·9	3·3	..	July 12
887·9	6·3	81·3	806·7	837·5	6·0	389·0	4·0	67·4	321·6	319·4	3·3	..	Aug 9
854·8	6·1	44·4	810·4	835·2	6·0	371·5	3·8	44·7	326·8	319·5	3·3	..	Sep 13
848·6	6·1	24·5	824·1	842·2	6·0	357·4	3·7	27·2	330·2	323·0	3·3	..	Oct 11†
849·5	6·1	16·8	832·7	836·4	6·0	349·6	3·6	19·1	330·5	322·6	3·3	..	Nov 8
858·5	6·1	13·0	845·5	838·7	6·0	342·1	3·5	14·3	327·9	327·7	3·4	..	Dec 6
935·9	6·7	15·3	920·6	854·4	6·1	374·9	3·8	16·4	358·6	337·0	3·4	..	1980 Jan 10
949·8	6·8	12·3	937·5	882·2	6·3	375·3	3·8	13·2	362·1	348·1	3·5	..	Feb 14
942·2	6·7	9·9	932·3	902·0	6·5	370·7	3·8	10·6	360·2	359·0	3·7	..	Mar 13
971·6	7·0	18·8	952·8	936·2	6·7	381·8	3·9	17·2	364·6	369·6	3·8	..	April 10
962·9	6·9	17·1	945·8	966·7	6·9	377·4	3·8	15·8	361·5	384·1	3·9	..	May 8
1,024·0	7·3	73·2	950·8	1,008·4	7·2	420·3	4·3	62·6	357·7	396·2	4·0	..	June 12
1,144·8	8·2	127·3	1,017·6	1,058·0	7·6	512·0	5·2	111·6	400·4	410·1	4·2	..	July 10
1,221·6	8·7	116·4	1,105·1	1,127·2	8·1	541·6	5·5	99·2	442·4	433·8	4·4	..	Aug 14
1,259·9	9·0	85·9	1,174·0	1,189·1	8·5	546·5	5·6	80·8	465·8	450·8	4·6	..	Sep 11
1,294·0	9·3	58·0	1,236·0	1,255·2	9·0	537·5	5·5	56·1	481·5	474·4	4·8	..	Oct 9
1,382·8	9·9	43·3	1,339·6	1,341·7	9·6	546·6	5·6	41·5	505·1	496·6	5·1	..	Nov 13
1,459·8	10·4	36·8	1,422·9	1,413·8	10·1	551·5	5·6	34·0	517·5	517·5	5·3	..	Dec 11
1,583·4	11·4	39·2	1,544·2	1,474·0	10·6	594·2	6·2	35·3	558·9	534·6	5·5	..	1981 Jan 15
1,621·6	11·7	33·5	1,588·1	1,529·0	11·0	596·2	6·2	29·7	566·7	550·0	5·7	..	Feb 12
1,646·7	11·8	28·5	1,618·1	1,584·6	11·4	592·5	6·1	24·6	567·9	564·5	5·9	..	Mar 12
1,681·6	12·1	26·6	1,655·0	1,633·4	11·8	597·7	6·2	22·3	575·4	578·3	6·0	..	April 9
1,710·3	12·4	42·6	1,667·7	1,687·5	12·1	601·2	6·2	33·9	567·4	588·8	6·1	..	May 14
1,706·1	12·3	39·7	1,666·4	1,725·0	12·4	593·2	6·2	31·8	561·4	599·8	6·2	..	June 11
1,775·1	12·8	39·4	1,735·7	1,766·8	12·7	638·7	6·6	31·4	607·3	616·6	6·4	..	July 9§
1,819·8	13·1	44·8	1,775·0	1,793·9	12·9	668·6	6·9	35·4	633·2	627·1	6·5	..	Aug 13§
1,908·8	13·7	91·8	1,817·0	1,821·9	13·1	734·5	7·6	76·0	658·4	639·0	6·6	..	Sep 10§
1,932·0	13·9	92·8	1,839·2	1,844·2	13·3	735·7	7·6	77·1	658·6	644·3	6·7	..	Oct 8§
1,941·7	14·0	74·5	1,867·2	1,866·7	13·4	726·0	7·5	61·6	664·4	654·0	6·8	..	Nov 12
1,952·9	14·1	63·8	1,889·1	1,877·1	13·5	710·0	7·4	51·5	658·5	657·0	6·8	..	Dec 10
2,047·3	14·9	66·9	1,980·3	1,908·9	13·9	743·3	7·7	53·7	689·5	664·8	6·9	..	1982 Jan 14
2,031·6	14·8	58·6	1,973·0	1,912·7	14·0	734·0	7·6	46·6	687·3	670·2	7·0	..	Feb 11
1,999·4	14·6	50·6	1,948·8	1,914·8	14·0	718·1	7·5	39·3	678·9	675·3	7·0	..	Mar 11
2,000·3	14·6	46·8	1,953·4	1,933·5	14·1	714·0	7·4	35·0	679·0	682·1	7·1	..	April 15
1,988·1	14·5	56·4	1,931·6	1,951·7	14·2	707·2	7·4	41·9	665·3	687·1	7·2	280·6	May 13
1,967·1	14·4	53·6	1,913·6	1,973·6	14·4	696·7	7·3	39·6	657·1	696·4	7·3	278·6	June 10
2,011·6	14·7	53·7	1,957·9	2,002·5	14·6	732·8	7·6	39·8	693·0	708·3	7·4	282·5	July 8
2,036·6	14·9	56·3	1,980·3	2,015·5	14·7	753·1	7·8	40·7	712·5	713·2	7·4	287·7	Aug 12
2,127·3	15·5	108·2	2,019·1	2,038·3	14·9	823·0	8·6	85·1	737·9	723·5	7·5	291·6	Sep 9
2,127·4	15·5	92·7	2,034·6	2,054·0	15·0	807·9	8·4	73·8	734·1	725·6	7·6	291·6	Oct 14
2,147·6	15·7	79·3	2,068·3	2,068·3	15·1	803·2	8·4	62·4	740·8	730·2	7·6	294·0	Nov 11
2,186·4	16·0	71·1	2,115·2	2,099·7	15·3	798·3	8·3	54·7	743·6	741·0	7·7	295·5	Dec 9
2,270·6	16·6	74·8	2,195·9	2,120·0	15·5	838·4	8·7	58·6	779·8	753·4	7·8	307·2	1983 Jan 13
2,252·7	16·4	67·6	2,185·1	2,128·5	15·5	832·0	8·7	52·2	779·7	762·6	7·9	308·0	Feb 10
2,236·0	16·3	61·6	2,174·4	2,143·1	15·6	822·7	8·6	47·1	775·6	772·6	8·0	308·5	Mar 10
2,221·1	16·2	74·4	2,146·7	2,128·2	15·5	832·5	8·7	55·4	777·0	781·0	8·1	312·2	April 14 ††
2,115·0	15·4	69·9	2,045·1	2,066·1	15·1	819·4	8·5	51·7	767·7	791·2	8·2	311·4	May 12
2,061·8	15·0	66·3	1,995·5	2,055·1	15·0	808·7	8·4	49·0	759·7	800·3	8·3	310·7	June 9
2,059·4	15·0	64·7	1,994·7	2,034·6	14·8	844·1	8·8	47·5	796·6	808·7	8·4	314·3	July 14
2,040·6	14·9	63·4	1,977·1	2,017·1	14·7	852·4	8·9	45·5	806·8	809·3	8·4	321·1	Aug 11
2,116·3	15·4	117·9	1,998·5	2,016·2	14·7	927·4	9·7	90·6	836·8	818·4	8·5	325·2	Sept 8
2,075·9	15·1	92·4	1,983·5	2,006·0	14·6	898·3	9·4	70·3	827·9	820·5	8·5	327·4	Oct 13
2,072·4	15·1	76·0	1,996·4	1,997·8	14·6	892·2	9·3	57·1	835·2	825·0	8·6	330·7	Nov 10
2,080·7	15·2	65·7	2,015·0	1,998·7	14·6	880·3	9·2	48·6	831·7	832·0	8·7	334·1	Dec 8
2,156·6	15·7	64·7	2,091·9	2,014·0	14·7	920·9	9·6	48·5	872·3	845·8	8·8	349·1	1984 Jan 12
2,147·4	15·7	58·5	2,088·9	2,031·5 R	14·8	916·5	9·5	43·7	872·7	855·6 R	8·9	350·2	Feb 9
2,116·6	15·4	52·6	2,064·0	2,034·2	14·8	905·3	9·4	39·3	866·0	863·6	9·0	351·3	Mar 8

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					
									Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST														
1979† Annual averages	**257·7**	192·3	65·4	7·8	**3·4**	4·3	2·0	249·9		3·3			191·2	63·1
1980	**328·1**	241·0	87·1	14·6	**4·2**	5·4	2·8	313·5		4·1			233·1	80·5
1981	**547·6**	407·5	140·1	16·5	**7·1**	9·1	4·3	531·0		6·5			398·1	132·9
1982	**664·6**	490·8	173·8	22·4	**8·7**	11·1	5·4	642·3		8·4			477·9	164·2
1983††	**721·4**	514·5	206·9	24·5	**9·5**	11·6	6·5	696·9		9·1			500·7	196·4
1983 Mar 10	**734·6**	539·1	195·5	20·2	**9·6**	12·2	6·1	714·5	708·7	9·3	8·8	7·9	521·3	187·4
April 14††	**731·3**	533·6	197·6	23·2	**9·6**	12·1	6·2	708·0	706·6	9·3	−2·1(4·3)	4·5(6·6)	516·3	190·3
May 12	**704·8**	509·6	195·2	22·5	**9·2**	11·5	6·1	682·3	693·6	9·1	−13·0(4·7)	−2·1(5·9)	500·5	193·1
June 9	**689·8**	496·4	193·4	21·2	**9·0**	11·2	6·0	668·6	693·9	9·1	0·3(7·6)	−4·9(5·5)	498·5	195·4
July 14	**702·3**	497·3	205·0	20·3	**9·2**	11·2	6·4	682·1	692·0	9·1	−1·9(3·2)	−4·9(5·2)	493·0	199·0
Aug 11	**706·1**	495·4	210·7	19·2	**9·3**	11·2	6·6	686·9	690·8	9·1	−1·2(0·6)	−0·9(3·8)	490·7	200·1
Sep 8	**735·1**	509·4	225·8	37·2	**9·6**	11·5	7·0	697·9	694·2	9·1	3·4	0·1(2·4)	490·9	203·3
Oct 13	**726·2**	503·3	223·0	32·7	**9·5**	11·4	7·0	693·6	693·7	9·1	−0·5	0·6(1·2)	488·9	204·8
Nov 10	**725·4**	502·9	222·5	26·7	**9·5**	11·4	6·9	698·6	697·0	9·1	3·3	2·1	489·8	207·2
Dec 8	**723·5**	504·1	219·3	22·8	**9·5**	11·4	6·8	700·6	700·7	9·2	3·7	2·2	490·6	210·1
1984 Jan 12	**750·9**	522·0	228·9	20·9	**9·8**	11·8	7·1	730·0	707·8	9·3	7·1	4·7	492·9	214·9
Feb 9	**748·7**	519·3	229·4	18·8	**9·8**	11·7	7·2	729·8	713·4 R	9·4	5·6	5·5	495·5	217·9 R
Mar 8	**740·1**	513·0	227·1	16·9	**9·7**	11·6	7·1	723·2	716·4	9·4	3·0	5·2	496·3	220·1
GREATER LONDON (included in South East)														
1979† Annual averages	**126·0**	96·1	29·9	3·4	**3·4**	4·3	1·9	122·6		3·3			95·9	29·0
1980	**157·5**	117·1	40·4	6·0	**4·2**	5·4	2·6	151·5		4·1			114·0	37·6
1981	**263·5**	195·8	67·6	9·0	**7·0**	8·8	4·4	254·5		6·7			190·4	64·0
1982	**323·3**	238·5	84·8	10·7	**8·6**	10·8	5·5	312·6		8·3			232·3	80·3
1983††	**359·9**	258·8	101·1	12·0	**9·6**	11·7	6·6	347·9		9·3			251·8	96·1
1983 Mar 10	**357·8**	262·7	95·1	10·0	**9·6**	11·9	6·2	347·9	346·4	9·3	5·1	4·7	254·9	91·5
April 14††	**359·9**	263·2	96·8	10·9	**9·6**	11·9	6·3	349·0	349·2	9·3	2·8(5·4)	4·5(5·4)	225·7	93·5
May 12	**353·4**	257·1	96·3	11·0	**9·4**	11·6	6·3	342·4	345·6	9·2	−3·6(3·0)	1·4(4·5)	250·9	94·7
June 9	**348·6**	253·0	95·5	10·5	**9·3**	11·4	6·2	338·1	347·2	9·3	1·6(4·4)	0·3(4·3)	251·6	95·6
July 14	**355·8**	255·0	100·8	10·2	**9·5**	11·5	6·6	345·7	348·8	9·3	1·6(4·0)	0·1(3·8)	251·2	97·6
Aug 11	**359·2**	255·3	103·8	9·5	**9·6**	11·5	6·8	349·6	348·3	9·3	−0·5(0·2)	0·9(2·9)	250·4	97·9
Sep 8	**370·9**	261·0	109·9	16·6	**9·9**	11·8	7·2	354·3	349·8	9·3	1·5	0·9(1·9)	250·7	99·1
Oct 13	**367·8**	258·9	108·9	16·2	**9·8**	11·7	7·1	351·6	351·5	9·4	1·7	0·9(1·1)	251·2	100·3
Nov 10	**367·3**	258·6	108·7	13·7	**9·8**	11·7	7·1	353·5	353·7	9·4	2·2	1·8	252·0	101·7
Dec 8	**366·0**	258·7	107·3	11·9	**9·8**	11·7	7·0	354·0	356·4	9·5	2·7	2·2	253·3	103·1
1984 Jan 12	**375·6**	264·7	110·9	10·9	**10·0**	12·0	7·2	364·7	358·9	9·6	2·5	2·5	253·8	105·1
Feb 9	**375·5**	264·2	111·3	9·8	**10·0**	12·0	7·3	365·7	361·6 R	9·7 R	2·7	2·6	255·2 R	106·4
Mar 8	**373·5**	263·0	110·6	9·0	**10·0**	11·9	7·2	364·6	363·4	9·7	1·8	2·3	256·0	107·4
EAST ANGLIA														
1979† Annual averages	**30·8**	22·7	8·1	1·1	**4·2**	5·2	2·8	32·6		4·1			22·4	7·7
1980	**39·2**	28·5	10·7	2·0	**5·3**	6·5	3·6	37·2		5·0			27·5	9·7
1981	**61·4**	45·9	15·5	2·0	**8·4**	10·4	5·3	59·4		8·1			44·9	14·5
1982	**72·2**	53·2	19·0	2·4	**9·9**	12·1	6·4	69·8		9·5			51·9	17·9
1983††	**77·5**	54·8	22·6	2·7	**10·6**	12·5	7·7	74·7		10·2			53·4	21·4
1983 Mar 10	**81·9**	60·0	21·9	2·2	**11·2**	13·7	7·4	79·8	77·2	10·5	0·4	0·5	56·5	20·7
April 14††	**81·8**	59·4	22·4	2·8	**11·2**	13·6	7·6	79·0	77·2	10·5	—(0·7)	0·1(0·3)	56·2	21·0
May 12	**77·3**	55·3	22·0	2·6	**10·6**	12·6	7·4	74·7	75·1	10·2	−2·1(−0·1)	−0·6(0·3)	53·8	21·3
June 9	**73·6**	52·3	21·3	2·4	**10·0**	12·0	7·2	71·1	74·3	10·1	−0·8(−0·3)	−1·0(0·3)	52·9	21·4
July 14	**73·2**	51·4	21·8	2·3	**10·0**	11·7	7·4	70·9	73·5	10·0	−0·8(—)	−1·2(0·1)	52·1	21·4
Aug 11	**72·4**	50·5	21·9	2·2	**9·9**	11·5	7·4	70·3	73·1	10·0	−0·4(−0·1)	−0·7(−0·1)	51·6	21·5
Sep 8	**76·0**	52·0	23·9	4·4	**10·4**	11·9	8·1	71·5	73·5	10·0	0·4	−0·3(0·1)	51·6	21·9
Oct 13	**76·2**	52·0	24·1	3·5	**10·4**	11·9	8·2	72·6	73·5	10·0	—	—(0·1)	51·4	22·1
Nov 10	**75·6**	51·7	23·9	2·8	**10·3**	11·8	8·1	72·8	73·1	10·0	−0·4	—	50·7	22·4
Dec 8	**76·2**	52·5	23·7	2·5	**10·4**	12·0	8·0	73·7	73·0	10·0	−0·1	−0·2	50·5	22·5
1984 Jan 12	**80·0**	54·9	25·0	2·3	**10·9**	12·6	8·5	77·7	74·0	10·1	1·0	0·2	50·9	23·1
Feb 9	**80·7**	55·6	25·1	2·0	**11·0**	12·7	8·5	78·6	74·9 R	10·2	0·9	0·6	51·5 R	23·4 R
Mar 8	**79·1**	54·4	24·7	1·8	**10·8**	12·4	8·4	77·2	74·5	10·2	−0·4	0·5	51·0	23·5

See footnotes to table 2·1.

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
SOUTH WEST														
1979† Annual averages	**90·5**	64·9	25·6	3·6	**5·4**	6·6	3·7	86·9		5·2			63·9	24·2
1980	**106·9**	75·3	31·6	5·5	**6·4**	7·7	4·5	101·5		6·0			72·4	29·1
1981	**155·6**	112·0	43·6	4·4	**9·3**	11·5	6·3	151·2		9·1			109·7	41·5
1982	**179·0**	128·0	51·0	5·7	**10·8**	13·2	7·3	173·3		10·4			124·8	48·4
1983††	**188·6**	129·3	59·3	6·2	**11·3**	13·4	8·5	182·3		11·0			125·9	56·5
1983 Mar 10	**199·3**	141·2	58·1	5·1	**12·0**	14·6	8·3	194·2	189·1	11·4	1·0	1·7	134·8	54·3
April 14††	**194·4**	137·3	57·2	6·2	**11·7**	14·2	8·2	188·2	185·8	11·2	−3·3(−0·4)	−0·4(0·6)	131·6	54·2
May 12	**182·4**	126·5	55·9	5·8	**11·0**	13·1	8·0	176·6	180·3	10·8	−5·5(1·7)	−2·6(0·8)	124·9	55·4
June 9	**174·1**	120·4	53·6	5·4	**10·5**	12·5	7·7	168·7	180·4	10·8	0·1(2·8)	−2·9(1·4)	124·1	56·3
July 14	**175·9**	119·7	56·2	5·2	**10·6**	12·4	8·1	170·8	179·0	10·8	−1·4(0·3)	−2·3(1·6)	121·8	57·3
Aug 11	**175·7**	118·6	57·0	5·1	**10·6**	12·3	8·2	170·6	177·8	10·7	−1·2(−0·6)	−0·8(0·8)	120·8	57·0
Sep 8	**186·4**	124·1	62·3	10·1	**11·2**	12·8	8·9	176·3	180·1	10·8	2·3	−0·1(−0·7)	122·0	58·1
Oct 13	**187·8**	124·1	63·7	8·0	**11·3**	12·8	9·1	179·8	180·0	10·8	−0·1	0·3(0·5)	120·9	59·1
Nov 10	**190·0**	125·1	64·8	6·4	**11·4**	12·9	9·3	183·5	179·9	10·8	−0·1	0·7	120·3	59·6
Dec 8	**191·2**	126·8	64·4	5·5	**11·5**	13·1	9·2	185·8	180·8	10·9	0·9	0·2	120·7	60·1
1984 Jan 12	**199·3**	132·1	67·2	5·1	**12·0**	13·7	9·6	194·3	182·8	11·0	2·0	0·9	121·5	61·3
Feb 9	**198·6**	131·3	67·3	4·6	**11·9**	13·6	9·6	194·0	185·1 R	11·1	2·3	1·7	122·8 R	62·3 R
Mar 8	**195·1**	129·0	66·0	4·0	**11·7**	13·3	9·5	191·0	185·7	11·2	0·6	1·6	123·1	62·6
WEST MIDLANDS														
1979† Annual averages	**120·2**	85·4	34·9	7·2	**5·2**	6·1	3·8	113·0		4·9			82·7	31·6
1980	**170·1**	119·4	50·7	12·2	**7·3**	8·5	5·4	157·9		6·8			113·3	44·6
1981	**290·6**	213·9	76·6	12·3	**12·7**	15·4	8·4	278·3		12·1			207·3	71·0
1982	**337·9**	249·9	87·9	14·8	**14·9**	18·4	9·8	323·0		14·3			241·6	81·4
1983††	**354·7**	257·3	97·4	16·0	**15·7**	18·9	10·8	338·6		15·0			248·5	90·3
1983 Mar 10	**364·5**	270·6	93·8	13·3	**16·1**	19·9	10·4	351·2	349·2	15·5	3·5	3·5	260·8	88·4
April 14††	**366·8**	270·8	96·1	16·5	**16·2**	19·9	10·7	350·3	349·8	15·5	0·6(2·2)	2·1(2·7)	260·4	89·4
May 12	**353·8**	259·1	94·7	15·3	**15·7**	19·0	10·5	338·4	343·7	15·2	−6·1(3·0)	−0·7(2·9)	253·0	90·7
June 9	**347·5**	253·4	94·1	14·4	**15·4**	18·6	10·5	333·1	341·8	15·2	−1·9(1·2)	−2·5(2·1)	250·5	91·3
July 14	**348·8**	251·7	97·1	13·9	**15·4**	18·5	10·8	334·9	338·0	15·0	−3·1(—)	−3·7(1·9)	247·1	91·6
Aug 11	**345·7**	248·4	97·3	13·6	**15·3**	18·2	10·8	332·1	333·8	14·8	−4·2(−3·1)	−3·3(−0·6)	243·0	90·8
Sep 8	**361·8**	255·5	106·4	25·0	**16·0**	18·8	11·8	336·8	334·1	14·8	0·3	−2·6(−0·9)	242·1	92·1
Oct 13	**350·0**	248·0	102·0	19·7	**15·5**	18·2	11·4	330·3	330·5	14·6	−3·6	−2·5(−2·1)	238·6	91·9
Nov 10	**343·6**	243·9	99·7	16·1	**15·2**	17·9	11·1	327·5	328·2	14·5	−2·3	−1·9	236·2	92·0
Dec 8	**341·4**	243·3	98·1	14·1	**15·1**	17·9	10·9	327·4	327·2	14·5	−1·0	−2·3	234·8	92·4
1984 Jan 12	**349·6**	248·8	100·8	12·8	**15·5**	18·3	11·2	336·8	327·9	14·5	0·7	−0·9	234·7	93·2
Feb 9	**346·8**	246·5	100·4	11·6	**15·3**	18·1	11·2	335·2	329·9 R	14·6	2·0	0·6	235·5 R	94·4 R
Mar 8	**343·1**	243·4	99·7	10·5	**15·2**	17·9	11·1	332·6	330·6	14·6	0·7	1·1	235·2	95·4
EAST MIDLANDS														
1979† Annual averages	**70·9**	52·5	18·5	3·2	**4·4**	5·4	2·8	67·7		4·2			51·3	17·2
1980	**98·7**	71·6	27·1	6·3	**6·1**	7·4	4·1	92·4		5·7			68·4	24·1
1981	**155·3**	115·3	39·9	5·6	**9·6**	12·0	6·2	149·7		9·3			112·3	37·4
1982	**176·6**	130·7	45·9	6·4	**11·0**	13·8	7·0	170·2		10·6			127·0	43·2
1983††	**188·0**	134·8	53·2	6·9	**11·7**	14·2	8·1	181·2		11·3			131·0	50·4
1983 Mar 10	**195·9**	145·1	50·8	5·5	**12·2**	15·3	7·8	190·4	188·5	11·8	2·4	2·7	139·6	48·9
April 14††	**195·0**	142·6	52·4	7·1	**12·2**	15·0	8·0	187·9	186·5	11·6	−2·0(1·6)	0·5(1·7)	136·7	49·8
May 12	**185·5**	134·1	51·4	6·4	**11·6**	14·1	7·9	179·1	181·2	11·3	−5·3(1·3)	−1·6(1·8)	131·2	50·0
June 9	**180·6**	129·8	50·8	6·0	**11·3**	13·7	7·8	174·6	179·8	11·2	−1·4(1·0)	−2·9(1·3)	129·6	50·2
July 14	**182·4**	129·2	53·2	5·8	**11·4**	13·6	8·1	176·6	179·4	11·2	−0·4(0·7)	−2·4(1·5)	128·5	50·9
Aug 11	**180·5**	127·1	53·4	5·7	**11·3**	13·4	8·2	174·9	177·3	11·1	−2·1(−1·2)	−1·3(0·2)	126·5	50·8
Sep 8	**190·0**	131·9	58·1	11·4	**11·9**	13·9	8·9	178·6	178·3	11·1	1·0	−0·5(0·2)	127·0	51·5
Oct 13	**184·4**	128·6	55·8	8·5	**11·5**	13·6	8·5	175·9	177·9	11·1	−0·4	−0·5(−0·2)	126·0	51·9
Nov 10	**183·6**	128·4	55·3	7·1	**11·5**	13·5	8·5	176·6	177·8	11·1	−0·1	0·2	125·5	52·3
Dec 8	**184·5**	129·7	54·8	6·0	**11·5**	13·7	8·4	178·6	178·4	11·1	0·6	—	125·7	52·7
1984 Jan 12	**193·8**	135·7	58·1	5·6	**12·1**	14·3	8·9	188·3	181·6	11·3	3·2	1·2	127·2	54·4
Feb 9	**194·2**	136·1	58·1	5·1	**12·1**	14·3	8·9	189·1	184·2 R	11·5	2·6	2·1	129·0 R	55·2 R
Mar 8	**192·8**	135·1	57·7	4·6	**12·0**	14·2	8·8	188·2	185·9	11·6	1·7	2·5	129·8	56·1

See footnotes to table 2·1

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted					
									Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
YORKSHIRE AND HUMBERSIDE														
1979†	**114·6**	82·2	32·3	6·4	**5·4**	6·5	3·8	108·2		5·2			80·1	29·4
1980	**154·6**	109·9	44·7	11·0	**7·3**	8·7	5·3	143·7		6·8			104·5	39·2
1981 Annual averages	**237·2**	175·9	61·3	9·8	**11·5**	14·1	7·5	227·4		11·0			170·7	56·7
1982	**273·2**	201·1	72·0	13·0	**13·4**	16·4	8·9	260·1		12·7			193·9	66·1
1983††	**288·7**	207·4	81·3	14·8	**14·1**	16·9	10·0	273·8		13·4			199·1	74·8
1983 Mar 10	**296·7**	218·6	78·1	11·6	**14·5**	17·8	9·6	285·1	281·7	13·8	1·3	2·0	208·9	72·8
April 14††	**297·5**	217·6	79·9	15·6	**14·6**	17·7	9·8	282·0	281·2	13·8	−0·5(3·0)	0·6(1·8)	207·5	73·7
May 12	**284·6**	206·0	78·6	14·2	**13·9**	16·7	9·7	270·4	274·1	13·4	−7·1(—)	−2·1(1·4)	199·7	74·4
June 9	**277·6**	199·9	77·7	13·4	**13·6**	16·2	9·6	264·2	273·8	13·4	0·3(3·6)	−2·6(2·2)	198·3	75·5
July 14	**279·4**	199·1	80·3	13·7	**13·7**	16·2	9·9	266·8	271·8	13·3	−2·0(−0·2)	−3·6(1·1)	196·0	75·8
Aug 11	**277·6**	196·6	81·0	12·2	**13·6**	16·0	10·0	265·4	270·1	13·2	−1·7(−0·9)	−1·3(0·8)	194·5	75·6
Sep 8	**296·9**	206·8	90·1	25·4	**14·5**	16·8	11·1	271·5	271·1	13·3	1·0	−0·9(—)	194·3	76·8
Oct 13	**284·4**	199·7	84·7	18·7	**13·9**	16·2	10·4	265·7	267·5	13·1	−3·6	−1·4(−1·2)	191·4	76·1
Nov 10	**283·4**	199·9	83·5	14·9	**13·9**	16·2	10·3	268·4	267·8	13·1	0·3	−0·8	191·2	76·6
Dec 8	**282·7**	200·3	82·5	12·4	**13·8**	16·3	10·1	270·4	268·1	13·1	0·3	−1·0	190·7	77·4
1984 Jan 12	**293·7**	208·0	85·7	11·4	**14·4**	16·9	10·5	282·3	271·8	13·3	3·7	1·4	193·2	78·6
Feb 9	**293·2**	207·7	85·5	10·2	**14·3**	16·9	10·5	283·0	275·6 R	13·5	3·8	2·6	195·8 R	79·8 R
Mar 8	**288·0**	203·7	84·3	9·2	**14·1**	16·6	10·4	278·8	275·4	13·5	−0·2	2·4	195·3	80·1
NORTH WEST														
1979†	**187·0**	134·9	52·1	11·2	**6·5**	8·1	4·4	175·8		6·2			130·2	47·6
1980	**242·1**	171·5	70·6	15·4	**8·5**	10·3	5·9	226·7		7·9			163·3	63·5
1981 Annual averages	**354·9**	257·9	97·0	13·9	**12·6**	15·7	8·3	341·0		12·1			250·2	90·8
1982	**407·8**	298·6	109·2	16·6	**14·7**	18·4	9·4	391·2		14·1			289·2	102·0
1983††	**437·1**	315·7	121·4	18·8	**15·7**	19·5	10·5	418·2		15·1			305·0	113·3
1983 Mar 10	**440·3**	323·2	117·1	14·8	**15·8**	19·9	10·1	425·4	424·6	15·3	5·1	4·1	313·6	111·0
April 14††	**443·3**	324·6	118·8	18·8	**16·0**	20·0	10·3	424·6	425·0	15·3	0·4(3·9)	2·0(3·1)	313·3	111·7
May 12	**429·9**	312·6	117·3	17·8	**15·5**	19·3	10·1	412·1	418·5	15·1	−6·5(1·9)	−0·3(3·6)	305·9	112·6
June 9	**422·8**	307·4	115·4	17·1	**15·2**	18·9	10·0	405·8	418·7	15·1	0·2(2·8)	−2·0(2·9)	305·2	113·5
July 14	**429·7**	309·3	120·3	17·0	**15·5**	19·1	10·4	412·7	415·6	15·0	−3·1(−0·4)	−3·1(1·4)	302·0	113·6
Aug 11	**428·5**	307·3	121·2	16·6	**15·4**	18·9	10·5	412·0	413·6	14·9	−2·0(−0·9)	−1·6(0·5)	300·0	113·6
Sep 8	**449·7**	318·1	131·6	30·1	**16·2**	19·6	11·4	419·6	413·5	14·9	−0·1	−1·7(−0·5)	299·1	114·4
Oct 13	**437·6**	311·1	126·5	23·4	**15·7**	19·2	10·9	414·2	414·7	14·9	1·2	−0·3(0·1)	299·4	115·3
Nov 10	**436·7**	311·0	125·7	19·3	**15·7**	19·2	10·9	417·4	417·4	15·0	2·7	1·3	300·2	117·2
Dec 8	**435·9**	311·8	124·2	16·8	**15·7**	19·2	10·7	419·2	419·7	15·1	2·3	2·1	301·3	118·4
1984 Jan 14	**451·0**	320·6	130·4	15·6	**16·2**	19·8	11·3	435·4	423·5	15·2	3·8	2·9	303·1	120·4
Feb 9	**447·8**	318·7	129·1	14·4	**16·1**	19·6	11;2	433·5	427·0	15·4	3·5	3·2	305·5	121·5
Mar 8	**442·1**	314·6	127·5	12·9	**15·9**	19·4	11·0	429·2	428·0	15·4	1·0	2·8	305·7	122·3
NORTH														
1979†	**113·7**	81·0	32·6	7·1	**8·3**	9·9	6·0	106·5		7·9			77·6	29·6
1980	**140·8**	99·9	40·8	9·8	**10·4**	12·3	7·6	130·9		9·7			94·8	36·2
1981 Annual averages	**192·0**	141·0	50·9	8·9	**14·6**	17·9	9·7	183·0		14·0			136·2	46·8
1982	**214·6**	158·8	55·8	10·7	**16·5**	20·3	10·7	203·9		15·6			152·6	51·3
1983††	**225·7**	164·7	61·0	11·8	**17·3**	21·1	11·7	213·9		16·4			157·7	56·0
1983 Mar 10	**228·2**	169·7	58·5	9·0	**17·5**	21·7	11·2	219·1	217·1	16·7	2·1	1·2	162·4	54·7
April 14††	**229·8**	170·1	59·8	11·9	**17·6**	21·8	11·4	218·0	217·0	16·7	−0·1(2·7)	0·4(1·3)	161·8	55·2
May 12	**222·4**	163·6	58·8	11·0	**17·1**	21·0	11·3	211·4	214·9	16·5	−2·1(4·2)	—(3·0)	158·9	56·0
June 9	**218·6**	160·3	58·3	10·4	**16·8**	20·5	11·2	208·2	215·3	16·5	0·4(2·0)	−0·6(3·0)	158·9	56·4
July 14	**218·4**	158·7	59·7	10·2	**16·8**	20·3	11·4	208·2	212·0	16·3	−3·3(−1·8)	−1·7(1·5)	155·8	56·2
Aug 11	**216·5**	156·6	59·9	10·3	**16·6**	20·1	11·5	206·2	210·1	16·1	−1·9(−1·1)	−1·6(−0·3)	154·0	56·1
Sep 8	**234·1**	165·9	68·2	21·2	**18·0**	21·3	13·1	212·9	211·4	16·2	1·3	−1·3(−0·5)	154·5	56·9
Oct 13	**225·2**	161·5	63·6	14·6	**17·3**	20·7	12·2	210·5	210·9	16·2	−0·5	−0·4(−0·1)	154·0	56·9
Nov 10	**224·7**	161·5	63·2	11·9	**17·2**	20·7	12·1	212·9	212·2	16·3	1·3	0·7	154·7	57·5
Dec 8	**224·2**	162·1	62·1	10·2	**17·2**	20·8	11·9	214·0	212·5	16·3	0·3	0·4	154·5	58·0
1984 Jan 12	**230·9**	166·8	64·1	9·3	**17·7**	21·4	12·3	221·5	213·0	16·3	0·5	0·7	154·5	58·5
Feb 9	**228·8**	165·5	63·3	8·4	**17·6**	21·2	12·1	220·5	215·4 R	16·5	2·4	1·1	156·3 R	59·1
Mar 8	**226·8**	164·4	62·3	7·6	**17·4**	21·1	11·9	219·2	217·8	16·7	2·4	1·8	158·4	59·4

See footnotes to table 2·1.

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
WALES														
1979†	**80·5**	57·1	23·4	5·3	**7·3**	8·5	5·4	78·4		6·9			55·0	21·1
1980	**102·7**	72·0	30·7	7·4	**9·4**	10·9	7·1	95·3		8·7			68·3	27·0
1981 Annual averages	**145·9**	106·8	39·1	6·5	**13·6**	16·4	9·2	139·4		13·0			103·3	36·1
1982	**164·8**	120·9	43·8	7·7	**15·6**	19·0	10·5	157·1		14·9			116·5	40·5
1983††	**170·4**	122·9	47·5	8·3	**16·1**	19·3	11·3	162·1		15·4			118·2	43·9
1983 Mar 10	**175·8**	129·4	46·4	6·5	**16·7**	20·4	11·1	169·3	167·2	15·8	0·7	1·0	124·1	43·1
April 14††	**176·2**	129·0	47·2	8·9	**16·7**	20·3	11·3	167·3	166·7	15·8	−0·5(1·4)	0·1(0·8)	123·0	43·7
May 12	**167·5**	121·5	46·0	8·0	**15·9**	19·1	11·0	159·5	163·1	15·5	−3·6(0·9)	−1·1(1·0)	119·0	44·1
June 9	**162·2**	117·6	44·5	7·3	**15·4**	18·5	10·6	154·9	161·6	15·3	−1·5(0·2)	−1·9(0·7)	117·4	44·2
July 14	**162·9**	117·2	45·7	6·9	**15·4**	18·4	10·9	156·0	160·0	15·2	−1·6(−0·7)	−2·2(—)	116·0	44·0
Aug 11	**161·2**	115·3	46·0	6·8	**15·3**	18·1	11·0	154·5	158·7	15·0	−1·3(−0·9)	−1·5(−0·6)	114·7	44·0
Sep 8	**173·8**	121·8	52·1	14·7	**16·5**	19·1	12·4	159·1	159·0	15·1	0·3	−0·9(−0·4)	114·4	44·6
Oct 13	**169·1**	119·5	49·7	10·3	**16·0**	18·8	11·8	158·9	159·0	15·1	—	−0·3(−0·2)	114·2	44·8
Nov 10	**168·5**	119·4	49·0	8·2	**16·0**	18·8	11·7	160·2	158·3	15·0	−0·7	−0·1	113·6	44·7
Dec 8	**168·7**	120·1	48·6	7·0	**16·0**	18·9	11·6	161·7	159·1	15·1	0·8	—	114·1	45·0
1984 Jan 12	**174·7**	124·5	50·2	6·5	**16·6**	19·6	12·0	168·2	160·8	15·2	1·7	0·6	115·3	45·5
Feb 9	**173·9**	124·3	49·6	5·8	**16·5**	19·5	11·8	168·1	163·2 R	15·5	2·4	1·6	117·3 R	45·9
Mar 8	**171·6**	122·7	48·9	5·2	**16·3**	19·3	11·7	166·5	164·2	15·6	1·0	1·7	118·0	46·2
SCOTLAND														
1979†	**168·3**	114·4	53·9	10·1	**7·4**	8·7	5·7	158·2		7·1			110·0	50·2
1980	**207·9**	140·3	67·6	13·2	**9·1**	10·7	7·1	194·7		8·6			133·2	61·6
1981 Annual averages	**282·8**	197·6	85·2	14·6	**12·6**	15·1	9·0	268·2		11·9			189·4	78·7
1982	**318·0**	223·9	94·1	17·8	**14·2**	17·3	10·0	300·2		13·4			213·7	86·4
1983††	**335·6**	232·1	103·4	20·6	**15·0**	17·9	11·0	315·0		14·1			220·3	94·7
1983 Mar 10	**341·5**	239·1	102·4	20·5	**15·3**	18·5	10·9	321·0	318·3	14·3	1·4	1·8	225·2	93·1
April 14††	**337·3**	236·2	101·1	18·9	**15·1**	18·3	10·8	318·4	317·6	14·2	−0·7(1·7)	0·2(1·0)	224·5	93·1
May 12	**326·3**	226·9	99·4	17·9	**14·6**	17·5	10·6	308·4	315·2	14·1	−2·4(2·7)	−0·6(1·9)	220·9	94·3
June 9	**323·9**	224·2	99·7	17·7	**14·5**	17·3	10·6	306·1	315·8	14·1	0·6(2·5)	−0·8(2·3)	220·5	95·3
July 14	**330·3**	225·8	104·6	18·0	**14·8**	17·5	11·1	312·3	315·0	14·1	−0·8(0·6)	−0·9(1·9)	218·8	96·2
Aug 11	**328·7**	224·8	103·9	17·6	**14·7**	17·4	11·1	311·1	313·0	14·0	−2·0(−1·4)	0·7(0·6)	217·1	95·9
Sep 8	**339·8**	230·8	109·0	28·9	**15·2**	17·8	11·6	310·9	313·2	14·0	0·2	−0·9(0·2)	216·9	96·3
Oct 13	**333·3**	228·0	105·2	23·3	**14·9**	17·6	11·2	310·0	312·1	14·0	−1·1	−1·0(−0·8)	216·4	95·7
Nov 10	**333·2**	228·6	104·6	19·5	**14·9**	17·7	11·1	313·7	312·3	14·0	0·2	−0·2	216·5	95·8
Dec 8	**332·5**	230·0	102·6	17·1	**14·9**	17·8	10·9	315·4	312·7	14·0	0·4	−0·2	217·0	95·7
1984 Jan 12	**353·4**	243·1	110·3	23·6	**15·8**	18·8	11·7	329·8	318·6	14·3	5·9	2·2	220·6	98·0
Feb 9	**351·1**	242·3	108·8	21·2	**15·7**	18·7	11·6	329·9	322·3 R	14·4	3·7	3·3	224·0 R	98·3
Mar 8	**343·3**	236·3	107·0	19·2	**15·4**	18·3	11·4	324·1	321·6	14·4	−0·7	3·0	223·3	98·3
NORTHERN IRELAND														
1979†	**61·8**	43·0	18·9	4·8	**10·8**	13·0	7·8	57·0		9·9			40·1	16·9
1980	**74·5**	51·5	22·9	6·4	**13·0**	15·7	9·3	68·1		11·9			47·7	20·4
1981 Annual averages	**98·0**	70·0	27·9	6·6	**17·3**	21·6	11·6	91·4		16·2			66·0	25·6
1982	**108·3**	77·3	31·0	6·2	**19·4**	24·5	12·8	102·1		18·3			73·5	28·7
1983††	**117·1**	85·1	32·0	4·2	**21·0**	27·0	13·3	112·9		20·3			82·5	30·5
1983 Mar 10	**113·7**	83·4	30·2	3·5	**20·4**	26·4	12·5	110·2	110·0	19·7	0·5	0·6	80·5	29·5
April 14	**116·4**	85·3	31·1	4·7	**20·9**	27·0	12·9	111·7	111·9	20·1	1·9	0·9	81·9	30·0
May 12	**115·0**	84·4	30·6	4·0	**20·6**	26·8	12·6	110·9	112·6	20·2	0·7	1·0	82·5	30·1
June 9††	**113·4**	82·9	30·5	3·6	**20·3**	26·2	12·6	109·8	112·3	20·2	−0·3(0·8)	0·8(1·1)	82·0	30·3
July 14	**117·1**	84·6	32·6	3·3	**21·0**	26·8	13·5	113·8	114·0	20·5	1·7(2·0)	0·7(1·2)	83·1	30·9
Aug 11	**117·0**	84·5	32·5	3·1	**21·0**	26·8	13·5	113·9	114·5	20·5	0·5(0·6)	0·6(1·1)	83·5	31·0
Sep 8	**123·7**	88·3	35·4	6·1	**22·2**	28·0	14·6	117·6	116·7	20·9	2·2	1·5(1·6)	84·9	31·8
Oct 13	**119·8**	85·5	33·4	5·4	**21·5**	27·4	13·8	114·5	114·5	20·5	−2·2	0·2(0·2)	83·9	30·6
Nov 10	**119·7**	86·6	33·2	4·6	**21·5**	27·4	13·7	115·1	115·7	20·8	1·2	0·4	84·1	31·6
Dec 8	**118·4**	86·2	32·2	3·8	**21·3**	27·3	13·3	114·6	115·4	20·7	−0·3	−0·4	84·0	31·4
1984 Jan 12	**122·2**	88·8	33·5	3·6	**21·9**	28·1	13·8	118·7	116·2	20·9	0·8	0·6	84·6	31·6
Feb 9	**122·5**	89·5	33·0	3·3	**22·0**	28·4	13·7	119·2	118·0 R	21·2	1·8	0·8	85·9	32·1 R
Mar 8	**120·9**	88·4	32·4	2·9	**21·7**	28·0	13·4	118·0	118·2	21·2	0·2	0·9	86·2	32·0

See footnotes to table 2·1.

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at March 8, 1984

	Male	Female	All unemployed	Rate
				per cent
ASSISTED REGIONS				
South West				
SDA	4,355	1,879	6,234	18·3
Other DA	22,300	12,632	34,932	15·2
IA	11,640	6,137	17,777	16·0
Unassisted	90,729	45,381	136,110	10·6
ALL	**129,024**	**66,029**	**195,053**	**11·7**
East Midlands				
SDA	—	—	—	—
Other DA	4,006	1,465	5,471	18·1
IA	4,047	1,736	5,783	20·1
Unassisted	127,044	54,528	181,572	11·6
All	**135,097**	**57,729**	**192,826**	**12·0**
Yorkshire and Humberside				
SDA	—	—	—	—
Other DA	49,511	18,600	68,111	16·6
IA	48,879	20,607	69,486	15·8
Unassisted	105,299	45,057	150,356	12·0
All	**203,689**	**84,264**	**287,953**	**14·1**
North West				
SDA	102,311	37,977	140,288	19·5
Other DA	25,199	10,994	36,193	17·2
IA	42,066	19,401	61,467	16·0
Unassisted	145,053	59,117	204,170	13·2
All	**314,629**	**127,489**	**442,118**	**15·9**
North				
SDA	125,388	43,819	169,207	18·4
Other DA	18,831	8,469	27,300	14·1
IA	10,485	4,025	14,510	15·5
Unassisted	9,729	6,035	15,764	9·9
All	**164,433**	**62,348**	**226,781**	**17·4**
Wales				
SDA	35,150	13,932	49,082	17·8
Other DA	65,876	25,652	91,528	15·3
IA	16,596	6,900	23,496	15·6
Unassisted	5,074	2,432	7,506	11·1
All	**122,696**	**48,916**	**171,612**	**16·3**
Scotland				
SDA	151,531	63,269	214,800	17·7
Other DA	33,462	17,149	50,611	16·0
IA	7,976	4,142	12,118	13·7
Unassisted	43,346	22,431	65,777	10·5
All	**236,315**	**106,991**	**343,306**	**15·4**
UNASSISTED REGIONS				
South East	**512,967**	**227,147**	**740,114**	**9·7**
East Anglia	**54,367**	**24,696**	**79,063**	**10·8**
West Midlands	**243,426**	**99,660**	**343,086**	**15·2**
GREAT BRITAIN				
SDA	418,735	160,876	579,611	18·3
Other DA	219,185	94,961	314,146	15·8
IA	141,689	62,948	204,637	15·8
Unassisted	1,337,034	586,484	1,923,518	11·2
All	**2,116,643**	**905,269**	**3,021,912**	**13·0**
Northern Ireland	**88,433**	**32,430**	**120,863**	**21·7**
Local areas (by region)				
South East				
*Aldershot	4,259	2,500	6,759	7·8
Alton	305	153	458	5·0
Andover	898	515	1,413	7·3
Ashford (Kent)	2,042	996	3,038	11·0
Aylesbury	1,998	1,059	3,057	6·7
Banbury	2,073	1,208	3,281	11·6
Basingstoke	2,435	1,459	3,894	8·1
*Bedford	5,029	2,484	7,513	8·9
*Braintree	2,455	1,361	3,816	10·8
*Brighton	11,710	4,901	16,611	12·1
Buckingham	239	175	414	8·0
*Canterbury	3,497	1,511	5,008	12·4
*Chatham	13,957	6,121	20,078	16·7
*Chelmsford	3,467	1,721	5,188	7·4
*Chichester	2,795	1,399	4,194	8·7
Clacton-on-Sea	2,527	1,035	3,562	19·7
Colchester	4,635	2,389	7,024	11·9
Cranbrook	487	207	694	10·5
*Crawley	5,984	3,309	9,293	5·6
Dover	1,458	833	2,291	9·0
*Eastbourne	2,852	1,293	4,145	9·6
*Folkestone	2,895	1,307	4,202	14·9
*Guildford	3,679	1,740	5,419	5·8
*Harlow	4,303	2,304	6,607	9·0
Harwich	576	279	855	9·4
*Hastings	4,415	1,751	6,166	13·7
*Hertford	1,667	946	2,613	6·1
*High Wycombe	4,127	1,890	6,017	6·3
*Hitchin	2,947	1,540	4,487	8·2
*Luton	10,413	4,873	15,286	11·2
Lymington	880	394	1,274	10·2
Maidstone	4,012	1,777	5,789	7·0
Margate	2,475	1,035	3,510	20·1
Milton Keynes	5,722	2,685	8,407	17·5
Newbury	1,461	752	2,213	7·7
*Newport (IoW)	4,465	2,237	6,702	16·0
*Oxford	8,958	4,812	13,770	7·7
*Portsmouth	16,591	7,735	24,326	12·3
*Ramsgate	3,911	1,942	5,853	16·5
*Reading	8,831	3,917	12,748	7·4
Sheerness	1,559	677	2,236	20·1
*Sittingbourne	2,278	963	3,241	12·9
*Slough	5,668	2,798	8,466	7·0
*Southampton	14,307	6,184	20,491	9·1
*Southend-on-Sea	21,761	8,718	30,479	15·5
*St Albans	3,869	1,828	5,697	6·4
Stevenage	2,730	1,618	4,348	11·3
*Tunbridge Wells	4,096	2,010	6,106	7·3
*Watford	6,510	2,806	9,316	7·5
*Worthing	3,946	1,592	5,538	9·2
East Anglia				
*Beccles	664	303	967	9·6
Bury St Edmunds	1,359	728	2,087	7·4
Cambridge	3,520	1,697	5,217	5·8
Cromer	1,071	443	1,514	18·4
Dereham	803	400	1,203	14·3
Diss	780	308	1,088	9·9
Downham Market	812	438	1,250	19·1
Ely	695	357	1,052	10·6
Fakenham	598	293	891	12·2
Great Yarmouth	4,464	1,989	6,453	17·5
Halesworth	285	142	427	10·7
Haverhill	793	451	1,244	11·6
Hunstanton	744	406	1,150	30·0
Huntingdon	1,347	843	2,190	9·7
*Ipswich	6,624	2,902	9,526	8·8
Kings Lynn	2,405	1,064	3,469	12·2
Leiston	442	201	643	12·9
Lowestoft	2,962	1,477	4,439	15·3
March	727	318	1,045	12·8
*Newmarket	847	495	1,342	7·8
North Walsham	719	245	964	11·4
*Norwich	9,449	3,786	13,235	10·3
Peterborough	7,135	2,892	10,027	15·3
St Neots	584	369	953	8·8
Sudbury	834	445	1,279	9·7
*Thetford	1,787	1,006	2,793	14·0
Wisbech	1,917	698	2,615	16·7
South West				
*Axminster	438	225	663	13·2
Barnstaple	1,648	936	2,584	11·5
Bath	2,833	1,317	4,150	8·9
Bideford	1,122	637	1,759	15·2
Blandford	440	290	730	9·8
Bodmin	577	275	852	12·1
*Bournemouth	12,110	5,401	17,511	12·2
*Bridgwater	2,436	1,214	3,650	12·5
Bridport	577	282	859	12·9
*Bristol	25,069	10,945	36,014	10·9
Bude	482	298	780	16·0
Camelford	253	133	386	15·8
Chard	534	300	834	10·0
*Cheltenham	4,159	2,057	6,216	8·4
*Chippenham	1,581	1,089	2,670	9·4
*Cinderford (Forest of Dean)	2,142	1,216	3,358	15·8
Cirencester	647	336	983	8·5
Dartmouth	255	162	417	17·0
Devizes	427	219	646	7·1
Dorchester	595	312	907	5·5
Dursley	644	420	1,064	9·5
*Exeter	4,789	2,257	7,046	9·7
Falmouth	1,634	737	2,371	20·8
Frome	626	356	982	11·1
Gloucester	4,571	2,062	6,633	9·8
Helston	740	447	1,187	20·0
Honiton	718	344	1,062	12·9
Ilfracombe	812	418	1,230	28·3
Kingsbridge	426	235	661	16·0
Launceston	359	216	575	11·0
*Liskeard	855	460	1,315	19·9
Midsomer Norton	851	497	1,348	11·3
Minehead	680	440	1,120	14·0
Newquay	1,392	971	2,363	25·5
Okehampton	403	233	636	14·5
Penzance	1,787	726	2,513	20·8
*Plymouth	10,722	6,455	17,177	13·7
*Redruth	2,721	1,142	3,863	17·1
*Salisbury	2,367	1,591	3,958	9·6
Shaftesbury	369	191	560	9·9
St Austell	1,825	989	2,814	12·9
St Ives	627	293	920	26·6
*Stroud	1,750	830	2,580	10·3
*Swanage/Wareham	564	346	910	10·4
Swindon	6,226	3,220	9,446	11·2
Taunton	2,494	1,301	3,795	9·2
Tiverton	989	509	1,498	12·7
*Torbay	8,189	4,167	12,356	17·5
*Trowbridge	1,434	1,006	2,440	8·9
Truro	1,449	706	2,155	12·1
Wadebridge	420	245	665	18·4
Warminster	589	432	1,021	8·8
Wells	981	564	1,545	7·5
Weston-Super-Mare	2,651	1,470	4,121	15·9
Weymouth	1,813	1,100	2,913	13·7
*Yeovil	1,900	1,304	3,204	7·7
West Midlands				
*Birmingham	81,233	30,013	111,246	15·7
Burton-on-Trent	2,251	1,112	3,363	8·7
*Coventry	25,361	10,792	36,153	15·2
*Dudley/Sandwell	33,826	13,325	47,151	15·6
Evesham	825	442	1,267	9·0
Hereford	2,891	1,555	4,446	11·9
*Kidderminster	3,769	1,910	5,679	14·3
Leamington	3,230	1,697	4,927	9·6
Ledbury	265	124	389	10·3
Leek	842	379	1,221	9·1
Leominster	485	221	706	12·9
Ludlow	870	370	1,240	15·0
Market Drayton	558	318	876	17·2
*Oakengates	9,094	3,653	12,747	20·5
Oswestry	1,079	555	1,634	12·1
Redditch	4,130	2,083	6,213	17·4
Ross on Wye	590	239	829	16·0
Rugby	2,645	1,376	4,021	12·0
Shrewsbury	3,131	1,465	4,596	11·0
*Stafford	2,736	1,614	4,350	8·3
*Stoke-on-Trent	16,527	7,919	24,446	12·2
Stratford on Avon	1,230	699	1,929	10·0
Uttoxeter	445	198	643	8·5
*Walsall	20,559	8,043	28,602	16·9
Whitchurch	538	266	804	14·8
*Wolverhampton	17,907	6,517	24,424	16·5
*Worcester	6,409	2,775	9,184	12·7
East Midlands				
Alfreton	2,123	865	2,988	13·9
Boston	2,221	1,229	3,450	13·8
*Buxton	1,391	845	2,236	10·0
*Chesterfield	8,076	3,477	11,553	13·4
*Coalville	3,794	1,793	5,587	11·9
Corby	4,006	1,465	5,471	18·1
*Derby	12,346	4,447	16,793	11·3
Gainsborough	1,410	625	2,035	15·8
Grantham	1,637	865	2,502	11·5
Hinckley	1,887	1,052	2,939	11·4
Holbeach	668	274	942	15·3
Horncastle	253	101	354	11·4
Kettering	2,501	1,167	3,668	11·9
*Leicester	18,611	7,570	26,181	11·0
Lincoln	6,054	2,443	8,497	13·1
Loughborough	2,418	1,110	3,528	7·7
Louth	624	313	937	11·4
Mablethorpe	686	285	971	25·1
Mansfield	5,221	2,198	7,419	11·9
Market Harborough	315	183	498	5·2
*Matlock	868	487	1,355	7·6
Melton Mowbray	963	494	1,457	10·8
Newark	2,377	1,146	3,523	15·7
*Northampton	7,947	3,453	11,400	10·2
*Nottingham	30,320	11,818	42,138	12·2
Retford	970	587	1,557	9·8
Rushden	744	447	1,191	6·9
Skegness	1,951	826	2,777	23·0
Sleaford	626	381	1,007	10·8
Spalding	1,166	626	1,792	11·6
*Stamford	1,804	1,107	2,911	13·0
Sutton-in-Ashfield	2,650	1,033	3,683	10·7
Wellingborough	2,287	1,126	3,413	13·9
Workshop	2,717	1,196	3,913	13·5
Yorkshire and Humberside				
*Barnsley	9,069	4,084	13,153	15·9
*Bradford	18,989	6,323	25,312	14·9
Bridlington	1,370	674	2,044	19·2
*Castleford	6,026	2,747	8,773	13·5
*Dewsbury	6,930	2,709	9,639	14·4
*Doncaster	12,750	6,128	18,878	16·7
Driffield	422	254	676	10·2
Filey	341	190	531	13·1
Goole	1,528	618	2,146	16·5
Grimsby	8,464	3,002	11,466	14·9
*Halifax	6,398	2,578	8,976	11·8
Harrogate	1,879	933	2,812	7·7
Huddersfield	6,966	3,516	10,482	11·7
*Hull	20,943	7,858	28,801	15·9
Keighley	2,718	1,214	3,932	13·7
*Leeds	28,891	11,442	40,333	11·8
Maltby	1,110	576	1,686	17·8
Malton	345	187	532	7·1
*Mexborough	4,418	1,726	6,144	22·4
Northallerton	790	508	1,298	8·3
Pickering	312	193	505	6·1
Richmond	672	565	1,237	13·1
Ripon	408	246	654	9·4
Rotherham	8,211	3,373	11,584	19·3
Scarborough	2,487	1,271	3,758	14·3
*Scunthorpe	7,475	2,641	10,116	15·3
Selby	703	594	1,297	10·5
*Sheffield	29,634	11,246	40,880	13·8
Skipton	726	472	1,198	7·7
Thirsk	436	270	706	9·2
Todmorden	810	461	1,271	13·0
*Wakefield	5,893	2,538	8,431	11·4
Whitby	904	368	1,272	22·5
York	4,671	2,759	7,430	8·8
North West				
*Accrington	2,865	1,342	4,207	14·4
*Ashton-Under-Lyne	10,618	4,715	15,333	16·1
Bardnoldswick	513	313	826	11·3
*Birkenhead	22,597	9,372	31,969	19·9
*Blackburn	6,609	2,508	9,117	12·6
*Blackpool	12,218	5,970	18,188	16·3
*Bolton	12,087	5,017	17,104	15·6
*Burnley	4,108	1,875	5,983	12·7
*Bury	6,361	2,928	9,289	14·1
Chester	4,569	1,954	6,523	11·2
Clitheroe	430	293	723	6·5
*Crewe	4,352	2,369	6,721	9·7
*Lancaster	4,798	2,192	6,990	14·7
*Leigh	4,835	2,270	7,105	15·9
*Liverpool	67,639	24,146	91,785	19·2
Macclesfield	1,705	978	2,683	9·3
*Manchester	71,250	25,497	96,747	13·5
*Nelson	2,482	1,214	3,696	13·5
*Northwich	3,977	1,924	5,901	15·6
*Oldham	8,932	3,743	12,675	13·7
*Ormskirk	4,899	2,029	6,928	21·6
*Preston	12,084	5,790	17,874	12·0
Rochdale	5,817	2,432	8,249	16·8
*Rossendale	1,699	868	2,567	12·6
Southport	4,151	2,028	6,179	18·3
St Helens	8,297	3,238	11,535	17·0
*Warrington	8,275	3,530	11,805	14·6
*Widnes	8,541	3,193	11,734	20·9
*Wigan	9,386	4,456	13,842	19·0
North				
*Alnwick	1,079	659	1,738	17·0
Barnard Castle	284	176	460	10·3
Berwick on Tweed	618	340	958	11·8
Carlisle	3,502	1,943	5,445	10·7
*Central Durham	6,851	2,677	9,528	13·7
*Consett	5,662	1,909	7,571	23·8
*Darlington and S/West Durham	9,406	3,366	12,772	15·4
*Furness	2,516	1,896	4,412	10·1
Haltwhistle	256	166	422	16·0
Hartlepool	7,080	2,460	9,540	22·6
Hexham	634	324	958	9·1
*Kendal	1,059	552	1,611	7·0
Keswick	198	133	331	11·9
*Morpeth	6,349	2,778	9,127	14·3
*North Tyne	28,178	10,151	38,329	14·1
Penrith	662	505	1,167	9·0
*Peterlee	3,490	1,395	4,885	18·7
*South Tyne	24,994	8,671	33,665	18·7
*Teeside	34,276	11,428	45,704	20·2
*Wearside	21,708	7,805	29,513	21·2
*Whitehaven	2,227	1,277	3,504	12·0
*Workington	3,404	1,737	5,141	16·6
Wales				
Aberdare	2,893	1,136	4,029	18·4
Aberystwyth	793	399	1,192	10·4
*Bargoed	3,926	1,472	5,398	20·2
Barmouth	400	202	602	16·2
Blaenauffestiniog	256	150	406	17·2
Brecon	454	226	680	9·5
*Caernarvon	2,864	937	3,801	15·6
*Cardiff	21,034	7,330	28,364	14·1
Cardigan	483	238	721	20·0
Carmarthen	799	404	1,203	6·9
Denbigh	477	256	733	10·7
*Ebbw Vale	4,116	1,549	5,665	21·1
Fishguard	275	116	391	12·8
*Holyhead	3,183	1,230	4,413	22·9
*Lampeter	1,092	389	1,481	25·6
Llandeilo	321	149	470	14·7
Llandrindod Wells	624	374	998	13·2
*Llandudno	2,717	1,356	4,073	15·0
*Llanelli	4,087	1,696	5,783	15·4
Llangollen	532	248	780	16·3
Llanrwst	213	154	367	14·0
Machynlleth	189	90	279	16·1
*Merthyr Tydfil	3,084	1,134	4,218	14·7
*Milford Haven	2,904	1,173	4,077	17·9
Monmouth	434	237	671	16·1
*Neath	2,818	1,275	4,093	15·2
*Newport	9,292	3,489	12,781	14·2
Newtown	780	248	1,028	13·1
Pembroke Dock	1,224	369	1,593	26·3
*Pontypool	4,786	2,192	6,978	13·6
*Pontypridd	8,087	3,254	11,341	15·8
*Port Talbot	8,668	3,353	12,021	14·9
*Pwllheli	964	514	1,478	15·9
Rhyl	2,730	1,312	4,042	21·5
*Shotton	5,801	2,498	8,299	17·7
*Swansea	12,505	4,741	17,246	15·6
Tenby	644	355	999	30·4
Tywyn	148	71	219	22·5
Welshpool	566	269	835	13·2
*Wrexham	5,533	2,331	7,864	17·4
Scotland				
*Aberdeen	6,156	3,411	9,567	7·2
Anstruther	251	150	401	22·4
Arbroath	1,429	862	2,291	22·3
*Ayr	5,438	2,450	7,888	16·8
Banff	496	224	720	9·6
*Bathgate	6,946	3,183	10,129	19·6
Blairgowrie	567	260	827	17·0
Buckie	294	211	505	15·7
Campbeltown	624	302	926	18·8
Castle Douglas	656	359	1,015	14·5
Cummock	2,046	718	2,764	18·8
Cupar	535	362	897	10·6
*Dingwall	1,403	773	2,176	16·3
*Dumbarton	4,080	2,452	6,532	21·2
*Dumfries	2,707	1,588	4,295	12·4
Dundee	10,460	5,460	15,920	16·3
*Dunfermline	4,556	2,578	7,134	13·6
Dunoon	429	235	664	14·6
*Edinburgh	22,463	10,466	32,929	11·4
Elgin	1,445	980	2,425	13·2
Eyemouth	217	131	348	10·2
*Falkirk	7,279	3,706	10,985	17·1
Forfar	711	487	1,198	12·1
Forres	413	324	737	22·4
Fort William	940	652	1,592	20·5
Fraserburgh	779	339	1,118	14·0
Galashiels	708	422	1,130	7·9
Girvan	606	307	913	20·2
*Glasgow	70,316	26,394	96,710	16·6
*Greenock	6,225	2,541	8,766	18·1
Haddington	401	237	638	8·4
Hawick	661	313	974	8·5
Huntly	208	108	316	11·4
Inverness	2,784	1,526	4,310	12·2
*Irvine	7,013	2,787	9,800	23·2
Kelso	372	210	582	10·6
Kilmarnock	4,012	1,678	5,690	16·5
*Kirkcaldy	6,146	3,278	9,424	14·1
Kirkwall	551	214	765	12·0
*Lanark	1,750	999	2,749	20·1
Lerwick	538	261	799	6·8
Lochgilphead	248	158	406	13·2
Montrose	912	603	1,515	11·8
Nairn	313	145	458	16·1

UNEMPLOYMENT Area statistics 2·4
Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at March 8, 1984

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at March 8, 1984

	Male	Female	All unemployed	Rate
				per cent
Newton Stewart	426	272	698	18·6
*North Lanarkshire	23,108	9,674	32,782	21·0
Oban	625	444	1,069	14·9
*Paisley	10,822	4,623	15,445	16·5
Peebles	339	173	512	11·4
Perth	2,722	1,343	4,065	10·5
Peterhead	873	522	1,395	12·2
Portree	416	195	611	22·2
Rothesay	347	176	523	22·1
Sanquhar	253	121	374	18·9
St Andrews	347	301	648	10·2
*Stirling	5,254	2,689	7,943	14·3
Stornoway	1,446	453	1,899	22·0
Stranraer	890	436	1,326	16·9
Thurso	564	343	907	14·5
Wick	799	382	1,181	13·7
Northern Ireland				
Armagh	2,239	875	3,114	24·5
*Ballymena	7,640	2,947	10,587	22·4
*Belfast	37,497	14,870	52,367	17·1
*Coleraine	4,848	1,419	6,267	24·3
Cookstown	1,676	604	2,280	37·5
*Craigavon	5,843	2,475	8,318	19·8
*Downpatrick	2,775	1,357	4,132	23·3
Dungannon	2,839	947	3,786	34·9
Enniskillen	3,370	1,128	4,498	27·7
*Londonderry	9,629	2,623	12,252	29·3
Newry	4,732	1,585	6,317	33·8
Omagh	2,220	868	3,088	24·0
Strabane	3,125	732	3,857	41·7
Counties (by region)				
South East				
Bedfordshire	14,948	7,091	22,039	10·3
Berkshire	15,960	7,467	23,427	7·3
Buckinghamshire	12,086	5,809	17,895	9·2
East Sussex	18,643	7,862	26,505	11·9
Essex	41,876	18,561	60,437	12·5
Greater London (GLC area)	262,965	110,571	373,536	10·0
Hampshire	38,464	18,206	56,670	9·8
Hertfordshire	21,549	10,553	32,102	7·6
Isle of Wight	4,465	2,237	6,702	16·0
Kent	45,217	20,476	65,693	12·3
Oxfordshire	11,031	6,020	17,051	8·2
Surrey	14,257	6,706	20,963	5·8
West Sussex	11,506	5,588	17,094	7·0
East Anglia				
Cambridgeshire	15,925	7,174	23,099	10·4
Norfolk	23,353	10,226	33,579	12·7
Suffolk	15,089	7,296	22,385	9·8
South West				
Avon	31,404	14,229	45,633	11·0
Cornwall	15,611	8,029	23,640	17·0
Devon	30,021	16,187	46,208	13·7
Dorset	16,113	7,802	23,915	11·6
Gloucestershire	13,913	6,921	20,834	9·9
Somerset	9,338	5,304	14,642	9·6
Wiltshire	12,624	7,557	20,181	10·0
West Midlands				
Hereford and Worcester	21,351	10,220	31,571	13·4
Shropshire	15,270	6,627	21,897	16·0
Staffordshire	32,979	16,335	49,314	12·7
†Warwickshire	13,102	6,710	19,812	..
West Midlands Metropolitan	160,724	59,768	220,492	15·8
East Midlands				
Derbyshire	33,934	14,201	48,135	11·8
Leicestershire	26,780	11,785	38,565	10·6
Lincolnshire	18,737	8,791	27,528	13·7
Northamptonshire	17,485	7,658	25,143	11·7
Nottinghamshire	38,161	15,294	53,455	12·3
Yorkshire and Humberside				
Humberside	40,202	15,047	55,249	15·6
North Yorkshire	14,674	8,556	23,230	9·7
South Yorkshire Metropolitan	65,192	27,133	92,325	15·7
West Yorkshire Metropolitan	83,621	33,528	117,149	12·7
North West				
Cheshire	35,691	16,256	51,947	13·7
Greater Manchester Metropolitan	125,368	49,107	174,475	14·5
Lancashire	52,705	24,394	77,099	13·9
Merseyside Metropolitan	100,865	37,732	138,597	19·1
North				
Cleveland	41,356	13,888	55,244	20·6
Cumbria	13,568	8,043	21,611	11·2
Durham	28,457	10,735	39,192	16·4
Northumberland	9,396	4,463	13,859	13·8
Tyne and Wear Metropolitan	71,656	25,219	96,875	17·2
Wales				
Clwyd	16,375	7,363	23,738	17·8
Dyfed	12,622	5,288	17,910	15·7
Gwent	19,756	7,949	27,705	15·2
Gwynedd	9,443	3,896	13,339	17·1
Mid Glamorgan	24,122	9,341	33,463	16·8
Powys	2,613	1,207	3,820	12·5
South Glamorgan	18,522	6,395	24,917	14·1
West Glamorgan	19,243	7,477	26,720	15·3
Scotland				
Borders	2,297	1,249	3,546	9·1
Central	12,533	6,395	18,928	15·8
Dumfries and Galloway	4,932	2,776	7,708	14·0
Fife	11,835	6,669	18,504	13·6
Grampian	10,664	6,119	16,783	9·0
Highlands	7,219	4,016	11,235	14·6
Lothians	29,810	13,886	43,696	12·6
Orkneys	551	214	765	12·0
Shetlands	538	261	799	6·8
Strathclyde	137,689	55,938	193,627	17·7
Tayside	16,801	9,015	25,816	14·8
Western Isles	1,446	453	1,899	22·0

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single Jobcentre areas. Otherwise they are calculated for travel-to-work areas which comprise two or more Jobcentre areas. For the assisted areas and counties the numbers unemployed are for Jobcentre 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-1978 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1982 estimates. See also footnotes to table 2·1.

* Travel-to-work area consisting of two or more Jobcentre areas.

† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating an unemployment rate. For this reason a meaningful rate cannot be calculated.

‡ Assisted area status (as at August 1, 1982) is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

UNEMPLOYMENT 2·5
Age and duration

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
MALE AND FEMALE																
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
Oct	758·0	233·1	312·0	1,303·1	603·9	305·5	611·0	1,520·5	130·8	94·3	246·5	471·6	1,492·7	632·9	1,169·6	3,295·1
Oct *	721·6	217·5	257·6	1,196·3	587·3	293·3	494·7	1,375·3	138·9	101·2	237·5	477·5	1,447·7	612·1 †	989·3 †	3,049·0
1983 Jan	691·6	248·8	285·5	1,226·0	643·5	293·2	557·4	1,494·1	145·5	95·8	263·9	505·2	1,480·6	637·8	1,106·8	3,225·2
April †	583·0	307·7	301·1	1,191·8	589·3	313·0	591·6	1,493·8	135·3	98·2	250·8	484·3	1,307·6	718·8	1,143·4	3,169·9
July	602·8	272·6	321·0	1,196·4	548·7	297·3	618·0	1,463·9	114·8	81·8	163·6	360·2	1,266·3	651·7	1,102·6	3,020·6
Oct	701·3	221·0	339·0	1,261·3	561·4	273·6	638·9	1,473·9	117·0	76·8	165·0	358·8	1,379·7	571·4	1,142·9	3,094·0
1984 Jan	674·9	237·7	347·1	1,259·7	625·6	277·3	670·2	1,573·0	121·3	74·9	170·7	366·9	1,421·7	589·9	1,188·0	3,199·7
MALE																
1981 Jan	383·0	117·9	58·5	559·4	510·5	152·8	184·3	847·6	138·0	56·7	114·7	309·3	1,031·4	327·4	357·6	1,716·4
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
Oct	433·2	142·1	212·5	787·8	415·5	211·2	488·3	1,115·1	114·6	83·7	217·5	415·7	963·4	437·0	918·3	2,318·7
Oct *	418·1	135·5	182·5	735·8	419·1	212·2	417·0	1,047·9	122·6	90·3	211·2	424·0	959·4	438·0 †	810·2 †	2,207·4
1983 Jan	405·3	154·4	202·9	762·6	464·3	208·5	470·1	1,143·0	128·8	85·1	235·3	449·2	998·4	448·1	908·4	2,354·9
April †	344·2	187·1	213·4	744·5	415·1	222·5	496·5	1,134·1	120·0	86·5	220·9	427·5	879·4	496·1	930·8	2,306·4
July	351·4	163·5	225·6	740·5	373·7	209·1	516·4	1,099·3	100·5	70·6	133·1	304·2	825·6	443·2	875·2	2,144·0
Oct	400·3	131·7	233·7	765·7	379·2	186·2	531·2	1,096·6	101·7	66·5	131·9	300·1	881·2	384·4	896·8	2,162·4
1984 Jan	390·2	142·4	238·2	770·8	428·5	185·1	555·2	1,168·8	105·3	64·8	135·7	305·8	924·0	392·2	929·1	2,245·4
FEMALE																
1981 Jan	255·5	83·5	32·6	371·6	177·5	63·3	49·8	290·6	17·8	7·7	15·4	40·9	450·8	154·4	97·8	703·1
April	220·6	93·2	38·4	352·2	176·9	78·3	54·9	310·2	17·0	10·0	16·1	43·1	414·5	181·5	109·5	705·5
July	326·6	90·5	52·4	469·5	174·4	85·7	66·2	326·2	16·7	11·3	17·6	45·6	517·6	187·4	136·2	841·3
Oct	323·3	88·7	66·5	478·6	179·6	92·0	82·2	353·8	17·8	11·4	20·7	49·9	520·6	192·2	169·5	882·3
1982 Jan	273·3	99·2	73·0	445·6	184·3	93·1	92·4	369·7	17·7	11·6	22·8	52·1	475·3	203·8	188·2	867·3
April	229·9	112·7	77·8	420·4	177·0	94·4	101·7	373·1	15·6	12·2	24·5	52·3	422·6	219·2	204·0	845·8
July	326·3	101·4	85·7	513·5	174·4	92·8	110·1	377·4	14·9	11·5	26·3	52·7	515·7	205·7	222·1	943·6
Oct	324·8	91·0	99·5	515·3	188·4	94·3	122·7	405·4	16·2	10·6	29·1	55·9	529·3	195·9	251·2	976·5
Oct *	303·5	82·1	75·1	460·5	168·5	81·2	77·7	327·4	16·3	11·0	26·3	53·5	488·3	174·1 †	179·1 †	841·6
1983 Jan	286·4	94·4	82·5	463·3	179·1	84·7	87·3	351·1	16·7	10·7	28·6	55·9	482·2	189·7	198·4	870·4
April	238·8	120·5	87·7	447·0	174·1	90·5	95·1	359·7	15·3	11·7	29·9	56·9	428·2	222·7	212·6	863·5
July	251·4	109·1	95·4	455·9	175·0	88·1	101·6	364·7	14·3	11·2	30·6	56·1	440·7	208·5	227·5	876·6
Oct	301·1	89·3	105·3	495·7	182·1	87·4	107·7	377·3	15·3	10·4	33·0	58·7	498·5	187·0	246·1	931·6
1984 Jan	284·6	95·4	108·9	489·0	197·0	92·2	115·0	404·3	16·1	10·1	35·0	61·1	497·7	197·7	258·9	954·3

Note. The figures prior to October 1982 are not comparable with the figures after October 1982 due to the changed system of counting the unemployed from registrations to claimants. See also footnotes to table 2·1.

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

† Affected by provisions announced in the 1983 Budget. See footnotes †† to table 2·1. By April 1983 the numbers affected in the over 52 weeks category were 25,000; the total effect over all groups was 29,000. Between April and July 1983, a further 94,000 and 123,000 respectively were affected; between July and October 1983 a further 6,000 and 9,000 respectively were affected.

2·7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE										Thousand
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
	Oct	274·0	381·3	647·8	703·5	428·9	388·0	236·4	235·2	3,295·1
	Oct	252·9	350·7	592·7	629·2	391·9	354·2	238·3	239·2	3,049·0
1983	Jan	221·7	369·8	634·4	682·9	429·1	382·1	254·0	251·1	3,225·2
	April*	207·5	359·2	625·1	679·0	429·8	385·0	253·8	230·5	3,169·9
	July	188·0	355·9	652·6	666·6	419·9	377·4	247·4	112·8	3,020·6
	Oct	251·2	383·5	626·7	668·9	421·6	383·3	257·5	101·3	3,094·0
1984	Jan	204·3	391·1	664·4	718·3	451·0	403·8	269·9	97·0	3,199·7
		Proportion of number unemployed								Per cent
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
	Oct	8·3	11·6	19·7	21·3	13·0	11·8	7·2	7·1	100·0
	Oct	8·3	11·5	19·4	20·6	12·9	11·6	7·8	7·8	100·0
1983	Jan	6·9	11·5	19·7	21·2	13·3	11·8	7·9	7·8	100·0
	April *	6·5	11·3	19·7	21·4	13·6	12·1	8·0	7·3	100·0
	July	6·2	11·8	21·6	22·1	13·9	12·5	8·2	3·7	100·0
	Oct	8·1	12·4	20·3	21·6	13·6	12·4	8·3	3·3	100·0
1984	Jan	6·4	12·2	20·8	22·4	14·1	12·6	8·4	3·0	100·0
MALE										Thousand
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
	Oct	152·3	218·9	416·7	502·2	326·2	286·8	183·2	232·5	2,318·7
	Oct	141·9	203·5	390·4	464·3	313·3	270·3	185·9	238·1	2,207·4
1983	Jan	123·8	217·9	420·9	506·5	344·1	292·5	199·0	250·2	2,354·9
	April *	118·5	212·7	413·5	499·5	342·3	292·4	198·0	229·5	2,306·4
	July	108·4	210·3	421·8	483·7	331·1	284·5	192·2	112·0	2,144·0
	Oct	142·7	220·0	403·0	478·4	331·2	287·0	199·5	100·6	2,162·4
1984	Jan	115·9	226·9	428·0	512·4	354·5	301·9	209·4	96·4	2,245·4
		Proportion of number unemployed								Per cent
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
	Oct	6·6	9·4	18·0	21·7	14·1	12·4	7·9	10·0	100·0
	Oct	6·4	9·2	17·7	21·0	14·2	12·2	8·4	10·8	100·0
1983	Jan	5·3	9·3	17·9	21·5	14·6	12·4	8·5	10·6	100·0
	April *	5·1	9·2	17·9	21·7	14·8	12·7	8·6	10·0	100·0
	July	5·1	9·8	19·7	22·6	15·4	13·3	9·0	5·2	100·0
	Oct	6·6	10·2	18·6	22·1	15·3	13·3	9·2	4·7	100·0
1984	Jan	5·2	10·1	19·1	22·8	15·8	13·4	9·3	4·3	100·0
FEMALE										Thousand
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
	Oct	121·7	162·4	231·1	201·4	102·7	101·2	53·2	2·7	976·5
	Oct	111·0	147·2	202·3	164·9	78·6	83·9	52·4	1·1	841·6
1983	Jan	98·0	151·9	213·5	176·4	85·0	89·6	55·0	0·9	870·4
	April	89·0	146·5	211·6	179·5	87·6	92·6	55·9	1·0	863·5
	July	79·6	145·6	230·7	183·0	88·8	92·9	55·2	0·8	876·6
	Oct	108·5	163·5	223·7	190·5	90·5	96·4	58·0	0·7	931·6
1984	Jan	88·4	164·2	236·4	205·9	96·5	101·9	60·4	0·7	954·3
		Proportion of number unemployed								Per cent
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
	Oct	12·5	16·6	23·7	20·6	10·5	10·4	5·4	0·3	100·0
	Oct	13·2	17·5	24·0	19·6	9·3	10·0	6·2	0·1	100·0
1983	Jan	11·3	17·5	24·5	20·3	9·8	10·3	6·3	0·1	100·0
	April	10·3	17·0	24·5	20·8	10·1	10·7	6·5	0·1	100·0
	July	9·1	16·6	26·3	20·9	10·1	10·6	6·3	0·1	100·0
	Oct	11·6	17·5	24·0	20·4	9·7	10·3	6·2	0·1	100·0
1984	Jan	9·3	17·2	24·8	21·6	10·1	10·7	6·3	0·1	100·0

See footnotes to table 2·1.
* Affected by the provisions announced in the 1983 Budget. See footnotes †† to table 2·1. By April 1983 the numbers affected in the 60 and over category were 27,000; the total effect over all groups was 29,000. Between April and July 1983 a further 123,000 men no longer need to sign on; between July and October a further 9,000 were affected.

UNEMPLOYMENT Duration 2·8

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE									Thousand
1982	Jan	146·6	118·1	281·7	312·8	607·8	698·5	905·1	3,070·6
	April	130·2	137·0	242·0	260·9	522·9	720·3	994·4	3,007·8
	July	201·1	188·1	324·3	241·9	488·8	676·0	1,070·5	3,190·6
	Oct	157·0	163·7	363·6	271·5	537·0	632·9	1,169·6	3,295·1
	Oct *	196·1	166·3	350·3	242·4	492·5	612·1†	989·3†	3,049·0
1983	Jan	195·7	115·3	259·7	297·2	612·7	637·8	1,106·8	3,225·2
	April †	184·6	138·0	224·6	245·5	514·9	718·8	1,143·4	3,169·9
	July	194·5	157·7	219·3	223·7	471·1	651·7	1,102·6	3,020·6
	Oct	196·8	164·4	344·2	228·9	445·3	571·4	1,142·9	3,094·0
1984	Jan	192·9	115·4	248·3	275·5	589·6	589·9	1,188·0	3,199·7
		Proportion of number unemployed							Per cent
1982	Jan	4·8	3·8	9·2	10·2	19·8	22·7	29·5	100·0
	April	4·3	4·6	8·0	8·7	17·4	23·9	33·1	100·0
	July	6·3	5·9	10·2	7·6	15·3	21·2	33·6	100·0
	Oct	4·8	5·0	11·0	8·2	16·3	19·2	35·5	100·0
	Oct	6·4	5·5	11·5	8·0	16·2	20·1†	32·4†	100·0
1983	Jan	6·1	3·6	8·1	9·2	19·0	19·8	34·3	100·0
	April †	5·8	4·4	7·1	7·7	16·2	22·7	36·1	100·0
	July	6·4	5·2	7·3	7·4	15·6	21·6	36·5	100·0
	Oct	6·4	5·3	11·1	7·4	14·4	18·5	36·9	100·0
1984	Jan	6·0	3·6	7·8	8·6	18·4	18·4	37·1	100·0
MALE									Thousand
1982	Jan	94·4	81·0	196·6	211·7	408·1	494·6	716·9	2,203·3
	April	85·9	92·0	161·0	171·3	360·3	501·1	790·4	2,162·0
	July	120·1	114·8	205·8	160·3	327·5	470·2	848·4	2,247·1
	Oct	103·6	105·5	224·5	179·5	350·4	437·0	918·3	2,318·7
	Oct *	131·1	108·9	217·6	165·9	336·0	438·0†	810·2†	2,207·4
1983	Jan	122·2	77·1	180·5	205·4	413·1	448·1	908·4	2,354·9
	April †	120·3	92·0	150·9	163·8	352·4	496·1	930·8	2,306·4
	July	121·6	99·6	144·3	147·6	312·6	443·2	875·2	2,144·0
	Oct	127·7	103·8	207·3	150·3	292·0	338·4	896·8	2,162·4
1984	Jan	118·5	75·5	168·2	183·0	378·8	392·2	929·1	2,245·4
		Proportion of number unemployed							Per cent
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
	Oct	4·5	4·5	9·7	7·7	15·1	18·8	39·6	100·0
	Oct	5·9	4·9	9·9	7·5	15·2	19·8†	36·7†	100·0
1983	Jan	5·2	3·3	7·7	8·7	17·5	19·0	38·6	100·0
	April †	5·2	4·0	6·5	7·1	15·3	21·5	40·4	100·0
	July	5·7	4·6	6·7	6·9	14·6	20·7	40·8	100·0
	Oct	5·9	4·8	9·6	7·0	13·5	17·8	41·5	100·0
1984	Jan	5·3	3·4	7·5	8·2	16·9	17·5	41·4	100·0
FEMALE									Thousand
1982	Jan	52·2	37·1	85·2	101·0	199·8	203·8	188·2	867·3
	April	44·3	45·0	81·0	89·6	162·6	219·2	204·0	845·8
	July	80·9	73·3	118·5	81·6	161·3	205·7	222·1	943·6
	Oct	53·4	58·2	139·1	92·0	186·6	195·9	251·2	976·5
	Oct *	65·0	57·5	132·7	76·6	156·5	174·1†	179·1†	841·6
1983	Jan	73·5	38·2	79·2	91·7	199·6	189·7	198·4	870·4
	April	64·3	45·9	73·8	81·7	162·6	222·7	212·6	863·5
	July	72·8	58·2	75·0	76·1	158·5	208·5	227·5	876·6
	Oct	69·1	60·6	136·9	78·6	153·3	187·0	246·1	931·6
1984	Jan	74·4	40·0	80·1	92·5	210·8	197·7	258·9	954·3
		Proportion of number unemployed							Per cent
1982	Jan	6·0	4·3	9·8	11·6	23·0	23·5	21·7	100·0
	April	5·2	5·3	9·6	10·6	19·2	25·9	24·1	100·0
	July	8·6	7·8	12·6	8·6	17·1	21·8	23·5	100·0
	Oct	5·5	6·0	14·2	9·4	19·1	20·1	25·7	100·0
	Oct	7·7	6·8	15·8	9·1	18·6	20·7†	21·3†	100·0
1983	Jan	8·4	4·4	9·1	10·5	22·9	21·8	22·8	100·0
	April	7·4	5·3	8·5	9·5	18·8	25·8	24·6	100·0
	July	8·3	6·6	8·6	8·7	18·1	23·8	25·9	100·0
	Oct	7·4	6·5	14·7	8·4	16·5	20·1	26·4	100·0
1984	Jan	7·8	4·2	8·4	9·7	22·1	20·7	27·1	100·0

See footnote to table 2·1.
* See footnotes to table 2·5.
† See footnotes to table 2·5.

2·13 UNEMPLOYMENT
Students: regions

	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
MALE AND FEMALE														
1983 Mar 10	658	*343*	41	144	182	104	159	220	77	79	198	1,862	—	1,862
April 14	22,786	*11,303*	1,635	6,050	7,051	5,940	7,662	7,980	2,390	6,018	6,746	74,258	900	75,158
May 12	3,480	*1,391*	103	612	1,198	1,080	661	1,914	252	321	994	10,615	—	10,615
June 9	1,728	*923*	151	410	794	388	1,012	1,014	423	365	4,975	11,260	2,686	13,946
July 14	46,027	*18,647*	4,658	11,815	16,427	10,520	17,207	23,256	9,394	10,885	22,962	173,151	8,925	182,076
Aug 11	50,436	*21,689*	4,604	12,255	16,863	10,897	17,068	24,208	9,308	11,145	23,110	179,894	8,842	188,736
Sep 8	58,207	*24,505*	5,446	14,785	20,218	13,563	20,166	29,836	11,676	13,789	26,294	213,980	9,761	223,741
Oct 13	8,512	*3,920*	555	1,692	2,083	1,175	1,867	2,928	926	1,228	3,509	24,475	2,168	26,643
Nov 10	1,869	*1,036*	87	319	255	120	181	352	70	141	312	3,706	—	3,706
Dec 8	1,398	*573*	457	157	176	101	157	230	259	127	201	3,263	10	3,273
1984 Jan 12	8,939	*3,415*	719	3,166	2,211	1,936	3,304	3,730	806	1,129	958	26,898	618	27,516
Feb 9	814	*327*	44	184	121	173	135	193	67	102	297	2,130	—	2,130
Mar 8	421	*216*	31	106	104	79	109	153	74	86	135	1,298	—	1,298

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

2·14 Temporarily stopped: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1983 Mar 10	1,752	*601*	416	1,072	3,738	1,946	2,777	1,551	854	1,033	2,466	17,605	1,620	19,225
April 14	1,265	*469*	187	1,425	4,818	1,637	1,942	1,385	730	689	1,965	16,043	1,281	17,324
May 12	1,067	*458*	304	1,142	3,010	2,651	1,935	1,145	521	382	2,756	14,913	1,082	15,995
June 9	1,161	*556*	212	771	2,651	1,711	1,128	1,003	384	349	1,564	10,934	997	11,931
July 14	1,611	*1,076*	194	324	4,515	1,031	912	962	541	175	2,062	12,327	874	13,201
Aug 11	759	*271*	115	319	1,289	1,367	1,087	754	276	187	1,760	7,913	740	8,653
Sep 8	821	*265*	160	375	1,347	820	1,072	797	409	264	1,633	7,698	820	8,518
Oct 13	748	*169*	167	693	1,505	1,111	1,509	878	510	358	1,739	9,218	827	10,045
Nov 10	812	*161*	86	478	1,035	1,047	1,023	1,963	439	355	1,324	8,562	933	9,495
Dec 8	911	*119*	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459
1984 Jan 12	913	*176*	130	721	1,363	1,410	1,463	1,316	460	483	3,228	11,487	1,213	12,700
Feb 9	947	*199*	161	683	1,481	1,768	2,473	1,680	1,650	666	4,737	16,246	1,728	17,974
Mar 8	892	*224*	176	400	1,615	1,769	1,676	1,262	650	511	1,722	10,673	1,385	12,058

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

2·18 UNEMPLOYMENT
Selected countries: national definitions

THOUSAND

	United Kingdom†		Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy‖	Japan¶	Netherlands*	Norway*	Spain*	Sweden*	Switzerland*	United States xx
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1979	1,296	1,227	. .	57	294	838	159	1,350	876	32	90	1,653	1,170	281	24·1	1,037	88	10·3	5,963
1980	1,665	1,561	. .	53	322	867	180	1,451	900	37	101	1,776	1,140	325	22·3	1,277	86**	6·2	7,449
1981	2,520	2,420	. .	69	392	898	241	1,773	1,296	42	128	1,993	1,260	480	28·4	1,566	108	5·9	8,211
1982	2,917	2,793	. .	105	457	1,305	258	2,008	1,855	51	157	2,379	1,360	655	41·4	1,873	137	13·2	10,678
1983	3,105	2,970	697 R	127	505	1,436	281	2,042	2,264	62 R	193	2,707	1,560	801	63·6	2,207	151	24·1	10,717
Quarterly averages																			
1982 Q4	3,070	2,919	. .	129	475	1,440	266	2,156	2,061	61	172	2,549	1,360	735	52·8	2,061	134	20·0	11,349
1983 Q1	3,199	3,074	726 R	171	504	1,614	310	2,076	2,470	84	188	2,731	1,660	774	67·4	2,192	150	27·2	12,259
Q2	3,068	2,941	708 R	111	496	1,505	275	1,913	2,177	53	188	2,672	1,590	768	58·3	2,147	138	25·8	11,123
Q3	3,066	2,919	698 R	90	511	1,344	256	1,972	2,177	40 R	193	2,630	1,530	822	63·6	2,188	170	23·9	10,316
Q4	3,086	2,945	656 R	137	509	1,280	281	2,205	2,230	69	201	2,797	1,460	839	64·9	2,302	146	28·3	9,168
Monthly																			
1983 June	2,984	2,865	693 R	91	491	1,452	257	1,878	2,127	44	189	2,632	1,480	793	57·5	2,138	158	25·1	11,570
July	3,021	2,905	687 R	89	511	1,409	241	1,893	2,202	40	192	2,597	1,440	810	60·6	2,156	154	23·4	10,707
Aug	3,010	2,898	687 R	88	511	1,365	260	1,934	2,196	39	194	2,605	1,580	828	68·7	2,187	179	23·9	10,411
Sept	3,167	2,953	721 R	93	511	1,257	268	2,087	2,134	42 R	193	2,690	1,570	827	61·4	2,222	177	24·5	9,830
Oct	3,094	2,926	653 R	114	512	1,238	277	2,165	2,148	49 R	196	2,755	1,490	825	60·2	2,266	149	25·4	9,383
Nov	3,084	2,947	625 R	136	508	1,281	280	2,223	2,193	71 R	200	2,805	1,470	837	62·6	2,298	142	29·0	9,129
Dec	3,079	2,961	690 R	160	508	1,321	286	2,227	2,349	88	208	2,830	1,430	856	71·9	2,342	147	30·4	8,992
1984 Jan	3,200	3,083	719 R	191	523	1,473		2,252	2,539	92	216	2,960 R	1,650	863	79·7	2,433	162	36·8	9,755
Feb	3,186	3,081	783	189	522	1,476		2,258	2,537	84	216	2,972		857	76·9		139		9,407
Mar	3,143	3,048				1,541			2,393		214								9,057
Percentage rate latest month	13·2		10·4	6·6	19·0	12·7	10·9	11·8	9·6	5·0 e	16·9	13·1	2·9	18·3	3·8 e	19·4 e	3·2	1·2 e	8·1
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1982 Q4		2,913	. .	113	461	1,520	261	2,038	. .	58	172	2,082	1,410	722	52·0	2,045	137		. .
1983 Q1		3,003	669 R	117	490	1,498	273	2,018	. .	63	184	2,245	1,580	756	62·3	2,156	145		11,486
Q2		2,987	718 R	144	507	1,497	282	2,024	. .	61	190	2,428	1,540	796	61·6	2,158	150		11,240
Q3		2,950	724 R	148	517	1,421	280	2,034	2,319	56 R	196	2,116	1,590	818	66·1	2,237	161		10,529
Q4		2,941	680 R	123	508	1,348	278	2,084	2,248	66 e	201		1,520	828	64·1	2,280	149		9,507
Monthly																			
1983 June		2,968	724 R	153	510	1,485	281	2,038	. .	58	192		1,510	810	63·4	2,181	163		11,162
July		2,957	724 R	149	513	1,460	276	2,033	2,320	55	194	2,116	1,470	807	65·3	2,204	154		10,600
Aug		2,941	719 R	151	519	1,429	281	2,035	2,324	56	195		1,640	822	68·4	2,254	165		10,633
Sep		2,951	730	144	520	1,373	282	2,033	2,314	58 R	198		1,660	825	64·7	2,253	163		10,353
Oct		2,941	697 R	129	516	1,346	281	2,035	2,275	61 R	200	2,343	1,540	825	62·0	2,258	149		9,896
Nov		2,939	679	123	511	1,347	278	2,097	2,242	66 R	201		1,520	830	62·8	2,266	146		9,429
Dec		2,946	664 R	118	496	1,352	275	2,119	2,228	72 e	204		1,510	829	67·5	2,316	152		9,195
1984 Jan		2,976	667 R	111 R	503 R	1,374		2,136	2,200	66 e	208		1,630 e	834	72·3	2,370	142		9,026
Feb		3,005	661	119 e	504 e	1,395		2,193	2,200	62 e	211			838	71·8		137		8,801
Mar		3,016				1,399			2,238		211								8,772
Percentage rate:																			
latest month		12·6	9·4	4·1 e	18·3 e	11·4	10·5	11·4	9·0	3·7 e	16·6	10·1	2·7	17·9	3·5 e	18·9 e	3·2		7·8
latest three months change on previous three months		+0·2	−0·6	−0·6	−0·5	+0·3	−0·1	+0·5	−0·1	+0·2	+0·7	+0·8	−0·1 e	+0·2	+0·4 e	+0·3	−0·2		−0·6

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

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

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

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

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

† See footnotes to table 2·1.

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

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

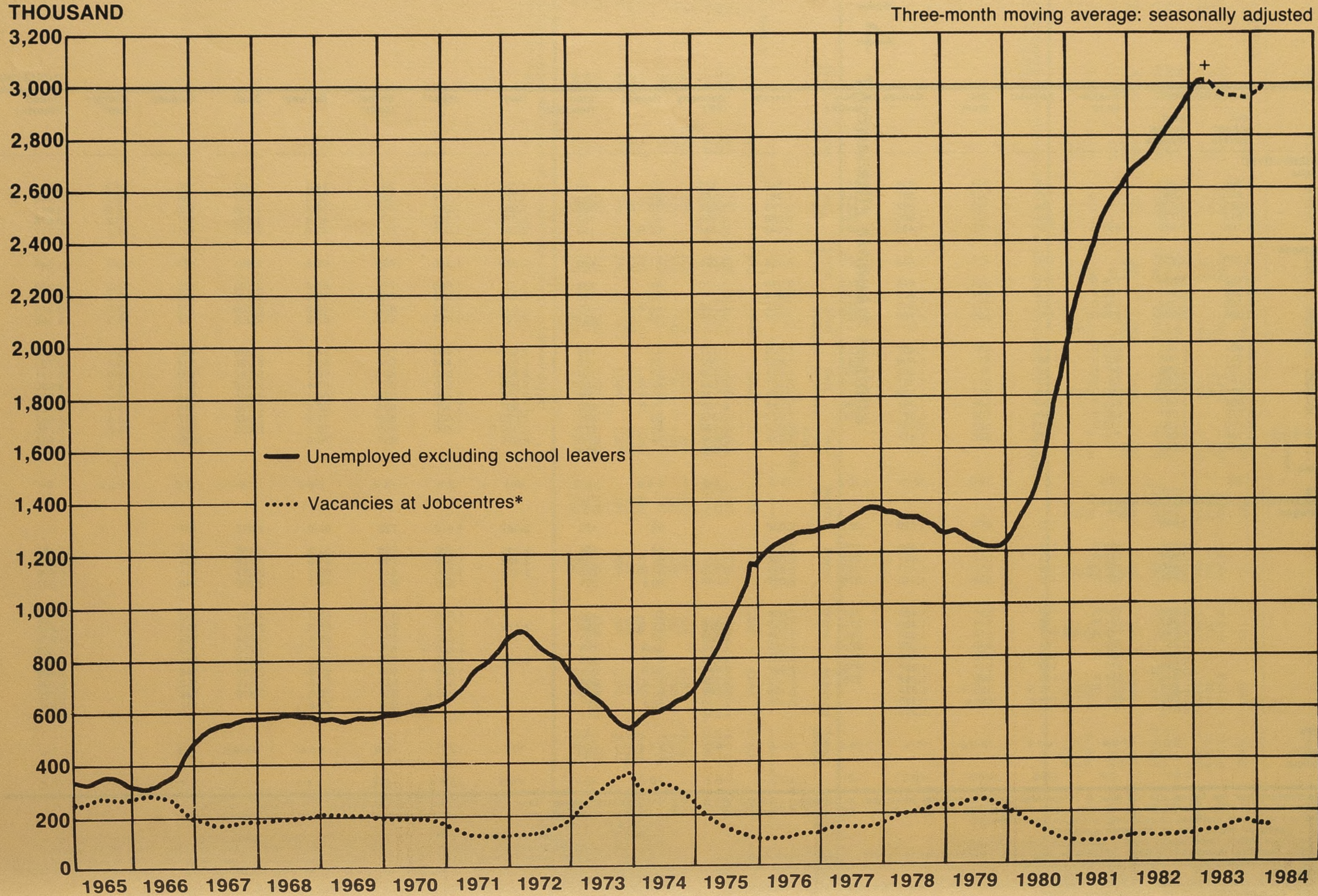
** Average of 11 months.

‖ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force. Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources.

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

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

Unemployment and vacancies: United Kingdom 1965—1984



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

UNEMPLOYMENT 2·19
Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM † Month ending	INFLOW							OUTFLOW						
	Male and female		Male		Female			Male and female		Male		Female		
	All	School leavers‡	All	School leavers‡	All	Married	School leavers‡	All	School leavers‡	All	School leavers‡	All	Married	School leavers‡
1983 Jan 13	356·0	30·5	230·1	16·4	125·9	44·3	14·1	244·9	18·3	154·8	9·9	90·1	33·7	8·4
Feb 10	362·6	25·0	236·9	13·7	125·7	47·9	11·3	390·6	32·5	256·7	17·3	133·9	47·6	15·2
Mar 10	333·9	19·3	222·0	10·8	111·9	45·0	8·5	363·1	24·6	240·6	13·4	122·5	44·7	11·2
Apr 14†	362·6	41·9	238·8	24·0	123·8	46·2	17·8	394·8	17·6	250·2	9·4	114·6	42·8	8·2
May 12†	334·2	22·1	220·5	13·0	113·6	46·3	9·1	464·7	23·2	336·4	13·3	128·4	47·3	9·9
June 9†	319·5	16·2	211·4	9·3	108·1	43·6	6·8	389·2	16·7	269·4	9·5	119·7	44·6	7·2
July 14†	400·1	18·3	253·5	10·3	146·6	47·1	8·0	368·0	14·5	253·9	7·9	114·1	43·4	6·6
Aug 11	368·0	17·5	236·5	10·3	131·6	50·3	7·2	379·5	14·0	256·8	7·6	122·6	42·9	6·4
Sep 8	521·1	121·5	314·8	66·6	206·3	50·5	54·9	350·5	15·8	228·6	8·9	121·9	46·0	7·0
Oct 13	468·4	49·9	294·7	27·6	174·2	54·5	22·2	532·5	72·4	331·3	40·0	201·2	53·0	32·5
Nov 10	388·4	16·2	250·8	9·2	137·6	52·6	7·1	398·8	39·6	254·5	21·8	144·3	48·8	17·7
Dec 8	351·8	12·2	233·6	6·9	118·2	48·4	5·2	357·3	25·2	225·0	13·8	132·2	45·1	11·4
1984 Jan 12	354·3	17·4	225·2	9·5	129·1	49·3	7·9	250·1	11·9	157·3	6·6	92·8	36·0	5·2
Feb 9	362·3	14·8	234·9	8·3	127·4	52·2	6·4	376·2	19·2	244·1	10·7	132·6	51·1	8·4
Mar 8	318·5	10·6	206·8	6·1	111·6	48·8	4·4	365·7	15·0	241·3	8·5	124·4	47·8	6·5

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351–358. They exclude a minority still covered by clerical counts in Unemployment Benefit Offices. A seasonally adjusted series cannot yet be estimated.
The figures on the old basis (registrations) have now been discontinued. They were included for the last time in the issue for October 1983.
Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† Adjustments have been made in the outflows for April to August 1983 to allow for the effects of the provisions announced in the 1983 Budget for certain older men—see footnote †† to table 2·1.
‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.
Ø Now including Northern Ireland. This table has previously been provided showing figures for Great Britain only (cf table 2·19 in *Employment Gazette*, March 1984).

CONFIRMED REDUNDANCIES* 2·20
Region

	South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	*7,602*	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	**158,360**
1978	25,741	*9,183*	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	**172,563**
1979	26,798	*15,179*	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	**186,784**
1980	70,015	*33,951*	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	**493,766**
1981	105,878	*54,998*	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	**532,030**
1982	80,300	*49,393*	6,471	24,643	38,914	28,589	45,957	67,117	32,424	324,415	24,647	48,944	**398,006**
1983	58,345	*34,078*	4,165	23,801	34,912	21,370	36,128	51,019	28,795	258,535	16,041	36,860	**311,436**
1982 Q2	21,803	*12,851*	1,177	6,112	8,005	6,417	10,100	17,983	9,116	80,713	5,305	10,876	**96,894**
Q3	19,172	*12,503*	1,614	5,676	9,328	7,063	10,210	15,648	7,306	76,017	4,973	13,240	**94,230**
Q4	18,522	*10,819*	2,563	7,012	12,229	9,979	15,580	16,461	9,449	91,794	7,839	11,758	**111,392**
1983 Q1	15,432	*8,803*	1,420	7,058	10,814	5,902	10,685	13,387	6,783	71,481	4,541	10,444	**86,466**
Q2	13,413	*9,167*	1,080	4,612	8,936	5,196	8,920	13,938	7,620	63,715	3,730	8,979	**76,424**
Q3	14,175	*7,512*	732	4,973	8,141	4,653	7,586	11,700	7,013	58,973	3,271	9,827	**72,071**
Q4	15,325	*8,596*	933	7,158	7,021	5,619	8,937	11,994	7,379	64,366	4,499	7,610	**76,475**
1984 Q1†	(7,636)	*(4,000)*	(751)	(2,997)	(3,152)	(4,023)	(6,101)	(8,528)	(5,810)	(38,998)	(2,668)	(5,642)	**(47,308)**
1983 Aug	4,769	*2,280*	349	1,686	1,958	1,377	2,636	2,947	1,853	17,575	870	2,346	**20,791**
Sep	4,394	*2,066*	154	1,800	3,502	1,540	2,221	4,671	2,000	20,282	1,369	2,794	**24,445**
Oct	6,598	*3,684*	658	2,139	1,708	1,413	2,748	3,337	2,279	20,880	1,192	2,164	**24,236**
Nov	3,445	*2,161*	168	2,575	1,751	1,743	2,301	3,425	2,101	17,509	1,265	2,720	**21,494**
Dec	5,282	*2,751*	107	2,444	3,562	2,463	3,888	5,232	2,999	25,977	2,042	2,726	**30,745**
1984 Jan	2,839	*1,758*	197	980	979	977	2,241	3,459	1,702	13,374	1,014	2,616	**17,004**
Feb†	(2,417)	*(1,156)*	(419)	(847)	(990)	(1,172)	(2,352)	(2,261)	(1,816)	(12,274)	(818)	(1,612)	**(14,704)**
Mar†	(2,380)	*(1,086)*	(135)	(1,170)	(1,183)	(1,874)	(1,508)	(2,808)	(2,292)	(13,350)	(836)	(1,414)	**(15,600)**

Notes: * 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 required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in article on page 245 in the June 1983 issue of *Employment Gazette*.
** Included in the South East.
† Provisional figures as at March 1, 1984: final figures are expected to be higher than this. The final total for Great Britain is projected to be about 17,000 in February and 22,000 in March.

3·1 VACANCIES
Regions: notified to Jobcentres: seasonally adjusted *

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
	R	R	R	R	R	R	R	R	R	R	R	R	R	R
1979 Mar 2	108·6	56·9	6·8	14·5	13·5	14·8	15·7	18·6	10·3	9·0	19·8	231·4	1·2	232·6
Mar 30	111·1	58·2	7·9	16·2	15·3	16·3	16·3	20·1	10·6	8·9	20·4	242·6	1·4	244·0
May 4	112·9	58·2	7·9	17·5	15·7	16·2	17·3	20·4	10·9	10·4	22·1	251·1	1·4	252·5
June 8	115·1	58·4	8·9	18·3	15·9	16·0	17·4	21·1	11·4	10·7	22·5	257·4	1·3	258·7
July 6	114·3	57·8	8·8	17·7	15·6	15·8	16·7	20·7	11·6	10·4	22·1	253·6	1·4	255·0
Aug 3	109·3	54·7	8·6	17·1	15·5	15·4	16·8	20·5	10·7	10·2	22·3	247·5	1·3	248·8
Sep 7	108·5	53·9	8·3	17·7	14·9	15·4	16·1	20·6	10·3	9·7	22·5	244·0	1·3	245·3
Oct 5	106·5	53·0	8·3	17·5	14·0	14·7	15·7	19·5	10·0	9·8	21·9	237·8	1·3	239·1
Nov 2	105·0	52·6	8·3	16·5	14·0	14·3	14·9	18·7	9·7	9·5	21·8	232·9	1·3	234·2
Nov 30	99·4	50·4	7·8	15·8	13·2	12·9	13·2	17·2	9·4	9·0	21·0	218·6	1·3	219·9
1980 Jan 4	92·8	47·2	7·1	14·5	12·4	12·1	12·3	16·2	8·7	8·4	19·8	203·9	1·2	205·1
Feb 8	86·7	44·4	6·6	14·0	11·5	11·5	11·5	15·1	7·8	7·7	19·2	191·6	1·2	192·8
Mar 7	81·1	40·8	6·2	14·3	10·8	10·6	10·5	14·2	7·4	7·3	18·5	180·4	1·3	181·7
April 2	76·2	38·6	5·6	12·6	9·7	9·4	9·8	13·7	6·9	6·9	17·6	168·0	1·2	169·2
May 2	71·5	35·8	5·6	12·0	9·0	8·8	8·8	13·1	6·7	6·7	17·5	159·5	1·2	160·7
June 6	65·0	33·0	5·0	10·4	8·0	8·5	7·9	11·6	6·1	6·1	16·8	145·8	1·1	146·9
July 4	56·4	28·6	4·3	9·5	6·9	7·1	7·2	9·8	5·4	5·5	15·7	127·9	1·0	128·9
Aug 8	51·5	26·0	4·1	8·4	6·2	6·9	6·2	9·4	5·3	5·1	15·6	119·7	1·0	120·7
Sep 5	48·3	24·4	3·8	7·8	5·8	5·7	5·7	8·8	5·1	5·2	15·1	111·4	0·8	112·2
Oct 3	43·3	21·2	3·4	7·0	5·6	4·9	5·6	8·0	4·7	4·7	13·6	100·9	0·8	101·7
Nov 6	38·9	18·7	3·2	7·1	5·2	4·9	5·6	8·1	4·6	4·6	13·7	96·0	0·7	96·7
Dec 5	38·7	18·4	3·3	7·6	5·3	5·1	6·1	8·4	4·7	5·0	14·3	98·3	0·8	99·1
1981 Jan 9	40·1	19·1	3·5	7·7	5·2	5·5	5·7	8·4	4·5	4·7	13·7	98·9	0·7	99·6
Feb 6	36·6	17·1	3·3	7·9	5·1	5·2	5·5	8·7	4·3	5·1	13·7	95·4	0·6	96·0
March 6	36·5	17·3	3·4	7·4	5·6	5·3	5·4	8·9	4·1	4·9	13·2	94·6	0·6	95·2
April 3	35·1	16·5	3·3	7·6	5·8	5·4	5·1	8·6	4·1	4·5	12·8	92·2	0·7	92·9
May 8	33·9	16·2	3·3	7·0	5·9	6·0	5·0	8·4	4·2	4·8	12·5	91·1	0·7	91·8
June 5	32·8	15·6	3·1	5·6	5·5	5·7	5·2	8·1	4·0	4·3	12·1	85·8	0·6	86·4
July 3	34·9	16·8	3·0	6·9	6·0	6·6	5·3	8·7	4·2	4·1	12·8	92·6	0·7	93·3
Aug 7	37·3	18·1	3·3	8·0	6·3	6·0	5·8	8·7	4·2	4·9	12·4	97·2	0·7	97·9
Sep 4	38·3	18·7	3·6	8·2	6·4	5·8	6·1	8·6	4·4	4·7	12·8	99·1	0·8	99·9
Oct 2	37·9	18·0	3·6	8·2	6·5	5·7	6·5	9·3	4·6	5·0	13·1	100·4	0·8	101·2
Nov 6	38·6	18·4	4·2	8·8	6·6	5·8	6·4	9·3	4·7	5·3	13·6	103·3	0·9	104·2
Dec 4	39·3	18·5	4·4	8·8	6·7	6·1	6·6	9·5	4·7	5·3	13·4	104·8	0·9	105·7
1982 Jan 8	39·9	19·1	4·4	9·2	6·8	6·4	6·8	9·7	4·8	5·4	13·6	106·9	0·9	107·8
Feb 5	41·1	19·4	4·7	9·1	6·7	6·5	6·8	9·7	5·5	5·4	13·5	108·9	0·9	109·8
Mar 5	41·4	19·7	4·1	9·4	6·5	6·6	7·1	9·5	5·4	5·6	12·7	108·2	0·9	109·1
Apr 2	40·9	20·1	4·4	9·1	6·4	6·9	7·0	9·9	5·5	5·8	12·4	107·8	0·9	108·7
May 7	40·4	19·9	3·9	9·5	6·7	7·0	7·2	10·1	5·0	5·6	12·7	108·1	0·9	109·0
June 4	40·1	18·9	4·0	9·6	6·7	6·9	7·1	9·9	5·2	5·8	13·1	107·6	0·9	108·5
July 2	42·3	20·1	4·0	10·2	6·8	6·8	7·0	10·0	4·9	5·8	13·3	111·1	1·0	112·1
Aug 6	42·7	20·8	4·0	9·9	7·0	6·9	7·0	10·2	5·0	5·7	13·6	112·0	1·0	113·0
Sep 3	40·7	19·9	3·9	10·0	6·8	7·3	7·0	10·0	4·9	5·7	13·1	109·6	1·1	110·7
Oct 8	41·7	20·9	4·0	11·0	7·4	7·5	6·5	11·0	5·3	6·1	13·6	114·2	1·2	115·4
Nov 5	42·0	20·1	3·9	11·0	7·3	7·3	6·8	11·3	5·3	5·9	13·4	114·1	1·1	115·2
Dec 3	42·3	20·1	4·0	10·6	7·3	7·3	7·2	11·7	5·4	5·8	13·8	115·4	1·1	116·5
1983 Jan 7	42·2	19·6	4·1	10·7	7·7	7·4	7·8	11·6	5·4	6·0	14·3	117·2	1·1	118·3
Feb 4	44·1	20·2	4·2	10·7	8·2	7·3	8·3	11·7	5·5	5·7	14·4	120·1	1·2	121·3
Mar 4	44·0	20·0	4·6	10·9	8·6	8·0	8·4	12·7	5·5	6·0	15·0	123·7	1·2	124·9
Apr 8	45·9	20·2	4·4	11·5	9·9	8·2	8·8	14·1	6·3	6·6	16·5	132·5	1·2	133·7
May 6	45·7	20·1	4·3	11·8	10·2	7·6	9·3	14·2	6·5	6·7	16·5	132·8	1·2	134·0
Jun 3	49·2	22·2	4·6	12·3	11·6	7·9	9·5	15·3	7·4	7·1	17·7	142·0	1·3	143·3
July 8	52·3	23·2	5·2	13·1	12·5	8·8	10·6	16·2	8·4	8·0	17·6	152·6	1·3	153·9
Aug 5	55·1	24·1	5·3	14·1	13·4	8·9	11·4	16·9	8·7	8·2	17·3	159·2	1·3	160·5
Sep 2	56·5	24·2	5·3	14·5	14·1	9·4	12·3	18·2	9·1	8·9	17·3	165·7	1·3	167·0
Oct 7	57·6	24·9	5·7	14·3	13·5	9·5	12·8	18·3	9·5	8·4	17·5	166·9	1·2	168·1
Nov 4	57·3	25·4	5·4	14·0	13·3	9·2	12·1	17·2	8·9	7·8	16·8	162·1	1·1	163·2
Dec 2	55·5	24·4	5·1	13·1	12·4	8·9	10·5	15·5	8·0	7·4	15·6	152·1	1·2	153·3
1984 Jan 6	55·2	24·3	4·9	12·7	11·6	8·2	10·0	14·6	7·2	7·1	15·1	146·4	1·2	147·6
Feb 3	54·7	24·4	5·1	12·7	10·8	8·0	9·6	14·7	6·9	7·0	14·6	144·2	1·2	145·4
Mar 2	54·8	24·5	5·4	12·9	10·3	8·3	9·8	15·3	7·5	7·1	15·0	146·0	1·3	147·3

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

VACANCIES 3·2
Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1982 Mar 5	38·5	18·2	4·0	9·7	6·4	6·6	6·9	9·4	5·5	5·6	12·2	104·7	0·9	105·6
April 2	42·4	20·3	4·5	10·4	6·7	7·1	7·3	11·1	5·5	7·0	13·1	115·1	0·9	116·0
May 7	45·2	21·8	4·3	11·5	7·2	8·0	7·9	11·7	5·5	6·9	14·2	122·4	0·9	123·3
June 4	45·8	21·4	4·4	12·0	6·9	7·6	8·0	11·2	5·4	6·7	14·7	122·7	1·0	123·7
July 2	44·1	20·6	4·2	10·6	6·6	6·6	7·3	10·2	5·0	6·0	13·7	114·3	1·0	115·3
Aug 6	42·1	19·6	4·0	9·9	7·0	6·8	6·9	10·0	5·0	5·5	13·9	111·0	1·1	112·0
Sep 3	43·3	20·8	4·1	10·2	7·2	7·3	7·2	9·9	5·0	5·6	13·8	113·5	1·1	114·6
Oct 8	46·0	24·0	4·0	10·6	7·8	7·6	6·9	11·1	5·4	5·8	13·8	119·1	1·2	120·3
Nov 5	41·0	20·5	3·7	9·8	7·4	7·3	6·6	10·7	5·1	5·3	13·3	110·0	1·1	111·1
Dec 3	36·7	17·6	3·6	8·8	6·8	6·7	6·3	10·4	4·8	4·9	12·7	101·5	1·0	102·5
1983 Jan 7	36·6	17·2	3·8	8·6	7·0	6·6	7·0	10·3	4·8	5·0	12·2	101·8	1·0	102·9
Feb 4	39·3	18·3	3·9	9·5	7·6	6·8	7·7	10·8	5·1	5·1	13·0	108·7	1·0	109·8
Mar 4	41·2	18·5	4·4	11·2	8·5	8·0	8·2	12·6	5·6	6·0	14·4	119·9	1·2	121·1
April 8	47·4	20·5	4·6	12·8	10·1	8·4	9·1	15·4	6·8	7·8	17·1	139·6	1·2	140·8
May 6	50·3	21·9	4·7	13·8	10·8	8·7	9·9	15·8	6·9	7·9	17·8	146·6	1·2	147·8
June 3	54·5	24·4	4·9	14·6	11·8	8·6	10·3	16·5	7·9	8·0	19·3	156·4	1·4	157·7
July 8	54·0	23·6	5·4	13·5	12·3	8·6	10·9	16·5	8·4	8·2	18·1	156·0	1·4	157·3
Aug 5	54·8	23·2	5·2	14·2	13·4	8·8	11·3	16·6	8·8	8·1	17·6	158·8	1·3	160·2
Sep 2	59·1	25·2	5·5	14·7	14·5	9·4	12·6	17·9	9·2	8·7	18·0	169·6	1·3	170·9
Oct 7	61·9	28·2	5·7	13·9	14·0	9·6	13·2	18·4	9·6	8·2	17·7	172·2	1·2	173·4
Nov 4	56·3	25·8	5·3	13·0	13·5	9·2	11·9	16·6	8·8	7·3	16·7	158·5	1·1	159·5
Dec 2	50·0	21·8	4·7	11·3	11·9	8·3	9·7	14·3	7·4	6·5	14·5	138·7	1·1	139·8
1984 Jan 6	49·7	21·9	4·6	10·6	10·9	7·5	9·3	13·3	6·5	6·1	13·1	131·7	1·1	132·8
Feb 3	49·9	22·5	4·8	11·5	10·3	7·5	9·1	13·8	6·5	6·4	13·3	133·2	1·2	134·4
Mar 2	52·1	23·0	5·3	12·6	10·2	8·3	9·6	15·2	7·5	7·0	14·4	142·4	1·3	143·7
Notified to careers offices														
1982 Mar 5	2·7	1·6	0·2	0·3	0·6	0·4	0·4	0·3	0·2	0·1	0·4	5·7	0·2	5·8
April 2	2·6	1·3	0·2	0·3	0·6	0·5	0·4	0·3	0·3	0·2	0·3	5·8	0·2	6·0
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
Sep 3	2·7	1·4	0·2	0·4	0·6	0·5	0·5	0·4	0·3	0·2	0·3	5·9	0·2	6·1
Oct 8	2·8	1·6	0·2	0·4	0·7	0·5	0·4	0·4	0·3	0·2	0·3	6·1	0·2	6·3
Nov 5	2·4	1·3	0·2	0·3	0·5	0·4	0·4	0·3	0·2	0·2	0·2	5·1	0·2	5·3
Dec 3	2·4	1·5	0·1	0·2	0·5	0·3	0·4	0·2	0·2	0·2	0·2	4·7	0·2	4·9
1983 Jan 7	2·3	1·3	0·1	0·3	0·5	0·4	0·4	0·3	0·2	0·1	0·2	4·7	0·2	4·9
Feb 4	2·7	1·5	0·2	0·3	0·4	0·4	0·4	0·3	0·2	0·2	0·2	5·3	0·2	5·5
Mar 4	2·7	1·4	0·2	0·3	0·6	0·4	0·5	0·3	0·3	0·2	0·2	5·7	0·2	5·9
April 8	3·2	1·7	0·2	0·4	0·6	0·5	0·5	0·4	0·2	0·2	0·3	6·7	0·3	7·0
May 6	5·7	3·1	0·3	0·9	0·8	0·7	0·6	0·7	0·3	0·2	0·4	10·7	0·3	11·0
June 3	4·9	2·8	0·3	0·6	0·8	0·5	0·6	0·5	0·3	0·3	0·4	9·2	0·3	9·5
July 8	3·7	2·0	0·2	0·5	0·7	0·5	0·6	0·4	0·3	0·3	0·4	7·5	0·2	7·7
Aug 5	3·5	1·7	0·3	0·4	0·6	0·4	0·5	0·5	0·3	0·3	0·3	7·2	0·2	7·4
Sep 2	3·9	1·9	0·3	0·5	0·8	0·5	0·5	0·5	0·4	0·2	0·3	8·0	0·3	8·3
Oct 7	3·7	1·7	0·3	0·6	0·9	0·6	0·6	0·4	0·4	0·2	0·2	7·9	0·4	8·2
Nov 4	3·6	1·8	0·3	0·5	1·1	0·5	0·5	0·4	0·3	0·2	0·2	7·4	0·4	7·8
Dec 2	3·1	1·5	0·2	0·4	0·8	0·4	0·4	0·4	0·2	0·1	0·2	6·2	0·3	6·6
1984 Jan 6	3·1	1·4	0·2	0·4	0·6	0·4	0·4	0·3	0·2	0·1	0·2	5·9	0·3	6·3
Feb 3	3·5	1·8	0·2	0·5	0·7	0·4	0·5	0·4	0·2	0·2	0·2	6·7	0·3	7·1
Mar 2	3·7	1·8	0·3	0·4	0·7	0·5	0·4	0·4	0·2	0·2	0·2	7·0	0·4	7·4

Notes: About one-third of all vacancies are notified to Jobcentres. 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.

3·3 VACANCIES
Notified to Jobcentres on November 4, 1983 and February 3, 1984: Industry group

UNITED KINGDOM SIC 1980	Division	Class	At Jobcentres Nov 83	Feb 84
All industries and services	0–9		133,835	117,764
Index of production and construction	1–5		37,784	34,661
Index of production	1–4		26,557	25,383
Manufacturing industries	2–4		25,900	24,647
Service industries	6–9		95,259	82,213
Agriculture, forestry and fishing	0		792	881
Energy and water supply industries	1		657	736
Coal, oil and natural gas, extraction and processing		11–14	80	149
Electricity, gas, other energy and water supply		15–17	577	587
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		2,127	2,021
Metal manufacturing, ore and other mineral extraction		21–24	1,152	975
Chemicals and man-made fibres		25–26	975	1,046
Metal goods, engineering and vehicle industries	3		10,051	10,694
Mechanical engineering		32	3,072	3,536
Office machinery, electrical engineering and instruments		33–34, 37	3,730	3,880
Motor vehicles and parts		35	477	595
Other transport equipment		36	531	657
Other metal goods n.e.s.		31	2,241	2,026
Other manufacturing industries	4		13,722	11,932
Food, drink and tobacco		41, 42	2,111	1,729
Textiles, leather, footwear and clothing		43–45	7,026	5,748
Timber, wooden furniture, rubber, plastic, etc		46, 48–49	3,113	2,925
Paper products, printing and publishing		47	1,472	1,530
Construction	5		11,227	9,278
Distribution, hotels and catering; repairs	6		46,924	36,521
Wholesale distribution and repairs		61–63, 67	5,667	5,333
Retail distribution		64–65	25,843	18,816
Hotels and catering		66	15,414	12,372
Transport and communication	7		3,350	3,266
Transport		71–77	2,200	2,696
Postal services and telecommunications		79	1,150	570
Banking, finance, insurance, business services and leasing	8		10,105	9,993
Other services	9		34,880	32,442
Public administration and defence		91–94	21,039	17,896
Medical and other health services		95	5,665	5,824
Other services		96–00	8,176	8,722

Note: The above figures do not include vacancies notified to PER offices or Community Programme vacancies, these totalled 25,704 in November 1983 and 16,589 in February 1984.
This quarterly series is now based on SIC 1980. The results for November 1983 were first published in December 1983 based on SIC 1968. For an outline of the main features of SIC 1980 see the March 1983 issue of *Employment Gazette*.

3·5 VACANCIES
Flows at Jobcentres: seasonally adjusted *

THOUSAND

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

* The vacancy flow statistics are described in *Employment Gazette*, June 1980, pp. 627–635 while the coverage of the flow statistics differs from the published totals of vacancies notified to Jobcentres, the movements in the respective series are closely related.
Flow figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
R. The seasonal adjustment has been revised back to January 1981—see note in Employment Topics.

4·1 INDUSTRIAL DISPUTES
Stoppages of work*

Stoppages: March 1984

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month	133	258,200	1,903,000
of which: beginning in month	93	245,600†	1,798,000
continuing from earlier months	40	12,600‡	105,000

† Includes 238,100 workers directly involved.
‡ includes 1,100 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.

Note: The figures exclude absences from work on March 29 by workers in Liverpool, mainly in the public sector, in support of the Council Labour leadership's proposed budget contravening the Government's Rates Bill; and absences between March 27 and 30 by large numbers of workers, who joined "Democracy Day" demonstrations organised by the Trades Union Congress in London and other cities in protest against the Government's proposals to abolish the Greater London Council and the Metropolitan County Councils.

Stoppages: cause

United Kingdom	Beginning in Mar 1984: Stoppages	Workers directly involved	Beginning in the first three months of 1984: Stoppages	Workers directly involved
Pay–wage-rates and earnings levels	45	41,700	170	114,100
–extra-wage and fringe benefits	5	2,700	13	3,700
Duration and pattern of hours worked	2	3,000	16	5,900
Redundancy questions	10	180,100	34	205,200
Trade union matters	3	2,100	15	230,400
Working conditions and supervision	2	2,400	29	14,200
Manning and work allocation	8	1,400	43	7,500
Dismissal and other disciplinary measures	18	4,800	38	10,700
All causes	**93**	**238,100**	**358**	**591,500**

Stoppages—Industry

United Kingdom SIC 1980	Jan to Mar 1984: Stoppages beginning in period	Stoppages in progress: Workers involved	Working days lost	Jan to Mar 1983: Stoppages beginning in period	Stoppages in progress: Workers involved	Working days lost
Agriculture, forestry and fishing	1	300	1,000	—	—	—
Coal extraction	63	221,100	1,783,000	92	34,100	221,000
Coke, mineral oil and natural gas	—	—	—	2	400	1,000
Electricity, gas, other energy and water	5	4,200	25,000	4	36,000	769,000
Metal processing and manufacture	7	1,200	2,000	8	3,400	19,000
Mineral processing and manufacture	13	2,500	13,000	6	1,300	11,000
Chemicals and man-made fibres	13	11,300	29,000	4	1,200	4,000
Metal goods not elsewhere specified	15	2,100	8,000	8	1,400	8,000
Engineering	41	30,000	131,000	46	16,100	84,000
Motor vehicles	27	27,300	59,000	35	64,300	282,000
Other transport equipment	12	16,800	65,000	13	9,400	56,000
Food, drink and tobacco	21	8,100	78,000	8	3,100	13,000
Textiles	4	1,600	5,000	5	500	5,000
Footwear and clothing	7	4,700	33,000	3	1,500	4,000
Timber and wooden furniture	4	800	15,000	4	500	3,000
Paper, printing and publishing	12	6,600	34,000	17	2,400	15,000
Other manufacturing industries	11	3,800	31,000	9	4,700	18,000
Construction	7	4,000	22,000	10	1,300	17,000
Distribution, hotels and catering, repairs	9	700	6,000	8	1,000	6,000
Transport services and communications	45	76,500	82,000	20	9,000	13,000
Supporting and miscellaneous transport services	6	10,500	7,000	12	4,000	29,000
Banking, finance, insurance, business services and leasing	3	8,800	16,000	2	100	1,000
Public administration, education and health services	26	208,100	173,000	24	5,600	22,000
Other services	8	1,400	31,000	3	100	—
All industries and services	**358***	652,500	2,648,000	343	201,200	1,600,000

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

Prominent stoppages in quarter ending March 31, 1984

Industry and locality	Date when stoppage: Began	Ended	Number of workers involved: Directly	Indirectly	Number of working days lost in quarter	Cause or object
Coal extraction						
Kirkcaldv	13.2.84	2.3.84	1,750	—	22,000	Over downgrading of craftsman
Various areas in Great Britain	12.3.84	Cont.	125,000	—	1,500,000	Protest at pit closures.
Various areas in Great Britain	1.11.84	Cont.	38,500	—	210,200	Various stoppages arising from national overtime ban in support of improved pay offer.
Energy supply						
Various areas in Northern England	23.1.84	10.2.84	1,450	—	16,000	Introduction of revised bonus schemes.
Engineering						
Various areas in Great Britain	16.1.84	16.1.84	16,100	—	16,100	Over proposed privatisation and possible job losses.
Glasgow	24.2.84	Cont.	1,000	—	18,000	For improved pay offer.
Stafford	8.2.84	15.3.84	720	—	11,200	For improved pay offer.
Liverpool	9.3.84	Cont.	1,700	—	27,200	Over proposed redundancies.
Luton	9.12.83	14.2.84	1,200	—	33,600	Over proposed new terms of pay and conditions (total working days lost 36,000).
Vehicles						
Cowley	2.2.84	20.2.84	220	1,400	13,200	Protest over job allocation following transfer of work to another plant.
Neath	29.2.84	16.3.84	700	180	9,800	For improved pay offer.
Preston	20.1.84	23.1.84	6,500	—	9,900	For improved pay offer.
Yeovil/ Weston-Super-Mare/ Isle of Wight	6.3.84	Cont.	2,050	—	38,400	Against proposed introduction of shift working.
Food, drink and tobacco						
Merseyside	8.1.84	27.2.84	510	—	17,300	Over redundancy plans and changes in shift patterns.
York	6.2.84	30.3.84	640	1,250	40,000	Over proposed redundancies.
Footwear and clothing						
Various areas in South West England	30.1.84	13.2.84	4,000	—	29,000	Against reduced time allowance that may result in loss of pay.
Paper printing and publishing						
London	13.1.84	1.2.84	1,110	600	13,500	Over appointment of new library manager.
Construction						
Fife	23.3.84	Cont.	2,220	—	10,200	Over suspension of foreman and worker for alleged breach of site rules.
Transport and communication						
London	28.3.84	28.3.84	50,000	—	50,000	Over proposal to transfer control of London Transport.
Public administration						
Birmingham	6.1.84	28.2.84	430	—	16,000	Over the introduction of new technology.
United Kingdom	26.1.84	28.2.84	168,000	—	120,000	Stoppages in protest over banning of trade union membership at G.C.H.Q
Other services						
London	18.2.84	Cont.	700	—	21,500	Over changes in shift rosters and consequent job losses.
Various industries and services						
United Kingdom	28.2.84	28.2.84	85,000	—	45,000	Sympathy stoppage in support of civil servants' protest over banning of trade union membership at G.C.H.Q.

4·2 INDUSTRIAL DISPUTES*
Stoppages of work: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	All manufacturing industries
1974‡	2,922	2,946	1,622	1,626	14,750	7,498
1975	2,282	2,332	789	809	6,012	5,002
1976	2,016	2,034	666§	668§	3,284	2,308
1977	2,703	2,737	1,155	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	1,125	4,583	4,608	29,474	22,552
1980	1,330	1,348	830§	834§	11,964	10,896
1981	1,338	1,344	1,499	1,513	4,266	2,292
1982	1,528	1,538	2,101§	2,103§	5,313	1,919
1983	1,255	1,267	538	541	3,593	1,760
1982 Mar	164	200	78	92	355	191
April	164	194	102	117	321	209
May	133	177	82	120	273	127
June	135	168	285	358	611	130
July	93	123	74	150	444	59
Aug	102	127	52	122	219	53
Sep	111	136	856	1,024	753	261
Oct	116	141	283	322	428	107
Nov	133	163	45	69	239	153
Dec	73	93	52	55	111	43
1983 Jan	96	108	69	70	327	98
Feb	100	130	56	96	746	108
Mar	147	180	76	96	527	314
April	118	153	41	65	385	298
May	114	149	36	43	138	70
June	119	137	28	30	118	84
July	105	143	34	47	183	137
Aug	107	137	40	46	202	151
Sep	111	155	41	59	298	165
Oct	108	141	42	64	264	166
Nov	95	139	55	69	297	141
Dec	35	61	22	52	107	29
1984 Jan	141	156	111	137	297	122
Feb	124	168	269	324	447	167
Mar	93	133	247	258	1,903	214

Working days lost in all stoppages in progress in period by industry

THOUSAND

United Kingdom	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
SIC 1968	II	VI–XII	VII, VII and IX	X	XI	XII–XV	III–V, XVI–XIX	XX	XXII	I, XXI XXIII–XXVII
1974 ‡	5,628	1,106	2,005	693	2,033	255	1,406	252	705	666
1975	56	564	1,737	509	1,121	350	720	247	422	286
1976	78	478	543	62	895	65	266	570	132	196
1977	97	981	1,895	163	3,095	264	1,660	297	301	1,390
1978	201	585	1,193	160	4,047	179	1,514	416	360	750
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1982 Mar	21	16	42	23	61	7	42	6	73	64
April	24	12	43	3	88	10	52	11	22	54
May	20	39	22	1	12	8	45	6	12	107
June	108	19	47	8	19	8	28	6	190	178
July	18	4	25	1	6	2	20	4	213	150
Aug	2	4	31	2	6	—	9	4	4	156
Sep	118	14	114	38	56	1	37	3	100	271
Oct	11	55	12	8	9	12	12	—	141	168
Nov	11	14	58	—	61	6	15	—	13	62
Dec	10	1	4	4	6	4	24	—	3	55

	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods nes	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
SIC 1980	(11-14)	(21, 22, 31)	(32-34, 37)	(35)	(36)	(43, 45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 & 00)
1982	380	197	538	551	172	61	400	41	1,675	1,299
1983	581	176	510	542	191	34	308	70	167	1,014
1983 Jan	10	1	37	17	17	1	24	2	6	212
Feb	46	4	25	30	34	2	13	10	5	577
Mar	167	22	22	234	5	5	25	6	30	10
April	10	80	62	122	14	3	17	4	54	20
May	29	12	24	19	5	1	9	3	19	16
June	3	18	14	5	23	1	22	5	12	14
July	11	9	35	3	12	7	71	17	14	5
Aug	13	19	83	4	10	2	33	16	2	20
Sept	90	2	119	5	15	1	24	2	9	31
Oct	63	3	46	45	47	1	24	2	8	26
Nov	107	5	32	54	9	6	34	5	5	39
Dec	31	—	10	3	—	3	12	—	3	44
1984 Jan	95	3	40	12	11	3	54	5	12	63
Feb	102	3	30	23	7	26	79	3	20	156
Mar	1,586	4	61	25	47	9	67	14	57	33

* See page S64 for notes on coverage. The figures from 1983 are provisional.
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
‡ Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.
§ Figures exclude workers becoming involved after the end of the year in which the stoppages began.

EARNINGS 5·1
Average earnings index: all employees; main industrial sectors

GREAT BRITAIN	Whole economy (Divisions 0–9)				Manufacturing industries (Revised definition) (Divisions 2–4)				Production industries (Revised definition) (Divisions 1–4)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
SIC 1980			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†			% change over previous 12 months	Underlying % change over previous 12 months†
1980 Annual averages	111·4				109·1				109·4			
1981	125·8				123·6				124·1			
1982	137·6				137·4				138·2			
1983	149·2				149·7				150·0			
1980 Jan*	100·0	101·1			100·0	100·5			100·0	100·6		
Feb*	102·6	103·7			101·2	101·9			101·1	101·8		
Mar*	105·9	105·9			104·4	104·3			105·5	105·1		
April	107·1	107·7			105·7	106·1			106·1	106·3		
May	109·2	109·2			108·3	107·3			108·6	107·5		
June	112·5	111·4			111·6	110·0			111·7	110·2		
July	113·3	112·2			112·5	111·5			112·7	111·6		
Aug	114·0	114·1			110·8	111·9			111·1	112·1		
Sep	117·9	118·0			111·7	112·8			111·9	113·1		
Oct	116·0	116·2			112·2	113·0			112·5	113·4		
Nov	117·8	117·3			115·2	114·5			115·2	114·5		
Dec	120·8	119·6			116·1	115·5			115·9	115·5		
1981 Jan	118·2	119·7	18·4	17	115·7	116·5	15·9	14½	116·4	117·3	16·6	15
Feb	119·3	120·7	16·4	15½	117·3	118·2	16·0	14	117·8	118·7	16·6	14½
Mar	121·2	121·3	14·5	15½	118·9	118·9	14·0	14	119·9	119·4	13·6	14½
April	121·9	122·6	13·8	14	118·4	119·2	12·3	14	119·1	119·7	12·6	14½
May	123·5	123·6	13·2	13½	121·0	120·0	11·8	13½	121·5	120·5	12·1	14
June	126·0	124·8	12·0	12½	124·5	122·6	11·5	13½	125·2	123·5	12·1	14
July	126·9	125·8	12·1	11½	125·4	124·2	11·4	13½	126·2	124·8	11·8	14
Aug	129·0	128·9	13·0	11½	126·0	126·9	13·4	13½	126·3	127·3	13·6	13¾
Sep	129·4	129·5	9·7	11½	126·2	127·4	12·9	13½	126·6	127·9	13·1	13¾
Oct	130·0	130·2	12·0	11½	128·6	129·4	14·5	13½	128·9	129·9	14·6	13¾
Nov	131·4	130·8	11·5	11	130·8	129·9	13·4	13¼	130·9	130·0	13·5	13½
Dec	133·1	131·7	10·1	11	130·8	130·2	12·7	13	130·9	130·5	13·0	13
1982 Jan	131·2	132·8	10·9	11	131·1	132·0	13·3	12¾	131·6	132·6	13·0	13
Feb	132·8	134·3	11·3	10¾	131·8	132·8	12·4	12	133·7	134·7	13·5	12¼
Mar	134·6	134·7	11·0	10¾	134·4	134·4	13·0	11¾	135·2	134·6	12·7	12
April	134·5	135·4	10·4	10½	134·8	136·0	14·1	11¾	135·2	136·1	13·7	11¾
May	136·5	136·7	10·6	10¼	137·5	136·5	13·8	11½	137·8	136·9	13·6	11¼
June	138·3	137·0	9·8	9½	138·8	136·7	11·5	11¼	139·6	137·6	11·4	11
July	140·7	139·5	10·9	9¼	139·2	137·8	11·0	11	140·1	138·5	11·0	11
Aug	138·8	138·6	7·5	8¾	137·6	138·4	9·1	9½	138·4	139·3	9·4	9½
Sep	138·7	138·9	7·3	8¾	137·9	139·3	9·3	9¼	138·7	140·2	9·6	9½
Oct	139·6	139·8	7·4	8¾	140·0	140·9	8·9	9¼	139·9	141·1	8·6	9½
Nov	142·4	141·7	8·3	8½	142·5	141·6	9·0	9	143·7	142·8	9·8	9¼
Dec	143·6	142·0	7·8	8	143·2	142·7	9·6	9	144·0	143·8	10·2	9
1983 Jan	142·6	144·5	8·8	8	142·9	144·0	9·1	9	143·5	144·6	9·0	8¾
Feb	145·4	147·2	9·6	8	143·7	144·8	9·0	8¾	144·1	145·2	7·8	8¾
Mar	146·1	146·3	8·6	7¾	145·1	145·0	7·9	8½	145·9	145·3	7·9	8½
April	146·0	147·0	8·6	7½	146·7	148·1	8·9	8½	147·4	148·5	9·1	8½
May	148·3	148·6	8·7	7½	149·2	148·2	8·6	8½	149·3	148·4	8·4	8½
June	149·7	148·2	8·2	7½	150·2	147·8	8·1	8½	150·4	148·2	7·7	8
July	151·7	150·3	7·7	7½	151·2	149·7	8·6	8¾	151·8	150·0	8·3	8½
Aug	150·4	150·2	8·4	7¾	149·9	150·8	9·0	8¾	150·4	151·3	8·6	8½
Sep	150·5	150·7	8·5	7¾	150·9	152·4	9·4	9¼	151·4	153·0	9·1	9
Oct	151·7	152·0	8·7	7¾	153·3	154·4	9·6	9½	154·1	155·4	10·1	9¼
Nov	152·8	152·1	7·3	7¾	156·5	155·6	9·9	9¾	155·7	154·7	8·3	9¼
Dec	155·1	153·4	8·0	7¾	157·0	156·6	9·7	9¾	155·9	155·8	8·3	9¼
1984 Jan	152·7	154·7	7·1	7¾	155·9	157·0	9·0	9½	154·9	156·0	7·9	9
[Feb]	153·7	155·5	5·6	7¾	157·4	158·6	9·5	9½	156·5	157·7	8·6	9

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.
* The figures reflect abnormally low earnings owing to the effects of national disputes.
† For the derivation of the underlying change, see *Employment Gazette*, February 1984, p82.

5·3 EARNINGS
Average earnings index: all employees: by industry

JAN 1980 = 100

GREAT BRITAIN / SIC 1980 CLASS	Agriculture and forestry* (01–02)	Coal and coke (11–12)	Mineral oil and natural gas (14)	Electricity, gas, other energy and water supply (15–17)	Metal processing and manufacturing** (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instruments (31,37)	Food, drink and tobacco (41–42)	Textiles (43)
1980 Annual averages	117·7	106·1	104·4	116·2	**	109·2	109·8	106·9	109·0	100·5	111·4	103·7	109·0	107·3
1981	131·8	118·6	119·8	133·5	124·9	121·6	124·8	117·3	123·4	111·4	124·0	116·8	123·8	120·2
1982	144·2	131·1	135·8	147·8	137·3	136·8	138·9	130·6	139·2	125·3	137·3	129·3	136·7	131·7
1983	157·5	134·7	147·8	159·2	150·7	148·5	152·0	142·3	152·9	138·6	143·2	140·3	149·6	143·5
1980 Jan	100·0	100·0	100·0	100·0	**	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb	108·3	100·1	106·4	100·2	**	101·6	100·6	101·9	101·2	99·2	103·2	99·4	101·1	102·7
Mar	111·4	109·5	100·8	120·7	**	102·0	104·5	104·0	105·2	99·9	121·5	99·2	107·0	104·2
April	117·9	106·9	100·5	112·1	100·0	106·0	102·5	104·9	105·8	98·7	108·8	101·3	104·2	105·0
May	117·2	103·0	99·8	117·8	117·1	108·9	103·3	106·1	107·4	99·5	106·8	103·0	106·7	105·9
June	118·5	106·0	105·0	119·4	112·5	114·3	114·5	107·8	109·8	103·6	111·5	104·3	109·9	109·2
July	117·5	107·9	105·6	121·6	117·9	111·8	113·7	108·5	112·6	102·6	113·5	105·3	109·6	109·0
Aug	124·0	106·1	105·9	119·6	109·4	110·3	111·9	108·3	110·9	98·3	113·0	103·7	110·2	107·2
Sep	131·6	107·6	104·8	119·7	109·5	111·8	113·4	108·9	111·6	99·3	111·5	104·8	110·7	109·3
Oct	127·9	108·8	106·2	121·8	107·2	111·7	111·9	109·5	113·3	98·9	114·5	105·5	112·9	111·0
Nov	120·1	108·8	106·9	121·6	114·1	114·0	119·2	110·5	114·8	103·0	117·2	108·9	116·3	113·2
Dec	118·5	108·5	110·4	119·5	115·0	116·7	121·9	112·3	115·5	102·4	115·2	108·6	119·4	111·0
1981 Jan	118·1	120·5	114·0	120·4	110·1	113·3	114·8	111·3	115·8	102·8	116·3	109·7	117·4	114·4
Feb	119·9	118·5	116·7	121·9	116·6	113·4	115·8	112·3	116·6	109·5	118·9	110·8	116·8	116·8
Mar	125·9	120·7	116·4	130·5	118·4	116·0	119·2	114·0	119·6	109·7	118·4	113·3	117·3	117·1
April	132·9	117·0	116·9	128·9	118·3	116·0	117·4	113·7	118·9	108·2	119·5	111·1	118·7	112·8
May	130·2	113·7	120·2	132·4	121·6	119·7	120·9	115·7	121·7	101·9	124·0	114·4	121·7	118·0
June	131·7	116·3	117·9	140·7	123·0	125·3	124·3	117·0	123·9	112·1	123·8	116·3	126·0	122·6
July	130·0	118·8	123·3	140·6	131·8	123·7	123·7	117·0	126·5	114·6	126·7	116·7	125·2	122·4
Aug	143·8	117·5	121·0	135·5	128·4	124·1	134·4	117·7	124·5	112·3	129·2	117·7	125·9	122·7
Sep	147·7	118·4	121·1	136·7	131·3	123·9	126·9	119·9	125·3	112·2	123·5	119·7	126·1	122·5
Oct	143·0	120·3	121·1	138·1	133·8	125·0	131·0	122·0	127·8	113·7	133·9	121·1	126·9	124·8
Nov	131·4	121·0	123·0	138·5	133·9	127·2	133·2	122·9	129·3	121·4	127·7	126·4	131·6	126·1
Dec	126·5	120·2	126·2	138·3	132·2	131·9	135·6	123·8	131·3	117·8	126·1	124·8	132·6	122·6
1982 Jan	125·1	120·6	133·8	141·7	136·4	126·7	132·5	123·9	131·8	120·4	130·2	123·2	129·9	127·2
Feb	134·6	146·6	131·7	142·0	134·3	130·4	131·1	125·7	132·5	121·4	131·0	125·2	129·9	127·5
Mar	138·9	132·7	132·7	140·7	134·6	134·6	133·0	128·0	136·7	123·7	133·4	128·6	131·5	130·0
April	144·2	128·8	132·0	139·3	137·4	134·8	134·4	127·7	136·9	119·7	137·4	127·3	133·6	130·0
May	140·6	130·7	132·8	141·3	136·9	137·6	135·0	130·1	137·6	124·9	137·8	131·0	139·3	133·2
June	144·0	128·0	135·6	153·2	135·7	141·6	140·8	131·6	140·5	125·7	141·4	129·5	137·9	134·1
July	152·2	129·1	142·4	154·5	145·9	138·9	140·9	132·9	140·7	128·3	137·4	129·8	136·5	133·2
Aug	154·0	130·2	135·3	150·0	136·3	137·2	139·0	130·8	139·6	124·8	136·3	128·7	137·8	131·6
Sep	160·8	128·6	137·4	151·5	135·0	138·5	139·0	131·1	140·2	121·7	138·9	130·0	139·4	131·3
Oct	152·8	117·6	137·0	151·8	140·8	139·2	140·8	133·2	143·2	125·7	141·2	131·0	139·1	133·1
Nov	143·4	139·6	138·2	157·2	136·1	140·5	149·5	135·5	144·1	129·5	142·3	133·9	142·7	135·5
Dec	139·5	140·5	140·7	150·4	138·1	142·0	150·9	136·5	146·3	137·8	140·0	132·9	143·0	134·7
1983 Jan	138·0	141·3	146·3	146·2	140·9	141·2	143·7	135·1	147·0	133·9	138·5	133·5	142·2	137·9
Feb	145·2	139·5	146·1	145·9	140·4	141·9	145·0	136·0	147·1	134·6	139·5	134·1	142·6	139·0
Mar	145·1	139·0	146·1	156·0	141·8	142·7	143·3	138·1	150·1	134·7	143·7	137·3	144·1	140·6
April	155·1	136·5	147·3	158·9	146·2	144·9	146·2	138·8	150·6	133·7	142·7	136·4	146·6	141·7
May	151·0	131·2	146·3	158·2	147·4	146·5	149·4	141·7	152·2	139·0	144·0	141·0	149·4	144·0
June	156·7	133·7	148·6	160·1	147·6	152·3	150·3	143·2	154·0	139·0	144·5	139·2	150·9	144·6
July	167·2	135·4	156·7	164·9	166·3	147·7	151·9	143·4	154·8	140·1	141·5	140·3	151·1	145·1
Aug	162·7	135·5	149·0	161·8	151·7	149·7	157·1	141·8	152·8	137·1	137·9	140·7	149·7	143·7
Sep	178·0	137·0	150·9	162·6	152·1	151·3	152·9	143·2	153·3	137·8	142·4	142·1	150·8	145·5
Oct	173·6	140·1	143·9	169·7	163·8	150·2	153·1	145·3	157·5	139·8	146·1	144·1	152·0	146·6
Nov	160·4	123·9	140·9	165·1	154·3	156·8	164·7	148·6	156·8	146·0	150·6	147·9	155·5	147·2
Dec	156·7	123·6	151·9	161·5	155·8	156·6	166·1	152·8	158·7	147·2	147·4	146·6	159·7	146·1
1984 Jan	155·3	121·5	158·1	162·7	167·3	151·4	155·8	148·8	158·3	145·7	148·4	145·2	153·9	149·8
[Feb]	..	125·2	159·9	163·0	159·6	153·8	158·2	151·4	159·5	147·6	154·3	149·1	155·4	150·6

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

(not seasonally adjusted)

GREAT BRITAIN / SIC 1980 CLASS	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	Construction (50)	Distribution and repairs (61–65, 67)	Hotels and catering (66)	Transport and communication† (71–72, 75–77,79)	Banking, finance and insurance (81–82 83pt.–84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services ‡ (97pt.–98pt.)	Whole economy
1980 Annual averages	107·6	105·9	110·4	107·6	111·5	107·2	107·9	108·4	112·7	114·2	123·8	113·4	111·4
1981	121·4	115·2	128·3	121·1	125·8	120·3	120·4	120·6	128·9	129·6	140·8	128·0	125·8
1982	134·1	126·9	142·8	134·0	137·6	132·6	127·6	132·2	144·6	140·0	147·9	143·8	137·6
1983	145·2	139·9	156·6	144·0	148·0	143·6	137·9	144·3	157·5	149·5	163·6	156·0	149·2
1980 Jan	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0**
Feb	102·1	105·5	100·9	103·0	104·1	102·0	99·7	99·2	101·7	104·9	109·0	103·9	102·6**
Mar	104·2	101·0	103·8	104·6	106·8	103·3	101·2	99·0	112·1	103·7	114·0	110·7	105·9**
April	104·8	101·7	103·4	104·3	107·2	104·7	107·2	104·1	106·3	110·2	112·6	108·6	107·1
May	106·0	102·2	108·7	106·0	106·7	106·2	109·0	106·2	106·1	115·2	114·8	109·5	109·2
June	107·6	104·2	114·2	109·8	110·0	107·5	106·0	114·3	123·5	113·8	118·1	107·4	112·5
July	109·1	111·9	113·4	109·1	114·7	109·2	106·5	108·2	115·6	116·2	120·8	117·6	113·3
Aug	107·2	109·9	113·0	110·1	112·5	108·0	111·7	106·9	114·5	120·1	132·7	117·1	114·0
Sep	109·8	109·4	115·6	109·6	116·5	108·9	109·9	115·7	113·5	120·1	154·7	116·1	117·9
Oct	110·5	106·8	116·0	110·3	116·5	109·1	112·1	113·1	113·9	118·5	137·1	119·0	116·0
Nov	112·4	108·1	118·1	113·3	118·3	111·2	112·4	118·6	118·2	118·5	134·0	122·8	117·8
Dec	117·7	110·1	117·4	111·6	124·1	116·1	120·3	115·0	127·1	129·4	137·5	126·5	120·8
1981 Jan	115·1	115·9	117·6	114·7	118·0	114·3	113·4	113·3	119·1	124·3	130·8	122·4	118·2
Feb	117·2	112·6	118·3	115·1	120·5	115·4	113·0	113·3	120·6	124·8	131·3	122·9	119·3
Mar	119·9	108·7	120·7	116·0	124·9	116·1	114·7	115·2	130·7	124·0	131·3	123·4	121·2
April	117·0	111·4	121·9	115·0	122·5	118·9	119·6	117·2	122·7	126·6	135·7	123·6	121·9
May	120·2	112·5	125·7	120·2	122·3	118·3	121·4	116·3	127·7	123·6	142·5	128·5	123·5
June	122·3	114·3	134·0	122·6	126·8	120·5	120·3	119·9	132·7	124·6	141·2	126·3	126·0
July	121·3	114·8	132·6	123·1	126·2	121·7	121·8	122·4	128·6	125·8	143·5	126·6	126·9
Aug	121·1	117·8	131·3	122·7	125·1	121·0	122·8	121·4	129·3	140·4	149·2	127·2	129·0
Sep	123·0	117·7	132·8	123·9	128·1	121·6	121·2	128·0	128·1	137·5	146·2	130·7	129·4
Oct	124·7	118·6	133·7	125·4	128·2	122·4	122·9	123·3	128·8	135·8	147·8	129·2	130·0
Nov	126·9	123·6	134·5	126·7	130·6	124·9	121·9	127·7	134·8	135·1	144·1	134·9	131·4
Dec	128·2	114·9	135·8	127·9	136·0	129·0	132·4	128·8	143·6	133·0	146·2	139·8	133·1
1982 Jan	128·7	122·8	135·8	128·4	130·0	128·1	123·0	127·7	133·2	133·4	141·7	138·1	131·2
Feb	130·1	121·5	136·0	130·2	132·9	127·1	123·7	126·1	135·6	136·2	144·4	140·0	132·8
Mar	132·0	122·4	140·3	131·8	136·6	130·1	124·7	127·6	149·4	135·1	142·7	138·4	134·6
April	132·1	123·7	140·8	131·5	135·2	130·9	126·0	129·6	140·7	135·8	141·9	140·0	134·5
May	132·9	128·1	145·0	133·2	136·6	131·4	128·5	129·2	141·6	142·7	142·9	142·2	136·5
June	133·6	124·8	145·7	137·2	138·6	131·7	129·0	134·4	151·6	139·2	145·6	140·9	138·3
July	134·0	126·8	145·0	135·0	140·0	133·1	127·0	137·3	143·1	140·3	161·6	144·6	140·7
Aug	134·3	128·0	143·1	135·3	136·7	132·6	127·4	131·9	143·0	140·1	156·6	146·2	138·8
Sep	135·2	133·4	141·4	135·0	138·6	133·2	127·2	133·3	143·1	142·1	148·6	150·0	138·7
Oct	135·8	131·9	145·1	136·0	139·0	134·6	127·7	133·5	144·3	142·7	150·5	148·6	139·6
Nov	138·8	133·0	147·9	138·7	141·8	136·7	128·0	138·2	149·0	148·9	148·6	148·9	142·4
Dec	141·2	126·0	147·3	136·1	144·7	141·2	139·2	137·2	160·8	143·5	150·0	146·6	143·6
1983 Jan	141·2	141·7	146·4	137·6	140·7	138·6	130·9	135·2	145·8	143·9	159·9	149·7	142·6
Feb	143·0	143·8	147·3	139·3	142·3	138·9	131·6	137·6	148·9	144·9	175·7	148·3	145·4
Mar	144·2	133·9	149·7	139·6	147·9	140·0	132·8	140·3	164·3	146·2	161·3	150·3	146·1
April	143·7	138·3	156·4	141·3	145·5	142·3	133·1	142·3	150·9	147·0	156·2	149·9	146·0
May	146·0	138·5	156·3	145·2	145·7	147·3	136·7	141·4	158·2	150·7	158·1	152·1	148·3
June	146·2	134·7	159·3	144·2	150·7	143·3	137·1	144·4	162·0	150·2	163·2	154·5	149·7
July	145·4	138·5	157·7	144·6	149·7	144·7	139·1	150·6	157·4	150·6	169·2	156·1	151·7
Aug	145·0	143·7	157·3	143·3	148·0	143·3	139·7	145·4	156·3	150·8	168·7	163·3	150·4
Sep	145·1	141·2	159·9	146·1	148·6	144·4	141·0	147·3	153·3	151·7	162·6	157·9	150·5
Oct	146·3	141·2	162·2	147·2	150·3	143·4	141·2	146·3	155·9	153·0	163·8	158·0	151·7
Nov	147·7	151·0	163·4	151·0	152·9	145·6	140·4	149·5	159·3	152·4	161·2	166·9	152·8
Dec	148·8	132·8	163·1	148·2	153·7	151·3	150·6	151·2	177·8	152·1	162·8	165·3	155·1
1984 Jan	150·4	151·3	160·3	150·4	148·0	149·0	142·6	146·8	162·3	153·6	162·3	164·5	152·7
[Feb]	151·0	146·4	161·5	152·8	152·9	147·9	141·2	148·8	160·8	154·8	163·0	161·6	153·7

** Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for "metal processing and manufacturing" to be calculated for these months, but the best possible estimates have been used in the compilation of the indices for manufacturing and whole economy. The index series for this group has a base of April 1980 = 100.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual workers: by industry

SIC 1968

UNITED KINGDOM October	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 nes	Textiles	Leather, leather goods and fur
MALE												
Weekly earnings												
Full-time men (21 years and over)												£
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
1982	138·28	175·01	148·46	139·01	130·01	121·30	128·47	141·81	132·73	123·74	113·78	107·12
1983	148·55	196·68	163·53	154·23	140·70	133·83	138·54	148·55	146·81	136·90	126·47	115·09
Hours worked												
Full-time men (21 years and over)												
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
1982	44·9	43·2	43·1	41·4	41·4	41·4	41·8	43·7	39·7	41·3	42·5	42·3
1983	45·3	45·3	43·0	42·2	41·9	41·4	41·9	42·8	40·7	42·1	43·8	43·1
Hourly earnings												
Full-time men (21 years and over)												pence
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
1982	308·0	405·1	344·5	335·8	314·0	293·0	307·3	324·5	334·3	299·6	267·7	253·2
1983	327·9	434·2	380·3	365·5	335·8	323·3	330·6	347·1	360·7	325·2	288·7	267·0
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												£
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
1982	90·76	120·04	94·36	88·12	90·39	87·73	89·32	94·02	97·67	84·27	71·35	71·39
1983	99·56	108·61	101·13	96·16	99·14	97·63	97·77	100·20	108·62	91·40	77·75	74·41
Hours worked												
Full-time women (18 years and over)												
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
1982	38·4	41·3	39·0	37·8	38·4	38·4	37·6	38·2	37·6	37·4	37·6	37·6
1983	39·0	39·4	38·4	38·3	39·0	39·3	38·0	37·4	38·3	37·9	38·1	37·6
Hourly earnings												
Full-time women (18 years and over)												pence
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
1982	236·4	290·7	241·9	233·1	235·4	228·5	237·6	246·1	259·8	225·3	189·8	189·9
1983	255·3	275·7	263·4	251·1	254·2	248·4	257·3	267·9	283·6	241·2	204·1	197·9

* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions
§ Except sea transport

EARNINGS AND HOURS 5·4
Average earnings and hours: manual workers: by industry

SIC 1968

UNITED KINGDOM October	Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	All industries covered
MALE											
Weekly earnings											
Full-time men (21 years and over)											£
1977	61·61	75·15	67·66	82·09	71·04	73·56	74·96	72·91	72·72	76·96	**72·89**
1978	67·50	87·48	77·85	96·79	83·51	84·77	84·52	81·77	87·78	88·03	**83·50**
1979	80·37	102·32	91·05	114·88	96·89	98·28	99·82	94·06	104·30	103·30	**96·94**
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	**113·06**
1981	98·67	127·96	111·31	154·22	113·15	123·23	126·08	121·55	142·28	138·19	**125·58**
1982	106·59	141·91	124·38	162·63	124·08	134·26	138·54	131·53	157·69	150·67	**137·06**
1983	113·70	154·28	135·47	183·28	138·06	147·23	150·14	140·40	169·12	162·46	**149·13**
Hours worked											
Full-time men (21 years and over)											
1977	41·3	45·7	43·0	44·5	43·4	43·6	47·2	44·7	42·4	48·0	**44·2**
1978	41·3	45·4	43·0	44·6	43·3	43·5	47·2	44·9	42·8	48·8	**44·2**
1979	41·0	45·0	43·2	43·8	43·4	43·2	46·8	44·9	43·4	48·6	**44·0**
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	**43·0**
1981	41·1	43·6	42·2	41·9	41·8	42·0	46·0	43·8	40·1	46·9	**43·0**
1982	41·4	44·2	43·0	41·2	41·8	42·0	47·9	43·8	40·0	46·7	**42·9**
1983	41·5	44·5	43·5	42·1	43·0	42·6	47·4	43·6	40·8	46·7	**43·3**
Hourly earnings											
Full-time men (21 years and over)											pence
1977	149·2	164·4	157·3	184·5	163·7	168·7	158·8	163·1	171·5	160·3	**164·9**
1978	163·4	192·7	181·0	217·0	192·9	194·9	179·1	182·1	205·1	180·4	**188·9**
1979	196·0	227·4	210·8	262·3	223·2	227·5	213·3	209·5	240·3	212·6	**220·3**
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	**262·9**
1981	240·1	293·5	263·8	368·1	270·7	293·4	274·1	277·5	354·8	294·6	**292·0**
1982	257·5	321·1	289·3	394·7	296·8	319·7	289·2	300·3	394·2	322·6	**319·5**
1983	274·0	346·7	311·4	435·3	321·1	345·6	316·8	322·0	414·5	347·9	**344·4**
FEMALE											
Weekly earnings											
Full-time women (18 years and over)											£
1977	38·08	45·59	46·20	48·87	43·44	44·45	—	39·14	47·94	53·25	**44·31**
1978	41·94	52·12	53·62	55·33	49·15	50·08	—	42·97	58·10	63·79	**50·03**
1979	50·43	60·06	61·84	67·15	56·08	58·44	—	48·23	70·29	72·38	**58·24**
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	**68·73**
1981	64·02	79·13	81·55	92·83	70·58	75·71	—	66·49	99·07	105·76	**76·44**
1982	69·58	85·78	90·75	102·44	78·51	83·17	—	69·33	103·22	114·12	**83·96**
1983	73·22	92·51	99·65	111·70	86·80	90·29	—	78·57	111·72	123·32	**91·18**
Hours worked											
Full-time women (18 years and over)											
1977	36·1	36·8	37·2	38·5	37·5	37·2	—	37·9	36·0	41·3	**37·4**
1978	36·1	36·7	37·5	38·1	37·0	37·2	—	38·5	36·8	43·5	**37·4**
1979	36·0	36·8	36·7	38·3	37·4	37·2	—	37·2	37·6	43·3	**37·4**
Full-time females on adult rates*											
1980	36·4	37·3	36·8	38·2	37·3	37·3	—	38·5	37·0	42·3	**37·5**
1981	36·5	37·5	37·6	37·4	37·5	37·5	—	39·1	36·3	42·8	**37·7**
1982	37·5	38·3	38·2	37·7	38·1	37·8	—	37·9	35·1	42·6	**38·0**
1983	37·0	38·4	38·2	38·4	38·6	38·1	—	39·2	35·8	41·7	**38·2**
Hourly earnings											
Full-time women (18 years and over)											pence
1977	105·5	123·9	124·2	126·9	115·8	119·5	—	103·3	133·2	128·9	**118·5**
1978	116·2	142·0	143·0	145·2	132·8	134·6	—	111·6	157·9	146·6	**133·8**
1979	140·1	163·2	168·5	175·3	149·9	157·1	—	129·7	186·9	167·2	**155·7**
Full-time females on adult rates*											
1980	161·0	190·4	201·1	215·1	174·1	183·4	—	159·6	220·9	217·8	**183·3**
1981	175·4	211·0	216·9	248·2	188·2	201·9	—	170·1	272·9	247·1	**202·8**
1982	185·5	224·0	237·6	271·7	206·1	220·0	—	182·9	294·1	267·9	**220·9**
1983	197·9	240·9	260·9	290·9	224·9	237·0	—	200·4	312·1	295·7	**238·7**

5·5 EARNINGS
Index of average earnings: non-manual employees

Full-time Adults*

Great Britain April of each year	Manufacturing Industries: Weights	1976	1977	1978	1979	1980	1981	1982	1983†
Men	689	225·6	248·0	287·3	328·5	404·0	451·4	506·2	547·3
Women	311	276·2	310·0	353·4	402·4	494·1	559·5	625·3	681·4
Men and women	1,000	233·9	258·1	298·1	340·6	418·7	469·1	525·6	569·3

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

EARNINGS 5·5
Index of average earnings: non-manual employees

Fixed weighted: April 1970 = 100

All Industries and Services	Weights	1976	1977	1978	1979	1980	1981	1982	1983
Men	575	232·6	253·6	287·2	322·4	403·1	465·2	510·4	556·0
Women	425	276·6	304·5	334·5	373·5	468·3	547·4	594·1	651·6
Men and women	1,000	244·5	267·3	300·0	336·2	420·7	487·4	533·0	581·9

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pages 431 to 434) and April 1976 (page 19).

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
FULL-TIME MEN, 21 years and over										
Manual occupations										
1977	71·8	74·2	45·6	162·6	160·0	69·5	71·5	45·7	156·5	154·3
1978	81·8	84·7	45·8	184·8	181·8	78·4	80·7	46·0	175·5	172·8
1979	94·5	97·9	46·0	212·8	208·7	90·1	93·0	46·2	201·2	197·5
1980	111·2	115·2	45·0	255·5	250·0	108·6	111·7	45·4	245·8	240·5
1981	119·3	124·7	43·5	286·0	279·8	118·4	121·9	44·2	275·3	269·1
1982*	134·8	138·1	43·8	315·1	307·9	131·4	133·8	44·3	302·0	294·7
	134·4	137·8	43·9	313·7	306·7					
1983	142·8	147·4	43·7	336·7	329·2	140·3	143·6	43·9	326·5	319·0
Non-manual occupations										
1977	88·2	88·9	39·2	223·4	223·8	88·4	88·9	38·7	227·2	227·9
1978		103·0	39·4	258·1	258·9	99·9	100·7	38·7	257·1	257·9
1979	116·8	117·7	39·6	293·8	294·7	112·1	113·0	38·8	288·6	289·5
1980	143·6	144·8	39·4	362·3	362·0	140·4	141·3	38·7	360·8	361·3
1981	159·6	161·8	38·8	411·9	411·5	161·2	163·1	38·4	419·1	419·7
1982*	180·1	181·4	38·8	457·9	457·0	177·9	178·9	38·2	462·5	462·3
	178·5	179·8	38·9	453·4	452·5					
1983	193·2	194·6	39·1	491·6	491·0	193·7	194·9	38·4	503·4	502·9
All occupations										
1977	76·1	78·5	43·8	177·7	177·1	76·8	78·6	43·0	181·1	181·5
1978	87·3	90·0	44·0	202·9	202·2	86·9	89·1	43·1	204·3	204·9
1979	100·5	103·7	44·2	233·1	231·8	98·8	101·4	43·2	232·2	232·4
1980	120·3	124·3	43·4	284·1	281·8	121·5	124·5	42·7	288·2	287·6
1981	131·3	137·1	42·0	323·5	320·8	136·5	140·5	41·7	332·0	331·2
1982*	148·8	152·6	42·2	357·0	354·0	151·5	154·5	41·7	365·6	364·6
	147·9	151·8	42·3	354·2	351·4					
1983	158·6	163·3	42·2	383·0	380·0	163·8	167·5	41·5	399·1	398·0
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1977	43·0	45·0	39·8	113·4	112·7	42·2	43·7	39·4	111·2	110·7
1978	49·3	51·2	39·9	128·5	127·5	48·0	49·4	39·6	125·3	124·4
1979	55·4	57·9	39·9	145·4	144·2	53·4	55·2	39·6	139·9	138·7
1980	66·4	69·5	39·8	174·5	172·8	65·9	68·0	39·6	172·1	170·4
1981	72·5	76·3	39·6	192·8	191·4	72·1	74·5	39·4	189·8	188·2
1982*	79·9	82·9	39·6	209·5	207·1	78·3	80·1	39·3	205·0	202·7
	79·6	82·6	39·6	208·9	206·6					
1983	86·7	90·3	39·7	227·3	224·9	85·6	87·9	39·3	224·3	222·0
Non-manual occupations										
1977	48·1	48·4	37·1	130·1	129·8	53·4	53·8	36·7	143·8	143·7
1978	54·9	55·2	37·2	148·0	147·5	58·5	59·1	36·7	158·1	157·9
1979	62·3	62·8	37·2	168·5	168·0	65·3	66·0	36·7	176·8	176·6
1980	76·7	77·1	37·3	205·8	204·9	82·0	82·7	36·7	221·2	220·7
1981	86·4	87·3	37·1	234·2	233·4	95·6	96·7	36·5	259·7	259·2
1982*	97·2	97·6	37·2	260·3	259·0	104·3	104·9	36·5	283·0	282·2
	97·0	97·4	37·2	259·8	258·5					
1983	105·5	106·2	37·2	283·3	281·9	114·2	115·1	36·5	310·0	309·0
All occupations										
1977	44·9	46·4	38·7	120·0	119·6	50·0	51·0	37·5	134·0	133·9
1978	51·3	52·8	38·8	136·1	135·4	55·4	56·4	37·5	148·2	148·0
1979	57·9	60·0	38·8	154·6	153·7	61·8	63·0	37·5	166·0	165·7
1980	70·3	72·8	38·7	187·3	186·1	77·3	78·8	37·5	207·0	206·4
1981	78·1	81·5	38·4	211·6	210·6	89·3	91·4	37·2	241·8	241·2
1982*	87·1	89·7	38·5	232·1	230·4	97·5	99·0	37·1	263·1	262·1
	86·8	89·4	38·5	231·4	229·7					
1983	94·5	97·6	38·6	251·8	250·1	106·9	108·8	37·2	288·5	287·5
FULL-TIME ADULTS										
(a) MEN, 21 years and over WOMEN, 18 years and over										
All occupations										
1977	68·9	71·3	42·7	165·8	164·3	68·7	70·2	41·3	168·0	167·5
1978	78·8	81·5	42·8	188·7	187·0	77·3	79·1	41·4	188·6	187·9
1979	90·4	93·7	43·0	216·7	214·2	87·4	89·6	41·5	213·6	212·4
1980	108·4	112·4	42·3	263·3	259·8	107·7	110·2	41·1	264·8	262·8
1981	118·6	124·3	41·2	299·0	295·6	121·6	124·9	40·3	305·1	303·2
1982*	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
	133·3	137·2	41·4	327·2	323·1					
1983	143·2	148·0	41·4	354·1	349·9	145·4	148·3	40·0	365·1	362·5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1977	68·0	70·4	42·7	163·8	162·3	67·8	69·3	41·3	165·7	165·1
1978	77·8	80·5	42·8	186·5	184·7	76·3	78·1	41·4	186·1	185·3
1979	89·1	92·5	43·0	213·9	211·3	86·2	88·4	41·5	210·7	209·3
1980	106·9	110·9	42·3	259·8	256·2	106·3	108·7	41·1	261·1	259·0
1981	116·8	122·5	41·2	294·7	291·2	119·8	123·1	40·3	300·4	298·4
1982*	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7
	131·2	135·2	41·4	322·3	318·2					
1983	141·2	146·0	41·4	349·1	344·8	143·2	146·1	40·1	359·5	356·8

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

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

SIC 1968		Manu-facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
							Pence per hour
Labour costs	1973	106·90	143·45	107·32	129·61	109·37	..
	1975	161·68	249·36	156·95	217·22	166·76	..
	1978	244·54	365·12	222·46	324·00	249·14	..
	1979	295·1	431·1	263·9	377·1	298·9	..
	1980	361·0	532·7	333·6	495·1	368·6	..
	1981	394·34	603·34	357·43	595·10	405·57	..
	1982	430·8	689·4	382·6	660·8	443·6	..
							Per cent
Percentage shares of labour costs *							
Wages and salaries †	1973	89·9	82·5	91·1	84·7	89·3	..
	1978	84·3	76·2	86·8	78·2	83·9	..
	1981	82·1	73·3	85·0	75·8	81·6	..
	1982	82·5	72·1	85·2	75·3	81·7	..
of which Holiday, sickness, injury and maternity pay	1973	8·4	12·0	6·4	9·8	9·2	..
	1978	9·2	9·3	6·8	11·2	9·0	..
	1981	10·0	8·7	7·8	11·5	9·7	..
	1982	10·1	8·5	7·7	11·5	9·8	..
Statutory National Insurance contributions	1973	4·9	4·3	4·9	4·5	4·9	..
	1978	8·5	6·7	9·1	6·9	8·4	..
	1981	9·0	7·0	9·9	7·0	8·9	..
	1982	8·8	6·7	9·7	6·9	8·7	..
Private social welfare payments	1973	3·5	5·9	1·6	8·0	3·7	..
	1978	4·8	9·4	2·3	12·2	5·1	..
	1981	5·2	10·1	2·8	13·1	5·6	..
	1982	5·3	10·0	2·7	13·5	5·7	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1973	1·6	7·3	2·4	2·9	2·2	..
	1978	2·3	7·7	1·9	2·6	2·6	..
	1981	3·7	9·6	2·3	4·1	3·9	..
	1982	3·4	11·2	2·4	4·3	3·9	..

SIC 1980		Manufacturing		Energy and water supply	Production industries	Construction	Production and Con-struction industries††	Whole economy	
			% change over a year earlier						% change over a year earlier
									1980 = 100
Labour costs per unit of output §	1978	70·7	15·0	78·5	73·8	71·1	73·4	72·1	11·6
	1979	82·5	16·7	79·3	83·1	82·3	83·0	82·7	14·7
	1980	100·0	21·2	100·0	100·0	100·0	100·0	100·0	20·9
	1981	107·4	7·4	106·4	105·7	111·6	106·5	109·5	9·5
	1982	111·8	4·1	106·9	108·5	108·5	108·6	113·4	3·4
	1983	..		..	..	..	..	116·4	2·8
	1981 Q1	..		..	..	..	..	107·7	16·9
	Q2	..		..	..	..	..	110·0	12·6
	Q3	..		..	..	..	..	110·2	5·8
	Q4	..		..	..	..	..	109·6	3·4
	1982 Q1	..		..	..	..	..	112·3	4·3
	Q2	..		..	..	..	..	112·6	2·4
	Q3	..		..	..	..	..	113·5	3·0
	Q4	..		..	..	..	..	114·1	4·1
	1983 Q1	..		..	..	..	..	115·1	2·5
	Q2	..		..	..	..	..	115·7	2·8
	Q3	..		..	..	..	..	117·1	3·2
	Q4	..		..	..	..	..	117·0	2·5
Wages and salaries per unit of output §	1978	71·1‖	13·2	79·3	71·5	71·9	74·1	72·6	11·0
	1979	81·9‖	15·2	79·6	81·9	82·8	83·3	82·8	14·0
	1980	100·0‖	22·1	100·0	100·0	100·0	100·0	100·0	20·8
	1981	109·8‖	9·8	105·6	109·8	111·0	106·4	109·0	9·0
	1982	115·5‖	5·2	107·9	105·5	108·9	109·1	113·8	4·4
	1983	118·2‖	2·3	..		..	..	117·9	3·6
	1982 Q1	113·4‖	3·9	..	..	..	..	111·8	3·9
	Q2	115·0‖	5·6	..	..	..	..	113·3	3·5
	Q3	115·7‖	5·4	..	..	..	..	114·4	4·6
	Q4	117·6‖	5·7	..	..	..	..	115·3	6·1
	1983 Q1	116·6‖	2·9	..	..	..	..	116·3	4·0
	Q2	118·7‖	3·2	..	..	..	..	117·0	3·3
	Q3	117·9‖	1·9	..	..	..	..	118·8	3·8
	Q4	119·7‖	1·8	..	..	..	..	118·9	3·1
	1983 Sep	119·0‖	3·2						
	Oct	119·7‖	1·9						
	Nov	120·5‖	1·9						
	Dec	118·8‖	1·5						
	1984 Jan	118·5‖	3·2						
	Feb	121·7‖	3·5						
3 months ending:	Sep	117·9‖	1·9						
	Oct	118·9‖	2·3						
	Nov	119·7‖	2·3						
	Dec	119·7‖	1·3						
	1984 Jan	119·3‖	3·2						
	Feb	119·7‖	2·7						

Notes: * *Source* Department of Employment. See reports on labour cost surveys in *Employment Gazette.*
† Including holiday bonuses up to 1973.‡ Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium *(when applicable).*
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
.. Not available.

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 SIC 1968	Agriculture, forestry and fishing I	Mining and quarrying II	Food, drink and tobacco III	Chemicals and allied industries IV and V	All metals combined VI–XII	Textiles XIII	Leather, leather goods and fur XIV	Clothing and footwear XV	Bricks, pottery, glass, cement, etc XVI	Timber, furniture, etc XVII
Basic weekly wage rates										JULY 1972 = 100
Weights	210	305	454	294	2,953	366	29	217	236	186
1979 Annual	310	276	285	265	314	288	280	300	276	279
1980 averages	371	334	325	324	369	330	318	355	321	335
1981	410	372	361	367	400	359	349	395	349	363
1982	451	403	388	396	421	379	363	416	373	388
1983	490	426	410	420	441	398	382	431	394	408
1981 Dec	411	397	376 **	377	415	365	356	399	360	363
1982 Jan	445	397	383 **	379	417	369	363	415	360	388
Feb	451	399	383 **	379	417	369	363	415	363	388
Mar	451	399	383 **	379	417	369	363	415	363	388
April	451	399	384 **	379	418	369	363	415	368	388
May	451	399	384 **	390	418	382	363	415	375	388
June	451	399	387 **	406	418	383	363	415	375	388
July	451	399	387 **	406	419	383	374	415	375	388
Aug	451	399	388 **	406	419	383	374	415	375	388
Sep	451	399	388 **	406	420	384	374	419	377	388
Oct	451	399	389 **	406	420	385	374	419	377	388
Nov	451	425	401 **	406	436	385	374	419	384	388
Dec	451	425	401 **	406	436	385	374	419	384	388
1983 Jan	478	425	406 **	407	437	388	374	434	386	408
Feb	483	425	406 **	407	437	388	374	434	386	408
Mar	483	425	406 **	407	437	388	374	437	390	408
April	483	427	407 **	407	437	388	381	437	394	408
May	483	427	407 **	417	437	402	381	437	395	408
June	483	427	409 **	428	438	403	381	437	395	408
July	483	427	409 **	428	439	403	386	437	395	408
Aug	483	427	409 **	428	439	403	386	437	395	408
Sep	506	427	409 **	428	439	404	386	438	396	408
Oct	507	427	411 **	428	439	404	386	438	396	408
Nov	507	427 *	423 **	428	457	404	386	438	396	408
Dec	507	427 *	423 **	428	457	404	386	438	396	408
Normal weekly hours										Hours
1979 Annual	40·2	36·0	40·0	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1980 averages	40·2	36·0	40·0	40·0	40·0	40·0	40·0	40·0	40·1	39·5
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
1983	40·2	36·0	39·6	38·3	39·0	40·0	40·0	40·0	39·5	39·1
1983 Dec	40·2	36·0	39·6	38·0	39·0	40·0	40·0	40·0	39·5	39·1
Basic wage rates adjusted for changes in normal weekly hours										JULY 1972 = 100
1979 Annual	326	276	286	265	314	288	280	300	276	279
1980 averages	390	334	327	324	369	330	318	355	321	340
1981	431	372	362	367	402	359	349	395	350	372
1982	473	403	389	398	430	379	363	416	379	398
1983	516	426	416	440	452	398	382	437	402	419
1983 Dec	432	397	377 **	378	424	365	356	399	362	372
1982 Jan	467	397	384 **	380	426	369	363	415	365	397
Feb	474	399	384 **	380	426	369	363	415	368	397
Mar	474	399	384 **	380	426	369	363	415	368	398
April	474	399	385 **	381	427	369	363	415	375	398
May	474	399	385 **	393	427	382	363	415	382	398
June	474	399	388 **	408	427	383	363	415	382	398
July	474	399	388 **	408	428	383	374	415	382	398
Aug	474	399	389 **	408	428	383	374	415	382	398
Sep	474	399	389 **	408	429	384	374	419	384	398
Oct	474	399	390 **	408	429	385	374	419	384	398
Nov	474	425	402 **	408	445	385	374	419	391	398
Dec	474	425	402 **	408	445	385	374	419	392	398
1983 Jan	502	425	411 **	420	447	388	374	434	394	418
Feb	508	425	411 **	420	447	388	374	434	394	418
Mar	508	425	411 **	420	447	388	374	437	398	418
April	508	427	412 **	420	447	388	381	437	402	419
May	508	427	412 **	439	448	402	381	437	403	419
June	508	427	415 **	451	449	403	381	437	403	419
July	508	427	415 **	451	450	403	386	437	403	419
Aug	508	427	415 **	451	450	403	386	437	403	419
Sep	532	427	415 **	451	450	404	386	438	405	419
Oct	533	427	416 **	451	450	404	386	438	405	419
Nov	533	427 *	428 **	456	468	404	386	438	405	419
Dec	533	427 *	428 **	456	468	404	386	438	405	419

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

** One of the agreements used in calculating this index was abolished in October 1982. Omitting this agreement from the calculations would alter the index of weekly wage rates for periods from June 1980 (the anniversary of the last change to the discontinued agreement) in the following way:

$$\text{adjusted index} = \left(\frac{\text{Existing Index} - 74\cdot445}{0\cdot802}\right).$$

The basic wage rates index adjusted for changes in normal weekly hours would be altered pro rata.

NOTE: December 1983 is the last month for which these indices are calculated (see Employment Topics, January 1984)

WAGE RATES AND HOURS 5·8

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

UNITED KINGDOM SIC 1968	Paper, printing and publishing XVIII	Construction XX	Gas, electricity and water XXI	Transport and communication XXII	Distributive trades XXIII	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries III–XIX	All industries and services
Basic weekly wage rates									
Weights	403	970	209	1,034	802	756	576	5,138	10,000
Annual averages 1979	270	321	301	266	320	281	319	297·5	298·1
1980	310	374	384	318	380	329	386	348·5	351·8
1981	351	417	458	351	423	361	419	381·7	387·7
1982	383	450	495	378	462	382	455	404·1	414·3
1983	405	478	524	399	497	401	480	424·6	437·8
Dec	363	431	466	358	432	371	425 *	394·0	398·8
Jan 1982	365	431	480	368	432	371	445	397·2	403·6
Feb	371	431	480	368	433	371	452	397·8	404·5
Mar	371	431	497	371	433	371	452	397·9	405·3
April	386	433	497	379	463	382	452	400·1	410·6
May	386	433	497	379	472	382	452	402·0	412·3
June	386	462	497	379	472	382	456	403·4	416·1
July	386	462	497	382	472	385	456	403·9	416·9
Aug	390	463	497	382	472	385	456	404·4	417·2
Sep	390	463	498	383	472	385	456	405·3	417·8
Oct	390	463	498	383	473	385	460	405·4	418·2
Nov	390	463	498	383	473	392	460	415·8	424·8
Dec	390	463	503	383	473	392	460	415·8	425·0
Jan 1983	391	463	512	391	473	392	470	418·8	428·6
Feb	396	463	512	391	473	392	476	419·1	429·2
Mar	396	463	526	393	475	392	477	419·4	430·2
April	407	465	526	397	499	401	477	420·7	434·2
May	407	465	526	397	504	401	477	422·3	435·4
June	407	488	526	400	504	401	481	423·6	438·9
July	408	488	527	402	504	403	481	424·5	439·6
Aug	410	489	527	403	504	403	481	424·7	439·9
Sep	410	489	527	403	504	403	481	424·9	440·5
Oct	410	489	527	403	509	403	487	425·0	441·3
Nov	410	489	527	403	509	410	487	436·2	447·6
Dec	410	489	527	403	509	410	487	436·2	447·6
Normal weekly hours									
Annual averages 1979	39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·9
1980	39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·8
1981	39·2	39·7	38·5	40·4	39·7	40·0	40·0	39·8	39·7
1982	38·6	38·9	38·0	40·1	39·7	39·9	39·9	39·4	39·6
1983	38·2	38·9	38·0	40·0	39·7	39·5	39·5	39·2	39·3
Dec 1983	38·1	38·9	38·0	40·0	39·6	39·5	39·4	39·2	39·2
Basic wage rates adjusted for changes in normal weekly hours									
Annual averages 1979	270	321	309	268	327	281	330	297·7	300·2
1980	310	375	393	319	389	329	398	348·8	354·6
1981	355	421	476	352	435	361	433	382·9	391·7
1982	392	462	518	383	475	382	468	410·3	422·6
1983	420	492	552	404	515	406	502	433·6	448·7
Dec	367	443	490	360	445	371	439 *	399·2	405·9
Jan 1982	369	443	504	372	445	371	460	402·8	411·3
Feb	375	443	504	372	446	371	467	403·5	412·2
Mar	375	444	522	375	446	371	467	403·5	413·1
April	390	445	522	383	477	381	467	406·2	418·5
May	390	445	522	383	486	381	467	408·1	420·2
June	390	475	522	384	486	381	467	409·5	424·1
July	399	475	523	386	486	385	467	410·5	425·3
Aug	403	475	523	386	486	385	467	410·9	425·9
Sep	403	475	523	387	486	385	467	411·9	426·3
Oct	403	475	523	387	487	385	475	412·0	427·0
Nov	403	476	523	388	487	396	475	422·6	433·9
Dec	403	476	529	388	487	396	480	422·6	434·4
Jan 1983	405	476	539	396	489	397	492	427·2	439·1
Feb	409	476	539	396	489	397	498	427·6	439·7
Mar	409	476	554	399	490	397	499	427·9	440·6
April	421	478	554	402	517	406	499	429·3	444·7
May	421	478	554	403	522	406	499	431·3	446·4
June	422	502	554	406	522	406	503	432·7	450·1
July	423	502	554	408	522	408	503	433·6	450·8
Aug	426	502	554	408	522	408	503	433·8	451·1
Sep	426	502	554	408	522	408	503	434·0	451·7
Oct	426	502	554	408	527	408	509	434·1	452·6
Nov	426	502	554	408	527	415	509	446·1	458·9
Dec	426	502	554	409	527	415	509	446·1	458·9

The figures relate to changes in a representative selection of basic wage rates or minimum entitlements, and in normal weekly hours, for full-time manual workers, which are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general no account is taken of changes determined by local negotiations. (For example at district, establishment or shop floor level). The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the minimum. Where a national agreement appears to have been permanently discontinued the coverage of the index is adjusted. Indices relate to the end of the month in question and those published in previous issues of *Employment Gazette* have been revised where necessary to take account of changes reported subsequently. The figures for normal weekly hours are derived from indices based on the same representative selection of national agreements and statutory wages orders used to compile the indices of basic wage rates.

EARNINGS 5·9

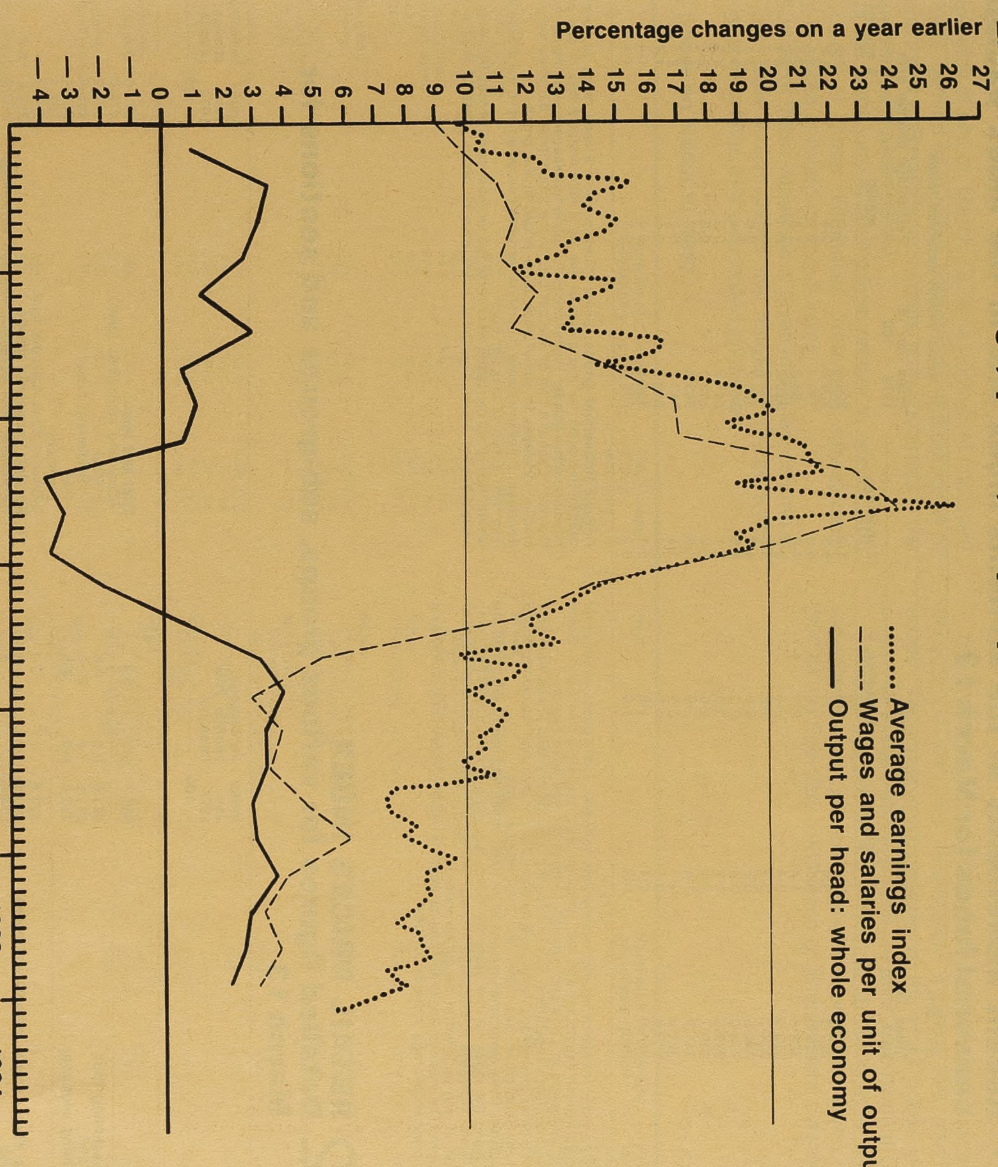
Selected countries: wages per head: manufacturing (manual workers)

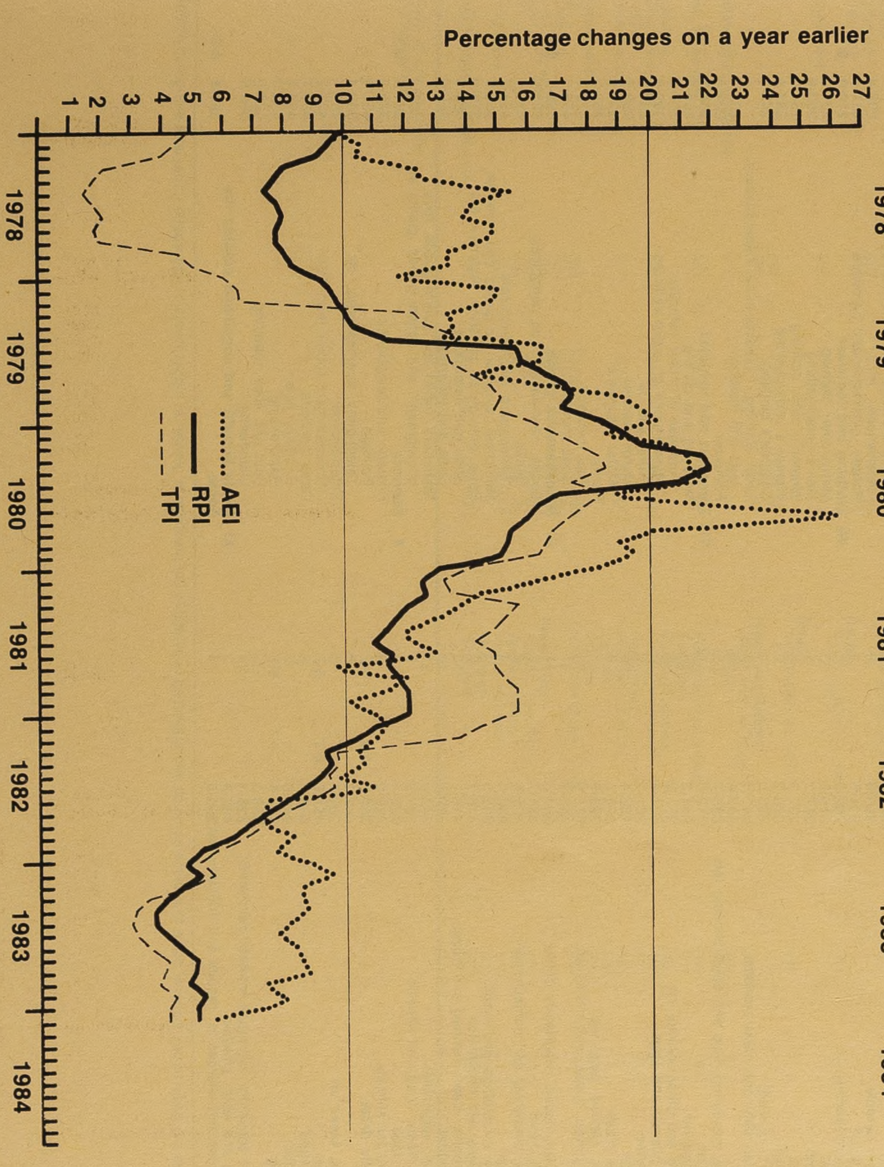
	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																	Indices 1980 = 100
1974	39·5	61·8	54	53	49·4	45·2	68	27	36	30·1	60·3	66	53	24·8	54·4	81·1	61
1975	49·9	70·0	65	62	58·9	53·0	74	34	46	38·2	67·2	78	64	31·8	62·4	87·1	66
1976	58·2	76·3	73	70	66·4	60·4	79	44	54	46·2	75·5	81	75	41·5	73·6	88·5	72
1977	64·2	82·9	79	78	73·2	68·1	84	53	62	59·1	81·9	87	82	54·1	78·5	90·0	78
1978	73·4	87·6	85	83	80·7	76·9	89	65	71	68·6	86·8	92	89	68·2	85·3	93·1	85
1979	84·9	92·1	92	91	89·9	86·9	94	79	83	81·9	93·0	96	91	84·4	91·9	95·1	92
1980	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100·0	100
1981	113·3	106·2	110	112	109·5	114·5	105	127	116	123·7	105·6	103	110	119·9	110·5	105·1	110
1982	126·0	112·7	117	125	120·3	131·9	110	170	133	144·9	110·7	110	121	138·1	119·2	111·6	117
1983	137·4	..	122	..	128·5	144·9	114	..	..	..	..	113	..	159·5	..	119·2	122
Quarterly averages																	
1982 Q3	127·0	112·4	116	127	121·1	133·4	112	177	135	147·5	112·1	112	126	139·4	120·0	111·5	118
Q4	129·9	113·7	122	129	125·4	133·6	112	185	140	153·3	112·0	112	127	146·1	120·7	112·3	119
1983 Q1	132·6	115·5	118	131	125·4	139·1	112	182	142	158·6	113·5	113	127	148·9	127·0	119·7	120
Q2	135·7	118·6 R	120	..	128·6	143·4	114	197	146	162·9	114·7	113	131	152·2	129·0	118·5	121
Q3	138·5	118·4	122	..	129·5	147·1	115	206	..	169·7	114·6	113	133	165·7	128·5	119·5	122
Q4	142·6	..	126	..	130·5	150·1	115	..	..	..	..	113	..	172·0	..	119·1	124
Monthly																	
1983 Aug	138·3	121·4	..	..	127·0	..	..	..	..	170·2	114·2	113	..	166·8	126·5	..	121
Sep	139·8	120·5	122	..	128·9	..	..	..	..	171·6	116·4	113	..	169·8	128·2	..	122
Oct	141·6	122·6	..	..	129·6	150·1	115	..	..	171·8	116·6	113	..	171·5	129·3	..	123
Nov	142·7	116·2	126	..	129·8	..	..	..	..	..	118·4	113	..	171·3	129·4	..	124
Dec	143·6	..	..	..	132·0	..	..	..	..	..	..	113	..	173·2	..	..	125
1984 Jan	144·0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	125
Increases on a year earlier																	
Annual averages																	Per cent
1974	17	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	18	9	5	9
1981	13	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	15	5	33	15	17	5	7	10	15	8	6	7
1983	9	..	4	..	7	10	3	..	..	..	..	3	..	15	..	7	4
Quarterly averages																	
1982 Q3	10	6	7	12	10	17	4	36	14	15	5	6	11	14	8	6	6
Q4	9	4	4	9	10	12	4	37	16	16	4	6	11	16	7	6	5
1983 Q1	9	4	3	8	9	12	4	24	14	16	5	4	12	13	5	7	5
Q2	9	5	3	..	7	11	3	16	11	15	4	4	9	14	5	7	4
Q3	9	5	5	..	7	10	3	16	..	15	2	1	6	19	7	7	3
Q4	10	..	4	..	4	12	3	..	..	..	..	..	..	18	..	6	4
Monthly																	
1983 Aug	9	7	..	..	8	..	..	..	..	14	−2	1	..	20	6	..	3
Sep	9	6	5	..	5	..	..	..	..	15	4	1	..	20	7	..	4
Oct	10	7	..	..	4	12	3	..	..	15	4	1	..	18	8	..	4
Nov	10	2	..	..	4	..	..	..	..	..	6	1	..	17	8	..	4
Dec	10	..	4	..	4	..	..	..	..	..	..	1	..	18	..	..	4
1984 Jan	9	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	4

Source: OECD—Main Economic Indicators.

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

EARNINGS: earnings, prices, output per head: whole economy C3





6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods for March 13

	All items				All items except seasonal foods		
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1983 Jan	325·9	0·1	0·9	4·9	328·5	0·0	1·2
Feb	327·3	0·4	1·3	5·3	329·8	0·4	1·2
Mar	327·9	0·2	1·5	4·6	330·4	0·2	1·4
Apr	332·5	1·4	2·5	4·0	334·8	1·3	2·2
May	333·9	0·4	2·4	3·7	336·2	0·4	2·1
June	334·7	0·2	2·8	3·7	336·7	0·1	2·5
July	336·5	0·5	3·3	4·2	338·7	0·6	3·1
Aug	338·0	0·4	3·3	4·6	340·2	0·4	3·2
Sep	339·5	0·4	3·5	5·1	341·0	0·2	3·2
Oct	340·7	0·4	2·5	5·0	342·1	0·3	2·2
Nov	341·9	0·4	2·5	4·8	343·1	0·3	2·1
Dec	342·8	0·3	2·4	5·3	343·7	0·2	2·1
1984 Jan	342·6	−0·1	1·8	5·1	343·5	−0·1	1·4
Feb	344·0	0·4	1·8	5·1	344·8	0·4	1·4
Mar	345·1	0·3	1·6	5·2	345·8	0·3	1·4

The rise in the index for March resulted mainly from increases in the prices of seasonal food, particularly fresh vegetables and fruit, although tea prices were also higher. Some newspapers increased in price and average charges for gas were higher.
Food: Aprat from fresh vegetables, fruit and tea the increases in food prices were only marginal. The index for seasonal foods rose by about 1½ per cent over the month though the rise in the food group was rather less than one per cent.
Alcoholic drink: There were small increases for beer, wines and spirits which had the effect of raising the index for the group by rather less than a half of one per cent.
Tobacco: Small increases in the prices of some brands of cigarettes caused a rise of about a half of one per cent in the group index.
Fuel and light: The index for this group rose by nearly a half of one per cent, mainly as a result of increased average charges for gas.
Durable household goods: Small increases over a wide range of household goods caused the index for this group to rise by a little under a half of one per cent.
Miscellaneous goods: Higher prices for some newspapers were mainly responsible for the rise of about a half of one per cent in the group index but there were a number of smaller increases in many other items priced in the group.
Services: Small increases in personal services caused a rise in the group index of rather less than a half of one per cent.
Meals out: Small increases were recorded for most items of food bought and consumed away from the home. The group index rose by about a half of one per cent.

6·2 RETAIL PRICES INDEX
Detailed figures for various groups, sub-groups and sections for March 13

	Index Jan 1974 = 100	Percentage change over (months) 1	12
All items	345·1	0·3	5·2
All items excluding food	351·0	0·2	4·8
Seasonal food	331·9	1·5	27·4
Food excluding seasonal	322·6	0·6	3·9
I Food	323·8	0·7	7·1
Bread, flour, cereals, biscuits and cakes	333·2		4
Bread	314·9		4
Flour	269·8		5
Other cereals	393·9		6
Biscuits	314·5		3
Meat and bacon	262·6		4
Beef	318·6		3
Lamb	257·7		5
Pork	237·3		8
Bacon	236·2		2
Ham (cooked)	230·5		4
Other meat and meat products	241·5		5
Fish	263·4		4
Butter, margarine, lard and other cooking fats	335·7		5
Butter	412·0		−3
Margarine	254·2		18
Lard and other cooking fats	231·9		9
Milk, cheese and eggs	321·4		3
Cheese	361·7		0
Eggs	188·4		25
Milk, fresh	378·4		0
Milk, canned, dried etc	398·6		1
Tea, coffee, cocoa, soft drinks etc	375·6		13
Tea	452·2		31
Coffee, cocoa, proprietary drinks	397·6		14
Soft drinks	334·7		2
Sugar, preserves and confectionery	425·6		2
Sugar	432·0		4
Jam, marmalade and syrup	325·2		4
Sweets and chocolates	418·7		2
Vegetables, fresh, canned and frozen	416·1		30
Potatoes	530·2		44
Other vegetables	347·0		21
Fruit, fresh, dried and canned	299·2		9
Other food	329·4		3
Food for animals	280·2		2
II Alcoholic drink	380·2	0·3	6·5
Beer	442·7		8
Spirits, wines etc	298·7		5
III Tobacco	457·6	0·5	5·7
Cigarettes	458·2		6
Tobacco	448·0		5
IV Housing	383·6	−0·1	9·7
Rent	363·3		5
Owner-occupiers' mortgage interest payments	336·3		24
Rates and water charges	462·9		7
Materials and charges for repairs and maintenance	386·4		4
V Fuel and light	474·0	0·4	1·8
Coal and smokeless fuels	479·0		4
Coal	484·9		4
Smokeless fuels	465·6		5
Gas	386·4		3
Electricity	492·1		0
Oil and other fuel and light	634·9		1
VI Durable household goods	255·6	0·4	2·5
Furniture, floor coverings and soft furnishings	269·8		4
Radio, television and other household appliances	209·4		−1
Pottery, glassware and hardware	361·4		7
VII Clothing and footwear	213·0	0·1	−0·4
Men's outer clothing	231·0		−1
Men's underclothing	293·6		−2
Women's outer clothing	154·0		−4
Women's underclothing	287·4		4
Children's clothing	245·5		4
Other clothing, including hose, haberdashery, hats and materials	238·7		4
Footwear	224·5		1
VIII Transport and vehicles	368·3	−0·1	3·3
Motoring and cycling	355·5		4
Purchase of motor vehicles	307·6		1
Maintenance of motor vehicles	399·9		6
Petrol and oil	434·5		7
Motor licences	338·5		6
Motor insurance	331·8		6
Fares	463·3		−1
Rail transport	479·6		−3
Road transport	456·5		0
IX Miscellaneous goods	359·3	0·5	5·8
Books, newspapers and periodicals	501·9		8
Books	524·0		17
Newspapers and periodicals	494·2		6
Medicines, surgical etc goods and toiletries	356·3		5
Soap, detergents, polishes, matches, etc	373·9		5
Soap and detergents	326·6		7
Soda and polishes	452·0		4
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	300·0		5
X Services	351·8	0·3	4·1
Postage and telephones	370·8		3
Postage	457·0		2
Telephones, telemessages, etc	346·4		3
Entertainment	281·7		2
Entertainment (other than TV)	423·2		6
Other services	430·1		7
Domestic help	457·9		6
Hairdressing	436·7		8
Boot and shoe repairing	420·0		4
Laundering	402·9		8
XI Meals bought and consumed outside the home	381·6	0·5	7·0

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 March 13, 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 in 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 1983 issue of *Employment Gazette.*

Average prices on March 13, 1983

Pence per lb*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
Beef: home-killed			
Chuck (braising steak)	659	167·0	150–186
Sirloin (without bone)	605	288·0	226–345
Silverside (without bone) †	655	211·6	192–242
Best beef mince	655	120·2	98–156
Fore ribs (with bone)	516	149·4	122–180
Brisket (without bone)	630	145·1	118–174
Rump steak †	665	281·6	246–310
Stewing steak	645	149·8	132–171
Lamb: home-killed			
Loin (with bone)	525	190·6	153–234
Breast †	479	51·5	36– 76
Best end of neck	435	123·2	70–189
Shoulder (with bone)	518	110·5	86–140
Leg (with bone)	527	170·2	144–195
Lamb: imported			
Loin (with bone)	381	132·3	108–150
Breast †	376	35·9	28– 49
Best end of neck	353	96·8	64–136
Shoulder (with bone)	407	78·9	64– 94
Leg (with bone)	435	134·8	120–150
Pork: home-killed			
Leg (foot off)	589	106·1	86–138
Belly †	637	78·1	68– 90
Loin (with bone)	673	131·5	118–153
Fillet (without bone)	450	168·1	126–250
Bacon			
Collar †	321	105·1	84–128
Gammon†	397	157·0	126–195
Middle cut †, smoked	351	126·2	106–146
Back, smoked	310	151·4	130–171
Back, unsmoked	407	144·8	124–168
Streaky, smoked	240	101·6	86–124
Ham (not shoulder)	535	199·3	156–242
Sausages			
Pork	661	75·1	62– 88
Beef	496	67·6	56– 84
Pork luncheon meat, 12 oz can	437	48·7	40– 58
Corned beef, 12 oz can	561	85·8	76– 98
Chicken: roasting			
Frozen (3lb), oven ready	442	61·0	56– 68
Fresh or chilled (4lb), oven ready	517	77·3	70– 84
Fresh and smoked fish			
Cod fillets	355	132·0	110–159
Haddock fillets	360	134·4	110–159
Haddock, smoked whole	308	135·1	110–159
Plaice fillets	318	146·3	120–180
Herrings	286	68·2	52– 86
Kippers, with bone	368	91·7	78–110
Canned (red) salmon, half-size can	587	114·5	100–130
Bread			
White, per 800g wrapped and sliced loaf	615	38·5	31– 44
White, per 800g unwrapped loaf	361	45·9	42– 49
White, per 400g loaf, unsliced	417	29·7	27– 32
Brown, per 400g loaf, unsliced	499	31·2	30– 33
Flour			
Self-raising, per 1½ kg	607	43·6	36– 54
Butter			
Home-produced, per 500g	599	97·5	88–112
New Zealand, per 500g	517	95·5	90–100
Danish, per 500g	567	105·5	98–116
Margarine			
Standard quality, per 250g	117	19·9	17– 23
Lower priced, per 250g	100	18·4	17– 20
Lard, per 500g	643	32·0	27– 38
Cheese			
Cheddar type	647	116·1	98–132
Eggs			
Size 2 (65-70g), per dozen	430	92·4	86–100
Size 4 (55-60g), per dozen	420	83·7	76– 92
Size 6 (45-50g), per dozen	104	73·5	58– 88
Milk			
Ordinary, per pint	—	21·0	—
Tea			
Higher priced, per 125g	267	44·7	40– 48
Medium priced, per 125g	1,180	43·9	41– 49
Lower priced, per 125g	623	38·7	36– 45
Coffee			
Pure, instant, per 100g	651	119·6	112–128
Sugar			
Granulated, per kg	683	47·8	46– 49
Fresh vegetables			
Potatoes, old loose			
White	431	13·2	11– 16
Red	269	13·9	12– 16
Potatoes, new loose	299	19·0	16– 22
Tomatoes	591	51·5	43– 60
Cabbage, greens	426	23·4	15– 30
Cabbage, hearted	491	20·9	15– 29
Cauliflower	371	35·2	21– 49
Brussels sprouts	445	26·3	21– 32
Carrots	630	17·0	12– 24
Onions	621	20·0	15– 26
Mushrooms, per ¼ lb	628	27·4	23– 32
Fresh fruit			
Apples, cooking	629	33·5	25– 40
Apples, dessert	661	31·5	25– 40
Pears, dessert	619	31·5	25– 38
Oranges	472	28·8	21– 39
Bananas	657	37·7	33– 42

* Per lb unless otherwise stated.
† Or Scottish equivalent.

6·4 RETAIL PRICES
General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD* All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom: Primarily from home-produced raw materials	Primarily from imported raw materials	All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption	All items except food	All items except items of food the prices of which show significant seasonal variations
Weights 1972	1,000	251	39·6–41·1	209·6–211·4	39·9–41·1	61·7–62·3	101·6–103·4	50·3	57·7	749	958·6–960·4
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	966·5–969·6
1979	1,000	232	33·4–36·0	196·0–198·6	37·7–38·9	60·9–61·5	98·6–100·4	52·5	44·7–46·2	768	964·0–966·6
1980	1,000	214	30·4–33·2	180·9–183·6	34·5–35·9	59·1–59·7	93·6–95·6	48·0	38·8–40·6	786	966·8–969·6
1981	1,000	207	28·1–30·8	176·2–178·9	34·3–35·3	56·8–57·2	91·1–92·5	48·4	36·2–38·2	793	969·2–971·9
1982	1,000	206	32·4–34·3	171·7–173·6	33·9–34·9	52·8–53·3	87·0–88·2	47·7	36·7–38·4	794	965·7–967·6
1983	1,000	203	25·9–28·5	174·5–177·1	35·8–36·5	56·7–57·0	92·7–93·6	46·8	35·0–36·9	797	971·5–974·1
1984	1,000	201	[33·1]	[168·0]	[34·0]	[55·0]	[89·0]	45·4	[33·5]	799	[966·9]
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
1969 Jan 14	129·1	126·1	124·6	126·7	121·7	129·6	126·7	133·4	121·1	130·2	129·3
1970 Jan 20	135·5	134·7	136·8	134·5	130·6	137·6	135·1	140·6	128·2	135·8	135·5
1971 Jan 19	147·0	147·0	145·2	147·8	146·2	151·6	149·7	153·4	139·3	147·0	147·1
1972 Jan 18	159·0	163·9	158·5	165·4	158·8	163·2	161·8	176·1	163·1	157·4	159·1
1973 Jan 16	171·3	180·4	187·1	179·5	170·8	168·8	170·0	205·0	176·0	168·4	170·8
1974 Jan 15	191·8	216·7	254·4	209·8	196·9	191·9	193·7	224·5	227·0	184·0	189·4
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	180·1	208·4	210·8	231·1	222·9	197·8	187·6	195·2	197·8
1979	223·5	228·3	211·1	231·7	232·9	255·9	246·7	224·6	205·7	222·2	224·1
1980	263·7	255·9	224·5	262·0	271·0	293·6	284·5	249·8	226·3	265·9	265·3
1981	295·0	277·5	244·7	283·9	296·7	317·1	308·9	274·8	241·3	299·8	296·9
1982	320·4	299·3	276·9	303·5	315·8	331·9	325·4	299·6	258·3	326·2	322·0
1983	335·1	308·8	282·8	313·8	330·0	346·3	339·7	306·5	264·4	342·4	337·1
1975 Jan 14	119·9	118·3	106·6	121·1	128·9	143·3	137·5	98·1	113·3	120·4	120·5
1976 Jan 13	147·9	148·3	158·6	146·6	151·2	162·4	157·8	137·3	132·4	147·9	147·6
1977 Jan 18	172·4	183·2	214·8	177·1	178·7	189·7	185·2	169·6	165·7	169·3	170·9
1978 Jan 17	189·5	196·1	173·9	200·4	202·8	222·4	214·5	186·7	183·9	187·6	190·2
1979 Jan 16	207·2	217·5	207·6	219·5	220·3	240·8	232·5	212·8	197·1	204·3	207·3
1980 Jan 15	245·3	244·8	223·6	248·9	256·4	277·7	269·1	236·5	218·3	245·5	246·2
1981 Jan 13	277·3	266·7	225·8	274·7	286·7	308·2	299·6	264·2	232·0	280·3	279·3
1982 Jan 12	310·6	296·1	287·6	297·5	306·2	323·4	316·4	296·1	255·4	314·6	311·5
Apr 20	319·7	302·6	308·9	301·1	313·0	327·5	321·6	298·5	257·1	324·5	320·2
May 18	322·0	305·6	322·8	301·9	314·2	329·5	323·3	299·0	256·6	326·6	322·0
June 15	322·9	304·1	311·5	302·3	314·8	330·6	324·2	298·7	256·8	328·2	323·4
July 13	323·0	299·5	281·0	303·0	315·2	331·9	325·1	298·6	258·0	329·4	324·6
Aug 17	323·1	295·5	249·5	304·7	316·7	335·5	327·9	298·9	259·2	330·7	325·9
Sep 14	322·9	295·9	244·3	306·1	318·9	337·6	330·0	299·1	260·7	330·3	325·9
Oct 12	324·5	296·5	244·1	306·7	321·2	338·0	331·1	299·1	260·7	332·2	327·6
Nov 16	326·1	298·8	243·1	309·3	324·5	338·6	332·9	305·3	261·0	333·7	329·2
Dec 14	325·5	300·1	248·2	309·9	324·6	339·4	333·4	306·5	261·2	332·5	328·4
1983 Jan 11	325·9	301·8	256·8	310·3	325·6	341·0	334·8	305·8	260·8	332·6	328·5
Feb 15	327·3	302·1	258·2	310·4	325·6	342·9	335·9	303·8	261·2	334·2	329·8
Mar 15	327·9	302·4	260·6	310·4	326·6	342·9	336·3	302·2	261·8	335·0	330·4
Apr 12	332·5	304·6	270·8	311·0	327·7	343·8	337·3	302·3	262·3	340·3	334·8
May 17	333·9	305·6	270·8	312·2	328·6	345·3	338·5	303·2	263·7	341·7	336 2
June 14	334·7	308·8	281·5	314·0	329·1	346·6	339·5	306·8	264·9	341·9	336·7
July 12	336·5	308·7	279·9	314·0	330·0	346·1	339·6	307·2	264·7	344·3	338·7
Aug 16	338·0	309·4	279·7	315·0	330·7	348·7	341·4	307·6	264·6	345·9	340·2
Sep 13	339·5	313·0	298·2	315·7	331·4	348·9	341·8	308·6	265·8	346·9	341·0
Oct 11	340·7	314·5	304·4	316·7	333·7	348·6	342·5	309·2	267·3	347·9	342·1
Nov 15	341·9	316·1	311·0	317·5	335·5	349·1	343·6	310·1	267·6	349·0	343·1
Dec 13	342·8	318·5	321·1	318·7	335·1	351·7	345·0	311·5	268·3	349·4	343·7
1984 Jan 10	342·6	319·8	321·3	319·8	335·5	353·1	346·0	312·1	270·3	348·9	343·5
Feb 14	344·0	321·4	327·0	320·7	334·0	355·5	346·9	311·2	273·0	350·3	344·8
Mar 13	345·1	323·8	331·9	322·6	338·7	356·8	349·5	312·1	274·8	350·1	345·8

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

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

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

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
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
80	70	43	124	52	64	91	135	63	54	51	1974
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
91	83	46	112	58	63	82	139	71	54	45	1977
96	85	48	113	60	64	80	140	70	56	51	1978
93	77	44	120	59	64	82	143	69	59	51	1979
93	82	40	124	59	69	84	151	74	62	41	1980
104	79	36	135	62	65	81	152	75	66	42	1981
99	77	41	144	62	64	77	154	72	65	38	1982
109	78	39	137	69	64	74	159	75	63	39	1983
93	75	36	149	65	69	70	158	76	65	36	1984
											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 1969
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	128·4	141·2	151·2	160·8	153·1	Jan 19 1971
179·9	154·1	138·4	178·8	168·2	138·1	136·7	151·8	166·2	174·7	172·9	Jan 18 1972
190·2	163·3	141·6	203·8	178·3	144·2	146·8	159·4	169·8	189·6	190·2	Jan 16 1973
198·9	166·0	142·2	225·1	188·6	158·3	166·6	175·0	182·2	212·8	229·5	Jan 15 1974
											Jan 15, 1974 = 100
108·4	109·7	115·9	105·8	110·7	107·9	109·4	111·0	111·2	106·8	108·2	Annual averages 1974
147·5	135·2	147·7	125·5	147·4	131·2	125·7	143·9	138·6	135·5	132·4	1975
185·4	159·3	171·3	143·2	182·4	144·2	139·4	166·0	161·3	159·5	157·3	1976
208·1	183·4	209·7	161·8	211·3	166·8	157·4	190·3	188·3	173·3	185·7	1977
227·3	196·0	226·2	173·4	227·5	182·1	171·0	207·2	206·7	192·0	207·8	1978
246·7	217·1	247·6	208·9	250·5	201·9	187·2	243·1	236·4	213·9	239·9	1979
307·9	261·8	290·1	269·5	313·2	226·3	205·4	288·7	276·9	262·7	290·0	1980
368·0	306·1	358·2	318·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0	1981
417·6	341·0	413·3	358·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7	1982
440·9	366·5	440·9	367·1	465·4	250·4	214·8	366·3	345·6	342·9	364·0	1983
119·9	118·2	124·0	110·3	124·9	118·3	118·6	130·3	125·2	115·8	118·7	Jan 14 1975
172·8	149·0	162·6	134·8	168·7	140·8	131·5	157·0	152·3	154·0	146·2	Jan 13 1976
198·7	173·7	193·2	154·1	198·8	157·0	148·5	178·9	176·2	166·8	172·3	Jan 18 1977
220·1	188·9	222·8	164·3	219·9	175·2	163·6	198·7	198·6	186·6	199·5	Jan 17 1978
234·5	198·9	231·5	190·3	233·1	187·3	176·1	218·5	216·4	202·0	218·7	Jan 16 1979
274·7	241·4	269·7	237·4	277·1	216·1	197·1	268·4	258·8	246·9	267·8	Jan 15 1980
348·9	277·7	296·6	285·0	355·7	231·0	207·5	299·5	293·4	289·2	307·5	Jan 13 1981
387·0	321·8	392·1	350·0	401·9	239·5	207·1	330·5	312·5	325·6	329·7	Jan 12 1982
412·5	338·8	404·4	364·9	416·2	243·4	210·2	341·1	322·1	331·4	336·4	Apr 20
417·0	342·3	414·9	364·2	426·1	243·9	210·2	343·9	323·8	330·2	339·1	May 18
423·2	341·3	419·2	365·8	436·0	243·5	209·6	346·7	326·0	330·5	340·3	June 15
425·9	344·1	419·5	366·8	441·2	242·4	209·2	348·2	327·7	332·1	342·6	July 13
428·6	345·7	419·9	368·1	445·4	244·1	210·0	349·3	327·6	333·3	344·5	Aug 17
428·8	348·8	420·0	359·0	445·5	245·0	212·4	348·2	330·8	334·7	347·0	Sep 14
430·4	352·0	425·8	360·4	449·0	245·3	212·2	350·9	333·7	335·0	349·8	Oct 12
435·4	351·7	424·8	360·9	458·1	246·8	212·8	352·8	335·9	335·2	351·6	Nov 16
438·5	348·8	426·5	348·8	462·9	247·7	213·2	354·6	336·8	335·9	352·8	Dec 14
441·4	353·7	426·2	348·1	467·0	245·8	210·9	353·9	337·4	337·6	353·7	Jan 11 1983
439·8	356·0	430·9	349·0	464·8	247·9	213·6	355·9	338·5	337·3	355·3	Feb 15
440·3	357·0	432·9	349·7	465·6	249·3	213·8	356·5	339·5	337·8	356·5	Mar 15
443·4	363·9	440·3	363·5	465·5	249·7	214·5	363·6	342·0	341·1	358·9	Apr 12
441·8	366·7	443·2	363·4	462·6	250·8	214·2	367·4	345·1	342·0	361·4	May 17
437·8	368·2	444·0	364·0	461·8	251·2	213·7	366·3	345·7	342·7	363·5	June 14
437·8	369·4	443·5	373·0	461·9	250·1	213·3	370·5	347·1	343·6	364·1	July 12
439·9	371·4	443·2	375·5	465·2	250·7	215·5	371·8	347·5	344·2	366·1	Aug 16
440·4	371·8	443·5	376·7	466·0	251·6	215·8	373·1	348·6	344·7	368·9	Sep 13
440·5	373·4	444·0	379·6	466·7	252·0	216·7	373·0	349·7	345·1	370·8	Oct 11
443·9	372·7	448·6	380·5	468·8	252·3	218·0	372·3	352·3	349·1	373·4	Nov 15
000·0	373·2	450·0	381·6	469·0	253·0	217·1	371·7	353·4	350·0	375·7	Dec 13
445·8	376·1	450·8	382·6	469·3	252·3	210·4	370·8	353·3	350·6	378·5	Jan 10 1984
447·7	379·0	455·1	383·8	472·1	254·5	212·7	368·6	357·5	350·9	379·7	Feb 14
448·9	380·2	457·6	383·6	474·0	255·6	213·0	368·3	359·3	351·8	381·6	Mar 13

6·5 RETAIL PRICES
General index of retail prices: percentage increases on a year earlier

Per cent

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

*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	Q4	Q1	Q2	Q3	Q4
											JAN 16, 1962 = 100	
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 15, 1974 = 100	
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	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	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7				343·8				337·5			

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	Miscel-laneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1975	135·0	129·5	135·8	147·8	145·5	131·0	124·9	144·0	147·7	134·4	133·1
1976	160·8	156·3	160·2	171·5	179·9	145·2	137·7	178·0	171·6	155·1	159·5
1977	187·8	187·5	185·2	209·8	205·2	169·0	155·4	204·6	201·1	168·7	188·6
1978	203·1	199·6	197·9	226·3	224·8	184·8	168·3	228·0	221·3	185·3	209·8
1979	226·8	222·4	219·0	247·8	251·2	205·0	186·6	262·0	250·6	206·0	243·9
1980	264·2	248·1	263·8	290·5	316·9	230·6	206·1	322·5	298·4	248·8	288·3
1981	294·3	269·2	307·5	358·9	381·6	241·4	208·0	363·3	333·6	276·6	313·6
1982	321·7	291·5	341·6	414·1	430·6	248·2	211·6	398·8	370·8	305·5	336·3
1983	336·2	300·7	336·7	441·6	462·3	255·3	215·3	422·3	393·9	311·5	358·2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1975	134·6	128·9	135·7	148·1	146·0	132·6	126·4	145·4	144·6	135·4	133·1
1976	159·9	155·8	160·5	171·9	180·7	146·3	139·7	171·4	168·2	157·1	159·5
1977	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
1982	318·8	287·8	350·7	413·1	430·5	249·4	219·9	369·6	362·3	314·1	336·3
1983	333·3	296·7	377·3	440·6	461·2	257·4	223·8	393·1	383·9	320·6	358·2
GENERAL INDEX OF RETAIL PRICES											
1975	136·1	133·3	135·2	147·7	147·4	131·2	125·7	143·9	138·6	135·5	132·4
1976	159·1	159·9	159·3	171·3	182·4	144·2	139·4	166·0	161·3	159·5	157·3
1977	184·9	190·3	183·4	209·7	211·3	166·8	157·4	190·3	188·3	173·3	185·7
1978	200·4	203·8	196·0	226·2	227·5	182·1	171·0	207·2	206·7	192·0	207·8
1979	225·5	228·3	217·1	247·6	250·5	201·9	187·2	243·1	236·4	213·9	239·9
1980	262·5	255·9	261·8	290·1	313·2	226·3	205·4	288·7	276·9	262·7	290·0
1981	291·2	277·5	306·1	358·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0
1982	314·3	299·3	341·4	413·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7
1983	329·8	318·5	373·2	450·0	469·0	253·0	217·1	371·7	353·4	350·0	375·7

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.

6·8 RETAIL PRICES
Selected countries: consumer prices indices

	United King-dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether-lands	Norway	Spain	Sweden	Switzer-land	United States	All OECD (1)
																			Indices 1980 = 100
Annual averages																			
1974	41·1	52·5	71·3	65·2	59·4	55	54·4	77·2	41·5	42·8	39·6	65·2	67·8	60	36·5	55	83·5	59·8	**56·8**
1975	51·1	60·5	77·3	73·5	65·7	61	60·8	81·8	47·1	51·8	46·4	72·9	74·7	67	42·6	61	89·1	65·3	**63·2**
1976	59·6	68·6	83·0	80·2	70·7	66	66·6	85·5	53·3	61·1	54·1	79·7	81·3	73	50·2	67	90·6	69·1	**68·7**
1977	69·0	77·1	87·5	85·9	76·3	74	72·9	88·6	59·8	69·4	64·1	86·1	86·5	79	62·5	75	91·8	73·5	**74·8**
1978	74·7	83·2	90·7	89·7	83·2	81	79·5	91·0	67·3	74·7	71·9	89·4	90·1	86	74·8	82	92·8	79·2	**80·7**
1979	84·8	90·7	94·0	93·8	90·8	89	88·0	94·8	80·1	84·6	82·5	92·6	93·9	90	86·6	88	96·2	88·1	**88·6**
1980	100·0	100·0	100·0	100·0	100·0	100	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1981	111·9	109·7	106·8	107·6	112·4	112	113·4	105·9	124·5	120·4	119·5	104·9	106·7	113	114·6	112	106·5	110·4	**110·5**
1982	121·5	121·9	112·6	117·0	124·6	123	126·8	111·5	150·6	141·1	137·3	107·7	113·1	127	131·1	122	112·5	117·1	**119·1**
1983	127·1	134·2	116·3	126·0	131·9	132	139·0	114·9	181·5	155·8	157·3	109·7	116·2	137	147·0	133	115·9	120·9	**125·3**
Quarterly averages																			
1982 Q4	123·4	127·3	113·8	120·8	128·4	127	130·2	113·1	160·7	146·2	148·1	108·9	114·6	131	136·4	125	114·9	118·9	**121·7**
1983 Q1	124·0	130·2	115·2	122·9	129·1	129	133·6	113·6	169·4	149·8	153·1	108·6	114·7	133	141·5	129	114·9	118·8	**122·7**
Q2	126·6	133·0	115·5	124·5	131·0	131	137·3	114·3	181·0	153·9	157·5	109·8	115·5	136	145·0	131	115·6	120·3	**124·7**
Q3	128·2	135·3	116·8	127·6	133·1	133	140·3	115·5	182·4	158·3	161·1	109·5	116·7	138	148·1	133	116·0	121·8	**126·3**
Q4	129·7	138·4 R	118·0	129·1	134·2	135	143·0	116·0	193·1	161·2	164·4	110·7	117·8	140	153·3	137	116·9	122·8	**127·9**
1984 Q1	130·4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Oct	129·2	..	117·8	128·6	134·1	134	142·4	115·7	190·5	..	162·9	111·3	117·6	139	151·5	136	116·4	122·6	**127·6**
Nov	129·7	138·4 R	117·9	129·2	134·1	135	143·0	116·0	192·9	161·2	164·7	110·6	117·9	140	153·1	136	117·2	122·8	**127·9**
Dec	130·0	..	118·3	129·4	134·5	135	143·5	116·2	195·9	..	165·5	110·3	117·9	141	155·4	138	117·2	123·0	**128·2**
1984 Jan	129·9	..	121·2	130·6 R	135·2 R	136	144·5	116·8 R	198·3	..	167·4 R	110·6	118·2	142 R	157·6	139	117·7	123·7 R	**129·0** R
Feb	130·5	..	121·9	131·7	136·0	137	145·3	117·2	..	165·0	171·7	111·4	118·8	142	158·3	139	118·1	124·3	**129·8**
Mar	130·9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			Per cent
Annual averages																			
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	**10·5**
1982	8·6	11·1	5·5	8·7	10·8	10·1	11·8	5·3	20·9	17·1	16·6	2·7	6·0	11·2	14·4	8·6	5·6	6·1	**7·8**
1983	4·6	10·1	3·3	7·7	5·9	6·9	9·6	3·0	20·5	10·5	14·6	1·9	2·7	8·6	12·1	8·9	3·0	3·2	**5·2**
Quarterly averages																			
1982 Q4	6·2	10·9	4·7	8·9	9·7	9·9	9·5	4·7	19·7	12·3	16·9	2·3	4·6	11·5	13·7	8·9	5·7	4·5	**6·5**
1983 Q1	4·9	11·4	3·9	8·7	7·6	8·4	9·3	3·7	21·0	12·5	16·1	2·1	3·3	9·7	13·2	8·8	4·9	3·6	**5·6**
Q2	3·8	11·2	2·7	7·6	5·9	7·5	8·9	2·9	20·9	9·3	16·0	2·2	2·4	9·0	11·9	8·7	3·5	3·3	**5·4**
Q3	4·6	9·3	3·1	7·6	5·4	6·1	9·8	2·8	20·0	10·0	14·0	1·4	2·4	7·8	11·0	9·3	1·8	2·6	**5·0**
Q4	5·0	8·7 R	3·7	6·9	4·5	5·6	9·8	2·6	20·2	10·3	11·0	1·7	2·8	7·2	12·4	8·9	1·7	3·3	**5·1**
1984 Q1	5·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Oct	5·0	..	3·6	6·5	4·9	5·3	10·4	2·6	20·8	..	13·1	1·4	2·5	7·5	12·1	8·8	1·4	2·9	**5·2**
Nov	4·8	..	3·7	6·9	4·2	5·5	9·8	2·6	19·9	10·3	12·7	1·8	2·8	7·0	12·9	8·6	1·8	3·2	**5·3**
Dec	5·3	8·7 R	3·8	7·2	4·5	6·0	9·3	2·6	20·0	..	12·4	1·8	3·0	7·1	12·2	9·2	2·1	3·8	**5·3**
1984 Jan	5·1	..	5·6	6·9	5·3	5·5	9·0	2·9	20·5	..	12·3	1·8	3·2	6·4	12·1	8·0	2·6	4·1	**5·5**
Feb	5·1	..	5·7	7·1	5·5	6·4	8·9	3·1	..	10·1	12·0	2·9	3·6	6·5	11·9	7·8	2·9	4·6	**5·8**
Mar	5·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.

6·5 RETAIL PRICES
General index of retail prices: percentage increases on a year earlier

Per cent

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

*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	Q4	Q1	Q2	Q3	Q4
											JAN 16, 1962 = 100	
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 15, 1974 = 100	
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	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	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7				343·8				337·5			

6·7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1975	135·0	129·5	135·8	147·8	145·5	131·0	124·9	144·0	147·7	134·4	133·1
1976	160·8	156·3	160·2	171·5	179·9	145·2	137·7	178·0	171·6	155·1	159·5
1977	187·8	187·5	185·2	209·8	205·2	169·0	155·4	204·6	201·1	168·7	188·6
1978	203·1	199·6	197·9	226·3	224·8	184·8	168·3	228·0	221·3	185·3	209·8
1979	226·8	222·4	219·0	247·8	251·2	205·0	186·6	262·0	250·6	206·0	243·9
1980	264·2	248·1	263·8	290·5	316·9	230·6	206·1	322·5	298·4	248·8	288·3
1981	294·3	269·2	307·5	358·9	381·6	241·4	208·0	363·3	333·6	276·6	313·6
1982	321·7	291·5	341·6	414·1	430·6	248·2	211·6	398·8	370·8	305·5	336·3
1983	336·2	300·7	336·7	441·6	462·3	255·3	215·3	422·3	393·9	311·5	358·2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1975	134·6	128·9	135·7	148·1	146·0	132·6	126·4	145·4	144·6	135·4	133·1
1976	159·9	155·8	160·5	171·9	180·7	146·3	139·7	171·4	168·2	157·1	159·5
1977	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
1982	318·8	287·8	350·7	413·1	430·5	249·4	219·9	369·6	362·3	314·1	336·3
1983	333·3	296·7	377·3	440·6	461·2	257·4	223·8	393·1	383·9	320·6	358·2
GENERAL INDEX OF RETAIL PRICES											
1975	136·1	133·3	135·2	147·7	147·4	131·2	125·7	143·9	138·6	135·5	132·4
1976	159·1	159·9	159·3	171·3	182·4	144·2	139·4	166·0	161·3	159·5	157·3
1977	184·9	190·3	183·4	209·7	211·3	166·8	157·4	190·3	188·3	173·3	185·7
1978	200·4	203·8	196·0	226·2	227·5	182·1	171·0	207·2	206·7	192·0	207·8
1979	225·5	228·3	217·1	247·6	250·5	201·9	187·2	243·1	236·4	213·9	239·9
1980	262·5	255·9	261·8	290·1	313·2	226·3	205·4	288·7	276·9	262·7	290·0
1981	291·2	277·5	306·1	358·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0
1982	314·3	299·3	341·4	413·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7
1983	329·8	318·5	373·2	450·0	469·0	253·0	217·1	371·7	353·4	350·0	375·7

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.

6·8 RETAIL PRICES
Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
																		Indices 1980 = 100	
Annual averages																			
1974	41·1	52·5	71·3	65·2	59·4	55	54·4	77·2	41·5	42·8	39·6	65·2	67·8	60	36·5	55	83·5	59·8	**56·8**
1975	51·1	60·5	77·3	73·5	65·7	61	60·8	81·8	47·1	51·8	46·4	72·9	74·7	67	42·6	61	89·1	65·3	**63·2**
1976	59·6	68·6	83·0	80·2	70·7	66	66·6	85·5	53·3	61·1	54·1	79·7	81·3	73	50·2	67	90·6	69·1	**68·7**
1977	69·0	77·1	87·5	85·9	76·3	74	72·9	88·6	59·8	69·4	64·1	86·1	86·5	79	62·5	75	91·8	73·5	**74·8**
1978	74·7	83·2	90·7	89·7	83·2	81	79·5	91·0	67·3	74·7	71·9	89·4	90·1	86	74·8	82	92·8	79·2	**80·7**
1979	84·8	90·7	94·0	93·8	90·8	89	88·0	94·8	80·1	84·6	82·5	92·6	93·9	90	86·6	88	96·2	88·1	**88·6**
1980	100·0	100·0	100·0	100·0	100·0	100	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1981	111·9	109·7	106·8	107·6	112·4	112	113·4	105·9	124·5	120·4	119·5	104·9	106·7	113	114·6	112	106·5	110·4	**110·5**
1982	121·5	121·9	112·6	117·0	124·6	123	126·8	111·5	150·6	141·1	137·3	107·7	113·1	127	131·1	122	112·5	117·1	**119·1**
1983	127·1	134·2	116·3	126·0	131·9	132	139·0	114·9	181·5	155·8	157·3	109·7	116·2	137	147·0	133	115·9	120·9	**125·3**
Quarterly averages																			
1982 Q4	123·4	127·3	113·8	120·8	128·4	127	130·2	113·1	160·7	146·2	148·1	108·9	114·6	131	136·4	125	114·9	118·9	**121·7**
1983 Q1	124·0	130·2	115·2	122·9	129·1	129	133·6	113·6	169·4	149·8	153·1	108·6	114·7	133	141·5	129	114·9	118·8	**122·7**
Q2	126·6	133·0	115·5	124·5	131·0	131	137·3	114·3	181·0	153·9	157·5	109·8	115·5	136	145·0	131	115·6	120·3	**124·7**
Q3	128·2	135·3	116·8	127·6	133·1	133	140·3	115·5	182·4	158·3	161·1	109·5	116·7	138	148·1	133	116·0	121·8	**126·3**
Q4	129·7	138·4 R	118·0	129·1	134·2	135	143·0	116·0	193·1	161·2	164·4	110·7	117·8	140	153·3	137	116·9	122·8	**127·9**
1984 Q1	130·4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Oct	129·2	..	117·8	128·6	134·1	134	142·4	115·7	190·5	..	162·9	111·3	117·6	139	151·5	136	116·4	122·6	**127·6**
Nov	129·7	138·4 R	117·9	129·2	134·1	135	143·0	116·0	192·9	161·2	164·7	110·6	117·9	140	153·1	136	117·2	122·8	**127·9**
Dec	130·0	..	118·3	129·4	134·5	135	143·5	116·2	195·9	..	165·5	110·3	117·9	141	155·4	138	117·2	123·0	**128·2**
1984 Jan	129·9	..	121·2	130·6 R	135·2 R	136	144·5	116·8 R	198·3	..	167·4 R	110·6	118·2	142 R	157·6	139	117·7	123·7 R	**129·0 R**
Feb	130·5	..	121·9	131·7	136·0	137	145·3	117·2	..	165·0	171·7	111·4	118·8	142	158·3	139	118·1	124·3	**129·8**
Mar	130·9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			Per cent
Annual averages																			
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	**10·5**
1982	8·6	11·1	5·5	8·7	10·8	10·1	11·8	5·3	20·9	17·1	16·6	2·7	6·0	11·2	14·4	8·6	5·6	6·1	**7·8**
1983	4·6	10·1	3·3	7·7	5·9	6·9	9·6	3·0	20·5	10·5	14·6	1·9	2·7	8·6	12·1	8·9	3·0	3·2	**5·2**
Quarterly averages																			
1982 Q4	6·2	10·9	4·7	8·9	9·7	9·9	9·5	4·7	19·7	12·3	16·9	2·3	4·6	11·5	13·7	8·9	5·7	4·5	**6·5**
1983 Q1	4·9	11·4	3·9	8·7	7·6	8·4	9·3	3·7	21·0	12·5	16·1	2·1	3·3	9·7	13·2	8·8	4·9	3·6	**5·6**
Q2	3·8	11·2	2·7	7·6	5·9	7·5	8·9	2·9	20·9	9·3	16·0	2·2	2·4	9·0	11·9	8·7	3·5	3·3	**5·4**
Q3	4·6	9·3	3·1	7·6	5·4	6·1	9·8	2·8	20·0	10·0	14·0	1·4	2·4	7·8	11·0	9·3	1·8	2·6	**5·0**
Q4	5·0	8·7 R	3·7	6·9	4·5	5·6	9·8	2·6	20·2	10·3	11·0	1·7	2·8	7·2	12·4	8·9	1·7	3·3	**5·1**
1984 Q1	5·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Oct	5·0	..	3·6	6·5	4·9	5·3	10·4	2·6	20·8	..	13·1	1·4	2·5	7·5	12·1	8·8	1·4	2·9	**5·2**
Nov	4·8	..	3·7	6·9	4·2	5·5	9·8	2·6	19·9	10·3	12·7	1·8	2·8	7·0	12·9	8·6	1·8	3·2	**5·3**
Dec	5·3	8·7 R	3·8	7·2	4·5	6·0	9·3	2·6	20·0	..	12·4	1·8	3·0	7·1	12·2	9·2	2·1	3·8	**5·3**
1984 Jan	5·1	..	5·6	6·9	5·3	5·5	9·0	2·9	20·5	..	12·3	1·8	3·2	6·4	12·1	8·0	2·6	4·1	**5·5**
Feb	5·1	..	5·7	7·1	5·5	6·4	8·9	3·1	..	10·1	12·0	2·9	3·6	6·5	11·9	7·8	2·9	4·6	**5·8**
Mar	5·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

7·1 HOUSEHOLD SPENDING
All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual		Seasonally adjusted	Seasonally adjusted		Actual		Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier
Annual averages										
1977	71·84	16·4		97·3	0·4	26·00	15·8		99·1	−0·1
1978	80·26	11·7		100·4	3·2	29·54	13·6		104·0	5·0
1979	94·17	17·3		104·3	3·8	34·85	18·0		108·6	4·4
1980	110·60	17·4		104·9	0·6	40·81	17·1		108·7	0·2
1981	125·41	13·4		105·5	0·5	45·96	12·6		108·7	0·0
1982 *	133·92 [134·01]	6·9		103·4	−2·0	49·69 [49·73]	8·2		107·9	−0·7
Quarterly averages										
1981 Q2	125·13	16·3	125·3	106·2	2·6	45·40	15·1	45·7	109·0	1·8
Q3	125·70	10·4	124·7	103·4	−1·9	46·55	10·9	46·3	107·9	−1·6
Q4	131·53	11·4	128·6	103·6	−0·8	48·61	12·2	47·0	106·5	−0·3
1982 Q1	125·04	4·7	129·1	102·0	−6·3	46·06	6·2	47·7	106·0	−4·9
Q2*	135·08	8·0	134·8	104·7	−1·4	48·78	7·4	48·9	106·9	−1·9
Q3	137·56	9·4	136·5	104·7	1·3	50·95	9·5	50·6	109·2	1·2
Q4*	138·11 [138·51]	5·3	135·4 [135·8]	102·2	−1·4	53·28 [53·44]	9·9	51·7 [51·8]	109·6	2·9
1983 Q1*	132·61 [133·54]	6·8	136·7 [137·7]	102·2	0·2	49·30 [49·64]	7·8	51·0 [51·3]	107·2	1·1
Q2*	138·87 [140·76]	4·2	138·3 [140·1]	104·3	−0·4	52·60 [53·32]	9·6	52·9 [53·6]	112·2	4·9

Source: Family Expenditure Survey **
* See note to table 7·2
** For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 83 (pp. 517–523).

7·2 HOUSEHOLD SPENDING
Composition of expenditure

£ per week per household

UNITED KINGDOM	All items	Commodity or service: Housing*	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
Annual averages												
1977	71·84	10·31	4·38	17·74	3·51	2·60	5·78	4·99	5·33	9·71	6·93	0·56
1978	80·26	11·87	4·76	19·31	3·92	2·72	6·78	5·66	5·99	10·90	7·66	0·69
1979	94·17	13·72	5·25	21·83	4·56	2·85	7·79	7·05	7·28	13·13	9·74	0·97
1980	110·60	16·56	6·15	25·15	5·34	3·32	8·99	7·70	8·75	16·15	11·96	0·53
1981	125·41	19·76	7·46	27·20	6·06	3·74	9·23	9·40	9·45	18·70	13·84	0·58
1982*	133·92 [134·01]	22·29 [22·39]	8·35	28·19	6·13	3·85	9·69	9·65	10·06	19·79	15·37	0·53
Quarterly averages												
1981 Q2	125·13	20·02	8·13	27·06	5·79	3·66	8·89	8·60	8·69	19·51	14·20	0·61
Q3	125·70	20·27	6·49	26·77	6·10	3·87	9·02	8·78	8·79	20·81	14·33	0·47
Q4	131·53	20·46	7·19	28·60	6·96	4·11	11·01	11·72	11·74	16·54	12·49	0·70
1982 Q1	125·04	20·45	8·92	27·41	5·29	3·78	7·98	9·00	8·78	18·72	14·26	0·45
Q2*	135·08	22·30	9·41	29·01	6·08	3·68	9·49	8·10	9·33	19·99	17·29	0·41
Q3	137·56	23·83	7·39	28·12	6·27	3·96	9·21	9·94	10·08	21·19	17·04	0·53
Q4*	138·11 [138·51]	22·63 [23·03]	7·66	28·24	6·90	3·99	12·11	11·56	12·05	19·29	12·95	0·74
1983 Q1*	132·61 [133·54]	22·13 [23·07]	9·72	28·26	6·08	4·15	8·05	9·87	9·44	19·42	14·97	0·53
Q2*	138·87 [140·76]	21·38 [23·26]	10·41	29·16	6·81	4·36	9·05	10·01	10·22	20·66	16·36	0·47
Standard error†: per cent												
1983 Q2	1·7	2·1	1·4	1·5	3·9	3·4	3·5	7·0	4·7	3·3	5·4	10·0
Percentage increase in expenditure on a year earlier												
1980	17·4	20·7	17·1	15·2	17·1	16·5	15·4	9·2	20·2	23·0	22·8	..
1981	13·4	19·3	21·3	8·2	13·4	12·7	2·7	22·0	8·0	15·8	15·7	9·4
1982	6·9	13·3	11·8	3·6	1·3	3·0	5·0	2·7	6·5	5·8	11·1	−18·6
1983 Q1	6·8	12·8	9·0	3·1	14·8	10·0	0·8	9·7	7·4	3·7	4·9	16·2
Q2	4·2	4·3	10·7	0·5	12·1	18·7	−4·7	23·5	9·4	3·3	−5·4	14·1
Percentage of total expenditure												
1980	100	15·0	5·6	22·7	4·8	3·0	8·1	7·0	7·9	14·6	10·8	0·5
1981	100	15·8	5·9	21·7	4·8	3·0	7·4	7·5	7·5	14·9	11·0	0·5
1982	100	16·7	6·2	21·0	4·6	2·9	7·2	7·2	7·5	14·8	11·5	0·4

Source: Family Expenditure Survey.
* Under the Housing Benefits Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households in receipt of supplementary benefit were eliminated, leading to identically reduced levels of both recorded income and recorded expenditure. To avoid the discontinuity arising from the changed administrative arrangements, the figures in brackets attempt to show the underlying level of housing expenditure, covering the same transactions whether or not expressed as cash expenditure. The bracketed figures have been used to derive the related indices, changes from a year earlier, standard errors and compositions shown in this table and in table 7.1. These adjustments have been revised since previous publication.
** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or Annex A of the 1982 FES Report).
† For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or Annex A of the 1982 FES Report.

DEFINITIONS

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

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

EMPLOYED LABOUR FORCE
Total in civil employment plus HM forces.

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

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

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

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

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)
Orders II-XXI: Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

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

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

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

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

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

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.

PRODUCTION INDUSTRIES (SIC 1980)

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE
Those working on their own account whether or not they have any employees.

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

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

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

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

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

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

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

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

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

WORKING POPULATION
Employed labour force plus the unemployed.

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
e	estimated
MLH	Minimum List Heading of the SIC 1968
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 or 1980 edition
EC	European Community

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

Regularly published statistics

Employment and working population	Fre- * quency	Latest issue	Table number or page
Working population: GB and UK			
Quarterly series	M (Q)	Apr 84:	1·1
Labour force estimates, and projection		Feb 84:	56
Employees in employment			
Industry: GB			
All industries: by MLH	Q	Apr 84:	1·4
: time series, by order group	M	Apr 84:	1·2
Manufacturing: by MLH	M	Apr 84:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Nov 83:	1·10
Local authorities manpower	Q	Mar 84:	1·7
Occupations in engineering		Oct 82:	421
Region: GB			
Sector: numbers and indices,	Q	Apr 84:	1·5
Self employed, 1981: by region		Feb 83:	55
: by industry		June 83:	257
Census of Employment: Sep 1981			
GB and regions by industry on SIC 1980 (provisional)		Feb 83:	61
GB and regions by industry on SIC 1980 (final)		Dec 83:	Supp 2
UK by industry on SIC 1980 (final)			
International comparisons		Apr 84:	1·9
Apprentices and trainees by industry:		Dec 83:	Supp 2
Manufacturing industries	A	June 83:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	July 83:	1·15
Registered disabled in the public sector	A	Feb 84:	72
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315
Labour turnover in manufacturing	Q	Feb 84:	1·6
Trade union membership	A	Jan 84:	18
Work permits issued		Mar 82:	108
Unemployment and vacancies			
Unemployment			
Summary: UK	M	Apr 84:	2·1
GB	M	Apr 84:	2·2
Age and duration: UK	M (Q)	Apr 84:	2·5
Broad category: UK	M	Apr 84:	2·1
Broad category: GB	M	Apr 84:	2·2
Detailed category: GB, UK	Q	Mar 84:	2·6
Region: summary	Q	Mar 84:	2·6
Age time series UK	M (Q)	Apr 84:	2·7
: estimated rates	Q	Mar 84:	2·15
Duration: time series UK	M (Q)	Apr 84:	2·8
Region and area			
Time series summary: by region	M	Apr 84:	2·3
: assisted areas, counties, local areas	M	Apr 84:	2·4
Occupation	D	Nov 82:	2·12
Age and duration: summary	Q	Mar 84:	2·6
Industry			
Latest figures: GB, UK	D	Jul 82:	2·10
Number unemployed and percentage rates: GB	D	Jul 82:	2·9
Occupation:			
Broad category; time series	D (Q)	Nov 82:	2·11
Flows:			
GB, time series	D	Mar 84:	2·19
UK, time series	M	Apr 84:	2·19
Regions		Feb 84:	65
Age		Feb 84:	65
Students: by region	M	Apr 84:	2·13
Minority group workers: by region	D	Sep 82:	2·17
Disabled workers: GB	M	Apr 84:	185
International comparisons	M	Apr 84:	2·18
Temporarily stopped: UK			
Latest figures: by region	M	Apr 84:	2·14
Vacancies (remaining unfilled)			
Region			
Time series: seasonally adjusted	M	Apr 84:	3·1
: unadjusted	M	Apr 84:	3·2
Industry: UK	Q	Apr 84:	3·3
Occupation: by broad sector and unit groups: UK	M (Q)	Mar 84:	3·4
Region summary	Q	Feb 84:	3·6
Flows: GB, time series	M	Apr 84:	3·5
Skill shortage indicators		Jan 81:	34
Redundancies			
Confirmed:			
GB latest month	M	Apr 84:	2·20
Regions	M	Apr 84:	2·20
Industries		Jun 83:	252
Advance notifications	Q (M)	Apr 84:	186

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

Redundancies *(cont.)* population	Fre- * quency	Latest issue	Table number
Payments:			
GB latest quarter	Q	Apr 84:	186
Industry		Jun 83:	254
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Apr 84:	5·1
Industry	M	Apr 84:	5·3
Underlying trend		Feb 84:	82
New Earnings Survey (April estimates)			
Latest key results	A	Oct 83:	444
Time series	M	Apr 84:	5·6
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	M (A)	Apr 84:	5·4
Detailed results	A	Feb 84:	66
Manufacturing			
Indices of hours	M (A)	Apr 84:	5·6
International comparisons of wages per head	M	Apr 84:	5·9
Aerospace	A	Aug 83:	368
Agriculture	A	Feb 84:	82
Coal mining	A	Feb 84:	82
Average earnings: non-manual employees	M (A)	Apr 84:	5·5
Basic wage rates, (manual workers) wage rates and hours (index)	D	Apr 84:	5·8
Normal weekly hours	A	Apr 84:	173
Holiday entitlements	A	Apr 84:	173
Overtime and short-time: manufacturing			
Latest figures: industry	M	Apr 84:	1·11
Region: summary	Q	Feb 84:	1·13
Hours of work: manufacturing	M	Apr 84:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	Apr 84:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Apr 84:	5·7
Quarterly and annual indices	M	Apr 84:	5·7
Labour costs			
Survey results 1981	Triennial	May 83:	188
Per unit of output	M	Apr 84:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Apr 84:	6·2
percentage changes	M	Apr 84:	6·2
Recent movements and the index excluding seasonal foods	M	Apr 84:	6·1
Main components: time series and weights	M	Apr 84:	6·4
Changes on a year earlier: time series	M	Apr 84:	6·5
Annual summary	A	Mar 84:	113
Revision of weights	A	Mar 84:	104
Pensioner household Indices			
All items excluding housing	M (Q)	Apr 84:	6·6
Group indices: annual averages	M (A)	Apr 84:	6·7
Revision of weights	A	Apr 84:	195
Food prices	M	Mar 84:	6·3
London weighting: cost indices	D	June 82:	267
International comparisons	M	Apr 84:	6·8
Household spending			
All expenditure: per household	Q	Apr 84:	7·1
: per person	Q	Apr 84:	7·1
Composition of expenditure			
: quarterly summary	Q	Apr 84:	7·2
: in detail	Q (A)	Dec 83:	7·3
Household characteristics	Q (A)	Dec 83:	7·3
Industrial disputes:stoppages of work			
Summary: latest figures	M	Apr 84:	4·1
: time series	M	Apr 84:	4·2
Latest year and annual series	A	July 83:	297
Industry			
Monthly			
Broad sector: time series	M	Apr 84:	4·1
Annual			
Detailed	A	July 83:	297
Prominent stoppages	A	July 83:	299
Main causes of stoppage			
Cumulative	M	Apr 84:	4·1
Latest year for main industries	A	July 83:	298
Size of stoppages	A	July 83:	302
Days lost per 1,000 employees in recent years by industry	A	July 83:	304
International comparisons	A	Mar 84:	101

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

Regional labour force outlook to 1991

This article presents estimates and projections of the size of the labour force in Scotland, Wales and the regions of England consistent with those published for Great Britain in February 1984. The labour force in the North and North West regions is projected to fall between 1981 and 1991, although the national labour force is projected to grow by some three per cent over the same period. Growth in three regions: East Anglia, South West and East Midlands is projected to be considerably above the national average.

Revised estimates and 1981-based projections for the civilian labour force in Great Britain were presented in an article in the February 1984 *Employment Gazette*. This showed that, nationally, the increase in the labour force during the second half of the 1970s and early 1980s resulted from a rapid increase in the population of working age which increased the size of the labour force to a greater extent than falling activity rates among men tended to reduce it (female activity rates remained roughly constant over this period). Continued growth in the population, increases in female activity rates and decreases in male activity rates are projected to lead to further growth in the GB labour force between 1981 and 1988 while between 1988 and 1991 activity rates and, particularly, the population of working age are projected to be relatively stable and the labour force is projected to remain roughly level at 26·9 million. The assumptions underlying these national projections are discussed in some detail in the February 1984 article[1]. They include the working assumption that the economy follows the course indicated in the PES assumptions published in *The Government's Expenditure Plans 1983–84 to 1985–86* (Cmnd 8789) and in particular that after 1983 claimant unemployment will remain stable at around 3·1 million.

The February 1984 article also introduced some changes in the definitions of the civilian labour force and in the basis of home population used in the estimates and projections of the labour force. The implications of these changes for comparisons between the present regional estimates and projections and those published previously[2] are discussed in appendix 1.

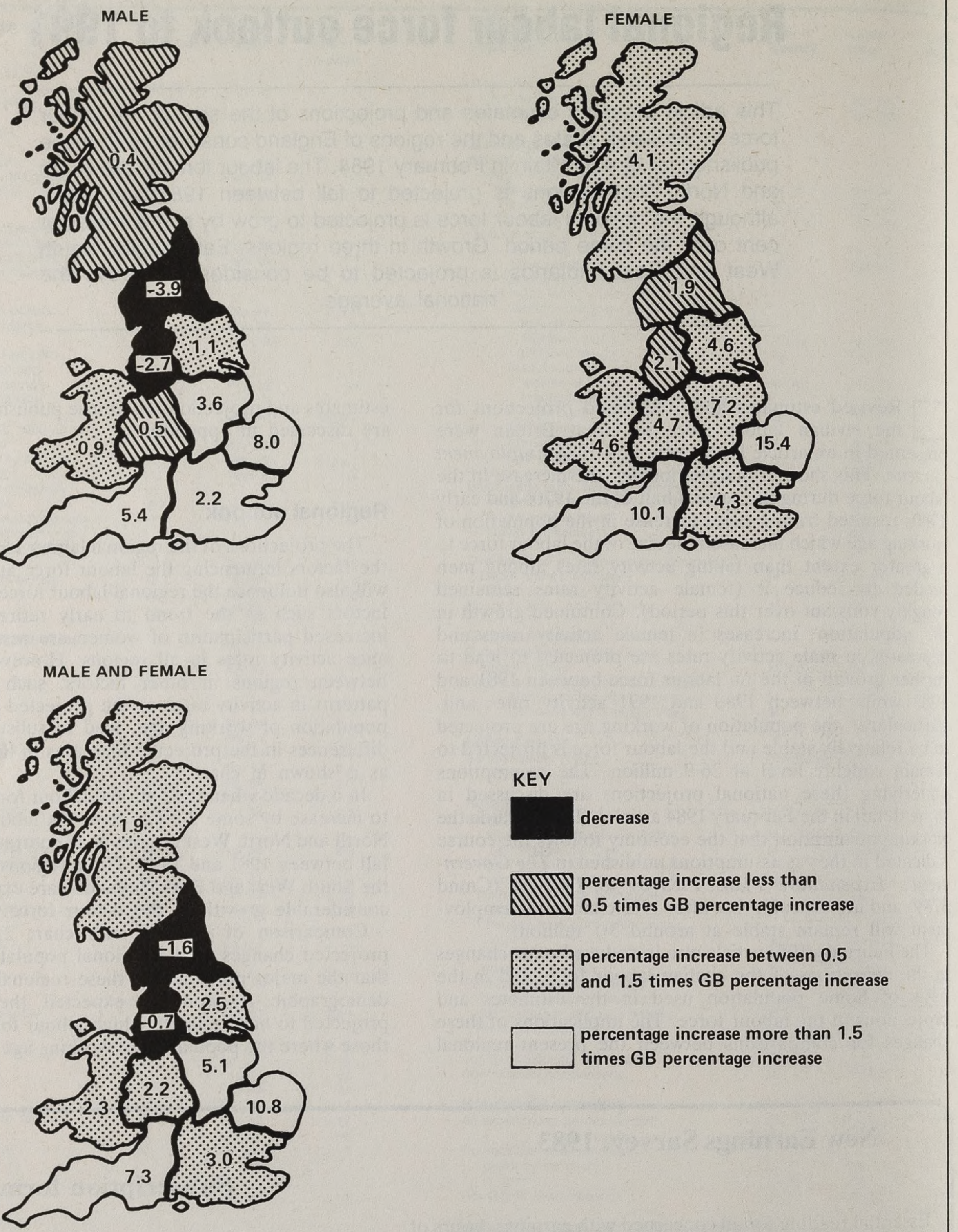
Regional outlook

The projections of the regional labour force assume that the factors influencing the labour force at national level will also influence the regional labour force. In particular, factors such as the trend to early retirement and the increased participation of women are assumed to influence activity rates in all regions. However, differences between regions in other factors, such as traditional patterns in activity rates or the projected changes in the population of working age, lead to substantial regional differences in the projected increases in the labour force as is shown in chart 1.

In a decade when the national labour force is projected to increase by some 2·8 per cent, the labour force in the North and North West regions is, in contrast, projected to fall between 1981 and 1991. Three regions—East Anglia, the South West and East Midlands—are expected to show considerable growth in the labour force.

Comparison of chart 1 with chart 2, showing the projected changes in the regional populations, indicates that the major influence on these regional differences is demographic. As would be expected, the three regions projected to have relatively high labour force growth are those where the population of working age is projected to

Chart 1 Percentage change in civilian labour force between 1981 and 1991



increase at a substantially faster rate than for Great Britain as a whole. The Northern region, where the labour force is projected to fall, has a declining population and working age population growth in the North West will be well below average.

However, the regional differences in labour force growth are not solely determined by the differences in demographic influences and table 1 shows the effects of population changes and activity rate changes for each region. In the North West, male activity rates are projected to fall more rapidly than in most other regions leading to a falling labour force, in spite of some increase in population. In Scotland relatively small falls in male activity rates and relatively large increases in female activity rates are projected, mitigating the effects of population increases well below the national average. Population growth in the South East is also expected to be rather lower than average but because male activity rates are projected to fall by relatively little, growth in the male labour force in the South East is expected to be well above average. The table does however confirm that the disproportionately large increases in the labour force in East Anglia, South West and East Midlands are mainly the result of population growth although the projected relatively fast growth of female activity rates in the South West and East Anglia compounds the effects of increasing population.

Chart 2 Percentage change in population of working age between 1981 and 1991

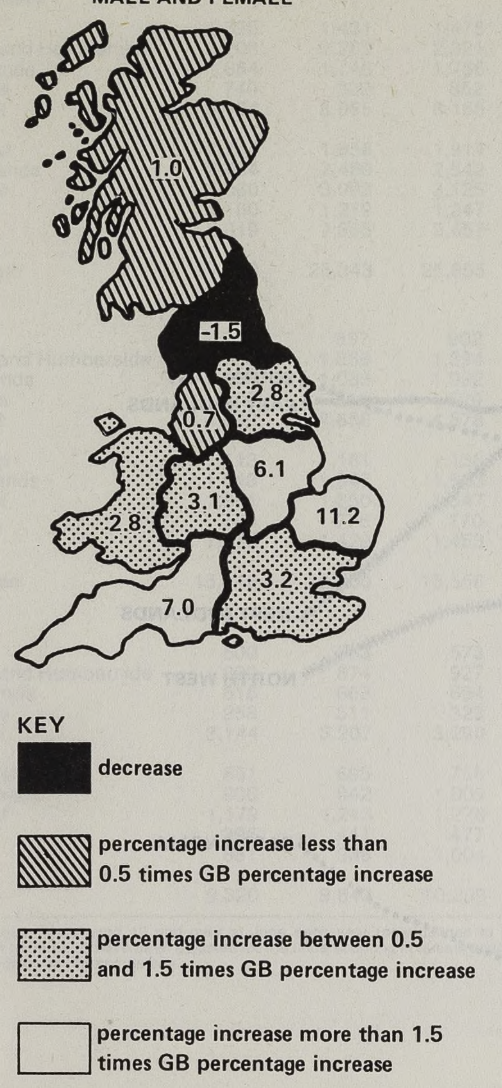


Table 1 Components of change in regional civilian labour force‡ expressed as percentage of regional civilian labour force

Per cent

	1981–1988 (as percentage of 1981 civilian labour force)			1988–1991 (as percentage of 1988 civilian labour force)		
	Population effect*	Activity rate effect†	Total change	Population effect*	Activity rate effect†	Total change
Male						
North	−0·4	−1·6	−2·0	−1·1	−0·8	−1·9
Yorkshire and Humberside	+2·8	−1·3	+1·5	+0·1	−0·6	−0·4
East Midlands	+4·8	−1·7	+3·1	+0·9	−0·5	+0·4
East Anglia	+7·5	−1·7	+5·8	+2·7	−0·5	+2·1
South East	+3·3	−1·3	+2·0	+0·7	−0·5	+0·2
South West	+5·7	−1·6	+4·2	+1·7	−0·5	+1·3
West Midlands	+3·6	−2·3	+1·2	+0·2	−0·9	−0·7
North West	+1·4	−2·8	−1·3	−0·4	−0·9	−1·4
Wales	+3·4	−2·2	+1·2	+0·6	−0·9	−0·3
Scotland	+2·2	−0·8	+1·3	−0·5	−0·4	−1·0
Great Britain	+3·4	−1·8	+1·5	+0·5	−0·7	−0·2
Female						
North	+0·3	+2·1	+2·4	−1·2	+0·7	−0·5
Yorkshire and Humberside	+3·0	+1·2	+4·1	−0·1	+0·5	+0·4
East Midlands	+5·6	+0·3	+5·8	+0·9	+0·4	+1·3
East Anglia	+9·4	+2·6	+11·7	+2·3	+0·8	+3·1
South East	+2·9	+0·9	+3·8	—	+0·4	+0·5
South West	+5·8	+2·6	+8·5	+0·8	+0·6	+1·5
West Midlands	+3·0	+1·5	+4·5	−0·3	+0·5	+0·2
North West	+1·2	+1·3	+2·4	−0·8	+0·5	−0·3
Wales	+2·1	+2·1	+4·2	−0·2	+0·6	+0·4
Scotland	+1·4	+3·1	+4·6	−0·9	+0·5	−0·5
Great Britain	+3·2	+1·4	+4·5	+0·1	+0·4	+0·4

* The change in the labour force that would have occurred if the activity rate in each age group had remained over the period at its value in the initial year.
† The residual change—total change less the change due to the population effect.
‡ See footnote to Table 2.

Regional activity rates

Men

Historically, there have been large differences between activity rates in different regions. In 1971 the overall activity rate of men aged 16 and over ranged from 84 per cent in the West Midlands down to 75 per cent in the South West. By 1981, these differences had become less marked, ranging from 78 per cent to 72 per cent, mainly because activity rates in the West Midland had fallen considerably more rapidly than in most other regions while the historically low activity rates in the South West had fallen less rapidly (chart 3). Regional trends in activity rates have been very different. Between 1971 and 1981 activity rates in West Midlands, North West and Wales have fallen more rapidly than in Great Britain overall while activity rates in the South East, South West and East Anglia have fallen less rapidly.

Regional activity rates have been projected under the assumption that these differences in regional trends will continue—see appendix 2 for more detailed discussion of methodology. These projections give only a broad indication of future trends; they assume for example that regional differences in economic conditions will continue to change in a way that will affect activity rates in line with the trends observed in the past. The uncertainty implicit in the national projections and the effects of varying assumptions were discussed in the February 1984 article[1]. The regional projections are additionally subject to the uncertainty associated with the assumption that the trends in regional differentials will continue.

Chart 3 illustrates the projected movements in the overall male activity rates relative to activity rates in Great Britain for selected regions. Activity rates in the West Midlands are projected to continue to fall more sharply than those nationally, so that by 1986, activity rates in West Midlands will be lower than in the East

Chart 3 Male 16+ activity rates relative to Great Britain for selected regions

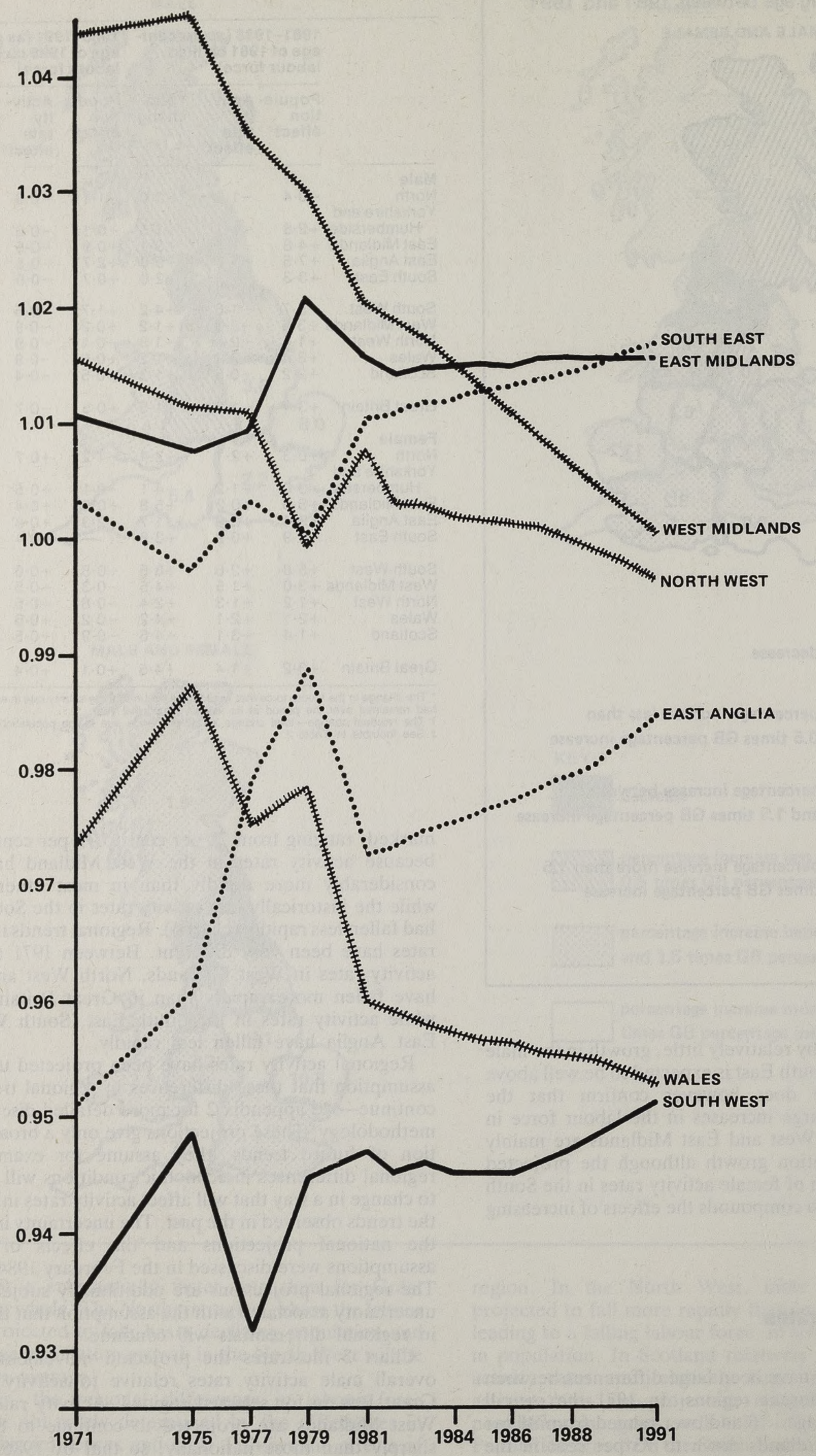


Table 2 Estimates and 1981-based projections of the regional civilian labour force*: selected years 1971–1991

Great Britain — Thousand

Region	1971†	1975	1977	1979	1981	1984	1986	1988	1991
Male and female									
North	1,395	1,431	1,475	1,444	1,471	1,471	1,471	1,467	1,448
Yorkshire and Humberside	2,208	2,262	2,321	2,301	2,334	2,357	2,378	2,394	2,392
East Midlands	1,684	1,746	1,756	1,810	1,859	1,884	1,913	1,937	1,953
East Anglia	740	822	852	877	886	917	937	958	982
South East	8,104	8,065	8,168	8,145	8,337	8,426	8,501	8,564	8,588
South West	1,744	1,856	1,914	1,960	1,990	2,040	2,074	2,107	2,135
West Midlands	2,454	2,489	2,542	2,521	2,509	2,538	2,558	2,573	2,563
North West	3,060	3,093	3,125	3,082	3,097	3,090	3,101	3,104	3,075
Wales	1,160	1,219	1,247	1,246	1,246	1,257	1,268	1,275	1,275
Scotland	2,319	2,365	2,457	2,486	2,422	2,465	2,482	2,486	2,468
Great Britain	24,868	25,343	25,855	25,870	26,150	26,444	26,685	26,866	26,879
Male									
North	895	897	902	881	891	887	880	873	856
Yorkshire and Humberside	1,399	1,388	1,394	1,393	1,394	1,405	1,409	1,415	1,409
East Midlands	1,068	1,083	1,092	1,106	1,123	1,137	1,147	1,158	1,163
East Anglia	482	511	529	543	535	551	557	566	578
South East	4,960	4,858	4,878	4,858	4,952	5,002	5,022	5,050	5,059
South West	1,113	1,161	1,158	1,178	1,194	1,217	1,228	1,244	1,259
West Midlands	1,548	1,547	1,533	1,529	1,511	1,525	1,527	1,529	1,518
North West	1,881	1,850	1,847	1,816	1,826	1,812	1,807	1,802	1,776
Wales	764	778	770	774	767	771	773	776	774
Scotland	1,438	1,429	1,453	1,456	1,436	1,450	1,454	1,455	1,442
Great Britain	15,548	15,500	15,556	15,532	15,627	15,757	15,804	15,867	15,834
Female									
North	500	533	573	563	580	584	592	594	591
Yorkshire and Humberside	809	874	927	908	940	952	970	979	983
East Midlands	616	663	664	704	736	747	766	779	789
East Anglia	258	311	323	334	351	366	380	392	405
South East	3,144	3,207	3,290	3,287	3,385	3,424	3,479	3,514	3,530
South West	631	695	756	782	796	823	846	864	876
West Midlands	906	942	1,009	992	998	1,013	1,032	1,043	1,045
North West	1,179	1,243	1,278	1,266	1,271	1,277	1,294	1,302	1,298
Wales	396	441	477	472	479	486	495	499	501
Scotland	881	936	1,004	1,030	986	1,015	1,028	1,031	1,026
Great Britain	9,320	9,843	10,299	10,338	10,523	10,687	10,881	10,999	11,045

* The civilian labour force aged 16 and over at June each year (now defined to include those students who are economically active).
† 1971 estimates for females have been adjusted for the undercounting in female economic activity in the Census of Population—see the article published in the February 1983 edition of *Employment Gazette* for further details.

Table 3 Estimates and 1981-based projections of regional civilian labour force activity rates*: selected years 1971–1991

Great Britain — Per cent

Region	1971	1975	1977	1979	1981	1984	1986	1988	1991
Male									
North	80·5	79·7	79·3	77·2	76·8	76·3	75·7	75·2	74·5
Yorkshire and Humberside	80·6	78·7	78·2	77·2	76·3	76·0	75·7	75·5	75·2
East Midlands	81·3	79·5	78·9	78·7	77·7	77·0	76·5	76·3	76·0
East Anglia	76·5	75·8	76·5	76·2	74·4	74·0	73·7	73·6	73·7
South East	80·7	78·7	78·4	77·1	77·3	76·8	76·4	76·2	76·1
South West	75·1	74·8	72·9	72·9	72·4	71·7	71·3	71·2	71·2
West Midlands	83·9	82·5	80·9	79·4	78·0	77·0	76·2	75·6	74·9
North West	81·6	79·7	79·0	77·0	77·1	76·0	75·5	75·2	74·6
Wales	78·3	77·9	76·2	75·4	73·4	72·6	72·1	71·8	71·3
Scotland	80·6	78·8	78·9	78·1	76·7	76·6	76·4	76·2	76·0
Great Britain	80·4	78·9	78·2	77·1	76·5	75·9	75·4	75·2	74·9
Female									
North	41·0	43·5	46·2	45·2	46·0	46·1	46·6	46·8	47·0
Yorkshire and Humberside	42·6	45·6	47·9	46·3	47·4	47·4	47·9	48·2	48·4
East Midlands	44·1	45·9	45·3	47·1	48·1	47·7	48·3	48·5	48·6
East Anglia	39·7	44·9	45·5	45·4	46·1	46·6	47·4	47·9	48·4
South East	46·2	47·3	48·1	47·6	48·4	48·3	48·7	48·9	49·1
South West	38·4	40·7	43·4	44·0	43·8	43·9	44·5	44·7	44·7
West Midlands	46·6	47·7	50·4	49·0	48·7	48·6	49·0	49·1	49·1
North West	45·3	47·9	49·0	48·3	48·6	48·6	49·3	49·6	49·9
Wales	36·7	40·0	42·8	41·8	41·9	42·0	42·4	42·6	42·7
Scotland	43·5	45·7	48·5	49·4	47·3	48·2	48·7	48·8	48·8
Great Britain	43·8	45·8	47·4	47·1	47·3	47·4	47·9	48·1	48·2

* See footnotes to table 2.

Appendix 1 Regional labour force—definitions and measurement

Definitions

The civilian labour force includes employees, employers and self-employed (but excluding those in HM Forces) together with those identified by censuses and surveys as seeking work. Also included in the civilian labour force as unemployed are those waiting to start a job they have already obtained and those who are unemployed but prevented from seeking work by temporary sickness or holiday. Persons employed under special employment measures (other than those measures providing full-time training) are included in the civilian labour force.

In estimates of the labour force published before 1984,[3, 4] all students in full-time education were excluded even though some had part-time or temporary jobs or were looking for such jobs. The definition has now been changed to include those students who have, or are looking for, jobs—a practice more consistent with the ILO recommendations as revised in 1983. The *Employment Gazette* article in February 1984[1] presenting national labour force estimates included a table indicating the scale of this change of definition.

The term "activity rate" is used to describe the proportion of the population who are in the labour force.

Measurement

Labour force estimates are derived principally from household survey and census data which allows a full breakdown of numbers by age and sex. Estimates for 1971 are based mainly on data from the Census of Population. Estimates for 1975, 1977, 1979 and 1981 incorporate survey estimates from the biennial Labour Force Survey (a survey of private households) supplemented by data from the Census of Population on the economic activity of those not in private households. The Labour Force Survey is a reasonably large sample survey but for some age groups, particularly in the smaller regions, estimates of age specific activity rates are subject to a large degree of sampling error. For this reason, and for reasons of space, estimates of the regional civilian labour force and activity rates presented in table 2 and 3 relate only to males and females aged 16 and over. Estimates by more detailed age groups can be obtained on request.*

The regional labour force estimates presented here have been constrained to agree with the GB figures published in the February 1984 article[1] and consequently are slightly different from those published previously. In addition to the different treatment of students (described above), the national estimates were also adjusted to be consistent with the Registrar General's latest mid-year estimates of home population which incorporate information from the 1981 Census of Population. These new national population estimates also incorporate a definitional change which was discussed in the *OPCS Monitor PP1 82/2*[5]. Although estimates of the regional home population on the new basis were not available for years before 1981 at the time of compilation, the regional activity rates and labour force estimates presented in this article have been adjusted to be consistent with the latest national estimates; this has been done on the assumption that all regions will be equally affected by the change in basis. Estimates of the female labour force in 1971 have also been amended because an adjustment has been made for the undercounting of female economic activity in the Census of Population which was discussed in the article in the February 1983 edition of *Employment Gazette*. ■

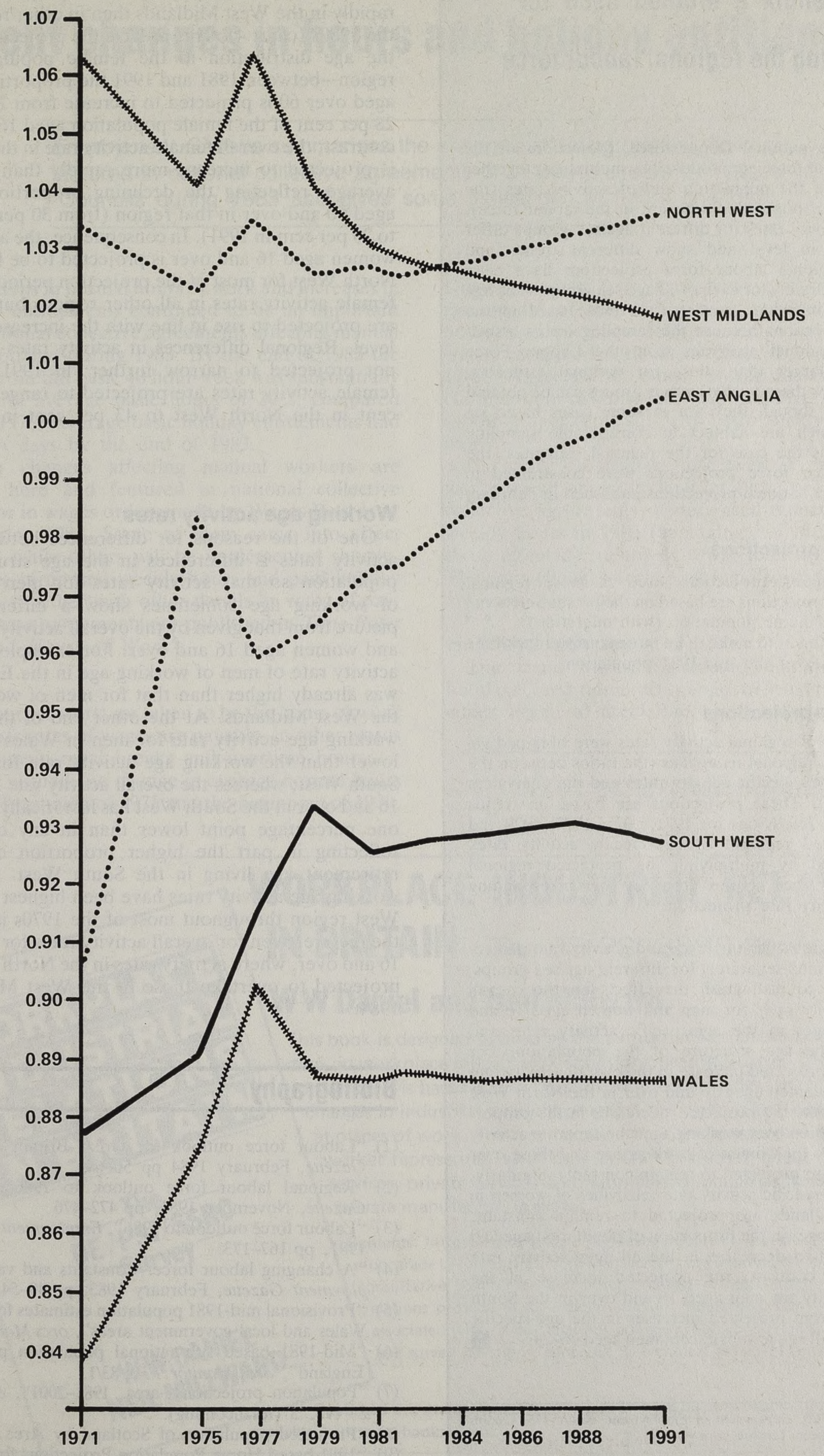
* From Statistics C5, Department of Employment, Room 345, Caxton House, Tothill Street, London SW1H 9NF.

Midlands, South East and Scotland. Activity rates of men in the South East which in the past have fallen less rapidly than national activity rates are projected to continue falling less rapidly so that by 1991, the overall male activity rate in the South East will be above that in all other regions. The relatively sharp fall in activity rates of men in Wales is projected to continue so that by 1991, the overall male rate will be as low as for men in the South West. Because activity rates in the South West are projected to continue to improve their relative position, regional differences in activity rates continue to reduce marginally. By 1991, activity rates are projected to range from 76 per cent in the South East to 71 per cent in the South West.

Women

Differences between regions in the levels of female activity rates have also been marked. In 1971 the activity rate for women aged 16 and over was highest—at 47 per cent—in the West Midlands and lowest—at 37 per cent—in Wales. As for men, these differences had narrowed to some extent by 1981, ranging from 49 per cent in the West Midlands to 42 per cent in Wales, as female activity rates

Chart 4 Female 16+ activity rates relative to Great Britain for selected regions



Appendix 2 Method used for projecting the regional labour force

As for the national labour force, projections of the regional labour force are produced by multiplying together projections of the population and of activity rates (the proportions of population who are in the labour force). Regional activity rates for different age/sex groups differ substantially in level and show different trends and therefore regional labour force projections have been prepared separately for each of 12 age/sex groups. The age bands are somewhat broader than those used in the national projections because the sampling errors associated with regional estimates from the Labour Force Survey are larger than those for national estimates. Projections for these twelve age/sex groups can be obtaind on request*, though they are in some cases based on estimates which are subject to considerable sampling error. As was the case for the regional estimates, the regional labour force projections were constrained to agree with the national projections published in February 1984.

Population projections

The population projections used in these regional labour force projections are based on the OPCS sub-national projections of home population (with migration)[6, 7, 8, 9] with an adjustment to make them more consistent with the latest estimates of the mid-1981 population.

Activity rate projections

Projections of regional activity rates were obtained via projections of regional *relativities* (the ratios between the regional age/sex-specific activity rates and the equivalent national rate). These projections are based on trends shown by the relativities for 1971, 1975, 1977, 1979 and 1981. Projected regional age/sex-specific activity rates were obtained by multiplying the projected regional relativities for each age/sex group by the corresponding national activity rate projection.

Because regional labour force and activity rate projections are obtained separately for different age/sex groups, it is possible to distinguish the effects on the overall regional activity rates for men and women aged 16 and over of changes in the age-specific activity rates and changes in the age structure of the population. For example, the projected increase in the overall activity rate relativity for women aged 16 and over in the North West (chart 4) reflects the projected decreases in the proportion of population over working age (the separate activity rate relativities for women of working age and those over working age are projected to remain constant). Similarly, whilst the age-specific activity rate relativities of women in the West Midlands are projected to remain constant, projected changes in the proportion of population aged 60 and over lead to decreases in the all ages activity rate relativity. In contrast, the projected increase in the overall relativity for men aged 16 and over in the South East results from projected increases in the age-specific relativities in all age groups except men aged 16–24. ■

* From Statistics C5, Department of Employment, Room 345, Caxton House, Tothill Street, London SW1H 9NF.

in West Midlands increased relatively slowly over the 1970s.

The overall female activity rate is projected to rise less rapidly in the West Midlands than in other regions during the 1980s (chart 4). This reflects the projected changes in the age distribution in the female population in that region—between 1981 and 1991 the proportion of women aged over 60 is projected to increase from 27 per cent to 28 per cent of the female population aged 16 and over. In contrast, the overall female activity rate in the North West is projected to increase more rapidly than the national average, reflecting the declining proportion of women aged 60 and over in that region (from 30 per cent in 1981 to 29 per cent in 1991). In consequence, the activity rate of women aged 16 and over is projected to be highest in the North West for most of the projection period. The overall female activity rates in all other regions but East Anglia are projected to rise in line with the increases at national level. Regional differences in activity rates are therefore not projected to narrow further; in 1991, the overall female activity rates are projected to range from 50 per cent in the North West to 43 per cent in Wales.

Working age activity rates

One of the reasons for differences between regions' activity rates is differences in the age structure of the population so that activity rates for men and women of working age sometimes show a different regional picture from that given by the overall activity rates of men and women aged 16 and over. For example, in 1981 the activity rate of men of working age in the East Midlands was already higher than that for men of working age in the West Midlands. At the other end of the range, the working age activity rate for men in Wales was, in fact, lower than the working age activity rate for men in the South West; whereas the overall activity rate for men aged 16 and over in the South West has historically been at least one percentage point lower than in any other region, reflecting in part the higher proportion of men over retirement age living in the South West. For women, working age activity rates have been highest in the North West region throughout most of the 1970s in contrast to the picture given for overall activity rates for women aged 16 and over, where activity rates in the North West are not projected to overtake those in the West Midlands until 1984.

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Recent changes in hours and holiday entitlements

Employment Gazette summarises the changes affecting manual workers featured in national collective agreements or in wages orders by Wages Councils during 1983 and gives some indications of future changes.

Reductions in normal hours of work and increases in holiday entitlements continued to be an important feature of national collective agreements affecting manual workers negotiated during 1983. By the end of 1983 the move away from the basic 40 hour week was substantially complete, with average basic hours of 39·2, compared with 40·0 in 1978. Average basic holiday entitlements had risen to 21¾ days by the end of 1983.

The main changes affecting manual workers are summarised here and featured in national collective agreements or in wages orders made by Wages Boards or Councils during 1983. Some of them came into effect during 1983, while others will be implemented shortly. Full details of normal weekly hours and paid holiday entitlements, together with other details on rates of pay, relating to these agreements are published in *Time Rates of Wages and Hours of Work**.

Hours

Normal hours of work are taken to be the hours of work for which basic rates of wages are payable, in other words exclusive of main meal breaks and overtime hours.

There was virtually no change in average normal hours between the beginning of 1975 and the beginning of 1979. During the past five years, however, there has been a resumption of the earlier movements towards shorter hours. By December 1983 the average was 39·2 hours per week, compared with an average of 39·4 in December 1982. Aggreements made so far in 1984 indicate a continuation of this fall, with relatively few workers (about 20 per cent) still with basic weekly hours of 40 or more.

As table 1 indicates, just over 1½ million manual workers (out of just under 11 million covered by national collective agreements) experienced reductions in normal weekly hours in 1983 (averaging just over one hour for those affected), relatively fewer than in 1981 and 1982. The main changes during 1983 and agreed future changes are shown in table 2.

Holidays with pay

The trend towards increased entitlements to paid holidays (additional to public or customary holidays) which began to accelerate around the middle of 1979,

* Loose-leaf publication, up-dated each month, available on annual subscription from Department of Employment (Statistics A4) Orphanage Road, Watford (tel. Watford 285000 ext. 525).

Table 1 Changes in normal weekly hours

	Number of workers affected ('000's)	Average reduction in hours of those affected
1971	623	1·0
1972	1,618*	1·1
1973	749	1·6
1974	703	1·6
1975	340	1·5
1976	7	1·0
1977	3	1·3
1978	127	2·5†
1979	35	5·3‡
1980	489	1·2
1981	3,230	1·0
1982	1,949	1·1
1983	1,614	1·1

* Mainly workers in retail distributive trades.
† Includes a reduction in the case of Post Office engineering workers from 40 to 37½ hours.
‡ Includes a reduction in the case of Local Authority Fire Staff from 48 to 42 hours.

Table 2 Changes in normal weekly hours—industries covered by national negotiating arrangements

Operative date	Industry coverage	Estimated (hours)	Reduction
1983			
Jan	Baking—NI (Wages Council)	*	1 (40 > 39)
	Chemicals (ICI Plc)	37,000	2½ (40 > 37½)
	Iron and steel and pig iron manufacture —GB (British Steel Corporation)	60,000	1 (40 > 39)
	Gold and jewellery trades—North Area	1,500	1 (39 > 38)
	Cutlery and silverware trade—Sheffield	5,000	1 (40 > 39)
	Paper making, paper coating, paper board and building board making—UK†	33,500	1 (40 > 39)
	Demolition contracting—UK	6,000	1 (40 > 39)
	Power cable jointing—GB	450	1 (40 > 39)
	Road passenger transport (maintenance staff in garages and road workshop staff)—London (LTE)	6,500	1 (39 > 38)
	Dairy industry—E & W	66,000	1 (40 > 39)
	Retail distribution (milk workers)—GB (Co-operative Societies)	25,000	1 (40 > 39)
	Retail food and allied trades—GB (Wages Council (certain workers) ‡	*	1 (40 > 39)
	Retail trades (non-food)—GB (Wages Council)	*	1 (40 > 39)
	Unlicensed place of refreshment—GB (Wages Council)	*	1 (40 > 39)
	Government industrial establishments	147,000	1 (40 > 39)
Mar	Road passenger transport (drivers and conductors)—London (LTE)	19,700	1 (39 > 38)
April	Railway workshops—London (LTE)	3,500	1 (39 > 38)
	Pre-cast concrete products—Scotland	1,800	1 (40 > 39)
	Railway service—London (LTE)	12,000	2 (40 > 38)
	Retail food and allied trades—GB (Wages Council (certain workers) ‡	*	1 (40 > 39)
	Retail meat trade—E & W	40,000	1 (40 > 39)
	Retail meat trade—Scotland	5,000	1 (40 > 39)
	Retail multiple footwear trade—GB	33,000	1 (40 > 39)
May	Pharmaceuticals and fine chemicals manufacture—GB	13,000	1 (39 > 38)
	Chemicals—GB (firms affiliated to the CIA)—GB	45,000	2 (40 > 38)
	Surgical dressings manufacture—GB	6,000	1 (40 > 39)
	Electrical cable making—GB	17,000	1 (40 > 39)
	Telephone cable installation—GB	200	1 (40 > 39)
June	Paper bag industry—GB	4,000	1 (40 > 39)
	Paper box making—GB	6,900	1 (40 > 39)
Nov	Paint, varnish and lacquer manufacture —UK	14,000	1 (39 > 38)
	Manufacture, maintenance and repair of agricultural machinery or implements—GB	17,000	1 (40 > 39)
1984			
Jan	Wholesale grocery and provision trade —E & W	25,000	1 (39 > 38)
	Licensed non-residential establishment —GB (Wages Council)	*	1 (40 > 39)
Feb	Dairy industry—Scotland	8,500	1 (40 > 39)
	Laundering—GB (Wages Council)	*	1 (40 > 39)
	Boot and shoe repairing and bespoke footwear manufacture—GB (Wages Council)	*	1 (40 > 39)
April	Exhibition industry—GB	4,500	1 (37 > 36)
	Water industry—E & W	35,000	1 (39 > 38)
	Water industry—Scotland	2,200	1 (39 > 38)
Aug	Clothing manufacture—GB (Wages Council)	*	1 (40 > 39)
	Clothing manufacture—GB (British Clothing Industries Association)	60,000	1 (40 > 39)
Dec	Made-up textiles—GB (Wages Council)	*	1 (40 > 39)
	Knitting industries—E & W	70,000	1 (40 > 39)

* Precise figures on a comparable basis for Wages Councils are not available.
† The agreement provided for 47 hours per year extra time off or for mills to introduce the annual hours concept.
‡ The hours of work for workers engaged not less than 80 per cent of their time in the sale of excisable liquors were reduced from 42 to 40 in October 1982 and from 40 to 39 in April 1983. The hours of work for all other workers were reduced from 40 to 39 from January 1983.

Table 3 Holidays with pay

	Percentage of manual workers with basic‡ holidays of							Percentage with extra service entitlements
	Two weeks	Between two and three weeks	Three weeks	Between three and four weeks	Four weeks	Between four and five weeks	Five weeks and over	
1972	8	16	39	33	4			12
1973	6	9	36	45	4			14
1974	1	1	30	40	28			20
1975	1	1	17	51	30			26
1976		1	18	47	34			32
1977		1	18	47	34			32
1978		1	17	47	35			36
1979		1	7	42	50			38
1980			2	24	19	55		40
1981			2	11	25	61	1	37*
1982			2	5	21	53	19	35*
1983				5	17	60	18	36*

* The fall since 1980 is mainly attributable to the deletion from some Wages Council orders and agreements of references to extra service entitlements. This does not necessarily imply that previous arrangements will not continue on a voluntary basis.
‡ Additional to public and customary holidays. There are currently 8 days of public holidays.

Table 4 Recent changes in holiday entitlements

Industry covered by national agreement or wages order	Estimated number of workers affected	Change in holidays-with-pay entitlement (excluding public or customary holidays)
Food manufacture—GB	30,000	Increase of 1 day to total 4 weeks 1 day from June 1983
Chemicals manufacture (JIC)—GB	45,000	Increase of 1 day to total 4 weeks 1 day for the 1983 holiday year
General printing—E & W	100,000	Increase of 1 day to total 4 weeks 1 day from June 1983
Electrical contracting—all areas	40,000	Increase of 1 day to total 4 weeks 1 day for the 1983 holiday year
Gas supply—GB	41,400	Increase of 1 day for employees with 7 years' service and for employees with 12 years' but less than 20 years' service—basic entitlement 3 weeks 4 days, 4 weeks (5 years' service), 4 weeks 1 day (7 years'), 4 weeks 2 days (12 years'), 4 weeks 3 days (20 years') from June 1983
Electricity supply (day workers)—GB	81,200	Increase of 1 day for certain workers—basic entitlement 4 weeks (up to 2 years' service), 4 weeks 1 day (3 or 4 years'), 4 weeks 2 days (5 up to 9 years'), 4 weeks 3 days (10 up to 14 years'). 4 weeks 4 days (15 up to 19 years'), 5 weeks (20 or more years) from April 1983
Water industry—E & W	35,000	A further 1 day for employees with more than 10 years' service to total 5 weeks from April 1983
Road passenger transport (National Council)—GB	55,000	Increase of 1 day to total 4 weeks 3 days for the 1983 holiday year
Post Office—UK	128,000	Increase of 1 day to total 3 weeks 4 days, 4 weeks 1 day (5 years' service), 4 weeks 3 days (15 years'), 5 weeks (30 years') from April 1983
Telecommunications—UK (British Telecom)	152,000	Increase of 1 day to total 4 weeks, rising to 5 weeks after 30 years' service, from July 1983
Wholesale grocery and provisions trade—E & W	25,000	Increase of 1 day to total 4 weeks 2 days from May 1983
Dairy trade—E & W	66,000	Increase of 1 day to total 4 weeks 1 day from April 1983
Retail distribution (milk workers)—GB (Co-operative Societies)	25,000	Increase of 1 day to total 4 weeks 1 day from April 1983
Retail pharmacy trade—GB	35,000	Service requirement for 4 weeks holiday reduced to one year's service for the holiday year commencing April 1983

continued during 1983, although at a slightly slower rate. There was an increase in the numbers of those with entitlements of more than four weeks but less than 5 weeks. By the end of 1983, 95 per cent of manual workers subject to national collective agreements had a minimum entitlement of four weeks or more and nearly a fifth had a minimum entitlement of five weeks or more. The average was about 21¾ days. National agreements or wages orders covering just over 1¼ million workers provided for increases in holiday entitlement in 1983.

Actual holiday entitlements will tend to be higher than the minimum entitlements laid down in national agreements and wages orders because of additions for seniority, local arrangements, and so on. Table 4 gives details of the main changes in minimum holiday entitlements arising from agreements in 1983 where groups of 25,000 or more workers were involved. A fuller list covering all agreements and wages orders notified to the Department is available on request from Statistics A4 division. ■

SPECIAL FEATURE

Shape of payment systems to come

by David Grayson,

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In the second of his articles on progressive payment systems the author examines the possible structure of future pay systems and discusses an integrated system that supports improvements to the quality of working life. The need to reward people for using their talents to the full and for accepting change might, it is suggested, lead to the development of companywide systems covering both "blue and white collar" workers. The views expressed are those of the author and do not reflect those of the Department of Employment.

The most needed changes in wage systems in the future are likely to be on the factory floor because of the still remaining incidence of both individual and group payment-by-results (PBR) schemes or systems derived from them. Their relevance—dependent as they are on the individual's ability to control his output personally—will be brought into question by the more widespread introduction of robotics, computer-controlled machine tools and, flexible manufacturing systems where the immediate control of rates of input and the work done on the product piece are determined by the computer system.

Such moves towards process control will thus make payment-by-results schemes difficult to apply because variations in individual effort will be difficult to measure and therefore not sensible to reward, and because individual skill will relate more to speed of reaction and mental ability than dexterity and effort.

Further, the defects of individual payment-by-results schemes, such as their emphasis upon the fixed role or fixed method of working and their weakness in promoting co-operation, will tend to conflict with broader payment system objectives which may well be more concerned with promoting company wide goals co-operatively achieved.

This is not to say that the traditional shop floor incentive scheme will necessarily disappear overnight but that it may take different transitional forms. For example, it may be that because of the desire to promote labour flexibility and team working, incentive schemes will be less often individual and more frequently group based. It may also be that the proportion of the "incentive" element will be reduced.

Prime motivator

In suggesting that incentive schemes will continue—whether or not they be group rather than individual—the assumption is that money will still be a prime motivator. It may be, of course, that with the possible increase in the development of quality of working life programmes within companies more rewarding work will become a stronger motivator in work behaviour than is generally the case at present. A further assumption is that labour costs will remain a significant proportion of unit costs. This might not be the case when, because of increasing investment, or increasing energy costs, greater concern will be shown in getting a return from these factors rather than from labour.

In these circumstances, growth could occur in multi-factor incentive schemes, through which reward, perhaps on a group or company wide basis, might be related to a combined index which reflected the interplay between, and overall company utilisation of, such factors as energy (gas, oil, electricity) capital (machine utilisation) *and* labour (employee performance).

Measured daywork

Evidence about the current extent of measured daywork and high day rates is difficult to find. The Office of Manpower Economics (OME) in its 1973 report "Measured Daywork" said: *"Our various studies have shown that measured daywork has become a significant payment system. It is significant not just because it covers nine per cent of all workers and this is a growing figure; it is also significant in reflecting a central feature of change in payment systems over the last few years; the search for a system which avoids the known problems of PBR yet retains an incentive element."*

In a 1976 Survey of "Incentive Payment Schemes" by the British Institute of Management covering 245 organisations it was said:

"Measured daywork exists in 12 per cent of the establishments with incentive schemes but two thirds of the schemes are less than five years old."

It also said:

"It would appear from survey findings that measured daywork may be used as a relatively short-term pay mechanism. That is it may be used as a temporary alternative when a company wishes to replace a payment-by-result scheme with a time based system or where a low performance organisation with no history of PBR wants some temporary inducement to raise productivity to a desired level."

The impression is that whilst there was interest in measured daywork until about the mid 1970s, since that time it has not developed to the extent that the OME might have anticipated.

However, it may be that a stimulus will again be given to measured daywork not as in the early seventies through the need to improve industrial relations and overcome PBR problems but because the system might be a good fit with possible future trends towards

- allowing individuals or groups greater freedom in the way in which they organise their work, including agreeing "contracts of performance"—an essential feature of all measured daywork systems
- increased flexibility between jobs
- employee desire for stability of earnings and moves towards annual salaries for all employees
- the need to cope more readily with increasing rates of change.

Profit sharing, share ownership, plant and company-wide incentive schemes and gain-sharing

The growth of profit sharing, share ownership, plant and company-wide incentive schemes and gain-sharing schemes, broadly labelled as "financial participation" has continued to be slow in this country. Where they are found the most common are:

- the Scanlon Plan which is based on the ratio of wages to total sales value. Improvements in the ratio—ie on increases in sales relative to wages—is taken to indicate an economic gain and the savings or a proportion of them distributed to employees as a bonus.
- Added Value which comprises total revenue less wages, salaries, administration expenses and represents the value added by the production or other processes within the organisation. The proportion of added value in an organisation is an indicator of its efficiency and an increase above a given norm can be regarded as an improvement in overall performance.
- The Rucker Plan which uses the ratio of wages to added value. Any improvement in this ratio results in the distribution of bonus.
- Cash-based profit sharing which involves cash being distributed from company profits to pre-specified categories of employees. A whole range of variations exist.
- Share-based profit-sharing which in its simplest form involves shares being issued as a bonus.
- Gain-sharing is a term which currently is more widely used in the USA than the UK. Gain-sharing plans are designed to involve management, trades unions, and employees, in improving jointly the productivity and profitability of their organisation through better use of labour, capital, material, and energy. Gains that result are shared between the company and employees according to a pre-determined formula.

Past lack of interest in these approaches is difficult to explain. Some see the reasons as the persistance of the division between those who own the business or manage it and those who work in it. Others, quoting the relative success of financial participation in the USA see it as indicating a low level of commitment to the "free enterprise society" in the UK. A criticism often made about the share-based profit sharing scheme is that the share issues are sometimes sold on allocation to employees and that the time and effort in administering such schemes could have been avoided if a simple cash payment had been made.

In a 1981 article "A stake in the firm" by Creigh, Donaldson and Hawthorn in the *Employment Gazette* it was said that *"there appears to have been an upsurge of interest in certain types of financial involvement schemes in recent years"*.

Of the schemes which had developed cash based and share based profit sharing plans were said to be the most common. The article went on to say *"there is scope for very considerable expansion in financial participation arrangements"*.

This increase in interest may be directly attributable to the taxation concessions provided for approved share trust schemes under the 1978 and 1980 Finance Acts, and also the concessions allowed on approved SAYE linked share option schemes since the 1980 Finance Act.

The Financial Secretary to the Treasury said in answer to a Parliamentary Question in April 1983:

"At the end of last month the number of employee share schemes approved by the Inland Revenue since April 1980 was 442. This total was made up of 227 profit sharing schemes and 215 savings related share option schemes but it does not include schemes set up outside the provisions of the Finance Acts 1978 and 1980."

In the reply given to another Parliamentary Question on the same subject in May 1983 is was said that in the two most recent years for which figures were available—1980–81 and 1981–82—about 250,000 employees on average had been allocated shares under profit sharing schemes under the Finance Act 1978; that over 100,000 employees were now participating in approved savings-related share option schemes. It concluded by saying that companies employing about 1½ million employees had some form of employee share scheme.

Thus, the indications are that there is interest in financial participation schemes, that in terms of the total working population they are still not widely applied, and that they tend to be related more to cash based and share based profit sharing schemes rather than the plant or company wide incentive such as Rucker and Scanlon Plans and Added Value.

Increase in future

However, it would seem likely that the spread of these schemes will increase in future—given no change in the tax system. A number of reasons can be suggested. First, the greater use of computers in process control will affect the relevance of work measured incentive schemes and alternative methods of recognising preformance will be sought. Second, there is likely to be a continuing development of participative management styles and financial participation schemes are logical aids to this process. Third, stemming from both these trends and in particular from the urge to remain competitive, attention will be focussed to a much greater extent on overall company performance and such financial participation schemes would support this aim.

Most critical to the future development of financial participation schemes is the extent to which organisations move towards other forms of participation, in that it is noticeable that organisations which have successful financial participation schemes now are those which already have a heavy commitment to other forms of employee involvement, and where each individual within the work force is considered important. It has thus been suggested that the existence of such schemes has more to do with management style and social objectives and values than with the types of economic activity whether in industry, commerce or retailing. An Incomes Data Service survey on financial participation commented:

"the only common element we have been able to find is a desire and belief on the part of the employer that the employees should be able to share, to some degree, in the wealth created and in the company growth that is a result in part of their endeavours. Almost without exception the companies are advocates of participation, involving employees in the decision-making processes."

The views expressed by the Industrial Participation Association reinforce this message when it says:

"Financial participation is above all about getting the money right. People must receive, and see that they are receiving a fair return for their labour. If employees are asked to co-operate with management in increasing productivity and efficiency, they should see that they are receiving a fair share of the benefits.

How this is best done will vary. No one answer will fit every situation. But it is essential to get basic remuneration, the wage structure, right. There is no way of providing satisfaction through a supplementary financial participation scheme if the wage structure itself is a source of discontent. Nor can a supplementary scheme put it right."

Incremental scales and merit-based salary structures

Incremental scales, which often tend to be rigidly applied and implicitly link increased pay with increased experience that comes with length of service, may be less able to respond to the need to reward flexible work forms, or the pushing of decision-taking and responsibility lower down in the job hierarchy, or general increases in the discretionary element in job content. Future trends might therefore more likely be towards merit salary structures because of their greater ability to cope with these factors unless more flexibility can be introduced in the way in which incremental scales are applied.

For example one area in the incremental scale which might require particular attention is the need in some way to reward the good compared with the standard performer where in the normal course of events both would be likely to receive the same increment. Opportunity for promotion, giving a higher level incremental scale, may go some way to solve this problem for a few. But for many this opportunity will not exist and there will still be the need to give financial recognition to good performance within this "non promotable" group to encourage people to give of their best. Various means can be used to flex the scale. Increments can be deferred or withheld, employees may be awarded two or more increments simultaneously, and the length of the incremental scale can be adjusted.

However, what might well develop from any future loosening of incremental scales is the growth of "incremerit" structures. Under these structures the employee would progress by fixed incremental points to a pre-determined point on the scale, for example the mid-point. Further advances beyond that point would be reserved for those whose performance is consistently above average. The top of the scale would only be achieved by exceptional employees.

Apparent "headroom"

This approach has a number of advantages provided that the apparent "headroom" in the upper part of each scale is not misused. It would need to be accompanied by controls to prevent its distortion and also perhaps linked with an effective performance appraisal scheme.

Any increase in the incidence of salary structures based on matching pay to individual performance whether in the private or public sectors, is likely to bring to the fore the sometimes contentious issue of appriasal or merit rating schemes which often go with these structures. Such schemes, whilst commonplace in the office environment, are rare on the shop floor. Also where they are associated with some separate element of merit pay, they often attract suspicion because they are perceived as secretive and subjective. They can also often become ill-co-ordinated because of lack of management discipline leading to disparities in reward for what might appear to be similar performance.

It would seem likely, however, that if there is a growth in flexible payment systems to cope with flexible work demands, then individual appraisal or merit rating schemes are likely to increase. Views on such schemes vary and some are strongly opposed because there is a lack of confidence in the fairness of the procedures used. A prime task will therefore be to ensure that when these schemes are used, they are agreed between managers, employees and recognised trades unions; that they are as open as possible; that they can be seen to be fair and that subjectivity is reduced to a minimum. To increase confidence in their application further it will be helpful to create some form of appeals procedure.

Flexible work demands are also likely to lead to the need to acquire multi-skills, perhaps through modular training, and means of rewarding those skills will need to be developed. One approach might be to pay an individual according to the number of skill modules he or she possesses rather than the skill being applied to the job being done at a particular time. This encourages the creation of a flexible workforce at a controlled pace whilst at the same time ensuring the standards the company wishes to secure from each job holder. Individuals would have the choice to extend their skills (and their level of reward) or remain as they are.

Flexible benefit programmes

The whole system of rewards within an organisation—the "total remuneration package"—needs to be touched upon briefly. In the area of fringe benefits considerable changes are also likely to occur with flexibility again the keynote. The traditional approach to fringe benefits is for the employee to be presented with a standard package relating to holidays, sickness, retirement and so on. These benefits are of course often a considerable cost to the company and are frequently negotiated where trades unions are recognised.

Uniformity is the result and the package tends to fit or not to fit according to the particular circumstances of the individual. A possible future area of development might instead be to offer a package of flexible benefits. That is instead of offering the employee the uniform package he or she could be offered a flexible benefit programme consisting of basic or minimum benefits with a wide range of other benefit options from which employees could choose in order to build a personal benefit programme suited to their individual needs.

The integrated payment system

The need for future payment systems to reward employees for using their talents to the full and for accepting change has been suggested throughout this article. Two reasons lie behind this suggestion, each feeding off the other. First, if an employee gives of his or her best consistently then company effectiveness will be enhanced. Second, where such a climate is created employees will see themselves as having a high quality of working life. The employees with the highest quality of working life will be effective and conversely the company because it is effective will have a high quality of working life.

In this setting, because the payment system is employee oriented and geared to treating people positively as assets rather than as objects, by enhancing discretion and autonomy and by encouraging creativity, it is less likely to be continually an industrial relations issue.

One approach which would draw together all these considerations is an integrated companywide payment system covering both "white" and "blue" collar workers. Such structures might be the most significant development in the coming years, though the attitudes of manual and staff unions towards the concept would of course be important.

A number of factors point in this direction

- shifts from "blue" to "grey" and "white" collar type jobs
- trends towards harmonisation of terms and conditions of employment within an organisation
- the greater likelihood of companywide job evaluation schemes such as are currently being developed in Europe
- the need to provide the opportunity for companywide career development schemes, particularly for shop floor employees, perhaps by using grade structures which allow the individual to progress by acquiring additional skills
- the need to provide payment systems supportive to approaches to improve the quality of working life.

In other than on a "greenfield site" an early task in creating an integrated system would be to isolate the differences between existing separate wage and salary structures. One such difference, now being considered nationally is the method of payment where manual employees tend to be paid by cash and staff by cheque or into a bank account. Other differences likely to be found are:

- the frequency of payment, where many manual workers and some clerical and technical grades are paid weekly based on hourly rates and managerial grades paid monthly based on annual salaries;
- pay determination, where wages tend to be negotiated collectively and salaries sometimes negotiated collectively and sometimes determined by the employer on an individual basis;
- pay negotiating dates, which may vary between different groups within the organisation;
- the pay bargaining structure which will most likely be based broadly on the manual/staff employee split.

Lessons from Japan

The objectives of the integrated payment system might be achieved in a variety of ways and in this respect the Japanese approach to payment matters is worth noting, though care, of course, is needed in translating ideas from one country to another.

A major factor in Japanese pay systems is, for example, length of service reflecting the deference given to age and authority. Promotion is slow with a certain time having to be spent in a grade irrespective of how competent the individual might be. No big Japanese company pays on the basis of individual output though most pay a company bonus which is negotiated annually with the trades unions and is geared to the overall company performance. Japanese pay structures are thus made up of a number of components. For example these components in the Nippon Steel, Kimitsu Works are:

- basic pay—dependent on age, academic background, employment record and service with the company. It therefore increases each year but for people over 50 the increase is 30 per cent of that for those under 50
- pay for the job (blue collar workers)—this is based on the job classification of which there are 13 levels according to job knowledge, skill, job responsibility, mental load, physical load and working environment
- additional pay for the job (blue collar workers)—this is based on an assessment of the individual's actual performance in April and October each year
- performance pay (blue collar workers)—this is based on the productivity of the whole company and is determined monthly
- function pay (white collar workers)—this is paid according to each person's qualifications, job ability and job performance. One part is based on an evaluation of the individual's qualifications and reflects his level of ability and performance. The second part is based on the individual's growth in ability and performance within the limit set for his/her particular qualification level. Function pay is determined annually in April.

A more specific example of the way such structures might develop can be drawn from Courage Central at their new Berkshire Brewery, described in "Meeting the challenge of change studies and guidelines" by the Work Research Unit and by Industrial Relations Review and Report.

The company constructed the new brewery with a high technology process on a "greenfield site". The new brewery provided the opportunity to redesign jobs, set up new procedures, and generaly create a new industrial relations environment. Among a number of areas concentrated upon by management and trades unions jointly was the development of a payment structure because the structures used in the old locations were not seen to be appropriate. The old structures had too many grades, the differentials between grades were distorted, and the grades did not fit the new technology because they were too rigidly defined to cope with anticipated major change in the coming years.

Against this background five "desirable elements" were jointly identified to be part of any new structure. These were stability of earnings, auditability, relatability, minimal structuring and flexibility. Decision banding was used as a method of job evaluation and jobs placed into one of four grades with two skill bands for each of the four grades.

The skill differentials are payable when an employee becomes more proficient in a particular job, and more versatile by acquiring additional job related skills. The attraction of decision banding was that all tasks both staff and manual theoretically could be evaluated in terms of just one factor.

Quality of working life

Perhaps the main attraction of such an integrated system is that its overall objective is geared to the success of the organisation, first by rewarding the acquisition of new or additional skills at the individual employee level,

A possible integrated system

The principles used at the Berkshire Brewery of Courage Central would require little further development to create a company wide integrated payment system. Using some broad benchmark occupations and indices to give an idea of pay progression what such a structure might in practice look like is shown (table 1).

Table 1 The integrated payment system

Organisation structure level	Job related skill levels (JRSL)/pay indices		
	JRSL 1	JRSL 2	JRSL 3
0 Trainee	90	92	95
	100	105	110
1 Semi-skilled operators			
	120	130	140
2 "Skilled" operators, admin assistants			
	155	170	185
3 Craftsmen, general admin			
	205	225	245
4 Supervisors, technicians			
	270	295	320
5 Middle managers, qualified professionals			
	350	380	410
6 Senior managers			
	445	480	515
7 Executives			
	555	595	635

An integrated structure such as this would in particular break down traditional thinking about pay systems which focusses on

- wage earners being paid a standard rate for the job with an incentive element, whilst salaried staff are paid at a point in a salary range with the expectation that pay will increase with experience and assumed improving performance
- wage earners seeing promotion or progression prospects only in terms of a supervisory post but where for the salary earner promotion plays a very important part in the reward system and the individual thinks in terms of a personal career where pay increments will increase for the rest of his or her life.

Thus, in the operation of the integrated structure it would be theoretically possible for an employee coming into the organisation as a trainee to progress through to the executive level. This would be done by progression through the job related skill levels (JRSL's) of which for the individual there are six because of the pay overlap between each organisation structure level.

To move from one JRSL to another the employee would need to meet certain criteria devised and agreed internally within the organisation. These criteria would be geared to increasing job knowledge and job flexibility and would require some form of "test" to ensure they had been met. Such criteria might by the ability to work on additional tasks, attendance at particular training courses, or acquiring knowledge of specific areas such as electronics. It would be left to the individual employee perhaps in consultation with his manager to decide whether to try for the next level having shown competence at the existing JRSL. It may also be that having moved to a higher JRSL if performance did not match that required then reversion to the lower level could occur.

The structure also provides the opportunity for employees to move out of their existing occupational grouping. For example if a semi-skilled operator had reached his final JRSL and the path to skilled operator was blocked, then if the ability and aptitude existed he or she could ▶ move to other occupations within that skilled level which might be concerned with administrative work within buying, sales, or production.

Moves through the various JRSL's would give employees an automatic means of pay progression. It would also give the employee further development and the organisation increased opportunity for labour flexibility.

However, it would need to be recognised that not all employees would want to progress through the six JRSL's initially potentially available to them. To create the incentive to reach at least the JRSL 3 for their organisation structure level a service award might therefore be added throughout the structure to that pay point. This might then be considered as a "resting point" for those who did not have ambitions to move further up the system but who just wanted to be competent performers at their chosen level.

The opportunity for the employee to control his or her own pay progression by moving up the JRSL's might lead to the commonly negotiated annual wage or salary improvement factor being viewed differently. It may be for example that by using the JRSL approach annual negotiated improvements would no longer have the same force. It would not however be sensible or indeed acceptable for the structure not to be reviewed at regular intervals to see whether it should be "lifted". One way of doing this might be to introduce an added value payment based on overall organisation performance.

As in the case of the Berkshire Brewery, in order to determine both the organisation structure levels and the jobs contained within them, some form of company wide job evaluation system would be needed. Decision banding is one such approach. But, as suggested in the Work Research Unit's Occasional Paper 23 *Job evaluation and changing technology*, it may be that in the particular situation of the introduction of new technology greater opportunity will exist for organisations to develop their own form of organisation wide job evaluation schemes because of the greater future likelihood of compatability between "shop floor" and "office" job characteristics.

The suggested progressive integrated payment structure is deliberately based on an organisation with seven levels, and a "pay compression" ratio of seven to one from the bottom of the organisation to the top. Such criteria are of course arbitrary and open to debate. There are no "scientific truths" about such matters. Nevertheless a general rationale can be put forward to support the suggested approach.

The number of levels within an organisation reflect various factors including size, type of product, state of growth, and management philosophy. What sometimes results from their interplay is an organisation with "too many" levels causing communication problems, lack of clarity about objectives and responsibilities, but in particular a squeezing of the level of work between the organisation layers leading for example to people dealing with lower levels of work than is either organisationally sensible or individually satisfying.

To overcome this problem a means of "opening up" the organisation is needed. One way is to use empirically determined time scales to define broad organisation responsibility levels which will provide the opportunity to give maximum individual job scope and clarity of work level. An acceptable outcome might thus be seven levels based on responsibility for activities with a time scale of (say)

	Organisational level (see table 1)
a day	1
a week	2
a month	3
three to four months	4
a year	5
three to four years	6
long term future—say seven years	7

The pay compression ratio then becomes a matter of what people within the organisation might see as a fair payment span. For example, is it acceptable to value the chief executive at (say) 15 times the value of an operator, or at some higher or some lower figure? Again empirically a seven to one ratio might meet ideas both about fairness, and the need to have a sufficiently broad structure to cope with differentials and individual pay progression. ■

and second by rewarding organisation wide effort through added value payments. More particularly it is supportive to improvements in the quality of working life. It can be used

- to provide opportunity for self fulfilment, esteem and responsibility
- to provide opportunity for personal achievement and recognition of that achievement
- to create the environment for people to "grow"
- to reward people both for what they know as well as what they do
- to provide equity between level of task to generate a greater sense of fairness.

Specifically, it sees people as talented and effective agents and not as objects the cost of which should be reduced.

Conclusion

Pay will inevitably remain of considerable importance no matter how attitudes to work or work organisation develop because people need a means of livelihood. Pay structures will also remain a key factor influencing management, trade union, and employee relations. Some thoughts about possible ways forward have been suggested. In the final count, however, if pay structures are to be a positive influence rather than a negative and disruptive force, the most important task will be to try to get as much agreement as possible about their aims and to reduce the amount of misunderstanding which tends to surround them.

To achieve these fundamental objectives increased employee involvement both in the initial shaping of the payment structure and in devising its objectives is likely to be helpful. This will of course have implications for the ways in which managers and trades unions organise themselves within a company to deal with pay matters.

It is only by taking this path that potential conflict and misunderstanding will be identified at source, better pay systems designed, and employee commitment to the system realised. Through involvement at the start there is a much greater chance that the pay system will lead to the release of employee potential and co-operation rather than effort being misspent on how to beat it.

At a time of rapid change and searches for increased efficiency and competitiveness as well as desires for a higher quality of working life such positive responses will be at a premium if both enterprises and the people in them are to survive, grow, and prosper.

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QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between March 8 and April 4 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.

European Social Fund

Mr Don Concannon (Mansfield) asked the Secretary of State for Employment, whether there had been any recent changes in the way European Social Fund money was paid to voluntary organisations which had successfully applied for funding.

Mr Gummer: There have been no changes recently in the way European Social Fund money is paid to voluntary organisations in particular. However, following a major review of the Fund last year, changes will come into effect this year in the way payments are made in general. For most of the Fund 50 per cent of the assistance approved will be payable on the date when the operations are scheduled to begin (or when assistance is approved, if later). The other 50 per cent will be paid after the scheme has finished.

For allocations made in 1983 and earlier 30 per cent was due for payment when the scheme began, a further 30 per cent when the scheme was half-completed and the remainder when the scheme was completed. This method of payment will remain in force only for the five per cent of the Fund reserved for innovatory projects.

Payments will continue to be made through the Department of Employment.

(March 13)

Health and safety

Mr Max Madden (Bradford West) asked the Secretary of State for Employment, why the Manpower Services Commission was unwilling to agree that every place where work experience was being provided was visited or inspected by any Manpower Services Commission or Health and Safety Executive officer.

Mr Morrison: Health and safety legislation places the prime responsibility for the health and safety of employees and Youth Training Scheme trainees on the employer or occupier of the premises where work or training is being provided.

Manpower Services Commission staff appraise all proposals for training under the Scheme including consideration of the adequacy of health and safety provision. Inspectors of the Health and Safety Executive plan their visits to premises on the basis of a full assessment of relative hazards, and the presence of young people at a site is a factor that is considered in the assessment made.

(April 4)

Department of Employment Ministers

Secretary of State: **Tom King**

Ministers of State: **Peter Morrison**
John Selwyn Gummer

Parliamentary Under-Secretary of State: **Alan Clark**

Community Programme

Mr David Maclean (Penrith and the Border) asked the Secretary of State for Employment, whether he would make a statement about the regional allocation of places on the Community Programme.

Mr Morrison: The Community Programme was started in October 1982 when it was decided that the places available should be allocated to regions according to the evidence of long term unemployment.

In practice the rate of progress in providing job opportunities on the Programme varied significantly between regions and some 7,000 places were therefore re-allocated in order to make the most effective use of available funds. However it remains our aim to allow unemployed people equal access to a place on the Programme and we have therefore been considering how current imbalances between regions should be corrected.

We have now agreed with the Manpower Services Commission that they will plan to achieve the following allocation of places by October 1986.

Regions	Filled places by October 1986
London	14,430
South East	15,080
South West	7,670
Midlands	25,640
Wales	8,300
North West	19,940
Yorkshire and Humberside	13,000
Northern	10,600
Scotland	15,340
All	**130,000**

(March 26)

Hazardous substances

Mr Jack Ashley (Stoke on Trent) asked the Secretary of State for Employment, if he would seek to change section 28 of the Health and Safety at Work Act so as to remove the restriction which made it a criminal offence for the Health and Safety Executive to disclose information on hazardous substances without the consent of the person who supplied it.

Mr Gummer: As we have made clear, in environmental matters, the presumption must be in favour of openness rather than secrecy. I am asking the Health and Safety Commission to advise me whether there is information received by the Health and Safety Executive in the course of the administration of the relevant statutory provisions of the Health and Safety at Work etc Act 1974 which could be made publicly available having regard to the need for commercial confidentiality, and security; and whether the provisions of Section 28 of the Health and Safety at work etc Act 1974 present an obstacle to the disclosure of information the public may reasonably need.

(March 29)

Training

Mr Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment, if his Department would conduct a review of the working of the non-statutory training organisations, with reference particularly to provision for training in the new technology industries and with reference to the training provision of companies not involved in the non-statutory training organisations.

Mr Peter Morrison: Some of the non-statutory training organisations did not come into being until 1983 and are still developing their arrangements. It is therefore too early to consider a review. These organisations will also play an important role in responding to the training developments as set out in the recent White Paper *Training for Jobs* (Cmd 9135) which recognises the need for flexible and responsive training in areas with new skill requirements. The Manpower Services Commission maintains liaison as appropriate with non-statutory training organisations.

(April 2)

QUESTIONS IN PARLIAMENT

Noise at work

Mr Andrew Hunter (Basingstoke) asked the Secretary of State for Employment, what discussions within the United Kingdom and what negotiations with other member states of the European Communities he had had about the draft Directive on the protection of workers from noise at work since the debate in the House on December 7, 1983; and whether he would make a statement on the policy of the Government towards the draft and particularly on Article 4 of it and the amendments to that Article recommended to the European Parliament by its Committee on the Environment, Public Health and Consumer Protection.

Mr Gummer: Since December 7 I have continued to receive representations about this draft Directive, and it has been further discussed between officials of the Member States within the framework of the Council of Ministers. The Government's policy towards the European Commission's proposal, including Article 4 (which would lay down maximum permissible levels of exposure to noise and provide for a transitional period to make allowance for situations where immediate compliance with them was not reasonably feasible), remains that which I set out in the debate.

I have noted with interest the amendments to Article 4 which were recommended to the European Parliament by its Committee on the Environment, Public Health and Consumer Protection, particularly that which would fix the maximum daily sound exposure level to which the ear of a worker might be subjected at 90 dB(A) rather than 85 dB(A). However, I am informed that on January 20 the European Parliament decided in plenary session to refer the relevant report back to the Committee and I understand that the matter is not yet resolved.

(March 19)

Vacancies

The Reverend William McCrea (Mid-Ulster) asked the Secretary of State for Employment, what was the current trend in vacancies and its implications for future employment patterns in England.

Mr Clark: The seasonally adjusted stock of unfilled vacancies notified to Jobcentres in England rose throughout most of 1983. However in recent months the level has fallen back slightly, but the stock in February 1984 was 25 per cent higher than a year ago. The implications of this trend are encouraging.

(March 21)

Truck Acts

Mr Michael Morris (Northampton South) asked the Secretary of State for Employment, whether he had any proposals to introduce legislation to amend the Truck Acts to allow employers, as a condition of employment, to pay their employees by cheque or credit transfer for new employees.

Mr Gummer: The Government propose in due course to invite Parliament to repeal the Truck Acts and associated legislation and replace them with up-to-date provisions concerning deductions from wages.

The method of payment of wages to new employees will then be a matter for the employer and employee to discuss and resolve as part of the contract of employment.

(April 4)

Youth training

Mr Derek Foster (Bishop Auckland) asked the Secretary of State for Employment, by what criteria he was deciding which Mode B schemes in the youth training scheme should have their places cut and which should remain at their present levels.

Mr Morrison: The pattern of Mode B provision is determined at local level in the context of training plans agreed by Area Manpower Boards. In the case of Mode B1 provision, the Manpower Services Commission has set the following criteria: the needs of young people in the area; the quality of training and support; the availability of alternative suitable provision; the viability of schemes; and average occupancy levels.

(March 8)

Mr Barry Sheerman (Huddersfield) asked the Secretary of State for Employment, if he would estimate the total cost of the youth training scheme in 1983—84 showing separately: (a) all the direct costs of grants and fees to managing agents and other providers including the training allowance (b) the cost of the Manpower Services Commission headquarters staff attributable to the youth training scheme, (c) all other Manpower Services Commission costs attributed to the youth training scheme (d) the cost of outside research and consultancy attributed to the youth training scheme and (e) all other costs attributed to the youth training scheme.

Mr Morrison: It is estimated that expenditure on grants to sponsors, including fees to managing agents and trainees' allowances on the Youth Training Scheme in 1983–84 will be around £360 million.

It is estimated that other Manpower Services Commission costs of grants directly attributable to YTS in 1983–84 will total some £14 million.

It is regretted that it is not possible to isolate the cost of Manpower Services Commission staff attributable to Youth Training Scheme from the cost of staff attributable to other youth programmes; nor is it possible to provide information on the cost of outside research and consultancy attributable to Youth Training Schemes except at disproportionate cost.

(March 8)

Mr Geoffrey Lofthouse (Pontefract and Castleford) asked whether community benefit remained a criterion for assessing the merits of youth training scheme schemes under Mode B1.

Mr Morrison: Approval of community projects under Mode B1 of the Youth Training Scheme no longer depends upon schemes demonstrating benefit to the community. However the projects may continue to include activities of benefit to the community providing the training requirements of the Youth Training Scheme are met.

(March 20)

Mr Andrew Rowe (Mid Kent) asked the Secretary of State for Employment, how many representations he had received on the change of emphasis for Mode B to Mode A places on the youth training scheme; and what was the balance of those representations.

Mr Morrison: We have received a number of representations about the operation of the Youth Training Scheme in the coming year. A number of these latter representations have expressed concern over the planned provision of Mode B places. Nonetheless we are satisfied that for 1984/5 sufficient suitable training places will be available on the Scheme to meet the needs for all eligible young people.

(March 20)

QUESTIONS IN PARLIAMENT

Labour Force Survey

Mr Dave Nellist (Coventry South East): asked the Secretary of State for Employment, into what categories he anticipated analysing unemployment by previous occupations later this year on the basis of the 1983 Labour Force Survey; and if he would make a statement.

Mr Clark: The 1983 Labour Force Survey will provide information on the previous occupations of the unemployed for those who have had a job within the last three years. Information will be provided for at least the following six broad occupational groups:

Managerial and professional
Clerical and related
Other non-manual
Craft and similar
General labourers
Other manual

It is expected that information will also be provided for some more disaggregated occupational groupings but the number of these will depend on the reliability of the survey estimates which cannot be fully assessed until the survey results become available.

(April 2)

Ethnic minorities

Mr Peter Pike (Burnley) asked the Secretary of State for Employment, to what extent the Manpower Services Commission had taken account of the particular training needs of ethnic minorities in their plans for implementation of the adult training strategy.

Mr Morrison: Under the Adult Training Strategy the Manpower Services Commission will continue to ensure that ethnic minorities have equality of access to all the Commission's main training programmes. It will also make some special provision to meet the particular needs of ethnic minorities.

(April 3)

Mr Jeremy Corbyn (Islington North) asked the Secretary of State for Employment, if he would place in the Library the results of the pilot ethnic monitoring schemes his Department had carried out.

Mr Clark: I think it preferable that these results be published in the Official Report.

The tests were run for four weeks during February and March 1982 at fourteen selected UBOs. Two methods were used.

The first involved UBO staff asking claimants whose appearance or speech suggested they might belong to a minority group, to identify their ethnic origin from a card which listed ethnic minority groups. The second method involved a visual assessment of ethnic origin by benefit staff.

For the card method, there was a refusal rate of 33·7 per cent. As a result the seven UBOs applying this method identified 22 per cent fewer ethnic minority unemployed than the corresponding Jobcentres. For the visual assessment method, there was a refusal rate of 1·2 per cent. In this case, the seven UBOs involved identified 5·5 per cent fewer members of ethnic minority unemployed than the corresponding Jobcentres.

(March 13)

Average earnings

Mr Austin Mitchell (Great Grimsby) asked the Secretary of State for Employment, whether he had considered the effect on average earnings in manufacturing of the differential loss of employment in different branches of the industry, particularly in the low wage industries; and if he would publish in the Official Report a table showing the effect of this in each quarter since the beginning of 1982.

Mr Clark: Changes in the relative numbers of employees in the different industry groups within manufacturing used to compile the index of average earnings had a negligible effect (less than 0·1 per cent) on the change in the index between January 1982 and January 1984.

(March 22)

Labour costs

Mr Tim Rathbone (Lewes) asked the Secretary of State for Employment, if he would provide the latest information on comparative unit labour costs in Great Britain and in the European Community as a whole.

Mr King: Information for the European Community as a whole is not available. The annual change in unit wage and salary costs in the third quarter of 1983 was +2 per cent in UK manufacturing, −3 per cent in West German mining and manufacturing and +12 per cent in French engineering.

(March 20)*

Unemployment statistics

Mr Richard Alexander (Newark) asked the Secretary of State for Employment, if he was satisfied that the monthly unemployment statistics gave sufficient details of categories of vacancies to identify where there were shortages of skills and labour.

Mr Clark: The Government recognises that the existing vacancy statistics do not in themselves constitute an adequate indicator of potential skill shortages and the Manpower Services Commission are currently taking steps to improve the flow of information about vacancies which are proving hard to fill.

(March 20)

Enterprise allowance

Mr Richard Wainwright (Colne Valley): asked the Secretary of State for Employment, in how many areas a new applicant for enterprise allowance would have an opportunity of beginning to draw the allowance in May, June and July, respectively.

Mr Clark: The Manpower Services Commission expect to be able to take just over 8,000 further people on to the Enterprise Allowance Scheme in the three-month period in question—at a rate of about 630 a week. However, since the scheme is proving extremely popular, waiting lists have built up, and in all parts of the country a person making initial inquiries now would have to wait for a number of weeks before being able to start on the scheme.

(April 3)

Skillcentres

Mr Jim Callaghan (Heywood and Middleton) asked the Secretary of State for Employment, if he was satisfied with the performance and numbers of Skillcentres in the United Kingdom.

Mr Morrison: My rt hon Friend has recently approved the Manpower Services Commission's business plan for the Skillcentre Training Agency under which the Agency is required to recover fully its costs from trading income from 1986/87 onwards and to move towards that position in the period before then. The Commission will be reviewing progress in September, when it will submit a report to me. I am satisfied meanwhile that this plan provides a realistic basis for putting Skillcentre operations on to an efficient and cost-effective footing.

(March 20)

QUESTIONS IN PARLIAMENT

Employment topics

Disabled jobseekers

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

The tables below relate to both registered disabled people, and to those people who, although eligible, choose not to register. At April 18, 1983, the latest date for which figures are available, the number of people registered under the Acts was 433,177.

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

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

Returns of disabled jobseekers—Jobcentres (March 1984)*

Registered for employment at March 2, 1984	103,763
Employment registrations taken from February 6, 1984 to March 2, 1984	6,498
Placed into employment by jobcentre advisory service February 6, 1984 to March 2, 1984	2,527

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

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

Thousand

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled
1982 Dec	76·4	132·2	8·1	5·2
of whom unemployed	68·1	115·2	7·2	4·3
1983 Mar	74·7	125·5	8·0	5·0
of whom unemployed	65·9	107·8	7·1	4·1
June	71·1	116·7	7·9	4·9
of whom unemployed	62·6	100·5	7·0	4·1
Sep	64·6	105·7	7·5	4·7
of whom unemployed	56·7	91·0	6·6	3·9
Dec	56·8	90·7	6·7	3·8
of whom unemployed	49·7	76·5	5·9	3·2

Personnel seminars

□ The effect of the 1984 budget on pay, taxation and benefits is the first in a series of seminars to be held this year by the personnel section discussion group of the London Chamber of Commerce and Industry. It will take place on May 17 and will be followed later in the year by seminars on pre-retirement (July 26) and personnel records and the Data Protection Bill (October 18). For further information, contact Ann Measures at the LCCI, tel. 01-248 4444, ext 3.

Youth Training Scheme

□ Youth Training Scheme (YTS) *planned places* were based on assumptions about:

- the number of 16 and 17 year-olds likely to enter the labour market in 1983;
- the proportion likely to find employment and the proportion who would be without work;
- the number of young people in employer's normal intake of school leavers who would be brought within YTS.

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

YTS *approved places* are those that have been negotiated between sponsors/managing agents and the Area Offices of the Training Division of the Manpower Services Commission and have been considered and agreed by Manpower Services Commission Area Manpower Boards Also included are schemes that have been negotiated centrally by Training Division Large Companies Unit, accepted by Training Division Area Offices and approved by the Youth Training Board. By the end of January 96 per cent of the places required between now and March had been approved.

Firmly anticipated places are at various stages of negotiation or are awaiting consideration by Area Manpower Boards. There were 3,060 *firmly anticipated places* at the end of February compared with 4,468 at the end of January; the reduction is because of approvals.

The number of *approved* and *firmly anticipated places* at the end of February totals 445,416 (97 per cent of the planned number of places for 1983/84 of 459,770) of which 442,356 were approved (96 per cent of the planned number of places). The number of entrants to training by the end of February (342,317) has increased by nearly 17,500 since the end of January.

The number of entrants to Mode A schemes, nearly 238,000 has increased by nearly 11,000 since the end of January. The Mode A entrants figure represents 69 per cent of the total number of entrants to training.

Youth Training Scheme; all schemes as at February 1984

Region	Plan for 1983–84	Approved places	Firmly anticipated places	Entrants to training
Scotland	48,560	45,920	1,169	36,280
Northern	30,520	28,755	105	25,162
North West	46,810	65,965	223	52,440
Yorks & Humberside	65,550	43,965	339	34,966
Midlands	92,340	89,934	346	70,581
Wales	25,200	24,337	240	21,093
South West	33,660	33,621	75	25,630
South East	78,300	74,427	326	55,516
London	38,830	36,178	237	20,649
Great Britain	**459,770**	**442,356**	**3,060**	**342,317**

Seasonal adjustment of vacancy statistics

□ The seasonal adjustment for the vacancy series has been revised, using data up to January 1984. Revisions have been made to the seasonally adjusted figures for the past thee years, back to January 1981 and are published in tables 3·1 and 3·5 of this publication.

Periodic recalculation is a normal feature of the seasonal adjustment procedure. An article in the August 1979 issue of *Employment Gazette* gave a full account of the aims and principles underlying seasonal adjustment, and described the method used for the vacancies series. A method developed by the US Bureau of Census and known as the Census Method II, Variant X-11, is employed. The additive version is used for all the vacancy series.

topics

Redundancies: advance notification

☐ The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given in the table.

However many notified redundancies do not take place and there is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Redundancies: reported as due to occur").

1983	
Oct	41,797
Nov	44,601
Dec	33,907
1984	
Jan	41,270
Feb	43,885
Mar	40,704

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A more detailed description of statutory notification figures is given in an article on page 245 in the June 1983 issue of *Employment Gazette*.

Redundancy Fund

☐ During the period October 1 to December 31 1983 (inclusive) 131,571 employees (including Government Staff) received Statutory redundancy payments amounting to £208·2 million. Of this amount £114·0 million (nett of rebate) was paid by employers and the balance of £94·2 million was paid from the Redundancy Fund. The Fund is financed by contributions from employers and employees. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are mechanical engineering (11,800), construction (11,400) and distributive trades (12,100).

Equal pay

☐ The Equal Opportunities Commission for Northern Ireland has published a lively step-by-step guide to the equal pay law.

Entitled *Make it a woman's world too*, the guide explains in non-technical language the nature of the new right, under changes made recently to the Equal Pay Act, for people to claim equal pay for work of equal value.

Advises

The guide advises women workers how to start "thinking equally" so as to ensure their jobs are no longer undervalued. It shows the sort of evidence women have to collect to be able to make out a claim. It also demonstrates, with many examples, how employers who consider their female employees are not entitled to equal pay will have to produce hard evidence to substantiate their case. And it explains the legal procedures involved in processing an equal value claim.

Designed to assist

The Commission's guide is designed to assist those employers and unions who wish to review their wage structures and collective agreements in order to ensure that, without the need for legal action, unequal pay for work of equal value is eliminated.

"The Commission considers that the best way to fix wages is—if possible—by voluntary agreement through collective bargaining," said Mrs Muriel Wilson, chairman and chief executive of the Commission. "However, we are only too aware of the fact that, to date, voluntary agreement has done little to narrow the wage gap between the sexes, and women's hourly rates are currently 27 per cent less than men's. We hope that voluntary steps will now be taken to remedy this, but if not, the Commission is determined to use the new law to its fullest extent to ensure that unequal and illegal female wage rates within Northern Ireland become a thing of the past."

Make it a woman's world too is available, free of charge, from the Commission's offices in Chamber of Commerce House, Great Victoria Street, Belfast BT2 2BA. Telephone: Belfast 242752.

Race code

☐ Good race relations in employment are "fundamental to a healthy and balanced society," said Mr Alan Clark, Parliamentary Secretary for Employment, at a conference held by the Commission for Racial Equality to mark the launch of its Code of Practice, which comes into effect this month.

Practical guidance

He said the code did not extend the law but gave "practical guidance" on the employment provisions of the Race Relations Act and on policies to eliminate discrimination. Race relations should not become a process of confrontation and resort to the law, but employers should review their practices to avoid giving grounds for justified complaints.

"The CRE have produced their code as a contribution to these policies and they will keep its operation under review so that it can be revised, if necessary, in the light of experience," he said.

The Government regards as unsatisfactory the current code-making procedures under Section 47 of the Race Relations Act 1976 as they give the Secretary of State no choice but to comment or reject codes in their entirety and do not allow him to amend them. It therefore intends to amend Section 47 to give the Secretary of State such a facility. Precise details have yet to be decided but the amending legislation will provide that codes already in operation will need to be re-submitted under the new procedures.

Better interchange

Another aid to race relations is to be provided by the establishment of a national clearing house and advisory service to promote a better interchange of information and experience on race relations matters among local authorities.

Funding will be provided by local government (through the Local Government Training Board), the Department of the Environment, the Home Office and the Commission for Racial Equality. Two staff will be employed full-time on the project.

Information bank

Called the Local Authorities Race Relations Information Exchange (LARRIE), it will be based on the information bank which has, with the co-operation of many local authorities, been developed since 1980 at the Policy Studies Institute in connection with the programme of research there on local authority race relations policies and practices. When it is fully in operation (probably by September) local authorities will have access through the staff to such documents as committee reports, working papers, job descriptions, action plans and work programmes from a wide range of authorities. It is expected that the staff will also be able to suggest contacts in individual authorities with experience of implementation, and to give some indication of the current situation in respect of particular issues. No charge will be made to local authorities for the use of this service.

As part of the exploratory studies the PSI will soon be writing to local authorities to ask for recent documents about race relations policies and practices. It is envisaged that authorities will be contacted at six-monthly intervals thereafter.

Forthcoming statistical articles

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

● **Recent trends in redundancies**
During 1983 the flow of redundancies declined, continuing the trend of the previous two years. This article presents statistics of confirmed redundancies for 1983 by industry and region, and comments on recent trends.

● **Unemployment flows: regional and age variations**
This will continue the new series of quarterly articles providing the latest information on flows into unemployment and out of unemployment by duration, and likelihoods of becoming and ceasing to be unemployed.

● **New entrants to employment**
This article indicates the jobs young people have been going into when they leave school and the training they have received, presenting further results from the New Entrants to Employment Survey. School leavers from 1978 to 1980 are covered in this article; previous results appeared in December 1980 and March 1982.

Surveys

☐ A guide to the basic techniques of designing, managing and evaluating in-company surveys has been compiled by Mr David Parsons of the Institute of Manpower Studies. It is aimed at the manpower professional wishing to conduct such a survey but unfamiliar with the techniques involved.

The book contains examples of different kinds of surveys and discusses both the objectives and the possible pitfalls of each. There are chapters on sampling methods, the use of interviews, quality control, data processing and the presentation of results.

Employment and manpower surveys. A practitioner's guide, price £12.50, is available from Gower Publishing Co Ltd, Gower House, Croft Road, Aldershot, Hampshire GU11 3HR. ISBN 0 566 00716 9.

Purchasing salaries

☐ The fifth edition of the Purcon Index, which claims to be the only salary survey devoted exclusively to the purchasing function, has now been published.

It found definite signs, (albeit uneven ones), of some recovery in demand, and hence salary increases, in geographical areas which were most severely hit by the economic difficulties of the last few years.

The overall increase in average salary between March 1983 and March 1984 was found to be eight per cent, to reach a level of £10,729 per annum.

The Purcon Index, annual subscription of £30, single copies £20, special terms for multiple subscribers, is available from Purcon (Consultants) Ltd, Bank Chambers, 108 Union Street, Torquay, Devon TQ2 5PZ.

Middle management

☐ Small businesses are paying more to their middle managers than their larger competitors, according to the latest half-yearly report from Reward Regional Surveys. Its findings, based on information obtained from 600 British companies, suggest that there could be a serious brain drain of technical, financial and commercial executives from the larger firms to small businesses seeking non-proprietor managers.

Reward, salary and living cost report. March 1984, £60 a single issue, £95 one year's subscription, is available from Reward Regional Surveys, 1 Mill Street, Stone, Staffs ST15 8BA.

Participation

☐ In order to elicit the shopfloor view of participation and industrial democracy, Mr Paul Rathkey, head of research of the Jim Conway Foundation (an independent charitable trust specialising in trade union education and labour research) organised an extensive questionnaire covering 689 individuals in four companies in the north of England. The results together with Mr Rathkey's interpretation of them are presented in *Participation & industrial democracy: the shopfloor view**. The research upon which the book is based was funded by the Leverhulme Trust.

Of those questioned, 502 were shopfloor workers, the remainder being shop stewards, first line supervisors and managers. The questions focused particularly on the relationship between individual attitudes and collective representation, and they attempted to explore opinions within the framework of specific policy recommendations (as contained in the Bullock Report and the subsequent White Paper of May 1978).

A clear desire emerged among shopfloor workers for more say in decisions which affected their work and conditions; however, the desire was not for control but for more influence over the decision-making process. Their major concerns were wages and job security and they felt strongly that they ought to have more influence over issues such as the fixing of working standards, the organisation of their own work and which staff would get laid off if redundancies were to occur. Few believed that worker participation had already been achieved but the majority did not seek for a dramatic extension of union power at shopfloor level.

The further removed from the shopfloor the issue became, the less the influence over it that was sought; but at shopfloor level there was a marked desire for greater personal and collective influence.

The four firms involved in the survey had different industrial relations and participative structures, and there were diverse views on what method of participation was most desirable but there did not appear to be a demand for radical structural changes. Rather, the wish was for a reworking and strengthening of tried and trusted procedures.

Shop stewards generally varied little in their views from shopfloor workers but the supervisors, while supporting the principle of participation, disliked its collective manifestation through the trade unions and felt uneasy about the more developed systems of joint consultation which had been introduced at two of the companies.

Mr Rathkey points out a fundamental problem that emerged from his research: "It was unlikely that many of the forms of shopfloor participation proposed and also desired by the workforce could function effectively without the active commitment and co-operation of first line supervision (albeit in a modified or changed role), but it was equally unlikely that that commitment and co-operation would be easy to obtain. This would be particularly true where supervisory functions and trade union representation overlapped."

As for managers, they appeared sympathetic to partial participation, especially consultation, but refused to contemplate anything that might extend trade union power. Workers or their representatives were regarded as ill-equipped to trespass on the territory of investment, financial and manpower policy. Even with a co-operative spirit, the goals of management and their workers could conflict and so any participative scheme would have to operate from a base which recognised these different interests.

* Price £10, published by the Jim Conway Foundation, 8 Yarm Road, Stockton on Tees, Cleveland. ISBN 0 9509308 0 6.

Special exemption orders

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

During the quarter ended March 31 1984 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 55,523 women and 4,066 young persons. At the end of the period 161,882 women and 17,495 young persons were covered by 3,703 orders.

Clothing design

☐ Two schemes to help the employment of clothing and textile designers are being discussed by the Department of Trade and Industry. One of these would involve the establishment of a register of apparel designers; this would list qualified designers so that clothing manufacturers, especially small firms, can have better access to their proven expertise. The Department is prepared to provide some of the necessary funding, on the condition that the industry itself finance the major cost of the exercise.

The other scheme, which is being discussed with the Royal Society of Arts, is a pilot scheme for bursaries for a small number of design graduates to be placed in industry each year.

Engineers

☐ Awards were presented to 38 professional engineers by the Secretary of State for Employment, Mr Tom King, at a ceremony in London last month. Each received a specially struck medallion and a certificate, marking the successful completion of an 18-month concentrated programme as Engineering Industry Training Board Fellows in Manufacturing Management.

The board embarked on this scheme because most of the engineering graduates in this country go into research, development or design departments and never move into manufacture—indeed, fewer than one in five of the professional engineers and qualified scientists in British industry are employed in production or manufacturing management. This situation is contrary to the experience of most other industrialised societies.

The fellowship programme begins at Cranfield Institute of Technology where six months are devoted to an intensive study of the techniques of manufacturing management, combined with short industrial assignments.

The end result is a professional engineer with shopfloor experience of managing production, gained by dealing with organisational, personnel and technical problems, who should be well equipped to compete for a responsible management position in manufacturing.

Since it started the scheme has recruited 217 Fellows, of whom one-third were sponsored by engineering companies.

Health and safety research

☐ Two major facilities that will further strengthen the Health and Safety Executive's determination to combat accident and disease at work are outlined in the report of the HSE's Research and Laboratory Services Division for 1982.

One is a test rig for mobile cranes, enabling full-scale investigations to be made of the effects of wind and other dynamic forces on cranes and their loads. The rig could also be used for testing other vehicles and structures.

The other is a computer-controlled dust tunnel to enable the performance of dust measuring instruments to be assessed under conditions of moving dust clouds.

The division's director, Dr Archie Johnston, stresses that an increasing part of its programme is made up of work carried out on a collaborative and cost-sharing basis with interested international and national organisations.

Typical was the programme of large-scale trials of the dispersal of heavy gasses. The report says that it was financed by 36 sponsors from this country and abroad who, between them, provided £1·21 m for tests in 1982–83 and pledged another £450,000 for a second series of trials in 1983.

The report also outlines research investigations into industrial incidents, accidents and failure of material; determination of dangerous substances; and testing electrical equipment, breathing apparatus, explosives and hazardous materials.

Health and Safety Research 1982. HM Stationery Office or booksellers, price £4.50. ISBN 0 11 88 3729 X.

Use of time

☐ If time is money, the chances are that you do not have as much of it as you would like. In order to give you more time—or at least to enable you to spend your existing working time as profitably as possible—Mr Bruce Austin has written a small book designed to make you think about your working methods. Described by the publishers as a checklist and guide, it mostly takes the form of leading questions; for example, "Do callers come to you because they know you like to be helpful? If so, can you make yourself just a little less available?" or "Do you delegate the thinking and decision-making as well as the activity?"

The book is concerned with the work of a manager and aims to encourage an awareness of the value of time, to clarify time problems caused by others and modify them where possible, to confront time problems one creates for oneself and to develop good time-conscious habits. Ultimately it hopes to generate "a state of relaxed mastery of time"—of handling time pressures without frustration or stress and so maintain a healthy balance between high achievement and earned relaxation.

Making effective use of executive time, price £3.25 (by post £3.60), is available from Management Update Ltd, 43 Brodrick Road, London SW17 7DX. ISBN 0 946679 06 1.

Occupational health

☐ Developments in occupational health during the ten years since the Employment Medical Advisory Service (EMAS) was established are highlighted in a report published by the Health and Safety Executive (HSE) covering EMAS activities during 1981 and 1982.

In his foreword to the report, the director of medical services, Dr Ken Duncan (since appointed deputy director-general of HSE) identifies four main developments in occupational health practice since EMAS was established: the integration of the various disciplines involved and the increasing participation of non-medical scientists; the development and growth of the specialisms of occupational hygiene and occupational health nursing; the recognition of the need for increased professionalism and therefore more specialised training for doctors in the field; and the acknowledgement of the need for a partnership between professional government advisers and those in industry or academic life.

Dr Duncan also calls for improved communications, both to eliminate ill-founded suspicions of bias and to accelerate professional and public acceptance of the need for change. And he would also like to see greater recognition by both the public and the medical profession of the contribution that EMAS is willing and able to make. These targets, he believes, will not be achieved through great publicity campaigns but by "continued persistent honest endeavour which will eventually bring results."

In September 1981, a system was initiated whereby EMAS field staff reported to head office on a monthly basis the investigations which they had carried out. These reports were circulated within head office, followed-up where necessary by head office specialists and classified under a basic classification system. The reports averaged 124 a month with minor variations due to staff leave.

The preponderant hazard investigated was exposure or potential exposure to chemicals, which reflects the general unease about the health hazards of working with little-known substances. The second largest category was that of exposure to dust and fumes and related respiratory problems.

Employment Medical Advisory Service, Report 1981–82 is available from HM Stationery Office or booksellers, price £4.50. ISBN 0 11 883738 9.

Computerised career help

☐ Two computer programs, dealing with career guidance and business training, have been produced by the Manpower Services Commission's Careers and Occupational Information Centre. They are in the form of computerised simulations called *Pathfinder* and *Supermarket*.

Their publication marks a major departure for the COIC, whose usual means of providing information is through the production of books and leaflets.

"This is a completely new marketing area for us," declared Mr David Holding, COIC's marketing manager, "but we are convinced that the appeal of computer games will ensure success. I am sure that these will be well received in schools and colleges throughout the country. Young people are becoming much more used to new technology, and to present careers information and occupational learning materials in this format can only help at a time when there is much concern felt by teachers, parents and young people themselves about what the future will hold.

"It is actually more fun to find out about careers information by playing these computer games than simply by reading a pamphlet."

Both programs are designed for the BBC Model B microcomputer, which is widely used in schools and college; they come in cassette tape or disk format, with comprehensive teacher and user notes.

Pathfinder is a careers "action maze" through which the program user must pass to emerge at one of a number of career choices by answering strategic questions. By giving a straight answer to each question, the user finds a clear route through the maze, and at the final destination receives sensible and authoritative advice about the advantages and disadvantages of the course taken.

The program is designed to help sort out the confusion in young people's minds about career options, and points the way to further information on a career choice based on their own decisions.

Supermarket has been devised to help young people explore the problems of running a retail store, gaining in the process an insight into the world of business, and experience in decision-making and computer literacy.

The user aims to achieve a profit in six weeks of trading, during which decisions will have to be made about staffing, prices, strikes and even emergencies that throw the supermarket into panic.

For beginners, the program has a trainee mode, where advice is given intermittently on the screen. For experts, the professional mode gives no help and even speeds up the action in places.

Supermarket can also be played by two people, as store managers in competition with each other.

The programs are priced as follows:

	cassette	disks
Supermarket	£25 + VAT	£25 + VAT (40/80 track)
Pathfinder	£12 + VAT	£13 + VAT (40 track or 80 track)

Inquiries or orders to Campbell Howells, Manpower Services Commission, Careers and Occupational Information Centre, Sales Department, Room W1101, Moorfoot, Sheffield S1 4PQ. Telephone Sheffield (0742) 704563.

Window cleaners

☐ A guidance note on the prevention of falls to window cleaners has been published by the Health and Safety Executive. It was drawn up following consultations with trade associations, architects, trade unions, employers and other government bodies and is aimed not only at window cleaners themselves but also at employers, safety officers and landlords, as well as architects and equipment designers. A free-issue leaflet is also available from the HSE.

Prevention of falls to window cleaners: Guidance Note GS 25 is available from HM Stationery Office or booksellers, price £1 plus postage, ISBN 0 11 883573 4.

topics

European vocation qualifications

☐ Harmonisation of the vocational training policy in the member states of the EC is being encouraged by the Community's Economic and Social Committee. While endorsing last year's Council Decision to move towards a common policy in this field, it recognises the "enormous difficulties" standing in the way of harmonisation of training levels and thus of full comparability of member states' systems of qualifications.

Although work has already been started on filling in the framework of the five basic training levels that have been laid down (semi-skilled, skilled, technician, higher technician and full university) by comparative listing of the entry requirments, the committee feels that the results of this work should be made more accessible. If this were to be done, they would be more useful to the competent bodies at national level in trying to achieve the goal of comparability.

It also feels that the vocational training systems of the member states will have to converge if harmonisation of the standards required for success in final exams is to be attained. This would be a precondition for the mutual recognition of certificates and similar documents confirming completion of vocational training.

However, it does not consider the diversity of training systems in the Community to be a disadvantage, as long as the requirements of economic and social progress are met, but it does believe that the qualification objectives at various training levels could be better co-ordinated between member states.

Attention should be focused first of all, it feels, on those occupations which offer special prospects for the people in question in the light of technological change.

It warns too that great caution is needed in pursuing the objective of harmonisation if problems such as harmonisation downwards are to be avoided.

Bottling safety

☐ The clink of the milkman's bottles may be a homely part of all our lives—but the effect of many thousands of bottles on a production line banging their way past unprotected ears can literally be ear-shattering.

Launching a new guide *Safety in the bottling industries**, Mr John Selwyn Gummer, Minister of State for Employment, said that the bottling industry had begun to tackle the problem, but there were no easy off-the-peg solutions and no overnight answers. "Employers and employees have joined with the Health and Safety Executive to produce this book which provides an essential basis for improvement of safety standards. It offers advice and guidance on all the major safety problems facing the industry."

One of those major problems, he said, is noise: "The guide makes clear that where practicable means of noise reduction are not reasonably available the employer must provide suitable ear protection and ensure that it is properly maintained; and workpeople must wear it."

Other hazards covered by the guide include chemicals, steam, broken glass, electrics, machinery, gases, pneumatics, handling equipment and lift trucks.

All of these are looked at in detail with recommendations for safe working practices.

The book is addressed primarily to bottling production management, supervisory and engineering staff and safety representatives. Its sections follow the bottling process from de-palletising and de-crating empties through cleaning, filling, capping, wrapping and packing to warehouse despatch.

* *Safety in the bottling industries*, published by the Joint Working Party on Bottling Safety is available from the National Association of Soft Drinks Manufacturers, 2 Holly Road, Twickenham, Middlesex, price £2.

Child assistance

☐ Child support policies operated by government for some 3½ million children belonging to families supported by various forms of social security payment are reviewed in *Family income support, part 2: Children in social security* published by the Policy Studies Institute.

Of the 13 million children in the UK, for whom there is a flat rate child benefit, two million are supported by Supplementary Benefit, says the report. Another 700,000, it claims, live in families drawing National Insurance benefits without any Supplementary Benefit and around 350,000 live in low wage families assisted by Family Income Supplement. Some of the latter are also included among the nearly three-quarters of a million children belonging to families drawing One Parent Benefit.

The 148-page book traces the development of social security policies for childre from the start of the century through to the present day. It also looks at the debate over treating benefits for children as a mechanism for influencing the wage/benefit gap or ending the poverty trap.

Family income support, part 2: Children in social security by Joan C. Brown, price £4 (plus 50p post and packing) is available from Policy Studies Institute, 1/2 Castle Lane, London SW1E 6DR ISBN 0 85374 232 4.

Mining accidents

☐ Despite a slight rise in the number of coal-mining fatalities during 1982, the general downward trend of mining accidents continued says a report published by the Health and Safety Executive.

During the year 38 people were killed and 865 sustained major injuries representing a marginal increase over the all-time low for fatal accidents the previous year.

The number of serious eye injuries gives the HSE ground for concern particularly as in most cases they could have been avoided if some form of eye protection had been worn. Many accidents involving stumbling, falling and slipping could have been avoided, says the report, simply by using more care and attention.

Fourteen men were killed and 226 received major injuries in underground transport accidents accounting for almost one-third of all accidents which occurred underground. At least half of these accidents were attributable to human error or lack of discipline in varying degrees and so the HSE urges greater attention to be paid to the supervision of these activities.

Mines health and safety 1982 is available from HM Stationery Office or booksellers, price £4 plus postage. ISBN 0 11 8837311.

Health service

☐ As a part of the effort to secure systematic arrangements for securing effective control of National Health Service manpower, all NHS regions are being asked to submit reports on their short-term plans, including targets for all major staff groups, to Ministers by the end of May for approval. Once agreed, the reports are expected to form the basis for monitoring of regional health authorities' performance by the Department of Health and Social Security.

Businesses

☐ Urging the need to spread understanding about the nature of financial and economic factors, Mr Alex Fletcher, Minister responsible for Corporate and Consumer Affairs, told the Society of Investment Analysts that the subject of unemployment was one which needed particular attention: "If we conducted a survey in any town or city in Britain and asked: 'Where do jobs come from?', my guess is that about seven out of ten people would say: 'The Government'."

There is, he said, a great deal of material available in our schools and elsewhere about how babies are born "but there is a tremendous shortage of publications about how businesses are born. Only a tiny number of people know that there really was a Mr Barclay, a Mr Beecham, a Mr Cadbury, a Mr Rolls and a Mr Royce, and the marvellous stories of how they created these now world famous companies.

"Generations can only emulate these examples if they learn and understand the process, the innovation, and the leadership that made it possible."

Co-op management

☐ Some 6,000 people are now employed in workers co-operatives in the UK and a new co-op is being set up every working day, according to the authors of a new handbook for co-op worker-owners.

As well as trying to run a commercially successful business, members of co-ops need to choose a decision-making structure which is both efficient and democratic. They need to decide how many and what sort of meetings to hold and what will be discussed at each. They must understand how employment law affects co-op members and decide what wages they will pay. The book aims to provide this type of practical information and advice on all aspects of organising and managing a workers' co-op.

It considers rules and secondary rules, decision making, running meetings, internal relations, involvement in the community and the provision of financial information for co-op members. It also includes case studies of decision making and employment practice in two successful workers co-ops: Calvert's Press and Trylon Ltd.

Co-op management and employment by John Berry and Mark Roberts is available from Corner House Bookshop, 14 Endell Street, London WC2, price £3.80 including postage. ISBN 0 946776 04 0.

CASE STUDY

Training for work

Anthony Horrocks, *director of* FACE *Ltd, describes how his group of small handskill craft firms has trained local youngsters, set them up in business and expanded both supply and demand for their products.*

Through FACE (Facility for Arts and Crafts Enterprise) we have put the Youth Training Scheme into action as one of three facets of an approach to occupational development. The three inter-related elements of our effort are:

- Training
- Employment/self-employment
- Marketing

FACE's holistic approach resulted from a recognition of the basic needs of two groups, namely the unemployed school leavers and small business entrepeneurs.

Young people are faced with the prospect of wasting the valuable interests and skills fostered by home and school, because of world-wide recession and the increased use of technology.

On the other hand, those operating small handskill businesses find themselves on the brink of expansion but unable to take on trainees or apprentices. To add to this, many creative skills (and potential livelihoods) are disappearing forever as their practitioners retire or become too infirm to pass on their knowledge.

It was by putting these two problems together to produce a mutually beneficial solution, that the FACE project was born.

Pilot scheme

After months of planning the first pilot scheme opened in Glastonbury with the enthusiastic support of the local Careers Office. Fifteen youngsters began training in two businesses—that of my colleague, signwriting; and in my own studio, glass engraving. We were joined by a third member with experience of working with young people on another Manpower Services Commission funded project.

I know the young people concerned will understand when I describe the scene as I turned the corner that first morning—to see the motley collection of leathers, studs and a cornucopia of hairstyles decorating a disconsolate group sitting with their feet in the gutter outside my precious studio. This totally unselected group with little or no experience of art and design was about to end eight years of ivory-towered creative solitude. I will leave to your imagination my thoughts as I turned that corner.

After they had staggered nervously into my workshop and found a seat, I took the plunge and made two promises:

ONE—I would teach them all how to draw well.

TWO—If they would stay the course, they would be among the top 50 glass engravers in the country.

Both promises were greeted with much suspicion and outright disbelief—I was instantly branded as part of an establishment "con" trick.

Well, that's how it all started. We spent the next year learning, among many other things, how to motivate, to train and how to relate the training programme to the requirements of running a small business.

It is obviously essential that the business has to survive the training period in order to provide jobs at the end. One key to this is flexibility. From the outset we were committed to an overall scheme, in

This article has been condensed from the speech delivered by Mr Horrocks to the National Conference on the Careers Service and the Youth Training Scheme earlier this year.

Anthony Horrocks: FACE director.

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which the YTS played its part, but had an occupational opportunity as its goal.

We were adamant that no hard-working young person should leave the scheme only to return to the dole queue unnecessarily.

To this end we set about the problem of providing self-employment opportunity—the guided workshop principle—and then helping to sell the products—the origins of our marketing service.

Early results

The outcome of this small pilot scheme was that six of the young people chose eventually to become self-employed and are now established in individual workshops at our Glastonbury Centre.

Under the Guided Workshop Scheme they each received a small loan of £200 to buy in necessary stock, some basic equipment and a 10ft × 10ft studio/shop unit with a subsidised rent for the first year (this rent increases over the three years of support which we offer).

To back up this practical help, we offer advice through regular meetings and, importantly, monitor all their business activity through FACE's computer unit.

Of the others completing the first course, two went into employment, another two into their own workshops, with a couple leaving the area for family reasons and two more doing part-time work and further education. The final member of the group gained entry onto an arts and design course at the local college. Entirely without academic qualifications, he sailed through the interview solely on the basis of a large folio of work which he produced on the course. (This demonstrates the importance of the *practical* nature of the training and the tangible results as evidence of experience for potential employers/college tutors).

I have described the beginnings of the scheme in some detail to show how it came about through two basic needs—the small handskill businesses need to recruit young people just as much as young people need training and jobs.

Expansion

June 1983 saw the start of FACE II—an enlarged version of the scheme operating throughout Somerset and parts of Avon, with 100 trainees placed with small businesses in the area. By this time the number of businesses with which we were in contact had risen to over 2,000, of which number we are presently using only 70 to provide the training and work experience. This spare capacity demonstrates clearly the enormous scope for practical training which exists in the small business sector.

We have established a "package" of help for these businesses, which makes it a very attractive, practical proposition for trainees to be taken on. The arrangement includes a fee towards training materials, freedom from form-filling, the use of a marketing service (including 1,300 sq ft of prime selling space in the Glastonbury centre), training advice and support and a programme of "off-the-job" training projects, designed, set and assessed by a team of visiting tutors. (Our team by now has expanded to include some ten members with broad experience in education, youth work and the business world).

The overall YTS programme has

(continued) ▸

FACE trainee at work.

➜ CASE STUDY

been developed to include both practical skill training and the understanding of small business management.

Workface

Perhaps it would be useful here to describe Workface (our Glastonbury centre) more fully and how it relates to the structure of the project. The small studio where it began was vacated in August last year when FACE took over a former supermarket. Workface is a modern building on three floors with large showroom windows looking out onto the centre of Glastonbury—which has 300,000 visitors each year—making it an ideal location from which to launch the marketing impetus.

On the ground floor is a large fully equipped gallery/retail area to show and sell the work of small businesses—sponsors, ex-trainees and others in the area.

The reason for this emphasis on marketing is obvious: by selling more work, we create greater demand on production, which in turn requires more labour—in small businesses this means more jobs. The market for these products is still largely untapped—most small-scale entrepeneurs have little expertise or time available for a professional approach to selling.

At the rear of the gallery is an arcade consisting of studio/shop units which house the guided workshops. The one unfilled unit is being offered to an established business to provide additional experience "on tap" for the young fledgling enterprises.

On the first floor is a common room area with refreshment facilities; this serves as an informal meeting place for trainees, ex-trainees, sponsors and other clients. Adjoining this section are the beginnings of a resource area containing videos, slides, books and other material relating to the activities covered by the scheme. These resources are open to all who come to the Centre, including local businesses.

Through a large window from this resource area, one looks into the computer unit—an important component, without which the project could not function. It is ironic that while new technology is reducing the number of jobs in manufacturing and communication industries, in the small business sector we are using the same equipment to help create employment. Processing large amounts of information about businesses and trainees, setting up complex data required for marketing—none of this would be possible without the computer.

In this unit, new software has been developed which we hope to make available to other YTS managing agents and printouts are made available to the Careers Service on a regular basis.

In addition to handling the data processing for the FACE Scheme, this facility is also used as a training unit in computer literacy for FACE and for trainees from other schemes.

The rest of this floor is taken up by office space (the administration centre for the project) and the top floor is being reserved for a seminar room with audio visual facilities.

Co-operation

How did we manage to set up this operational centre? Not by YTS funding! It has come into being as a result of the co-operation between ourselves and the Development Commission *via* COSIRA, Somerset County Council and Mendip District Council. These bodies joined together in providing FACE with necessary funding for the acquisition and alterations. South West Arts (a regional arts group) provided the gallery lighting and is in the process of promoting the project with its large mailing list of creative enterprises.

Achievements

To what extent has FACE achieved its objective—the creation of new occupational opportunity?

By questioning all those sponsors whose trainees had been in place for more than six months, it is now clear that more than 70 of the 100 trainees will be offered full-time employment. For the remainder—other than those entering further education or alternative occupations—we are busily involved in setting up the expanded Guided Workshop Scheme.

As a result of the pilot scheme we can now show that it is possible to provide supported self-employment for young people at much less cost than equivalent time on supplementary benefit. The success of our efforts in this part of our project would ensure that no one who has worked well during training need be without an occupation at the end of that year.

The exhibition *Making it work*, which was opened last month marks a stage of even greater participation by arts and crafts people and performers in our drive for creative occupational development.

The exhibition revealed the high standards of skill attained by those on the Youth Training Scheme. We are often asked how it is possible to acquire such a high level of skill in a relatively short time. The answer, I think, lies in the nature of the training situation and in the motivation of the trainees themselves.

One-to-one

As far as the training situation goes, it is mostly one-to-one teaching: we have 70 sponsors plus the FACE team of ten, teaching 100 trainees—a student/trainer ratio which must surely be the envy of other educational establishments. The high degree of motivation among trainees is derived from an awareness of the target which the scheme has set for itself: creative livelihoods for all.

The trainees are aiming at a tangible outcome—to be so skilled at their work as to become indispensable to the host business or to be able to take full advantage of the self-employment offer. Looking at it another way, an improvement in the quality of their lives is quite literally in their own hands.

Following on from these results, which are the outcome of experimentation and hard work by all the team, we now plan to extend the facility to five counties in the West Country—Somerset, Avon, Dorset, Wiltshire and Devon. We will be offering similar training with job opportunities to some 300 young people in these areas.

Looking further into the future, we aim to set up satellite projects in the whole of the South of England—eventually leading to a full national coverage. ■

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