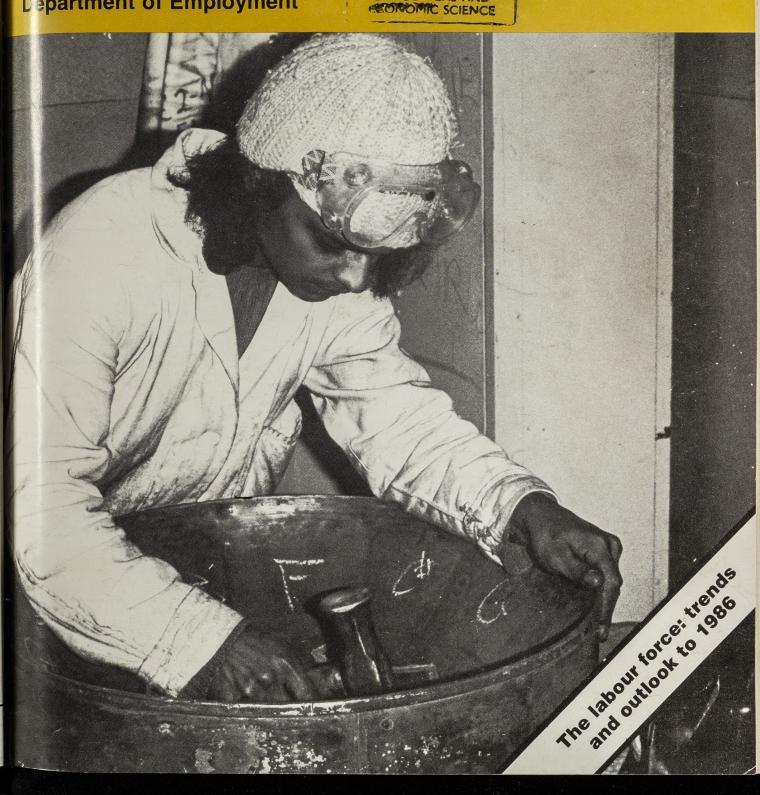
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12 MAY 198

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Cover picture

trainee tunes a steel-band drum at Coven-'s Topshop, one of the schemes helped by he Practical Action appeal: The appeal atches resources to YOP sponsors with ited means (see p. 165).

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OIDIN

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Industrial action within the Civil Service has affected production of some regular statistical series published in Employment Gazette. Footnotes indicate all of the tables involved.

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The two debates: union immunities; the future of training

Face realities or new laws will fail, Prior tells CBI

New laws will fail if they do not take account of the realities of British industrial elations, Employment Secretary James Prior told the Confederation of British ndustry in London. Talking about the Green Paper on trade union immunities. he said: "If we ignore the practices and institutions on which the law is intended operate, if we deceive ourselves must in future be organised in a very differbout their true nature, then that is a ent way."

Better placed

A great deal of this could be traced back unions' relationship with the law; cerainly it could be seen in their dislike of gally enforceable agreements.

ecipe for legislation which will not

Unions did not conform to the easy

tereotype of strong, monolithic bodies,

gle-minded and tightly in control of offi-

'Indeed in some industries the phrase

rade-union power' conceals more than it

veals: the reality is shop-floor power

xercised without reference to formally

nstituted trade-union authority-even in

efiance of it," he pointed out.

ork and cannot be enforced.

ials and members.

Concealing phrase

'But perhaps the absence of central ganisation, of professionalism, of respectility have their roots there too," said Mr Prior. When nothing was to be gained or ost in the courts, the need to develop such eatures was not felt.

Some of the present improvement in nop-floor behaviour stemmed from fear of employment, but whatever changes in ade union law we might make, a balance ad to be kept. There was no place in a free ciety for substituting for the present fear unemployment, fear of legal proceedings a means of arbitrary industrial discipline. "Men and women should be led more by ope, ambition and example than by fear; at is the essence of civilisation. The ritish people will not be led for long on any other basis.

Specific abuse

In formulating proposals for redrawing e boundaries of immunities, said Mr ior, it was not enough to be sure of cutting It a specific abuse; you had to be sure that gitimate activities were not outlawed.

And, he said, if proposals were made that oved away from the voluntary tradition of llective bargaining favoured for so long nanagers as well as trade unionists: "you also be prescribing that trade unions

Unlike most Western industrial countries, collective agreements here had never been enforceable at law. The benefits of legal and enforceable agreements were described in the Green Paper, but it also noted you had to consider the implications. It was not simply a question of passing a law; when the 1971 Act made all agreements legally binding unless they specifically declared otherwise, "every negotiator in the land opted out, and resistance to legal enforceability, particularly from the trade unions, was made stronger than ever."

Legislation based on wishful thinking was like a house built on sand; it would not be used and it would not last.

When putting forward proposals, Mr Prior asked that CBI members "bear in mind what you would be requiring trade unions to do. Working daily with the unions, as you and your managers do, you are better placed than most to evaluate these problems and to make sure that proposals are practicable."

MSC sees three training objectives

Three main training objectives which are crucial to the revival of British industry and job prospects in the 1980s have been identified by the Manpower Services Commission after detailed consideration.

The commission is preparing a consultative document which it hopes to present to the Government shortly, seeking support. If the Government agrees with some key issues, the MSC wants to publish the document as soon as practicable. As a country, the MSC believes:

- we must develop skill training, including apprenticeship, in such a way as to enable young people entering at different ages and with different educational attainments to acquire agreed standards of skill appropriate to the jobs available and to provide them with a basis for
 - we must move towards a position where all young people under 18 have the op-

Free Department of Employment leaflets

Insolvency of employers Safeguard of occupational pension scheme contributions Time off with pay for safety

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 free of charge from employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment, or from:

Public Inquiry Office, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 5551)

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office. Information 4, Department of Employment at the above address. Note: This list does not include the publications of the Manpower Services Commission or its associated div-isions, nor does it include any priced publications of the Department of Employment

Employment legislation

A series of leaflets giving guidance on current employ-ment legislation. It deals with the Employment Protec-tion (Consolidation) Act 1978, which came into effect on 1 November 1978 and brought together in one enact-ment the provisions on the employment rights previously contained in the: Redundancy Payments Act 1965, Contracts of Employment Act 1972, Trade Unions and Labour Relations Acts 1974 and 1976 and the

1976, and the Employment Protection Act 1975. The series deals also with the Employment Act 1980,

which makes a number of amendments to the: Trade Union and Labour Relations Acts 1974 and

1976. Employment Protection Act 1975, and the Employment Protection (Consolidation) Act 1978. No 10 in the series has been withdrawn as the provisions no longer apply.

1 Written statement of main terms and PL631 PL624 conditions of employment Procedure for handling redundancies Employees' rights on insolvency of PL619 employer 4 Employment rights for the expectant PL652 5 Suspension on medical grounds under PI 618 health and safety regulations 6 Facing redundancy? Time off for job hunting or to arrange training 7 Union membership rights and the PI 620 PL658 PL633 PL649 closed shop 8 Itemised pay statement 9 Guarantee payments 9 Guarantee payments 11 Rules governing continuous employment and a week's pay 12 Time off for public duties 13 Unfairly dismissed? 14 Rights on termination of employment PL628 PL626 PL656 PL632 PL657 employment 15 Union secret ballots Individual rights of employees—a guide for employers Briefly explains the rights for individuals in employment and sets out the correspond-ing obligations on employers Fair and unfair dismissal—a guide for PL654 employers oupment regulations—guidance for employers Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal Employment Act 1980—an outline RCP1 PL651 Other related publications Dismissal—employees' rights Information on the remedies for unfair dismissal and the right to written reasons for

dismissal . Employees' rights on insolvency of employer Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver IL1(rev) Time on with pay to each of the regulations governing representatives A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties PI 634 **Redundancy** payments The Redundancy Payments Scheme-March 1980 General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the Employment Protection (Consolidation) Act 1978 The Redundancy Payments Scheme A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest RPI.6 to employees The Redundancy Payments Scheme— offsetting pensions against redundancy payments nformation for employers on the rules for offsetting pensions and lump sum pay-ments under occupational pension schemes against redundancy payments RPL1 Industrial tribunals Industrial tribunals procedure For parties concerned in industrial tribunal proceedings Industrial tribunals ITI 1 For appellants with particular reference to industrial training board levy ITL5 nination of question by industrial tribunals For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974 ITL19 **Overseas** workers Employment of overseas workers in the United Kingdom from 1 January 1980 Information on the work permit scheme-not applicable to nationals of EEC member states or Gibralterians Employment in the United Kingdom OW5(1980) Employment in the United Kingdon A guide for workers from non EEC OW17(1980) Employment of overseas workers in the United Kingdom from 1 January 1980 Training and work experience schemes OW21(1980) Employers and employees covered by Wages Councils Are you entitled to a minimum wage and paid holidays? Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations Statutory minimum wages and holidays with pay EDL504 with pay The Wages Council Act briefly explained WBCL Guide to the toy manufacturing wages EDL506 EDL505 Guide to the hairdressing wages order Other wages legislation The Fair Wages Resolution Information for government contractors The Truck Acts Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with PL538 the payment of wages Payment of Wages Act 1960 Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts

Temporary Short Time Working Compensation Scheme For firms faced with making workers PL636(2nd rev) Job Release Scheme Information on the scheme for employees aged 64 (men) and 59 (women) Job Release Scheme Information on the scheme for disabled men aged 60 to 63 Young people The work of the Careers Service A general guide Employing young people For employers What's your job going to be? For young people making a career choice Careers help for your son or daughter For parents of school leavers How did you get on when you started work? Career advice for young people in Finding employment for handicapped Advice to parents The Long Term A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school We get around We get around A leaflet describing a film which shows how the Careers Service helps young people find the right job Quality of working life Work Research Unit A brief description of the role of the Unit, which can provide practical advice and help to all those in industry. commerce and the public services who want to improve the quality of working Work Research Unit—Future Programme 1980 and 1981 A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction **Employment agencies** The Employment Agencies Act 1973 General guidance on the Act, and regula-tions for users of employment agency and employment business services PL594(rev) Equal pay Equal pay A guide to the Equal Pay Act 1970 Equal pay for women—what you should know about it PI 573(rev) Information for working women **Race relations** The Race Relations Employment Advisory Service Advisory Service can help the employer with a multi-racial work force Background information about some immigrant groups in Britain Filmstrips for better race relations A leaflet describing two filmstrips on race relations for use by employees and management Miscellaneous The European Social Fund A guide for possible applicants for assist-ance from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EEC member states

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Special employment measures

PL646

PI 647

PL585

PL604

PL603

PL596

PL601

PL614

PL659

PI 586

PL661

PL662

PL615

PL577

112

apply)



Closed-shop sacking was 'day of shame' for trade unionism

When a young girl loses her job just because she does not want to join a trade union, it is a day of shame for British trade unionism, said Employment Under-Secretary David Waddington, addressing the Essex branch of the Institute of Directors.

- This Government has never made secret its belief that it is contrary to personal liberty that a job depends on holding a union card," he said. "It is an outrage that a decent, hard-working girl like Joanna Harris in Sandwell should have lost her job because she declined to join NALGO. Surely today, unions do not have to be so mean-minded and are strong enough to show some generosity to the odd dissenter."
- Mr Waddington said that the Employment Act 1980 gave Miss Joanna Harris, and others in a similar situation, a remedy when before the 1980 Act she would have had no remedy at all. But while compulsory reinstatement or outlawing the closed shop might appear attractive ideas, reality had to be faced.
- NALGO members at Sandwell have now voted to rescind the union membership agreement that cost Miss Harris her job. A five-point resolution accepted by the branch also called for her reinstatement by her employers.

progression through further learning;

portunity either of continuing in fulltime education or of entering a period of planned work experience combined with work-related training and education;

we must open up widespread opportunities for adults, whether employed, unemployed or returning to work, to acquire, increase or update skills and knowledge during the course of their working lives.

Means must include statutory machinery to provide for employer and union involvement, co-operation with the education services and the development of adequate funding arrangements that provide for appropriate contributions from both Government and employers, says the MSC.

EMPLOYMENT BRIEF



Mr Oliver Jayne, new chairman of the Confederation of British Industry's industrial relations and wages and conditions committee. Mr Jayne, 58, is deputy director-general of the National Federation of Building Trades Employers, and was previously its director of industrial relations

The CBI committee is a forum for the exchange of information on wages, salaries and working conditions, between those responsible for collective bargaining at industry level.

Mr Jayne, a barrister, is also chairman of the CBI industrial relations sub-committee (which examines draft employment legislation), and a member of the CBI employment policy committee

• Mr Richard Worsley has been appointed the CBI's director of social affairs from June 1. He is at present deputy director (policy) in the social affairs directorate which is responsible for policy and advice on employee relations and social policy issues

Equal opportunities draft code enters final round of consultation

The final round of consultations on its draft code of practice on employment have been started by the Equal Opportunities Commission (EOC). If, after consultations, a revised code is approved by the Employment Secretary and Parliament, it will be admissible in sex discrimination and equal pay cases at industrial tribunals.

However, the code in itself would not be legally binding.

The draft code, which is designed to help eliminate sex discrimination at work, covers three main areas. Part one gives detailed information on setting up an equal opportunities employment policy; part two gives practical explanations of how to avoid discrimination in such areas as recruitment, promotion and training, and part three covers employment agencies.

Recommendations

The EOC says it hopes that both sides of industry will accept the code's practical recommendations which are designed to assist in bringing about real equality in the workplace, to ensure that the talents and resources of the whole workforce are fairly and effectively used.

Difficulties facing small firms in the current economic climate are recognised by the EOC and the code points out that such firms may need to vary their approach from that of larger companies with specialist personnel, recruitment and industrial relations staff.

Part one of the code, which deals with setting up an equal opportunities policy, lists a number of steps that companies should take if that policy is to work well. These include full consultations from an

Changes in TOPS allowances

New allowances payable to people taking Training Opportunities Scheme (TOPS) courses run by the Manpower Services Commission were introduced on April 2, 1981.

Allowances for TOPS trainees have become increasingly complex in recent years; the new allowances should be easier to understand and result in administrative savings of £3 million.

Basic rates

There are now two basic rates of payment: one rate for single people and a higher rate for those with dependants. Additional payments, where appropriate, include a midday meal allowance, a daily travel allowance for long journeys, and an allowance for people living away from

home to attend a course.

From September 1981 there will be an additional weekly payment for trainees taking year-long courses in certain technician skills which are in short supply and of a high priority for the economy.

The previous allowances for child dependants and the earnings-related supplement have been eliminated. The new allowances also do away with the current separate lower rate for 19-year-old trainees and make the adult-dependants allowance more widely available by raising the spouse earnings limit.

Full details of the new allowances are obtained in leaflet TSD N103 obtainable from Jobcentres, employment offices, Skillcentres and offices of the **MSC's Training Services Division.**

early stage with trades unions, whose cooperation and commitment is essential for a successful policy, and publishing a written statement of the policy once it has been agreed.

Other steps include giving a member of senior management overall responsibility for the policy and making sure that all members of staff are familiar with and understand the policy.

Part two details recommended practices in all aspects of employment, including recruitment, promotion and training. I recommends, for example, that staff dealing with job applications should be carefully trained to avoid discrimination and that interviewers should not ask questions on marriage plans.

Age limits

Promotion procedures should be carefully vetted to ensure that they do not indirectly discriminate against one sex. An example would be a rule which restricted promotion to those staff with a record of unbroken service; this would clearly militate against women who have had a career break to raise a family.

Similarly, unjustifiable age limits for training schemes could indicate indirect discrimination against women.

The final section of the code deals with the responsibilities of employment agencies and makes recommendations on recruitment advertising and on dealings with em-ployers and individual job applicants. The code advises periodic retraining of staff to bring them up to date with the requirements of the Sex Discrimination and Equal Pay Acts.

Widely circulated

Copies of the draft code are available free from the Publicity Section, EOC, Overseas House, Quay Street, Manchester M3 3HN. It is being widely circulated among employers, unions and other organisations. and comments have been requested by June 3, 1981; these should be sent to the Principal, Employment Section, at the same address

If the code is approved, it will be admissible in any industrial tribunal proceedings if the tribunal considers a provision of the code to be relevant, it will take it into account when determining a question arising in the proceedings.

Tribute to Moon as Scanlon steps - in at EITB -

the Engineering Industry Training Board as announced that its chief executive, Mr oseph Moon, has been advised by his doctors to retire immediately.

Board chairman Lord Scanlon has taken on the additional role of chief executive ntil Mr Moon's successor can be nointec

In paying tribute to Mr Moon, Lord Scanon said: "I speak for my board and myself n saying that Joe's retirement will be a serishow for the board and for the engineering industry. It is moreover a hard and cruel blow for him personally.

"Nevertheless it goes without saying that he has much to be very proud of in looking hack over his most distinguished career and we are very grateful to him for his enormous antribution.

Mr Moon, aged 55, had been the director the Engineering Industry Training Board nce July 1, 1978.

He joined the board as a principal training officer at its inception in 1965 and was volved in all its major innovations. He ecame chief education and training officer in September 1970, and deputy director in nuary 1977.

Special measures give centre a facelift

new slipway at the Amble Nautical idies Centre on the Northumberland ast, built under schemes run through MSC pecial measures, was opened this month. The centre has had a major facelift because of co-operation between the mmission and the county council.

The slipway was started in September last ear by a team of six men, all unemployed, ho were taking part in the Special Temorary Employment Programme (STEP).

This year has seen completion of the ipway, provision of a new dinghy store and he restoration of the centre's grounds inder a second MSC project.

Five unemployed youngsters and an adult pervisor spent a month cementing, paintng and restoring the area. This was done ough a project-based scheme under yop, nsored by Northumberland County's becial programmes agency.

The centre is owned by Northumberland unty Education Department and used as outdoor activities centre by local schools nd youth associations.

to do so.

Mr Matt Cochran, deputy director of the usc in Scotland, who has been named as he new Scottish director of ACAS.

Mr Cochran, who was born and educated in Glasgow, is a career civil servant who has twice been seconded to the Diplomatic Service, first as assistant to the labour attaché in the United States, and later as first secretary for labour affairs in Mexico and Central America.

head Employment Exchange and after Army service in Malaya, worked in a number of similar offices throughout Scotland before serving on regional economic planning in the Department of Employment both in Edinburgh and London. He previously worked for ACAS in Glasgow from 1971 to 1975 and following a urther spell with DE, Mr Cochran was appointed to the Manpower Services Commission in Edinburgh in 1978 with

was appointed deputy director in 1979.

EMPLOYMENT BRIEF

Government backs Practical Action's 'clearing-house' aid to young

The Government will meet half the coming year's running costs of Practical Action, an appeal on behalf of young unemployed people, Employment Under-Secretary Peter Morrison announced at a fund-raising dinner for the campaign in London.

He welcomed the appeal, which was launched in November 1978 by the then Lord Mayor of London, Sir Kenneth Cork, and the National Association of Youth Clubs as a practical way of supporting the Youth Opportunities Programme (YOP).

It acts as a clearing house matching available resources with those who want to sponsor projects but lack the immediate means

"By creating 440,000 work experience and training opportunities next year to help unemployed young people into good jobs, the Government is giving a strong lead towards meeting the aims of the Practical Action campaign," Mr Morrison said.

This figure was a 50 per cent expansion in yop over the current year, and the quality of



He started his career in 1946 in the Park

responsibility for running YOP and STEP. He

the programme was constantly being improved

The links between Practical Action and others able to help this cause will build up the fund of goodwill existing between employers and the Youth Opportunities Programme," the minister said.

yop would benefit young people in terms of training and experience of real work throughout their working life. It should not be regarded as a device to get them off the employment register.

Active involvement

"But the Youth Opportunities Programme can only succeed," Mr Morrison said, "if it has the goodwill and active involvement and co-operation of many more people and organisations. We are willing to innovate and plug into the good ideas and active involvement of others.

"So if anyone thinks they can help directly or indirectly, now is the time to come forward."

Many more sponsors were needed for projects under both the Youth Opportunities Programme and the new Community Enterprise Programme, designed to help longer-term unemployed adults.

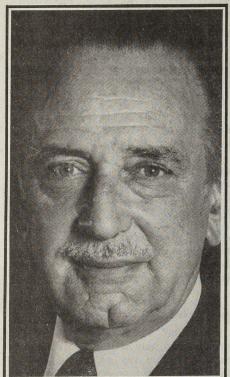
"This is why we appeal," he said, "formore private initiative to join together with public support in creating employment opportunities which are crucial in the longterm interests of us all."

Company mergers

The Trade Secretary has decided not to refer the following mergers to the Monopolies and Mergers Commission:

Bahco Ltd/Record Ridgway Ltd; Ferguson Industrial Holdings Ltd/Gosforth Industrial Holdings Ltd; Ford Motor Co/51 per cent of Pilkington Glass Industries Ltd: Hanson Trust Ltd/McDonough Co; Lloyds and Scottish Ltd/United Dominions Trust Ltd; C & J Clark Ltd/K Shoes Ltd; Thomas Witter and Co Ltd/Tarmac Ltd; Georgia Pacific Corp/Inveresk Group Ltd; certain rod, bar, and wire interests of the British Steel Corp/Guest, Keen and Nettlefolds Ltd; General Electric Co Ltd/Picker Corp; Argyll Foods Ltd/Oriel Foods Ltd; Trustee Savings Bank/United Dominions Trust Ltd; Harrisons & Crosfield Ltd/London Sumatra Plantations Ltd: certain food tinning interests of Tozer. Kemsley and Millbourn (Holdings) Ltd/Imperial Group Ltd; Suter Electrical Ltd/Prestcold Holdings Ltd; Anglo-Indonesian Corp Ltd/Eva Industries Ltd; Hambros Ltd/controlling interest in Cherrynorth Ltd; LK Industrial Investments Ltd/The Central Manufacturing and Trading Group Ltd.

EMPLOYMENT BRIEF



Mr Terence Lyons, executive director personnel) of Williams and Glyn's Bank Ltd who has been appointed to the Manpower Services Commission by the Secretary of State for Employment.

Mr Lyons replaces Mr Victor Paige deputy chairman of the National Freight Company. The appointment was made following consultation with the CBI. Mr Lyons s a member of the Monopolies and Mergers Commission, the Council of the Institute of Bankers and the Council of the Open University

He has been chairman of the CBI's manpower services advisory panel since 1975 and is also currently vice-chairman of the CBI's education and training committee.

London conference

Mr Pat Lowry, chairman of the Advisory, Conciliation and Arbitration Service, and Mr Alan Fisher, general secretary of the National Union of Public Employees and chairman of the Trades Union Congress are to speak on the first day of the Institute of Personnel Management's 15th London Conference on May 5.

They will be joined by Sir Terence Beckett, director-general of the Confederation of British Industry and Mr Neville Cooper, Director of Administration, sTc Ltd. The topic of discussion will be industrial relations and economic recovery.

The second day of the conference will examine the role of the personnel specialist in organisation development. The final day will look at recent company experience of the micro-chip revolution.

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Rayner proposals should improve payment of benefits to unemployed people

Proposals to streamline benefits' payment to unemployed people have been put forward in a report from the Departments of Employment, Health and Social Security. Most have been accepted by the Government, which believes they will improve the service to the public as well as saving money and staff.

Among its 81 recommendations, The payment of benefits to unemployed people (HMSO, £2.35) proposes:

• that people claiming unemployment benefit and supplementary allowance Commenting on the Rayner report on should have to deal with only one office instead of two or three as at present;

O removing the legal requirement on unemployed adults claiming benefit to register at a Jobcentre and make it voluntary instead. The report says this change would eliminate wasted effort and save staff: and

• that steps should be taken to obtain more accurate estimates of the amount of fraud and that more effort should be put into anti-fraud drives.

The report was prepared by a team from both the departments in consultation with Sir Derek Rayner, the Prime Minister's adviser on Civil Service efficiency. It was commissioned jointly by Employment Secretary James Prior, and Social Services Secretary Patrick Jenkin.

On the report's recommendations, the Government will now be consulting the Civil Service trade unions, the Manpower Services Commission and the Social Security Advisory Committee.

Most of the proposals relate to existing procedures in social security and unemployment benefit offices. The Government intends rapidly to phase-in the agreed procedural changes, giving priority to those which will improve the service and ease the burden on staff.

• Details of the proposals and the Government's response can be found on 197, together with a note on resulting changes in the compilation of unemployment and vacancies statistics.

'Clear-sighted report balances interests'

benefits' payment, Employment Sec. retary James Prior said:

"This is a clear-sighted report which gets to the heart of the matter-how to run a system of benefit payments that balances the interests of unemployed people, staff and taxpayers."

Once implemented, the proposals would keep red tape to a minimum, which was important for people suffering the difficulties and distress of unemployment. Mr Prior said the report also dealt with the minority who tried to cheat the system and the taxpayer. "But it is very import-

ant to keep this in perspective. "Most people claiming benefits are honest: they want a job and while they are looking they need some support from the rest of the community. So our job is to ensure that those in need of benefits get that benefit with the least fuss and delay to avoid any possibility of hardship."

The Government intended to bring in the agreed changes as rapidly as possible. "This is no reflection on the service at present provided by staff who have coped admirably with the pressures of sharply rising unemployment without lowering

the quality of the work they are doing.' \Box A Rayner report on the work Government departments' statistical divisions has been published. Statistical review, on p. 204 of this issue, outlines how the results will affect various series compiled by the Department of Employ ment.

Talks on voluntary registration

Sir Richard O'Brien, chairman of the MSC, said the commission's response to the report on the payment of benefits to unemployed people had to be governed by its responsibility to run an efficient and cost-effective employment service.

"I welcome the Government's wish to enter into consultation with the commission before reaching a firm decision. The commission will be considering voluntary registration without delay and will submit its view to the Government as soon as possible."

The report estimated that voluntary registration would save 2,000 staff, mainly in the employment service but this depended on certain crucial assumptions.

There was also the question of the extent to which any such savings would be additional to the one-fifth staff cut already planned for the service between 1979 and 1984.

Labour outlook to 1986



The future size and composition of the labour force is of great interest to planners in all sectors. But in the present climate, it is not easy to be clear even about recent trends, so looking into the future is particularly hazardous. This article is designed to contribute to a better understanding of recent events and the future outlook.

Over the past few years, the size of the GB labour force has been greatly affected by both high and rising levels of unemployment. It is now estimated that during the our years to 1981, when the population of working age rew by 700,000, the labour force may have actually fallen lightly be some 150,000. This fall compares with an ncrease of nearly 700,000 thought likely over the period when projections were last published in 1977 and an actual rise of 1.1 million over the six years before 1977. Preiously assumed trends are therefore no longer a reliable uide to what may happen in the future, at least in the short

Looking ahead, much will continue to depend on the hanges in the number of people of working age and on activity rates (the proportion of the population in different ge/sex groups in the labour force) which in turn depend onsiderably on the future demand for labour. Because of ast fluctuations in the level of births affecting the numbers

Table 1	Total labour	force	(excluding	students)	-GB*
			•		Thousan

	Male	Married female	Non- married female	All
1975 1976	15,796	6,602	3,179	25,577
1976	15,882	6,742	3,327	25,951
1978	15,856	6,922	3,349	26,127
1979	15,807 15,773	6,834 6,754	3,436 3,500	26,077 26.027
1980	15,716	6,697	3,500	25,989
1981	15,710	6,627	3.650	25,987
1982	15,748	6.578	3.711	26.037
1983	15.840	6,649	3,769	26.258
1984	15,925	6,733	3,801	26,459
1985	15,986	6,788	3,828	26,602
1986	16,032	6,820	3,820	26,672

reaching school-leaving and retirement ages, the population of working age will continue to grow rapidly: by over 750,000 in the five years to 1986.

But it is possible only to speculate on activity rates and especially on what the demand for labour will be over this period. A working assumption has had to be made; this is that unemployment will rise from its present level of some $2\frac{1}{2}$ million to reach a peak sometime in 1982 and that thereafter it will decline to about two million in 1986. On this assumption, an increase in the labour force over the next five years of nearly 700,000 is suggested. This is close to the expected increase in the population of working age and indicates that the net effect of changes in activity rates is projected to be small. Results are summarised in table 1.

As a guide to users, a measure of the uncertainty attaching to this projection arising from the assumption about the demand for labour has been made. This has been done by making projections based on two alternative demand assumptions. The first is that by 1986 unemployment will be 500,000 higher than the working assumption and the second that it will be 500,000 lower, that is $2\frac{1}{2}$ million and $1\frac{1}{2}$ million respectively. The results are shown below.

evel of unemployment n 1986	Projected increase in labour force 1981–86
$\frac{1}{2}$ million	1 million
2 million (working assumption)	700,000
$\frac{1}{2}$ million	500,000

The rest of the article will look more closely at recent trends and the prospects for the future under the working assumption for the future demand for labour. The projections are based on fairly firm data only up to 1979. The estimates for 1980 and 1981 are projections which take

account of known changes since then in some of the key components of the working population: employment and registered unemployment. However, in the presentation, 1981–86 is taken as the projections period; no attempt has been made to look further ahead. The definition of the labour force used in making the projections is given in the box on page 173, and differences between this and the more regularly published estimates of the working population are discussed at the end of the article.

Changes in the 1970s

Among men, the proportions economically active in the age groups on both sides of the normal retirement age fell dramatically in the second half of the 1970s. For example, in 1975 about 25 per cent of all men aged 65–69 were economically active as were some 85 per cent of those aged 60–64. Today these proportions are thought to have fallen to only about 13 per cent and 70 per cent respectively. Falls on this scale over such a short period are unprecedented. High unemployment and the depth of the current recession have undoubtedly caused some to leave the workforce earlier than they would otherwise have done. While an acceleration in the long-term trend towards earlier retirement is almost certainly a factor, some of the effects may be only temporary.

The effect of declining activity rates among men between 1977 and 1981 has been to reduce the male labour supply by 475,000, more than offsetting an increase of 330,000 which is the effect due to the increase in the population of working age. Overall, the male labour force fell by 145,000 over this period.

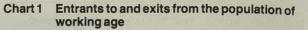
Activity rates of older women have also been declining more sharply than in the past. However, it is among married women of all ages that the most significant changes have occurred. Until 1977, the proportion of married women in employment or looking for work outside the home had been increasing; this trend had been particularly marked in the early 1970s. But over the past few years activity rates of married women have not only stopped increasing, but have also slipped back from the record levels reached in 1977. Two factors which are thought to have contributed to this sudden reversal of trend are the upturn in the birth rate which occurred in 1977, after over a decade of falling births, and the effect of the current recession on job opportunities. These are discussed more fully later in the article.

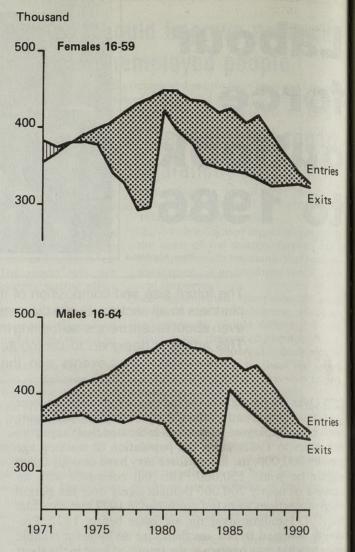
The labour force to 1986

Looking to the future, the growth in the labour force will be influenced by demographic factors – which will continue to have a major impact on the size and composition of the population of working age—and by what happens to activity rates.

The first can be projected with some confidence, and is illustrated in chart 1. Low birth rates during the First World War means that fewer men will be reaching the normal retirement age over the next two to three years. Not until the middle of the decade will the effect of the post-war baby boom temporarily increase the number of men reaching 65. The number of women reaching 60 will also be falling, reflecting the lower level of births after 1920 which persisted through the inter-war period.

But while the numbers reaching retirement age are low,



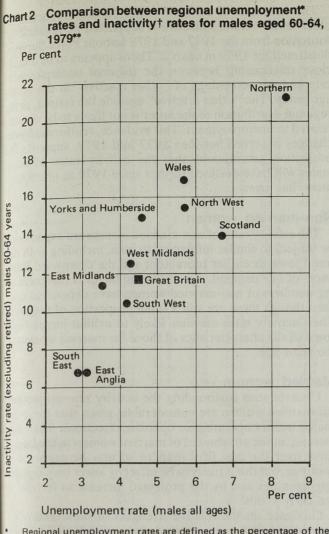


the numbers leaving school are at near-record levels because of the very high birth rates in the mid-1960s. When combined, the effect of these two demographic developments is that the population of working age will increase by more than $\frac{3}{4}$ million in the next five years to 1986. But, as table 2 shows, this increase will be concentrated among men and non-married women and among younger people, the groups for which activity rates are highest.

Table 2 Changes in population of working age 1981–86 Great Britain Thousand

The second s	1977-81	1981-86
Total population of working age* of which	+732	+762
men	+378	+437
non-married women	+552	+250
married women	-198	+75
aged 16-44	+1.092	+1,083
aged 45-59/64	-360	-321
of which		
men 45–64	-169	-104
women 45–59	-191	-217

* Men aged 16-64 and women aged 16-59.



* Regional unemployment rates are defined as the percentage of the male labour force aged 16 and over without work and seeking work.

+ Inactivity rates for males aged 60-64 are the percentage of the male labour force of those ages reported as inactive but not retired.

** Data on unemployment and inactivity rates are derived for the standard regions from the 1979 EC Labour Force Survey.

Projections of activity rates cannot be made with anything like the same degree of confidence. Although it is believed that the recent changes in activity rates have been brought about mainly because of the loss of job opportunities, some of this effect may be only temporary, while some may "stick", that is result in a permanent adjustment to the long-term trend. To the extent that the effect is temporary, some recovery in activity rates in the direction of previous trend levels would be expected when job opportunities improve.

A permanent effect, however, can operate in two ways. It may cause a once-and-for-all adjustment to the trend level (a ratchet effect) and/or it may change the slope of the long-term trend. An example of an effect which could change the slope would be if the recent economic recession has triggered off an acceleration in the trend towards early retirement which continues, even when the economy picks up.

While all the factors mentioned above could be at work

Trend the second second

with varying effects on different groups within the population, it will be some time before it is possible to quantify them. Also, much will hinge on the likely course of the economy over the next few years on which a view must be taken. The working assumption concerning the level of demand, expressed in terms of unemployment levels, has been discussed above. Other assumptions underlying the projected activity rates are summarised as:

(i) The decline in activity rates of older men will continue even after an upturn in the demand for labour but at a much slower rate.

(ii) Activity rates of married women aged 25–34 will decline—in part, reflecting the projected increase in the birth rate.

(iii) Activity rates of married women aged 35-55 will increase slightly.

(iv) Activity rates of older women-married or nonmarried will continue to fall.

The assumptions on activity rates are discussed more fully below. Their effect when applied to the expected changes in the size and composition of the population is to suggest an increase in the labour force over the next five years of nearly 700,000, rather less than the increase in the population of working age. In the case of men, the large "population" effect has only been partially offset by the assumed fall in activity rates while for married women the slight rise due to the expected increase in the population has been reinforced by the projected small overall rise in activity rates. These projected changes for 1981–86 are compared with estimates for 1977–81 in table 3. Annual changes are also illustrated in chart 3.

able 3	Components	of	change	in	the	labour	force
ireat Britain							Thousand

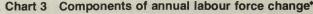
	1977-81			1981-86				
	Popula- tion effect*	Activity rate effect†	Total	Popula- tion effect*	Activity rate effect†	Total		
otal labour force	+624	-764	-140	+717	-32	+685		
men non-married women	+329 +411	-471 -110	-146 +301	+418 +212	-96 -42	+322 +170		
married women	-116	-179	-295	+87	+106	+193		

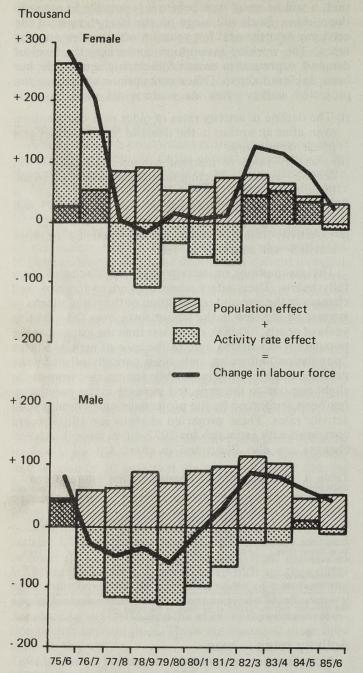
 The change in labour force that would have occurred if the activity rate in each age group had remained over the period at its value in the initial year.
 The residual change—total change less the change due to the population effect.

Activity rates — men

A continuation is expected in the period to around 1982 in the gentle decline in activity rates observed in the 1970s for men in most younger age groups. Beyond 1982 a slight recovery is projected, in line with the assumed improvement in the economy. A much sharper fall is projected for activity rates of older men, particularly that for the 60–64 age group, which is expected to fall by over 18 percentage points between 1977 and 1986. Evidence of falling activity rates of older men is given by Labour Force Survey data, which also found that the proportion of men aged 60–64 who were retired doubled to 16 per cent between 1975 and 1979. These and other sources of the labour force estimates are described briefly at the end of the article.

The reasons for the rapid growth in early retirement are not totally clear, but the available evidence is discussed in "An increase in earlier retirement for men", *Employment Gazette*, April 1980. The article suggests that the Job Release Scheme has played only a small part in this





* See footnotes to table 3

increase in early retirement, since the 10,000 men on this scheme in 1978 were a small fraction of the increase of 100,000 in retired men aged 60–64 between 1977 and 1979 estimated by the Labour Force Surveys. Occupational pensions are also unlikely to have contributed greatly to this increase. A 1977 survey of people who had retired early found that three-quarters had some illness or disability. It also found that many were experiencing considerable financial difficulties and one-half received means-tested benefits. It would seem that many had retired involuntarily, possibly in response to the rise in unemployment in the second half of the 1970s. The influence of unemployment on the proportion of older males who are inactive is supported by regional information from the 1977 and 1979 Labour Force Surveys, illustrated for 1979 in chart 2. There appears to be a fairly close relationship between the regional unemployment rate and the percentage of "other inactive" in the 60–64 age group. The "other inactive" exclude the retired, as the regional distribution of the latter is not likely to be directly related to unemployment. This evidence, reinforced by the changes observed between 1977 and 1979, supports the projection assumptions that the activity rates of older males will have declined further since 1979 as unemployment has risen.

Non-married women

The activity rates of non-married women are expected to be subject to similar influences to men, including both the trend towards earlier retirement and the downward influences of low demand. An additional factor is that increasing numbers of non-married women have dependent children though these are still a small proportion of the total. Their activity rates are thus likely to exhibit increasingly some of the characteristics of those for married women of the same age.

Married women

Uncertainties surrounding the activity rate projections for married women are considerable, given that there are major factors operating in opposite directions. The large increase in the attachment of married women to the labour force over the past fifty years or so may be expected to continue, but this is likely to be offset by lower employment opportunities and by the projected increase in fertility in the early 1980s.

Guidance on the relative strengths of these and other factors is given by a recent study on women's participation by Joshi and others.* The study explained the changes in the proportion of women in employment given by National Insurance records over the period 1950–1974 by a number of factors. These included the average numbers of children in different age ranges, the age of the women, the birth cohort of the women, and an indication of labour market demand.

Employment activity rates were found to be lowered sharply by the presence of children, particularly those in the 0-4 age group. Each child in this category had an average effect of lowering the activity rate of the mother by around 35 percentage points, each child aged 5-10 an effect of around 14 percentage points, and each child aged 11-14 an even smaller effect diminishing over time to around five percentage points in 1971 and to zero around 1986. This factor, along with the smaller size of families in the 1970s and the rising average age of dependent children while fertility continued to decline can probably account for much of the convergence reported in successive General Household Surveys over this period, between work participation rates of women with dependent children and those without.

Although it is not entirely certain that the child effects

able 4 Activity r	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	Per cer 1986
cluding students		- 19/2	1973	19/4	1975	1970	19/1	1970		- 1900		1902		1904		1900
ale	98.8	98.8	98.9	98.9	99.0	99.0	99.0	99.0	99.0	99.0	99.0	99.0	99.0	99.0	99.0	99.0
-19 -24	98.8	98.8	98.8	98.8	98.8	98.9	98.9	98.9	98.9	98.9	98.9	98.9	98.9	98.9	98.9	98.9
-24 -34	97.5 98.3	97·5 98·2	97·5 98·3	97·4 98·1	97·4 98·0	97·2 98·1	97.6 98.1	97·2 97·5	97 · 1 97 · 8	96·9 97·5	96·7 97·3	96·5 97·2	96·5 97·2	96·7 97·1	96·9 97·4	97·0 97·4
_44	97.6	97.6	97.6	97.5	97.5	97.5	97.2	96.9	96.7	96.1	95.6	95.5	95.4	95.3	95.2	95.2
-54 -59	95.3	95.0	95.3	94.9	94.8	94.1	93.5	92.9	92.4	91.2	90.2	89.7	89.5	89.3	89.1	88.7
-64	86·6 30·6	85·7 28·5	86·6 30·6	84·6 24·5	85·1 25·6	83·0 23·8	81·5 22·0	79·5 20·8	75·8 16·7	72·9 14·3	69·9 13·0	67 · 1 12 · 5	65·8 12·3	64·4 12·2	63·8 12·5	63·3 12·5
-69	11.0	9.5	11.0	7.5	8.0*	7.8	7.5	7.1	5.9	5.5	4.9	4.7	4.5	4.4	4.3	4.3
+	85 8	85.2	85 4	84.3	84.3	83.8	83.4	82.9	82.2	81.5	80.9	80.6	80.6	80.6	80.6	80.4
ages																
rried female	42.4	44.4	48.0	51.0	51.9	52.5	54.7	52.8	50.9	51.1	50.7	50.3	50.4	50.5	50.8	50.9
-19 -24	46.7	48.3	51.3	53.5	54.3	57.6	59.0	59.5	57.8	57.7	57.6	57.0	57.5	57.6	57.7	57.7
-34	38.4	39.3	43.6	46.5	47.2	49.1	52.2	51.6	51.5	51.3	50.2	49.2	49.1	49.6	49.3	48.6
-44	54·5 57·0	55·2 57·8	60·1 62·6	63 · 5 63 · 8	64·2 64·1	66 · 0 64 · 8	67·4 65·1	67 · 8 65 · 3	67 · 1 65 · 6	66 · 8 66 · 0	66 · 6 66 · 7	66 · 0 67 · 0	66 · 8 68 · 2	67·6 69·4	68 · 8 70 · 3	69·3 70·6
-54	45.5	45.8	47.6	48.5	48.8	51.2	54.9	53.3	52.1	52.1	51.8	52.2	52.4	52.7	52.9	52.9
-59 -64	25.2	25.4	25.6	25.8	26.0	24.6	24.6	22.1	21.5	21.0	19.6	18.7	18.2	17.6	17.2	16.8
+	6·5 42·3	6·0 42·8	5·7 46·0	5·4 47·7	5·2 47·9	5·1 49·0	5·0 50·4	4·5 50·0	4·1 49·6	3·7 49·3	3·4 48·8	3·3 48·5	3·2 49·0	3·0 49·5	2·8 49·8	2·8 49·9
ages	42.3	42.0	40.0	41.1	47.9	49.0	50.4	50.0	49.0	49.3	40.0	40.0	49.0	49.5	49.0	49.9
n-married female																
-19	97.7	97.6	97.5	97.4	97.4	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0
-24	94·4 80·8	94·0 80·4	93·7 80·1	93·3 79·7	93·1 79·4	92·9 79·6	92·9 79·8	92·9 79·2	92·9 78·7	92·9 78·6	92·9 78·4	92·9 78·3	92·9 78·2	92·9 78·2	92·9 78·1	92·9 78·1
-34 -44	80.0	79.7	79.4	79.1	78.9	78.2	77.5	77.5	78.0	77.8	77.7	77.6	77.5	77.3	77.2	77.1
-54	78.1	78.0	77.8	77.7	77.5	77.3	77.0	76.8	76.7	76.5	76.3	76.2	76.1	76.0	75.9	75.9
-59	67.2	67.0	66.9	66.8	66.7	66.4	64.8	64.3	63.8	63.5	63.2	63.0	62.9	62.8	62.7	62.6
-64	33·7 6·3	33·3 6·0	33·0 5·6	32·7 5·0	32·3 4·5	31·0 4·3	25·8 4·1	24.0 3.9	21.0 2.9	19·4 2·5	18·5 2·2	17·9 2·0	17·5 1·9	16·9 1·8	16·6 1·7	16·4 1·6
+ ages	45.6	45.6	47.6	48.7	48.8	50.4	50.4	50.7	50.7	50.9	51.0	51.2	51.3	51.3	51 3	51.1
ugee																
female	91.7	91.6	91.9	92.4	92.9	93.9	94.6	94.7	94.7	94.5	94.3	94 . 1	94.0	94.0	94.0	94.0
-19 -24	66.0	67.1	69.0	70.4	70.1	73.0	74.4	75.4	75.3	75.7	76.0	76.6	75.9	75.9	75.8	75.6
-34	44.0	44.9	48.7	51.2	52.0	53.8	56.5	56.2	56.2	56.3	55.6	55.1	55.3	55.9	55.8	55.4
-44	57.4	58.0	62.3	65.3	65.9	67.5	68.7	69.0	68.5	68.3	68.2	67.7	68.4	69.1	70.1	70.5
-54	60·6 51·1	61·2 51·3	65·2 52·6	66 · 1 53 · 3	66 · 3 53 · 3	66 · 9 55 · 0	67 · 1 57 · 3	67·2 56·0	67 · 5 54 · 9	67 · 8 54 · 9	68 · 4 54 · 6	68 · 6 54 · 8	69 · 6 55 · 0	70.6 55.2	71·3 55·3	71.6 55.3
-59 -64	28.2	28.2	28.2	28.2	28.2	26.8	25.0	22.8	21.3	20.5	19.2	18.4	18.0	17.4	17.0	16.7
+	6.4	6.0	5.6	5.1	4.8	4.6	4.4	4.1	3.3	2.9	2.6	2.5	2.4	2.2	2.1	2.0
ages	45.5	45.6	47.6	48.6	48.7	49.5	50.4	50.3	50.0	49.6	49.7	49.5	49.9	50.2	50.4	50.3
cluding students																
le																
-19	69.7	67.4	67.1	64.6	65.8	72.6	71.3	70.7	70.7	70.7	70.9	71.0	71.2	71.2	71.2	71.3
24	89·9 82·5	89·4 81·7	89·1 81·9	89·2 80·6	88 · 9 80 · 5	89·0 80·7	88·4 80·0	88·2 79·3	88·3 78·6	88·4 77·8	88·9 77·3	89·2 77·0	89·5 77·1	89·7 77·2	90·0 77·1	90·0 77·1
ages	02 5	017	01.9	00.0	00 5	007	000	19.3	10.0	11.0	11.3	110		112		
n-married female		Web-	Tale h	Mar	5.32.8		SBR E.	Care and		1.93.8	Str. St.					
-19	65.6	63.3	61.9	56.1	60·2	68.0	66.6	66.1	65.9	65.6	65.4	65.2	65.3	65.1	64.9	64.8
-24 ages	81 · 2 44 · 4	79.6 43.4	78·2 42·7	78.0 41.4	77 · 0 41 · 8	76·2 43·1	76 · 8 42 · 6	77 · 1 42 · 8	78·1 42·8	78 · 9 42 · 9	79·4 43·1	79.8 43.3	80 · 1 43 · 5	80·2 43·6	80·2 43·7	80 · 1 43 · 6
ageo	No. Mark Brow		12.2.19.19	226.48		3740.33							100	10 0		
female		~ .														
-19 -24	63·1 60·7	61 · 1 61 · 2	60·3 62·5	55.6 64.0	59·3 64·0	66 · 6 65 · 7	65·7 67·1	65 · 1 67 · 9	64 · 8 67 · 9	64 · 5 68 · 5	64 · 2 68 · 9	64 · 0 68 · 9	64·0 69·2	63·8 69·2	63·8 69·3	63·6 69·1
ages	43.0	43.0	44.8	45.5	45.7	46.9	47.4	47.4	47.0	46.9	46.6	46.5	46.9	47.2	47.4	47.4

See footnotes to table 5.

itted to the pre-1974 data will continue to apply, they are used in the projections without any further allowance for heir possible weakening over time. It was also not possible make allowances for the likelihood that the impact of ach child on participation would depend on the number of ther children in the family and their respective ages. Employment activity rates were found to be lower for older women (after the child effect discussed above and ther factors had been taken into account). Also, women born early this century were likely to have a lower lifetime articipation than those born more recently, probably eflecting changes in social and economic conditions ncouraging a strong upward trend in women's participaon over time. There is, however, some suggestion in the model that the increasing attachment of later cohorts to the abour force may have become less marked for women orn after 1935.

The projected activity rates for married women aged 25–54 shown in table 4 are based on the relationships discussed above, adjusted to take account of the changed abour market demand conditions assumed for the early 1980s. As explained above, the projections for both men and women are demand dependent in this sense. The projected activity rates for married women over 55 are further modified to incorporate the assumption of increasing earlier retirement also applying to men and non-married women.

Activity rates for married women aged 35-54 are projected to rise to 1986, but in the 25-34 age group a fall is projected, reflecting the assumptions of increased fertility incorporated in the 1979-based population projection. Births are projected to rise by 20 per cent between 1979 and 1986. This rise is expected to lower married women's activity rates in 1986 by about three percentage points in the 24-34 age groups, with much smaller effects at other ages. The overall impact of the projected increase in the birth rate on the female labour force is expected to reduce it by about 100,000 by 1986. If births were not to rise so sharply, an increase in female participation above that projected could result. Births rose in 1980 but the latest information suggests that the rise may be levelling off.

Young people

The numbers of young people aged 16–24 have grown by nine per cent between 1977 and 1981, and are expected to grow by a further three per cent by 1986. The population aged 16–19 is expected to peak in 1982, but the numbers of 20–24 year-olds will continue to grow throughout the period to 1986. Acitivity rates are expected to rise slightly in the early 1980s. It is assumed that there are very few "discouraged workers" in these age groups, that is, few young people are likely to withdraw altogether from the labour force, despite the adverse economic conditions. The great majority of men and non-married women are

^{*} Female labour supply in post-war Britain: a cohort approach, by Heather Joshi, Richard Layard and Susan Owen; Discussion paper No. 79, Centre for Labour Economics, LSE.

The second second second	1971†‡	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
Male	4.005	1.011	1.051	1,027	1,073	1,211	1,217	1,233	1.263	1,294	1,318	1,326	1,328	1,310	1,292	
16–19 20–24	1,065	1,044 1,779	1,051	1,719	1,073	1,724	1.737	1,756	1,788	1,831	1,886	1,938	1,983	2,031	2,076	1,270 2,091
2024 2534	3.344	3,479	3,576	3,634	3,681	3,732	3,784	3,787	3,795	3,795	3,801	3,724	3,707	3,728	3,768	3,834
35-44	3,134	3,118	3,120	3,109	3,098	3,069	3,067	3,086	3,152	3,186	3,221	3,349	3,435	3,494	3,553	3,610
45-54	3,190	3,209	3,254	3,290	3,206	3,146	3,084	3,030	2,986	2,937	2,896	2,881	2,877	2,870	2,863	2,835
5-59		1,451	1,376	1,296	1,343	1,388	1,434	1,488	1,533	1,452	1,396	1,355	1,326	1,305	1,287	1,269
60-64	1,270	1,254	1,265	1,233	1,238	1,182	1,125	1,038	937	938	937	935 147	957 137	969 129	921	889
65-69	360	340	370	300	316	295	272	258	207 112	177 107	158 97	94	91	90	138	144
70+	174	154	182	127	139	138	137 15,856	131 15,807	15,773	15,716	15,710	15,748	15,840	15,925	89 15.986	89
All ages	15,923	15,828	15,927	15,734	15,796	15,882	15,850	15,807	15,775	15,710	15,710	15,740	15,040	15,525	13.300	16,032
Married females		70			70	74	70	63	60	66	72	74	75	74	74	
16-19	66	73 551	80 566	83 572	79 569	596	599	590	557	553	558	562	581	599	617	73
20-24	568 1.106	1.177	1.338	1,445	1,480	1,559	1,671	1,643	1.626	1.605	1.557	1.477	1,447	1,450	1,437	627 1,428
25–34 35–44	1,100	1,529	1,657	1,740	1,743	1,768	1,800	1.825	1,836	1,846	1,857	1,912	1,981	2,037	2,100	2,161
45-54	1.608	1,637	1,791	1,842	1,799	1,780	1,753	1,724	1,704	1,686	1,680	1,667	1,688	1,708	1,716	1,704
55-59	574	562	554	536	562	616	688	694	700	670	644	630	619	613	607	600
50-64	271	273	277	279	282	262	254	216	199	204	199	198	202	202	188	177
65+	100	95	92	89	88	88	87	79	73	66	61	59	56	51	49	50
All ages	5,816	5,897	6,354	6,586	6,602	6,742	6,922	6,834	6,754	6,697	6,627	6,578	6,649	6,733	6,788	6,820
Non-married female										in the	B. Sk.	B. TR.	A. NP			
6-19	847	819	807	752	838	978	993	1,014	1,039	1,058	1,066	1,064	1,062	1,041	1,024	1,002
20-24	672	638	617	621	606	610	647	690	746	793	831	860	878	894	907	906
25-34	356	361	403	413	434	460	478	505	522	549	576	594 380	619 402	643 417	661	682
15-44	289	286	287	287	289	291	292	305	321 405	335 405	354 407	412	402	417	438 421	440
15-54	446	445	448	451	437	426	415	409 270	405	262	253	246	240	238	236	421
5-59	297	287	271	257	257 183	261 171	261 138	122	102	95	93	92	92	91	87	235
50-64	201 181	196 175	191 165	187 149	135	130	125	121	91	79	70	63	60	57	54	83 51
	3.290	3,225	3,188	3,115	3,179	3,327	3.349	3,436	3,500	3,576	3,650	3,711	3,769	3,801	3,828	3,820
All ages	5,250	5,225	5,100	0,110	0,175	0,021	0,010	0,100	0,000	-,	-,		OT DE			0,020
Female 16–19	913	892	887	835	917	1.052	1.063	1.077	1.099	1,124	1,138	1,138	1,137	1,115	1,098	1.075
20-24	1.240	1.189	1,183	1,193	1.175	1,206	1,246	1,280	1,303	1,346	1,389	1,422	1,459	1,493	1,524	1,533
25-34	1.462	1.558	1.741	1.858	1,914	2.019	2,149	2,148	2,148	2,154	2,133	2,071	2,066	2,093	2,098	2,110
35-44	1,811	1,815	1,944	2.027	2,032	2,059	2,092	2,130	2,157	2,181	2,211	2,292	.2,383	2,454	2,538	2,601
15-54	2,054	2,082	2,239	2,293	2,236	2,206	2,168	2,133	2,109	2,091	2,087	2,079	2,104	2,128	2,137	2,125
5-59	871	849	825	793	819	877	949	964	974	932	897	876	859	851 293	843	835
60-64	472	469	468	466	465	433	392	338	301	299	292	290	294 116	108	275 103	260
35 +	281	270	257	238	223	218	212	200	164	145 10,272	131 10.278	122 10,290	10,418	10,535	10,616	101 10,640
All ages	9,104	9,124	9,544	9,703	9,781	10,070	10,271	10,270	10,255	10,272	10,276	10,290	10,410	10,555	10,010	10,040
All persons							0.000	0.010	0.000	0.440	0.450	2,464	2,465	2,425	2,390	2.245
6–19	1,978	1,936	1,938	1,862	1,990	2,263	2,280	2,310	2,362	2,418	2,456	2,464	2,465	3,524	3,600	2,345 3.624
0-24	3,127	2,968	2,917	2,912	2,878	2,930	2,983	3,036	3,091	3,177 5,949	3,275 5,934	5,795	5,773	5,821	5,866	3,624 5,944
5-34	4,806	5,037	5,317	5,492	5,595	5,751	5,933	5,935	5,943 5,309	5,949 5.367	5,934	5,795	5,773	5,948	6.091	6,211
5-44	4,945	4,933	5,064	5,136	5,130	5,128 5,352	5,159 5,252	5,216 5,163	5,309	5,307	4.983	4,960	4.981	4.998	5.000	4,960
5-54	5,244	5,291	5,493	5,583	5,442	2,265	2,383	2,452	2,507	2,384	2,293	2.231	2,185	2,156	2,130	2,104
5-59	2,372	2,300	2,201 1,733	2,089 1,699	2,162 1,703	1,615	2,383	1.376	1.238	1.237	1,229	1.225	1,251	1,262	1,196	1,149
0–64 5 +	1,742 815	1,723 764	809	665	678	651	621	589	483	429	386	363	344	327	330	334
																26,671

Aged 16 and over at June each year.
 † 1971 estimates for males have been adjusted to bring them in line with estimates for later years in the treatment of HM forces.
 ‡ The estimates of student numbers in 1971 are taken directly from the census of population and are, therefore, on a slightly different basis from those for other years.
 * Since no estimates of female students by marital status are available, for years other than 1971, all female students are taken as unmarried in those years. The number of female student who are married is small and there is little difference between married women's activity rates including and excluding students.

	1971	N. Sadiala	1975		1977		1979	
	Male	Female	Male	Female	Male	Female	Male	Female
Employed labour force* Registered unemployed (including school leavers)* Private domestic servants YOP participants†	15,248 589 30	8,610 98 195	5,018 680 25	9,357 149 155	14,845 1,009 25 5	9,433 381 135 5	14,844 857 20 35	9,699 394 115 35
Homeworkers etc <i>less</i> working students and an adjustment for people with two jobs‡ 15-year-olds in the working population** Registered part-time non-claimants Unregistered unemployed§ Other net adjustments¶ Total labour force	-200 -104 	-40 -101 5 220 +117 9,104	-200 	-45 5 240 -80 9,781	-190 5 80 +77 15,856	-50 20 300 +47 10,271	-160 5 80 +62 15,773	-60 30 260 -218 10,255

* Included in totals given in table 1 · 1 in the Labour Market Data insert of Employment Gazette. The employed labour force and the registered unemployed together constitute the Worki

veys.

Including timing and other coverage adjustments between the data sources.
See footnotes table 5.

assumed to be either in the labour force (employed or unemployed) or in full-time education. The small rise in activity rates reflects, therefore, the slightly diminishing proportion of each age group expected to be in full-time education.

In the 16-19 age range, very little change overall is expected in activity rates in the early 1980s: a rise of half of one per cent for men between 1979 and 1983, and a slightly larger fall for women which implies some further small

increase in the proportion of young women aged 16-19 in full-time education. Activity rates in the 20-24 age group are projected to increase by rather more than one per cent for both men and women between 1979 and 1983, reflecting the broadly unchanged student numbers expected and the increase in total population in this age group.

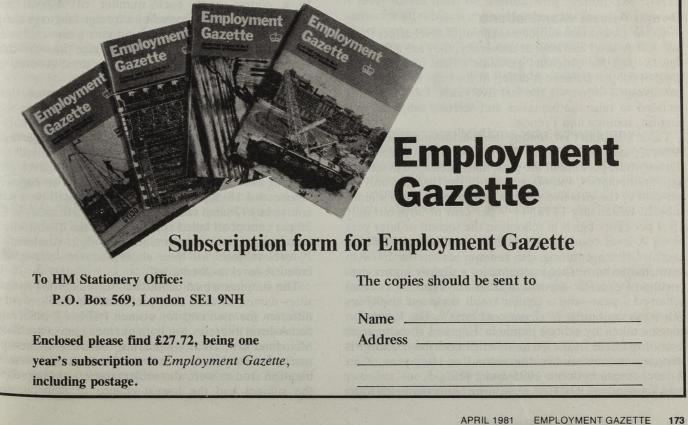
The historical series of activity rates in table 4 shows a break in 1976, when the rates for young people aged 16-19 increased by about five per cent. This is mainly due to new

chool-leaving regulations introduced in 1976 allowing a greater proportion of young people aged 16 to leave school before the end of June, the point to which the mid-year abour force estimates refer.

The labour force estimates for the 16-19 age group are not greatly affected by numbers on the Youth Oppormities Programme and other Government special measures. The convention is adopted that people on these schemes are in the labour force, except for the small numpers whose training involves a period of full-time education n colleges of further education and who are included with ther full-time students in the inactive population.

Sources and revisions

The labour force estimates are derived principally from ousehold survey and census data, the only sources of onomic activity data. They also allow a full breakdown of mbers by age, sex and marital status. The present series corporates the economic activity analyses from the 1971 ensus of Population, and the 1975, 1977 and 1979 EC abour Force Surveys. All labour force figures presented for 1980 and later years are projections from the 1979 base. The survey results are grossed up to the Registrar General's mid-year total population estimates, which xtend to 1979, the base year for the population projecons. The survey estimates are supplemented by DES inrmation on numbers of full-time students and by inforation on the non-household or institutional population. Survey estimates are subject to sampling and other rrors, and although the labour force figures are shown in his article to the nearest thousand they are not accurate to is degree. In particular, the estimates of the female our foce in 1977 seem to be a little high when compared ith 1975 and 1979, although it is not possible to offer any planation for this apparent anomaly. Estimates for years when no Labour Force Surveys were



Labour force

The term "labour force" used in this article includes those in employment (employees, employers, selfemployed and HM Forces) and all those identified by censuses and surveys as seeking work, both those registered as unemployed and the unregistered unemployed. Also included in the unemployed are those waiting to start a job which they have already obtained and those who are unemployed but prevented from seeking work by temporary sickness or holiday. The labour force excludes all students in full-time education, even though some of these may take part-time or temporary jobs.

held (1972-4, 1976 and 1978) use evidence from the working population series published regularly in Employment Gazette. The projection for 1980 is also influenced by this series, which is available quarterly and is much more up to date than the survey-based labour force estimates. A number of adjustments for definitions and coverage are required in order to reconcile the two series. Table 6 indicates the adjustments for the years when Labour Force Survey data are available. Some of the adjustments are themselves derived from survey data. The estimates of the unregistered unemployed, for example, are provided mainly by the General Household Survey. These are subject to quite large sampling errors owing to the small size of the sample, and estimates for individual years must be treated with extreme caution.

Only small revisions have been made to the previously published labour force estimates for 1975. These are due to small revisions to the population estimates. The Labour Force Survey estimates for 1977 and 1979 now replace the earlier projections for those years.

SPECIAL FEATURE

The market for highly-qualified manpower

This is the second¹ in a series of annual articles intended to bring together and summarise some of the information relevant to the market for highly qualified manpower².

University graduates least likely to be unemployed at the end of 1979 were those with degrees in medicine, architecture and related subjects, accountancy, electrical engineering, mechanical engineering, education, physics and mathematics. Apart from medicine and engineering these were not the most popular subjects for applicants to Universities in October 1979 nor (apart from accountancy) was there particularly high pressure on places in these subjects.

Graduates most likely to go on to further training before getting a job were those in law, biochemistry, arts general, biology, history, English (men) and law, arts general, arts other than languages, chemistry, English and chemical engineering (women).

Men and women have different experiences in the education sector and beyond. Most of the differences seem to be result of early educational choices and opportunities.

A higher proportion of men than women go into industry after getting their degrees; men from polytechnics with first degrees were more likely to go into industry than their university counterparts but the reverse was true for women.

O- and A-level examinations

To the extent that subjects taken at O-level affect those taken at A-level and later at university, they are a factor in determining the potential graduate's field of study. The O-level subject balance is different for boys and girls, and has changed little over the last five years. Boys are more inclined to take mathematics and science subjects; girls English, biology and French.

Table 1 implies that, among those achieving at least one A-level pass in England in 1977-78, 24 per cent of the boys, but only nine per cent of the girls, had specialised in science with mathematics, and 60 per cent of the boys but only 34 per cent of the girls had taken a course involving a science subject. In January 1978, 44.7 per cent of boys but only 18.4 per cent of girls in schools in the second or later year of an A-level course were studying mathematics³. However, of those entering the summer exams in 1978 in mathematics or further mathematics a slightly higher proportion of girls (69.8 per cent) than boys (68.5 per cent) achieved a pass-and a similar result occurred in physics $(71 \cdot 9 \text{ per cent girls}, 70 \cdot 7 \text{ per cent boys})^4$. The figures on courses taken by school pupils in England show a small overall increase in the proportion of both boys and girls studying mathematics in the second or later year of an A-level course between 1975 and 1978³.

In England in 1978 boys were more likely than girls to go

on to a degree course (at a university, polytechnic or other college of further education) overall and with most combinations of A-levels involving science; table 1 implies how. ever that the difference was less marked for students with three or more A-levels and reversed for those gaining two or more A-levels in science without mathematics.

The proportion of all boys with one or more A-level passes in science with mathematics going on to all types o degree course rose from $71 \cdot 8$ per cent in 1975 to $74 \cdot 5$ pe cent in 1978 while the corresponding proportion for girl rose from $61 \cdot 7$ per cent to $63 \cdot 5$ per cent. (For those with three A-levels, the proportion fell for both sexes)⁵. The proportion of women students at universities (UK) was 39.7 per cent in October 1979 as against 30.2 per cent in October 19686.

University applications and admissions

A subject specialisation in science with mathematics was an advantage to those applying to take a university course in the United Kingdom in 1979 (see table 2); candidates with these subjects were most likely to be accepted on to a course, with each number of A-level passes. Specialisation in arts including a foreign language also gave a good overall chance of getting into a university degree course; arts excluding a foreign language the worst chance. For all combinations, those with the most A-levels stood the best chance of being accepted⁸.

Table 3 shows, by subject group of acceptance, the proportion of accepted university candidates with various combinations of A-level subjects in 1979. Most groups accept some candidates from each A-level subject group but each subject group has a characteristic balance of accepted candidates from the different A-level groups. Twenty-two per cent of those accepted on an engineering course and 18.9 per cent of those accepted on a science course in 1978 had two A-levels in mathematics⁸. In 1977, 39 per cent of all failed applicants had the qualifications to matriculate, but not necessarily the right combination of A-level subjects for their chosen course-one-third had failed A-level mathematics8.

The subjects which candidates for admission to universities named as their first preference in 1979, were very different for men and for women (table 4), reflecting 0 and A-level interests, but both put medicine in the first two. Medicine, law, civil engineering, business studies, pharmacy, dentistry, accountancy, architecture and some combination studies were the subjects where those preferring the subject had the lowest chance of being accepted;

School leavers during the academic year 1977-78. Table 1 Subject specialisation and destination of leavers with GCE A-level passes

		Subject specia	lisation						
A MARCE		Science with mathematics	of which entering degree courses	Science without mathematics	of which entering degree courses	Science with arts and/or social sciences	of which entering degree courses	All subjects	of which entering degree courses
		A description of	per cent		per cent	A SHEEP STORE	per cent	The second second	per cent
0	boys	910	5.5	2,560	3.1	2		10.150	3.7
One:	boys girls	390	2.6	1,450	1.4			11.110	2.9
La restances	boys	2,030	53.7	2,610	35.6	2,790	29.4	14,500	34.8
Two:	airls	730	31.5	1.070	37.4	2,520	20.6	14,170	24.8
Three or more:	2	11,810	83.4	4,180	75.6	9.340	67.9	36,620	73.7
Three of more.	girls	3,250	78.2	1.840	77.7	6,210	55.4	25,830	62.4

statistics of Education, Volume 2, 1978, table J.

Proportion of applicants accepted on to a Table 2 university course through UCCA by A-level subject specialisation and number of A-levels; home candidates (sample 1979)

UNITED KINGDOM	Number of	A-level pass		Per cen
Subject specialisation	Four or more passes	Three passes	Two passes	All two or more passes
Science with mathematics Science without mathe-	88.0	78.4	41 · 8	75.5
matics	77.4	71.0	31.8	58.7
Social science Arts including foreign	77.8	60.8	37.8	45.1
language Arts excluding foreign	84.9	77.5	40.6	72.3
language	74.3	67.5	39.4	50 1
Other combinations				
Science with social science	83.6	75.7	35.5	66.5
Science with arts	80.0	71.4	39.4	66.5
Social science with arts Science with social science	82.8	69.2	37.3	62 9
and arts	87.5	65.8		TELES TIME
All subjects	84.5	73.4	37.7	66.3
Sample nos.	1,943	5.704	2.656	10,303

rce: UCCA Statistical Supplement to the 17th Report 1978-9, tables D6 and Based on a 10 per cent sample of applicants.

English, history, geography, mathematics (excluding computer science), chemistry and physics were the subjects where those preferring the subject had the highest chance of being accepted.

The proportions accepted showed wide variations between subjects, but within individual subjects there was not much difference between the proportions for men and for women. Overall, and for subjects including medicine, law, ngineering subjects, and physics women had a slightly reater chance of success⁹. (Acceptances include those ccepted on first application and also those accepted via the learing process).

Between 1975 and 1979 it became slightly more difficult or an applicant to obtain a university place in his or her referred subject; 41 · 1 per cent of applicants managed this 1975 but only $37 \cdot 1$ per cent in 1979. (See table 5). The tend was particularly marked for the subjects that were anked highly by applicants in both years, except for redicine, where it actually became easier to obtain a place. There was a five per cent drop in applications for medicine wer the period, when applications in all subjects rose by 27 er cent). Electrical and mechanical engineering became hore popular with applicants over the period and places ecame harder to obtain.

A number of applicants were accepted to study subjects her than those of their first choice; in 1979 the overall ceptance rate, for all applicants, was 49.5 per cent. The ccess rates for home and overseas candidates were very fferent, being 53.9 per cent for the former and 23.9 per ent for the latter.

A summary of the types of degree awarded in the UK and the various awarding institutions appears in the introduction to Education statistics for the United Kingdom. published by HMSO.

Table 7 shows how the awards of first degrees by the universities¹² and the Council for National Academic Awards (CNAA) were distributed between subject groups in 1978; in both, social, administrative and business studies awarded the highest proportion of degrees; the CNAA awarded proportionately more education, engineering and

The ease or difficulty of gaining a place in a particular subject will depend on the number of places available, for which figures are not available, the applicant's qualifications and the qualifications and numbers of others applying for the course. The distribution of A-level scores¹⁰ for accepted candidates in 1979 for each of the "preferred subjects" shown in table 4 is shown in table 6.

There are wide subject differences but sample sizes were not large enough to draw conclusions about the differences in qualifications between men and women accepted to study the same subject; in general these seemed small compared to the differences between subjects. The two subjects accepting the highest qualified applicants assessed on the basis of three or more A-levels were medicine, other general and combined engineering subjects, and combinations of biological and physical sciences. Those accepted to study sociology, arts general, dentistry, psychology and combinations within group VI (social, administrative and business studies) appeared to have particularly low qualifications (and, except for dentistry, a relatively high proportion with only two A-levels). In most subject groups in 1978, a larger percentage of those who took mathematics than those who did not have a top A-level score⁸. These A-level scores must be treated with caution; the overall scores for all subjects changed somewhat from year to year (there were more top scores overall in 1973 and 1977 than other recent years)¹¹ and scores cannot be compared between subjects. However they do give an idea of the sort of scores that an applicant will need to achieve to be accepted in his chosen field, provided he or she is studying appropriate A-level subjects.

Polytechnic applications and admissions

At present there is no centralised procedure for allocating places at polytechnics. However, the Committee of Directors of Polytechnics is building up information about the pattern of applications and admissions to polytechnics which it is hoped will be available in the next year or two.

First degrees awarded in the UK

Table 3 A-level subject specialisation by subject group of acceptance accepted home candidates (sample 1979) UNITED KINGDOM

A-level subject specification Subject group of acceptance

	l Education	ll Medicine, dentistry and health	lli Engineering and technology	IV Agriculture forestry and veterinary science	V Science	VI Social, administra- tive and busi- ness studies	VII Architecture and other professional and vocational subjects	VIII Language, literature and area studies	IX Arts other than languages
Science with mathematics Science without mathematics Social science Arts including foreign language Arts excluding foreign language Science with social science	11 · 3 1 · 9 2 · 8 8 · 5 10 · 4 8 · 5	$ \begin{array}{c} 40 \cdot 4 \\ 52 \cdot 8 \\ 0 \cdot 0 \\ 1 \cdot 2 \\ 0 \cdot 0 \\ 1 \cdot 9 \end{array} $	79·9 3·3 0·2 0·8 0·3 9·6	$ \begin{array}{r} 35 \cdot 3 \\ 37 \cdot 4 \\ 1 \cdot 4 \\ 0 \cdot 7 \\ 0 \cdot 0 \\ 14 \cdot 4 \end{array} $	55·3 22·5 0·2 0·1 0·1 12·8	$ \begin{array}{c} $	8.0 1.8 3.6 4.5 6.2 20.5	0.0 0.0 0.2 56.4 9.7 0.1	0.9 0.7 1.6 25.3 23.8 1.6
Science with arts Social science with arts Science with social science and arts	19·8 26·4 10·4	2·9 0·6 0·2	4 · 1 0 · 8 0 · 9	4·3 4·3 2·2	6·1 0·3 2·8	6·3 40·6 9·8	20·5 28·6 6·2	7 · 7 24 · 5 1 · 4	8·7 33·4 4·0
All subjects Sample nos.	100 106	100 517	100 869	100 139	100 1,761	100 1,774	100 112	100 997	100 554

Source: UCCA statistical Supplement to the 17th Report 1978-9, table D7. Based on a 10 per cent sample of applicants.

Table 4 Admission to universities through UCCA Oct 1979-home and overseas candidates by preferred subjects* of study UNITED KINGDOM

Su	bject	Male candi- dates for admission	Subject rank	Accepted to study preferred subject	Female candi- dates for admission	Subject rank	Accepted to study preferred subject
-			- Andrew State	per cent			per cent
03	Medicine	7,228	1	30.0	4,206	2 3	33.7
45	Law	5,850	4	32.2	3,740	3	33.6
49	Combinations within group VI (social, administrative and						
	business studies)	5,697	5	29.2	3,308	4	29.3
55	English	2,398	14	42.6	4,806	1	43.0
11	Electrical engineering	6,632	2	38.4	277	25	39.4
10	Civil engineering	5,927	3	30.4	264	26	37.9
12	Mechanical engineering	5,343	6	34.6	113	28	41.6
40	Business management studies	3,350	7	21.9	1,416	12	21.0
69	History	2,324	17	54.0	2,228	6	54.8
50	Combinations of VI with VII (professional and vocational						05.0
	subjects)—IX	2,321	18	38.0	2,048	8	35.0
42	Geography	2,482	12	47.1	1,822	10	48.8
68	Combinations of VIII (language studies) with IX (other arts)	1,362	25	30.2	2,699	5	30.5
41	Economics	2,722	9	40.6	920	18	35.0
31t		2,335	15	67.5	1,178	14	62.4
43	Accountancy	2,574	10	18.7	831	20	18.9
25	Biology	1,855	19	35.7	1,550	11	36.1
31a		2,470	13	37.9	918	19	35.4
46	Psychology	1,049	26	39.7	2,086	/	42.5
16	Other, general and combined engineering subjects	2,822	8	33.2	199	27	44.7
34	Chentistry	2,334	16	64.2	649	22	63.8
05	Pharmacy	1,515	24	19.7	1,411	13	29.1
33	Physics	2,495	11	66.9	383	24	68.9
47	Sociology	934	27	37.3	1,863	9	38.4
04	Dentistry	1,842	20	29.1	934	17	32.2
39	Combinations of V (science) with VI-IX	1,543	23	31.2	1,039	16	35.4
38	Combinations of biological and physical sciences	1,799	21	36.5	755	21	36.2
51	Architecture	1,767	22	26.1	424	23	34.7
76	Arts general and combined other arts subjects	585	28	32.3	1,098	15	37.2
	All applicants	104,356		36.4	62,006		38.3

* Subjects named as the preferred subject by at least 1 · 5 per cent of the whole population of candidates applying through the UCCA scheme in 1978/79. Source: UCCA 17th Report 1978-79, tables 3 and 4. UCCA Statistical Supplement to the 17th Report, table L2.

Table 5 Admission to universities through UCCA-home and overseas candidates by preferred subject* of study UNITED KINGDOM

Sut	bject	All candi- dates for admission, Oct 1975	Subject rank	Accepted to study preferred subject, Oct 1975	All candi- dates for admission, Oct 1979	Subject rank	Accepted to study preferred subject, Oct 1975	Subject rank forecast for 1980
03	Medicine	12,046	1	per cent 26·4	11,434	1	per cent 31 · 4	1
45	Law	8,351	2	36.9	9,590	2	32.7	2
49	Combinations within group VI (social, administrative and	-,						
	business studies)	7.078	3	33.9	9,005	3	29.2	3
55	English	5,666	4	49.6	7,204	4	42.9	6
11	Electrical engineering	4,392	7	50.5	6,909	5	38.5	5
31	Mathematics	4,595	6	65.6	6,901	6	51.7	4
10	Civil engineering	4,818	5	43.6	6,191	7	30.7	7
12	Mechanical engineering	3,350	11	44.4	5,456	8	34.7	8
40	Business management studies	2,675	17	31.9	4,766	9	21.7	10
69	History	3,905	9	57.5	4,552	10	54.4	11
50	Combinations of VI with VII (professional and vocational	and the second						
	subjects)-IX	3.153	12	37.3	4,369	11	36.6	9
42	Geography	4,128	8	46.0	.4,304	12	47.9	13
68	Combinations of VIII (language studies) with IX (other arts)	3,774	10	31.6	4,061	13	30.4	12
41	Economics	3,107	13	45.0	3,642	14	39.2	14
43	Accountancy	1,889	13 23	22.4	3,405	15	18.8	19
25	Biology	2,461	19	41.0	3,405	15	35.9	15
46	Psychology	2,570	18	43.0	3,135	17	41.6	17
16	Other general and combined engineering subjects	1,863	24	42.1	3,021	18	34.0	16
34	Chemistry	2,292	21	67.8	2,983	19	64 · 1	20
05	Pharmacy	2,679	16	26.4	2,926	20	24.3	22
33	Physics	2,295	20	67.7	2,878	21	67.2	18
47	Sociology	2,820	15	42.4	2,797	22	38.0	23
04	Dentistry	2,969	14	26.1	2,776	23	30.2	24
39	Combinations of V (science) with VI-IX	1,638	25	39.7	2,582	24	32.9	21
38	Combinations of biological and physical sciences	2,276	22	42.0	2,554	25	36.4	25
	All applicants	131,478		41.1	166,362		37.1	

Source: UCCA 13th and 17th Reports and Statistical Supplements. Note: As between 1978 and 1979, one course was transferred from subject group 40 (business management studies) to subject group 52 (town and country planning).

Table 6 Percentage distribution of A-level scores: accepted home candidates by subject* of study (sample 1979)

Subject	A-level "sc	ore" on three su	bjects (%)	All with	All with	% with two
	15-13	12-9	8-3	three A-level passes Sample No.	two A-level passes Sample No.	A-level passes
3 Medicine	60.1	38.3	1.6	321	3	0.9
	36.4	60.9	2.7	261	13	4.7
Combinations within group VI (social, administrative and	13.2	F4 4	05.7	The second second second	A CARDINE AND	
business studies)		51.1	35.7	272	79	22.5
5 English	29.5	55.2	15.3	268	32	10.7
1 Flectrical engineering	26.7	45.6	27.8	180	21 12	10.4
Civil engineering	14.5	46.2	39.3	117	12	9.3
2 Mechanical engineering	22.2	44.4	33.3	144	23	13.8
Business management studies 70 History and archaeology	15·8 26·5	52.6	31.6	95	14	12.8
9,70 History and archaeology	20.2	50.4	23.0	230	47	17.0
Combinations of VI with VII (professional and vocational sub-	23.3	44.5	25.2		A CALLER AND A CAL	
jects)—IX	20.1	41.5	35.2	176	37	17.4
2 Geography Combinations of VII (language studies) with IX (other arts)		48.9	31.0	184	28	13.2
	16.8	51.8	31.4	137	38	21.7
1 Economics	25·3 38·8	42.4	32.4	170	37	17.9
Mathematics a etc. Part of group VI including accountancy	19.8	38.2	23.0	317	52	14.1
		47.6	32.5	126	52 25 31 26	16.6
5 Biology	14.5	43.5	42.0	138	31	18.3
6 Psychology	12.7	48.0	39.2	102	26	20.3
Other general and combined engineering subjects	51.5	26.7	21.8	101	3	2.9
4 Chemistry	32.7	31.7	35.6	205	27	11.6
Pharmacy	16.7	38.3	45.0	60	1	1.6
Physics	34.0	34.4	31.6	209	38	15.4
Sociology	9.1	38.6	52.3	88	38	30.2
Dentistry	10.8	66.2	23.1	65	2	3.0
Combinations of V (science) with VI-IX	24.7	46.2	29.0	93	27	22.5
Combinations of biological and physical sciences oup VII Architecture and other professional and vocational	45.0	20.8	34.2	120	18	13.0
subjects	17.8	55.6	26.7	90	22	19.6
Arts general and combinations within group IX	10.6	51.5	37.9	66	14	17.5
All male	28.2	42.0	29.8	3,527	552	13.5
All female	23.8	47.1	29.1	2,283	447	16.4
All	26.5	44.0	29.5	5,810	999	14.7

Subjects or areas including subjects named as the preferred subject by at least 1.5 per cent of the whole population of candidates applying through the UCCA scheme in 1978-9. ource: UCCA Statistical Supplement to the 17th Report, 1978-9, table G1. Based on 10 per cent sample of applicants.

Table 7 University and CNAA first degrees awarded in 1978

Subject group	University d	legrees awarded i	n 1978 Great Britain	CNAA degre	rees awarded in 1978 United Kingdom			
and the state of the second region	Male	Male Female		Male	Female All			
Education		075	per cent	a - all the		per cent		
Medicine, dentistry and health	444	675	1.8	608	1,701	11.3		
	3,706	2,109	9.4	352	152	2.5		
Engineering and technology	8,081	383	13.7	3,325	25	16.4		
Agriculture, forestry and veterinary science	809	353	1.9			0.0		
Science	9,844	4,277	22.8	1,944	594	12.5		
Social, administrative and business studies	10,117	6,092	26.2	3,673	1,517	25.5		
Architecture and other professional and vocational subjects	827	275	1.8	736	460			
Language, literature and area studies	3,009	5,006	12.9			5.9		
Arts other than languages	2,884			200	309	2.5		
All subjects		3,087	9.6	2,379	2,394	23.4		
All subjects	39,721	22,257	100	13,217	7,152	100		

Statistics of Education, Volume 3, 1978. Statistics of Education, Volume 6, 1978 (unpublished).

Table 8 Subject group of graduates, 1968/69 and 1978/79 (excluding overseas graduates returned home) GREAT BRITAIN

ubject group	Male first d	Male first degrees		Female first degrees		degrees	Female high	ner degrees
	1968/69	1978/79	1968/69	1978/79	1968/69	1978/79	1968/69	1978/79
Studies allied to medical and health [•] Engineering and technology Agriculture and forestry† Science	$ \begin{array}{r} 1 \cdot 2 \\ 21 \cdot 9 \\ 1 \cdot 3 \\ 30 \cdot 6 \end{array} $	1 · 8 20 · 7 1 · 8	2·1 0·9 0·8	4·4 1·9 1·2	2.0 23.9 1.9	1 · 8 21 · 7 2 · 6	4·0 2·0 1·5	4·3 5·8 2·1
Social, administrative and business	27.1	27·9	25·0	20·4	42·9	32 · 4	34·3	23·9
Architecture and other professional		28·7	29·6	30·1	15·2	25 · 9	24·3	32·7
and vocations subjects	1 · 4	2.0	0·5	1 · 2	2·2	3·3	1 · 9	5.0
I Language, literature and area studies	9 · 9	8.5	31·5	24 · 9	5·4	6·5	19 · 4	15.9
Arts other than languages	6 · 4	8.6	9·5	15 · 9	6·5	5·8	12 · 5	10.2
Numbers in all subjects excluding education	100	100	100	100	100	100	100	100
	30,983	35,173	13,205	20,955	7,389	8,987	979	2,521

Cides veterinary studies.
 Cree: First Destination of University Graduates 1968-69, University Grants Committee.
 First Destination of University Graduates 1978-79, Great Britain (unpublished).

arts other than languages degrees, most of these (16 per ent of all subjects total) being in music, drama, arts and sign.

The proportion of students studying subjects other than ducation (these were excluded because of the amalgamaon of many colleges of education into the universities and olytechnics since 1973) who were awarded first or higher grees in science has dropped in Great Britain since 968-69 (table 8). The number of first degrees awarded in

science has risen over the period (by about 30 per cent for women) but for neither sex has it kept pace with the rate of expansion in total numbers of first degrees awarded. Changes are particularly marked for higher degrees; a much smaller proportion of degrees excluding education were awarded in 1978-79 in science, and a much higher proportion in social, administrative and business studies. In 1973 there were 3,640 "ordinary" graduates of the Open University (OU); by 1978 this number had risen to

Table 9 Open University—course population, all students

UN	ITED KINGDOM	Per cent
Sul	oject* of course	Courses taken in subject
01	Education	7.4
02	Combinations of education with other subjects	2.3
11	Electrical engineering	1.6
16	Other general and combined engineering subjects	1.8
18	Other technologies and combinations of engineering and	
	technologies	4.8
19	Combinations of III (engineering) with IV to IX	6.7
25	Biology	1.8
31	Mathematics	14.5
37	Other, general and combined physical sciences	3.0
38	Combinations of biological and physical sciences	6.1
39	Combinations of group V (science) with VI to IX	1.7
46	Psychology	2.7
49	Combinations within group VI (social, administrative and bus	iness -
1	studies)	14.2
69	History	1.8
75	Music	1.9
76	Arts general, and combined other arts subjects	17.4

Subjects covering more than 1.5 per cent of the cour Source: Open University.

5,532 and in 1979 it was 5,818. In addition in 1978 there were 975 honours graduates and 26 postgraduates; and in 1979 there were 1,065 honours graduates and 21 postgraduates¹³. It is not possible to assign these graduates to particular subject areas because of the multidisciplinary nature of their course groupings; however the total population of courses in 1979 is so assigned in table 9. This table

Mala

Table 10 First destination of first-degree graduates of universities 1978-79 UNITED KINGDOM

shows that the most popular ou courses are in arts general and combined other arts subjects, mathematics and com. bined subjects from the group "social, administrative and business studies". ou students tend to be older than other degree students (the median age of "ordinary" graduates in 1979 was 36) and many are housewives or working in the education sector.

First destinations of graduates

Female

There are no comprehensive up-to-date figures on the total stock of graduates-the latest detailed figures are from the 1971 census. On the demand side, there is an annual forecast, published at the beginning of each year by the Standing Conference of Employers of Graduates, the Association of Graduate Careers Advisory Services and the Central Services Unit, of the likely supply of and demand for new graduates later in the year.

In early 1980 and 1981, the three bodies met to produce short-term forecasts for the supply of and demand for graduates from Universities and Polytechnics in the respective years; their findings were presented in two Employment Gazette articles¹⁴. In 1980, it was thought that there would be a "healthy demand" for first degree graduates Table 11 First destination of higher degree graduates of universities 1978-79

UNITED KINGDOM	1	arrive - all	ange it t	1		and the second second				C. C. S. S.		1
Subject	Male		and the gr	enter la		-1.3	Female	all				
	in addates	Graduates	of known	destination	n versions			Graduates	of known o	destination	and the second	and an engle
	Number gradua- ting	Those entering labour force or training	As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % of those entering labour force	Number gradua- ting	Those entering labour force or training	As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % of those entering labour force
Education	1,219	216	3.4	13.0	6.0	6.9	544	131	7.3	16.0	3.8	4.5
II Medicine, dentistry and health 03 Medicine	771 476	296 182	4 .7 2.9	30·1 29·1	2·4 3·3	3 ⋅ 4 5 ⋅ 4	371 229	173 106	9.6 5.9	22 · 0 19 · 8	5·8 4·7	7·4 5·9
III Engineering and technology 09 Chemical engineering	3,182 252	1,319 109	21 ·0 1·7	27 · 8 31 · 2	2·0 0·9	2·8 1·3	194 18	105 8	5.8	33 . 3	1 · 9	2.9
10 Civil engineering 11 Electrical engineering 12 Mechanical engineering	546 682 435	200 293 178	3·2 4·7 2·8	19·0 28·0 31·5	3·5 1·0 2·8	4·3 1·4 4·1	32 15 5	19 5 1	1.1	21 · 1	5.3	6.7
18 Other technologies and combinations of engineering and technologies	569	238	3.8	29.8	0.8	1.2	62	34	1 · 9	38.2	0.0	0.0
IV Agriculture, forestry and veterinary science	462	176	2.8	20.5	4.0	5.0	87	45	2.5	17.8	2.2	2.7
Y Science 25 Biology 29 Biochemistry 31 Mathematics 33 Physics 34 Chemistry 35 Geology	3,791 342 222 762 673 973 295	2,121 180 129 377 409 573 168	33 · 8 2 · 9 2 · 1 6 · 0 6 · 5 9 · 1 2 · 7	36 · 1 38 · 3 44 · 2 40 · 8 35 · 5 37 · 0 21 · 4	$2 \cdot 0$ 3 · 3 2 · 3 2 · 7 0 · 2 1 · 0 1 · 2	3 · 2 5·4 4·2 4·5 0·4 1·7 1·5	809 129 87 129 66 170 26	410 65 47 62 37 78 20	22 · 8 3 · 6 2 · 6 3 · 4 2 · 1 4 · 3 1 · 1	31 · 7 29 · 2 34 · 0 33 · 9 32 · 4 38 · 5 30 · 0	5 · 1 4 · 6 8 · 5 3 · 2 0 · 0 6 · 4 0 · 0	7 · 5 6 · 5 12 · 9 4 · 9 0 · 0 10 · 4 0 · 0
VI Social, administrative and business studies 40 Business management studies 41 Economics 44 Government and public administration 45 Law 46 Sociology	3,248 999 578 387 304 461	1,319 498 202 130 98 174	21 · 0 7 · 9 3 · 2 2 · 1 1 · 6 2 · 8	19 . 5 6.8 31.2 33.1 39.8 23.6	3 · 6 2·4 4·0 6·2 4·1 4·0	4·4 2·6 5·8 9·2 6·8 5·3	1,090 154 89 112 80 351	465 75 27 40 27 139	25 · 8 4 · 2 1 · 5 2 · 2 1 · 5 7 · 7	17 · 6 6 · 7 33 · 3 25 · 0 25 · 9 17 · 3	5.6 8.0 14.8 5.0 7.4 2.9	6 8 8 6 22 2 6 7 10 0 3 5
VII Architecture, other professional and vocational subjects 52 Town and country planning	445 280	204 138	3 ∙ 3 2∙2	9·3 8·0	5 ∙ 9 5∙8	6 ⋅ 5 6 ⋅ 3	172 62	107 37	5 ⋅ 9 2 ⋅ 1	9 ∙ 3 18∙9	2 8 5 4	3·1 6·7
VIII Language, literature and area studies 55 English 67 Other general and combined	791 308	344 132	5.5 2.1	30 · 2 37 · 1	3 · 2 2 · 3	4 ⋅ 6 3 ⋅ 6	523 201	223 85	12 · 4 4 · 7	26 · 5 29 · 4	3 · 1 4 · 7	4 · 3 6 · 7
language, literature and area studies	210	91	1 · 5	29.7	3.3	4 · 7	139	45	2.5	20.0	0.0	0.0
IX Arts other than languages 69 History	660 257	275 116	4 ⋅ 4 1 ⋅ 9	29·5 26·7	4 ⋅ 4 2 ⋅ 6	6·2 3·5	298 113	140 50	7 · 8 2 · 8	30 · 7 38 · 0	5·7 0·0	8 · 2 0 · 0
All subjects	14,569	6,270	100	27.8	2.9	4.0	4,088	1,799	100	23.7	4.6	6.0

this table graduates of known destination exclude overseas graduates returned home, those already in employment and those not available for employment. First Destinations of University Graduates, 1978–79.

hat year with a bias towards those with "numerate" and applied" skills. By 1981, with a forecast of over 102,000 ew graduates at all levels during the year, (an increase of hree per cent over 1980) and 15 per cent of 1980 gradutes still looking for jobs, it was apparent that engagements n 1980 had been some 20 per cent down on the employers' precasts and that the 1981 figure was not expected to xceed this level. The conclusion was that graduate unemoyment in 1981 could be 20 per cent or more.

However it is important for prospective graduates to member that the situation is likely to differ for graduates different subject areas and that over their lifetimes, raduates are still likely to be at an advantage compared to on-graduates.

Statistics published annually of the first destinations of udents awarded degrees in the United Kingdom during he academic year give some indication of relative demand or new graduates with qualifications in different subject reas. Tables 10, 11 and 12 are based on these figures^{15, 16}.

Unemployment

Iniversity first degrees (UK)

In 1978-79, most of the overseas graduates (about 54 per ent) in all subject groups except medicine, dentistry and ealth returned home after completing their first degree ourse. Of overseas graduates in medicine, dentistry and

Subject	Male				1. 1. P.	A GUISHI SHA	remaie	States and a state state		and the states	the second second	Service
	an table in Alexa	Graduate	s of known	destinatio	n	ante adartes i		Graduates	s of known	destination	n en sta harren	and the
	Number gradua- ting	Those entering labour force or training	As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % of those entering labour force	Number gradua- ting	Those entering labour force or training	As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % o those enterin labour force
I Education	482	313	0.9	19.5	2.2	2.8	802	659	3.2	16·5	3.3	4.0
II Medicine, dentistry and health 03 Medicine 04 Dentistry 05 Pharmacy	3,466 2,262 542 342	3,211 2,120 483 315	9 ⋅ 5 6 ⋅ 3 1 ⋅ 4 0 ⋅ 9	2.7 0.7 0.4 2.2	0 ⋅ 8 0 ⋅ 0 3 ⋅ 3 0 ⋅ 6	0 · 9 0 · 0 3 · 3 0 · 6	2,127 1,139 255 399	2,004 1,100 233 373	9·8 5·4 1·1 1·8	4 · 1 0 · 5 0 · 4 1 · 1	1 · 0 0 · 3 3 · 4 0	1.0 0.3 3.4 0
III Engineering and technology 09 Chemical engineering 10 Civil engineering 11 Electrical engineering 12 Mechanical engineering 16 Other general and combined engineering subjects	8,678 594 1,928 2,038 1,512 922	6,454 458 1,440 1,496 1,028 773	19 · 1 1·4 4·3 4·4 3·0 2·3	15 .5 24.5 11.2 13.6 17.0 13.2	2 · 9 3 · 7 3 · 3 2 · 2 2 · 2 2 · 2	3 · 4 4·9 3·7 2·6 2·7 2·5	474 40 81 76 28 37	362 29 59 42 21 31	1.8 0.1 0.3 0.2 0.1 0.2	22 · 4 44 · 8 15 · 3 28 · 6 14 · 3 19 · 4	2 · 2 0 · 0 0 · 0 9 · 5 3 · 2	2 · 8 0 · 0 0 · 0 0 · 0 11 · 1 4 · 0
IV Agriculture, forestry and veterinary science V Science 25 Biology 29 Biochemistry 31 Mathematics 33 Physics 34 Chemistry 38 Combinations of biological and physical sciences	844 10,185 859 614 2,179 1,609 1,522 489	743 8,646 713 532 1,848 1,374 1,332 406	2 ·2 25·7 2·1 1·6 5·5 4·1 4·0 1·2	17 • 4 36 • 0 38 • 7 46 • 1 25 • 4 36 • 9 47 • 0 29 • 1	4 · 4 5 · 9 8 · 3 6 · 4 4 · 0 4 · 0 4 · 1 7 · 1 7 · 1	5 · 4 9 · 3 13 · 5 11 · 8 5 · 3 6 · 3 7 · 8 10 · 1 9 · 2	351 4,495 711 313 886 180 415 320 364	306 3,875 624 269 744 166 351 277 310	1 · 5 18 · 9 3 · 0 1 · 3 3 · 6 0 · 8 1 · 7 1 · 4 1 · 5	23 · 9 39 · 1 42 · 1 40 · 5 31 · 2 35 · 5 46 · 7 41 · 2 29 · 7	5 2 5 4 7 1 4 8 1 9 0 6 3 4 8 3 7 1	6.9 8.9 12.2 8.1 2.7 0.9 6.4 14.1 10.1
 39 Combinations of V with VI-IX VI Social, administrative and business studies 40 Business management studies 41 Economics 42 Geography 43 Accountancy 45 Law 46 Psychology 47 Sociology 49 Combinations within VI 50 Combinations of VI with VII-IX 	548 10,729 711 1,710 1,157 649 2,295 536 540 1,641 864	450 8,688 583 1,403 989 602 1,844 421 409 1,280 679	1·3 25·8 1·7 4·2 2·9 1·8 5·5 1·2 1·2 3·8 2·0	22 · 7 28 · 2 6 · 2 17 · 0 34 · 6 2 · 3 50 · 0 35 · 6 34 · 2 22 · 1 29 · 0	6:3 3:6 6:3 8:3 2:4 12:6 10:0 7:5 8:2	8 · 8 3 · 8 7 · 6 12 · 7 2 · 4 4 · 8 19 · 6 15 · 2 9 · 6 11 · 6	6,623 194 441 917 135 1,124 962 929 954 616	5,573 168 371 821 115 955 811 769 769 523	27 · 2 0 · 8 1 · 8 4 · 0 0 · 6 4 · 0 3 · 8 3 · 8 2 · 6	36 4 8 · 3 27 · 2 41 · 3 3 · 5 55 · 6 41 · 4 29 · 8 29 · 3 32 · 9	5 .7 7.7 4.9 4.3 1.7 1.6 8.8 6.1 6.6 7.3	9.0 8.4 6.7 7.3 1.8 3.5 14.9 8.7 9.4 10.8
VII Architecture, other professional and vocational subjects	741	617	1.8	23.8	1.6	2.1	268	240	1.2	12.1	4.2	4.7
VIII Language, literature and area studies 55 English 68 Combinations of VIII with IX	3,063 1,106 487	2,477 869 392	7 · 3 2 · 6 1 · 2	34 · 3 38 · 2 31 · 1	10·3 13·6 10·7	15 .6 22.0 15.6	5,379 1,806 800	4,510 1,451 673	22 ⋅ 0 7 ⋅ 1 3 ⋅ 3	45 • 6 45 • 4 47 • 3	6 • 1 7 • 2 5 • 8	11 · 3 13 · 3 11 · 0
IX Arts other than languages 69 History	3,208 1,365	2,558 1,104	7.6 3.3	42 · 8 38 · 0	8·2 8·5	14·3 13·7	3,542 1,162	2,971 988	14·5 4·8	49 · 0 43 · 9	7 ⋅ 3 6 ⋅ 7	14·2 11·9
76 Arts general, and combined other arts subjects	475	380	1.1	42.6	8.9	15.6	1,131	972	4.7	52 · 1	8.8	18.5
All subjects	41,396	33,707	100	26.5	5.3	7.2	24,061	20,500	100	36 2	5.3	8.4

Note: In this table graduates of known destination exclude overseas graduates returned home, those already in employment and those not available for employment Source: First Destinations of University Graduates, 1978–79.

health, 65 per cent gained permanent employment in the UK, perhaps in the case of doctors to gain registration after a further year's study.

The numbers graduating, and numbers of graduates of known destination who are neither overseas graduates returning home nor unavailable for employment nor already employed (that is entering the labour force or training) are shown in table 10 for subjects including most of the "popular" subjects listed in table 4. For each subject, this table shows those believed unemployed¹⁷ in December of the year of graduation as a proportion (i) of those entering the labour force or training and (ii) of those entering the labour force.

The first proportion is lower and is relevant information for a prospective student who is prepared either to take a job or go on to further study after his or her first degree course; the second proportion is relevant information for a student who wants to get a job straight after graduation and will be referred to most often in the discussion which follows. It must be remembered however that the opportunities for training and employment for graduates in particular subject areas are likely to change from year to year. The proportions are probably best thought of as the outer ends of a range, in the case of the prospective graduate uncertain whether or not he or she will want to apply for further training.

A ranking for males of the two sets of proportions leads

Table 12 First destination of polytechnic students qualifying in 1979 FNGLAND AND WALES

	Male						Female	Female					
	(try country of	Graduates	of known d	estination		and y have	Second - 1	Graduates	of known o	destination	Cher an	and the	
Subject	Number gradua- ting		As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % of those entering labour force	Number gradua- ting	Those entering labour force or training	As % of all subjects	Those training as % of those entering labour force or training	Unem- ployed as % of those entering labour force or training	Unem- ployed as % of those entering labour force	
Full-time courses Education Pharmacy Civil engineering and building Electrical engineering	492 216 231 229	434 176 90 68	8·3 3·4 1·7 1·3	15.7 0.6 16.7 19.1	3.7 0.0 6.7 4.4	4·4 0·0 8·0 5·5	2,028 135 4 10	1,711 124	34·8 2·5	16·2 0·8	4·9 0·8	5.8 0.8	
Mechanical ëngineering General and other engineering subjects Surveying Biology Biological with physical sciences	190 155 183 158 670	49 96 137 121 491	0·9 1·8 2·6 2·3 9·4	30.6 13.5 1.5 29.8 29.7	2.0 12.5 0.7 9.1 13.0	2·9 14·5 0·7 12·9 18·6	1 2 65 391	49 276	1.0 5.6	32·7 35·5	10·2 13·4 8·0	15·2 20·8	
Management studies Economics Geography Accountancy Law	244 424 254 173 576	180 305 200 132 442	3·4 5·8 3·8 2·5 8·5	4·4 22·0 26·5 3·8 85·3	3·9 11·8 11·5 0·8 1·4	4 · 1 15 · 1 15 · 6 0 · 8 9 · 2	74 74 93 32 282	50 51 78 22 202	1.0 1.0 1.6 0.4 4.1	4.0 25.5 32.1 84.2	3·9 5·1 4·5 2·5	8·3 5·3 7·5 4·5 15·6	
Psychology Social science/studies Architecture/planning Librarianship Arts general	88 600 473 51 527	68 403 387 48 341	1·3 7·7 7·4 0·9 6·5	38 · 2 30 · 3 10 · 3 6 · 3 32 · 3	11.8 14.9 2.1 10.4 14.7	19.0 21.4 2.3 11.1 21.6	135 632 102 184 613	109 464 73 168 392	2·2 9·4 1·5 3·4 8·0 4·6	28 · 4 31 · 9 8 · 2 5 · 4 40 · 3 34 · 8	9·2 11·0 5·5 7·1 11·0 19·2	12.8 16.1 6.0 7.5 18.4	
Fine arts Design subjects Music All subjects	409 517 952 7,516	265 346 626 5,221	5·1 6·6 12·0 100	32 · 1 18 · 2 25 · 1 26 · 4	25·3 12·7 17·9 9 ·1	37·2 15·5 23·9 12·3	339 715 21 6,454	224 521 4,918	10.6 100	19·0 25·8	13·1 8·5	29.5 16.1 11.4	
Sandwich courses Civil engineering and building Electrical engineering Mechanical engineering	583 416 426	406 291 293	13·3 9·6 9·6	4·7 3·4 6·1	3·2 2·1 2·7	3·4 2·1 2·9	6 2 1						
Surveying Biology	278 144	220 106	7·2 3·5	1.8 29.2	0·5 15·1	0·5 21·3	7 80	66	10.6	25.8	24.2	32.7	
Mathematics (excluding computing subjects) Computing subjects	58 262	47 208	1 · 5 6 · 8	14·9 7·2	4·3 2·9	5.0 3.1	25 56	21 40	3·4 6·4	19·0 10·0	9·5 0	11·8 0	
Chemistry Management studies Accountancy	131 856 128	111 609 105	3.6 20.0 3.4	28.8 4.1 2.9	9.0 4.9 1.9	12·7 5·1 2·0	19 243 33	188 25	30·2 4·0	6·4 0	7 · 4 4 · 0	8.0 4.0	
Architecture/planning All subjects	113 4,174	101 3,045	3·3 100	19·8 8·9	7·9 4·7	9·9 5·1	14 806	623	100	11.7	10.0	11-3	

Source: First Destinations of Polytechnic Students qualifying in 1979, Polytechnic Careers Advisers/Statistics Working Party. Note: In this table graduates of known destination exclude overseas graduates returned home, those already in employment and those not available for employment.

to somewhat different results. For instance, males with degrees in accountancy have the fourth lowest believed unemployment rate as a proportion of those entering the labour force, but the eighth lowest when numbers entering training are taken into account (relatively few go on to further training). On the other hand males with degrees in law have the thirteenth lowest believed unemployment rate as a proportion of those entering the labour force, but the ninth lowest when numbers entering training are taken into account (half of those entering the labour force or training go on to further training).

Unemployment was believed to be the highest (expressed as a proportion of those entering the labour force) in 1978-79 for graduates in English, psychology, arts general and sociology (men) and arts general, psychology, arts other than languages and combinations of biological and physical sciences (women). Other subjects where the proportion believed unemployed measured in this way was above ten per cent for men or women were biology, biochemistry, geography and some combination subjects. The lowest figures (below three per cent for men or women) were for medicine, group VII (containing architecture), accountancy, electrical engineering, mechanical engineering, education and physics.

Of the most popular subjects for male applications in October 1979 listed in table 4 and using rate (ii) again medicine had a zero unemployment rate for those graduating in 1978-79; electrical engineering a 2.6 per cent rate, civil engineering a $3 \cdot 7$ per cent rate; law a $4 \cdot 8$ per cent rate and "combinations within group VI" (Social, administrative, and business studies) a 9.6 per cent rate.

Of the most popular subjects for female applications in October 1979 English has a 13.3 per cent unemployment rate for those graduating in 1978-79; medicine a 0.3 per cent rate; law a 3.5 per cent rate; combinations within group VI a 9.4 per cent rate; and combinations of group VIII with group IX an $11 \cdot 0$ per cent rate.

The slightly higher overall total unemployment rate for women $(8 \cdot 4 \text{ per cent as compared to } 7 \cdot 2 \text{ per cent for men})$ was related to the tendency by women to have taken courses involving a higher level of unemployment on graduation.

In general, the proportion of first degree graduates of known destination undertaking further academic study or training has fallen steadily from about 35 per cent in 1974-75 to about 28 per cent in 1978-7918.

University higher degrees (UK)

The overall unemployment rates for men and women calculated on basis (ii) were lower for higher degree graduates than first degree graduates in 1978-79 (table 11) and there was less subject variation. For men, there were rates above five per cent in education, medicine, biology, economics, government and public administration (9.2 per cent), law, sociology, and town and country planning; for women in medicine, civil engineering, biology, biochemistry, chemistry, economics and law. Many higher degree graduates obtain their qualification some time after starting a job.

Polytechnic first degrees (England and Wales) For full-time courses, the overall (basis (ii)) rates for

Table 13 First destinations	1910/19	and the state of the second	Star Park Street	the state of the state of the	March The March		Training Provide			Per cent	
		Industry	Agriculture			Public	Education	Other	All	Number	
the second second	an print	Manufacturing	Non- manufacturing	and forestry		service			entered home employment	entered home employment	
First degree graduates of	male	31 · 3	10·2	1.0	22 · 9	21 · 6	3.6	9·5	100	20,223	
UK universities	female	14 · 9	4·2	0.3	23 · 0	35 · 2	9.4	13·0	100	9,916	
Higher degree graduates of	male	28·6	9·2	0.6	6·4	19·9	29·1	6·2	100	3,635	
UK universities	female	10·7	2·9	0.6	6·2	33·7	35·5	10·3	100	1,088	
First degree graduates of polytechnics	male	30·4	17·1	0·2	23·2	15·9	7.6	5·5	100	5,189	
in England and Wales	female	9·4	4·2	0·1	16·7	22·3	37.9	9·5	100	2,984	

rce: First Destinations of University Graduates 1978-79, Universities Statistical Records. First Destinations of Polytechnic Students Qualifying in 1979. Polytechnic Careers Advisers Statistics Working Party.

men and women $(12 \cdot 3 \text{ per cent and } 11 \cdot 4 \text{ per cent})$ are appreciably higher than those for universities, partly due to different subject mix. Although the same types of subject are associated with high proportions of persons believed memployed in both sectors, in individual subjects usually niversities, some times polytechnics seem to have an advantage but there are some groups of degrees at polytechnics which seem to be in very low demand-notbly fine arts where $37 \cdot 2$ per cent of graduates were still elieved to be looking for jobs six months after graduation 1979

For sandwich courses, the rate for men is better $(5 \cdot 1 \text{ per})$ ent) than the overall university rate although it must be membered that sandwich courses are mostly in engineerg, science and practical subjects (see table 12); except in ology and chemistry the rates were comparable to, or ower than, the corresponding university rates for men.

These figures should be treated with caution because of he relatively high proportion of polytechnic graduates ith unknown destinations-at 20.8 per cent approxinately double that for university graduates.

There is a significant group of other courses at polytechnics which are of degree or post-graduate level-many in professional areas such as architecture, accountancy or surveying. Neither these nor the large number of part-time students are included in the first destination statistics.

Sector of employment for those in home employment

The sector of first employment for graduates entering home employment in 1978-79 is shown in table 13. (Figures are on a different basis from those quoted in last year's article). Some 42 per cent of men and 19 per cent of women entering home employment with first degrees went into industry; for higher degrees the figures were 38 per cent and 14 per cent, for polytechnic first degrees 48 per cent and 14 per cent. Men from polytechnics with first degrees who entered home employment were thus more likely to go into industry than their university counterparts; the reverse was true for women.

Information on the "quality" of graduates entering various sectors of industry (in the sense of the proportion of graduates who have achieved first-class honours degrees) and on the detailed flow of graduates into home employment is contained in a recent Employment Gazette article¹⁹; this shows that the proportion of all new graduates entering industry has remained fairly steady (at about 40 per cent) since 1971, but since 1976 an increased proportion of the otal number have been graduates in social, administrative nd business studies. The article also attempts to establish a rst employment pattern for a number of graduates not covered by the sector analysis of the first destination

statistics; those who go on to further education or training (mainly teachers, social workers and law students) and others not known to have entered home employment.

After graduation

Three recent Employment Gazette articles²⁰ describe the results of a postal survey of early careers of graduates (university, CNAA and external London) who obtained first degrees in 1970. Some interesting results emerge on the mobility of 1970 graduates in the first seven years after graduating. 70 to 74 per cent of male graduates and 65 to 69 per cent of female graduates were still in the main industrial sector in which they had taken their first job seven years after graduation; 60 to 69 per cent of male graduates and 65 to 72 per cent of female graduates were still in the same main occupation group; and 54 to 62 per cent of male graduates and 64 to 70 per cent of female graduates were still in the same type of work. Overall, men were more mobile between occupations and type of work, and women between sectors of industry.

Two thirds of the women respondents were still in employment seven years after graduating; partly because of wastage, women graduates had only half the chance of reaching managerial status over the seven years of the study.

Forthcoming Employment Gazette articles in the same series will relate the earnings of the graduates surveyed to a range of personal factors, and study postgraduates in detail. The statistical information summarised in this article is available from a number of published sources. It has to be interpreted with some caution, but it gives an indication of the main movements in the supply of and demand for new graduates and of the likely future supply of qualified people. This could affect the decisions taken by prospective and recent graduates, by those who are or will be employing them and by those concerned with the planning and provision of educational and training courses.

References

(1) "The market for highly qualified manpower: digest of information", Employment Gazette, March 1980.

(2) In this article, the term "highly qualified manpower" is taken to include all those with qualifications at first degree level or above.

(3) Statistics of Education, Vol. 1, 1978 table 19.

(4) Statistics of Education, Vol. 2, 1978 table 27.

(5) Statistics of Education, Vol. II, 1975 table 14 and 1978 table

12; the 1975 figures are for England and Wales.

(6) UCCA 17th Report, 1978-79.

(Continued on p. 192)

SPECIAL FEATURE

Pensioner households RPI weights' revision:

Employment Gazette gives the annual revision of the weights for the two special indices of retail prices compiled for one-person and two-person pensioner households.



In its report dated May 17, 1968 the Cost of Living Advisory Committee, now renamed the Retail Prices Index Advisory Committee, recommended that two special indices of retail prices should be compiled for one-person and two-person pensioner households at present excluded from the weighting pattern of the General Index of Retail Prices. The committee recommended

that the proposed indices should exclude housing costs and that they should be chain indices constructed in the same way as the General Index of Retail Prices. A description of the new indices was given in an article on pages 542-547 of

the June 1969 issue of Employment Gazette.

In calculating the indices for 1981 the weighting patterns to be used are based on the expenditure of pensioner households in the three years ended June 1980 repriced at January 1981 prices. These weights are given below in table 1. If comparisons are made between these weights and those for the General Index of Retail Prices which were published on page 138 of the March 1981 issue of Employment Gazette, it should be remembered that the weights used for the General Index of Retail Prices include a weight for housing. To make possible proper comparison of weights, the group weights for 1981 of the General Index of Retail Prices excluding housing are given in table two.

One-person

pensioner

households

25

13 12

30 28 2

207

GOODS

ats etc

42

11

71

21

Two-person

pensioner household

41

27 14

48 43 5

161

47

17

7

72 14

15

Table 1 Weights for one-person and two-person pensioner households

p	One-person ensioner iouseholds	Two-person pensioner households	his genere - Rother months (genere aus to genere and the state of the
FOOD	389	389	ALCOHOLIC DRINK
Bread	29	28	Beer
Flour	3	3	Spirits, wines, etc
Other cereals	6	6	 Base of the second se Second second se
Biscuits	11	10	TOBACCO
Cakes, buns, pastries, etc	15	12	Cigarettes Tobacco
Beef	24	33	
Lamb	13	15	FUEL AND LIGHT
Pork	8	10	Coal
Bacon	13	15	Smokeless fuels
Ham (cooked)	6	5	Gas
			Electricity
Other meat and meat products	30	32	Oil and other fuel and light
Fish	15	16	DURABLE HOUSEHOLD GOOD
Butter	14	12	Furniture
Margarine	4	5	Radio, television, etc
Lard and other cooking fats	3	3	Other household appliances
			Floor coverings
Cheese	10	10	r loor coverings
Eggs	12	12	Soft furnishings
Milk, fresh	42	38	Chinaware, glassware, etc
Milk, canned, dried, etc	5	4	Hardware, ironmongery, etc
Теа	12	11	Hardware, nonmongery, etc
Coffee, cocoa, proprietary drinks	6	5 6	CLOTHING AND FOOTWEAR
Soft drinks	6	6	Men's outer clothing
Sugar	9	9	Men's underclothing
Jam, marmalade and syrup	5	4	Women's outer clothing
Potatoes	11	11	women's outer clothing
Vegetables fresh, canned and frozer	1 22	21	Women's underclothing
Fruit, fresh, canned and dried	19	17	Children's outer clothing
Sweets and chocolates	9	10	Children's underclothing
lce cream	1	2	
Other foods	18	17	Hose
Food for animals	8	7	Gloves, haberdashery, hats et

SPECIAL FEATURE

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 1980 and gives some indications of future changes.

During the past year or so changes in hours and in holiday entitlements have become an increasingly important feature of collective agreements. By the end of this year manual workers' normal basic hours will be, on average, no more than $39\frac{1}{2}$ hours, and at least four fifths of manual workers will have basic holiday entitlements of four weeks or more. This note summarises the changes affecting manual workers which have featured in national collective agreements or in wages orders made by Wages Councils during 1980, and gives some indications of future changes.

Hours

Normal hours of work are usually regarded as the hours of work for which basic rates of wages are payable, that is, exclusive of main meal breaks and overtime hours. The ndex of normal weekly hours (published in table 5.8 of abour Market Data) measures the movements in a repesentative sample of national collective agreements and

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Weights for one-person and two-person pensioner households Table 1

	One-person pensioner households	Two-person pensioner households		One-person pensioner households	Two-person pensioner households
Clothing and footwear (continued)	- Berthander and	THE REAL	PARTICIPAL CALLER AND THE PARTY	- V	
Clothing materials	1	1	Other entertainment	5	E
Men's footwear	4	9	Domestic help	6	6
Women's footwear	17	8	Hairdressing	14	13
Children's footwear	an the second	Salar Tradition and the	Boot and shoe repairing Laundering	3	3
TRANSPORT AND VEHICLES	28	70	Miscellaneous services	5	
Motoring and cycling	9	51	Milocondificous services	- 0	4
Rail transport	3	6	MEALS BOUGHT AND		
Road transport	16	13	CONSUMED OUTSIDE THE HOME	19	13
MISCELLANEOUS GOODS	88	84			
Books	2	1	All items	1,000	1,000
Newspapers and periodicals Writing paper and other stationers	30	28		1,000	1,000
goods	6	5			
Medicine, surgical, etc goods	7	7			
Toiletries	8	9			
Soap and detergents	13	10	Table 2 General Index of reta	il prices exclu	ding housing
Soda and polishes	8	6		in prices, exclu	ung nousing
Other household goods Travel and sports goods, leather	5	4	Food		239
goods, jewellery etc	4	5	Alcoholic drink		92
Photographic and optical goods	1	1	Tobacco		42
Thorographic and opinion goodo			Fuel and light		71
Toys	1	2	Durable household goods		75
Plants, flowers, horticultural	and the second		Clothing and footwear		94
goods, etc	3	6	Transport and vehicles		175
90000, 010	U	0	Miscellaneous goods		86
ACDVIOE0	101		Services		77
SERVICES	101	75	Meals bought and consumed outsid	de the home	49
Postage	7	5			10
Telephone and telegrams	22	17	All items		1.000
Television licences and set rentals	34	23	A AND		1,000

wages orders. The index fell by about one per cent between 1970 and 1980, and average normal weekly hours were $39 \cdot 8$ hours at the end of 1980 compared with $40 \cdot 2$ hours at the end of 1970. Although average hours fell by only 0.1 in 1980, there are some signs that the fall is accelerating.

As table 1 indicates about $\frac{1}{2}$ million workers (out of just over 11 million workers covered by national agreements, etc) had reductions in normal weekly hours in 1980 (averaging about $1\frac{1}{4}$ hours), more than in any year since 1974. However, many agreements made during 1979 and 1980 included provisions for reductions in hours in 1981, especially in the engineering sector, and it is estimated that at lease 3.2 million workers will have reductions in hours, averaging one hour, in 1981. Reductions in hours resulting from 1981 agreements are likely to increase the latter figure.

The main changes becoming operative during 1980 and 1981 are summarised in table 2.

Table 1 Changes in normal weekly hours

	No. of workers (000s)	Average reduction in hours*					
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					

By those experiencing a reduction.
 † Mainly workers in retail distributive trades.
 ‡ Includes a reduction in the case of Post Office engineering workers from 40 to 37¹/₂ hours.
 * Includes a reduction in the case of Local Authority Fire Service staff from 48 to 42

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

Operative date	Industry	Estimated coverage	Reduction
1980			hour
Jan	Furniture manufacture—GB	70,000	1 (40 > 39)
Feb	Bedding and mattress manufacture—GB General printing—Scotland	9,000 15,000	1 (40 > 39) 1 (40 > 39)
	Plumbing-UK	42,000	2(40 > 38)
	Heating and ventilating—UK	35,000	2 (40 > 38)
Sep	Wholesale newspaper distribution		1 100 1 071
	-E & W (provinces)	5,000	$\frac{1}{2}$ (38 > 37 $\frac{1}{2}$)
Oct	British Nuclear Fuels-UK	9,000	3 (40 > 37)
Nov	Retail multiple grocery-GB	136,000	1 (40 > 39)
	Retail distribution—GB	100.000	1 (10 > 00)
Dec	(Co-operatives) Water Industry—E & W	130,000 40,000	1 (40 > 39) 1 (40 > 39)
Jec	water moustry-E & w	40,000	1 (40 - 39)
1981			
Jan	Home grown timber trade—E &W	5,000	1 (40 > 39)
	Sawmilling-GB	18,350	1 (40 > 39)
	General printing—E & W Electrical contracting—E & W & NI	70,000 34,000	1 $(40 > 39)$ $\frac{1}{2}(38 > 37\frac{1}{2})$
May	Wholesale grocery trade—E & W	25,000	$\frac{1}{2}(30 > 37_2)$ 1 (40 > 39)
ilay			. (
June	ICI Ltd (chemicals)	50,000	1 (40 > 39)
1.1.	Cinema, theatres—UK	25,000	1 (40 > 39)
July	Vehicle body building—E & W & NI General printing—Scotland	41,500 14,000	1 (40 > 39) $1\frac{1}{2} (39 > 37\frac{1}{2})$
Sep	Ceramics-GB	45,000	1(40 > 39)
Nov	Paint, varnish and lacquer manufacture-GB	14,000	1(40 > 39)
	Metal trades-GB	18,000	1 (40 > 39)
	Brassworking and founding-GB	54,000 1,200,000*	1 (40 > 39) 1 (40 > 39)
	Engineering—UK Cement manufacture—UK	8,400	1(40 > 39) 1(40 > 39)
	Asbestos cement GB	7,000	1(40 > 39)
	Building-GB	600,000	1(40 > 39)
	Civil engineering construction—GB	150,000	1 (40 > 39)
	Mechanical construction engineering—GB	20,000	1 (40 > 39)

* In addition, some 700,000 workers in non-federated firms follow the conditions of the

Holidays with pay

Entitlements to paid holidays (additional to public or customary holidays) expanded greatly during the 1960s (in 1960 97 per cent of manual workers had minimum entitlements of only two weeks, whereas by 1970, over half had a minimum entitlement of three weeks or more). This rise continued until 1975, when the advent of incomes policies

Table 3 Holidays with pay

End year	Percentag	e of manual	workers w	th basic hol	idays of	Percentage with extra			
,	2 weeks	Between 2 and 3 weeks	3 weeks	Between 3 and 4 weeks	4 weeks and over	service holiday entitlement			
1971	28	5	63	4	10 10 10 10 10 10 10 10 10 10 10 10 10 1	17			
1972	8	16	39	33	4	12			
1973	6	9	36	45	4	14			
1974	1 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	and the state of the state	1	7	42	50	38			
1980			2	24	74	40			

APRIL 1981 EMPLOYMENT GAZETTE

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)
Agriculture-E & W	230,000	Increase of 2 days in 1979-80
(Wages Order)		holiday year 1 day in 1980 of
Biscuit manufacture-GB	43,150	1 day in 1981–82 to reach 20 days Increase of 2 days to 4 weeks as
Chemicals manufacture (CIA)—GB	62,000	from January 1980 Increase of 1 day to 4 weeks and 1 day in 1980–81 holiday year
Engineering—UK	1,200,000*	Increase of 1 day in 1980 1 day
Vehicle building-E & W & NI	41,500	1981, 1 day in 1982 to reach 5 weeks Increase of 1 day in 1980, 1 day in 1981 to reach 4 weeks and 2 days
Knitting industries—E & W	100,000	Increase of 1 day to 3 weeks and 4 days in 1980–81 holiday year increase of 1 day to 3 weeks and 4 days in November 1980.
Clothing manufacture—GB	60,000	Increase of 1 day to 3 weeks and 4 days in November 1980
Ceramic manufacture—GB	45,000	Increase of 1 day to 4 weeks from March 1980
Papermaking, paper coating, paper board and building board making—UK	43,290	Increase of 4 days to 4 weeks and 2 days from July 1980
Building—GB	600,000	Increase of 1 day in 1980, 1 day in 1981 to reach 4 weeks and 1 day
Plumbing—E & W	30,000	1980
Civil engineering construction— GB	150,000	Increase of 1 day to 4 weeks in 1980
Electrical contracting industry—UK	42,500	Increase of 5 days to 4 weeks in 1980
Water industry	40,300	Increase of 2 days to 3 weeks and 3 days from April 1980
Gas supply—GB	43,000	Increase of 3 days to 3 weeks and 3 days from June 1980
Electricity supply—GB	96,000	Increase of 1 day to 19 days from April 1980
Retail distribution (Co-operative Societies)-GB	130,000	Increase of 3 days to 4 weeks from May 1980
Retail multiple footwear-GB	33,000	Increase of 2 days to 3 weeks and 2 days from April 1980
Health services (ancillary workers)-GB	148,250	Increase of 3 days to 3 weeks and 4 days from April 1980
Local authorities' services E & W (school meals)	185,900	Increase of 1 day to 3 weeks and 4 days from April 1980
Motor vehicle retail and repair industry—UK	370,000	Increase of 2 days to 4 weeks and 2 days from January 1980
Government industrial	165,700	Increase of 2 days to 3 weeks and
establishments—UK Local authorities' services —E & W (manual and semi- skilled and engineering	727,000	4 ½ days from December 1980 Increase of 1 day to 3 weeks and 4 days from April 1980
craftsmen)		
Building and civil engineering construction—E & W (local authorities)	80,000	Increase of 1 day to 4 weeks from April 1980
Local authorities' services —Scotland	86,000	Increase of 1 day to 3 weeks and 4 days from April 1980

* In addition, some 700,000 workers in non-federated firms follow the conditions of the national engineering agreemen

tended to divert attention to other aspects of pay and conditions of work, and there were relatively few changes until the middle of 1979 when the rise began to accelerate again. During 1980 national agreements or wages orders covering around $3\frac{1}{2}$ million workers provided for increases in holiday entitlements. Many of these provided for increases of the one or two days needed to bring the entitlement to four weeks. Three-quarters of workers now have a minimum entitlement of four weeks or more (see table 3). An estimated three million workers will become entitled to extra paid holidays in 1981, ranging from one to five extra days, and a few agreements made in 1979 and 1980 provide for staged increases to reach a total of five weeks by the end of 1982. Even on the basis of agreements made by the end of 1980, around four-fifths of workers would have a minimum of four weeks holiday by the end of this year, and the total is likely to be higher when all 1981 agreements have been made.

The following list (table 4) gives the main changes in holiday entitlements arising from agreements in 1979-80 (covering groups of 25,000 workers or more). A fuller list covering all agreements and wages orders notified to the Department is available on request from Statistics A4 Division, Orphanage Road, Watford, Herts (Watford 28500 Ext 536).

LABOUR MARKET DATA

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S1

Trends in labour statistics

Summary

The indications of a possible bottoming out in the recession continue. The cso cyclical indicators, though based on limited information, suggest that the trough may occur some time between late last year and the middle of this. The latest Financial Times Survey of Business Opinion showed industry becoming less pessimistic about the future and new orders beginning to pick up.

It is now clear that the rise in unemployment is slowing down, and it appears that the rate of decline in manufacturing employment, though still substantial, is becoming less steep. Overtime working appears to have stabilised and the rise in short-time working may now be ending.

Despite the rise in unemployment, real personal disposable income has been growing. Owing to this, consumers' expenditure increased during 1980 and is likely to continue to do so in the first quarter of 1981.

Cyclical indicators

Composite indices of indicator groups.

onger leading

Chart 1

120

110

100

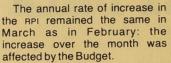
90

120

110

100

90

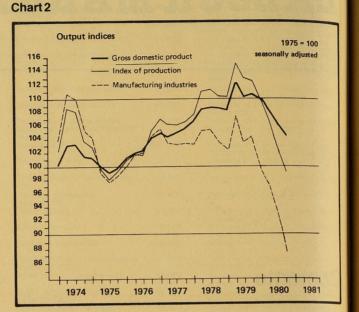


Pay settlements in the current round are for appreciably lower increases than in the previous round. The number of working days lost through industrial disputes continues at a relatively low level.

Economic background

Gross Domestic Product on an output basis fell 1 per cent between the third and fourth quarters of last year. The total fall in GDP in 1980, on an output basis, was 3 per cent, although the income and expenditure measures of GDP fell by only 2 per cent. The output figure is considered to be the most reliable measure.

Retail sales rose by 5 per cent between December and January, and fell back only slightly in February. This indicates continued buoyancy in consumers' expendi-



Commentary

ture during the first quarter of 1981.

Throughout the recession so far, consumers' expenditure has been the main expansionary ele-

1980

1979

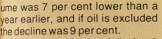
January 1975 = 100

120

ment in total demand. The explanation for this has been the growth of *real personal disposable income*—a rise of 2 per cent between 1979 and 1980, in spite of increasing unemployment. However, since not all the increased income was spent, the *savings ratio* rose between 1979 and 1980 from 14 ·1 to 15 ·3 per cent. During the year it rose to a peak of just over 17 per cent in the third quarter, falling back to 16 per cent in the fourth quarter.

There are few indicators available as yet for the other elements of demand in the first quarter of 1981, Housing starts seasonall adjusted in the three months to February were 18 per cent higher than in the previous three months. but 17 per cent lower than in the December to February period a 90 year ago. However, within the 120 total there was a sharp rise in pr vate housing starts, while public housing starts were 28 per cen lower than in September November, and 61 per cent lower than a year earlier

The current account of the balance of payments was in surplus by £2,215m in the three months to February compared with a surplus of £1,755m in the three months to November. The volume of both *imports and exports* fellby 2 per cent in the latest three months. The increased surplus was due to a rise in the price of exports relative to the price of imports of $\frac{1}{2}$ per cent. Export vol-



There was a further fall of 1.3ber cent in *industrial production* n January, to reach a level $11\frac{1}{2}$ per cent lower than a year earlier. The fall in *manufacturing output* was smaller (around $\frac{1}{2}$ per cent), but the level of output was 15 per cent lower than in January 1980. *Company liquidations* have increased in the first two months of 1981. Recent surveys of companies by the cBI and Financial Times suggest that companies are now less pessimistic about tuture prospects.

The cso's index of coincident icators was stable for the three ths to January 1981, which gests that the trough of the cession may have been ched at the turn of the year. ce the index was based on partial information, and relies avily on retail sales, further dence will be necessary to firm this conclusion. The indies of longer leading and shorter ding indicators have both conued to rise, and on the basis of erage past relationships, are sistent with the trough of the cession lying between ember 1980 and June 1981. he money supply £M3 rose by per cent seasonally adjusted the month to February, and the nking figures suggest it rose by urther 3 per cent in March.

The effective exchange rate for

sterling rose by $1\frac{1}{2}$ per cent during March to 100 · 1 on the new Bank of England index (1975 = 100). This followed a fall in February.

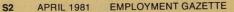
World prospects

There are now signs that the downward phase of the world recession brought about by the increases in oil prices in 1979 and 1980 may be drawing to a close. Unemployment started to fall in Germany in March. This follows the fall in United States unempolyment last autumn. In other European countries, however, unemployment is still rising.

Nevertheless, persistent inflationary pressures mean that the recovery in output in 1981 is unlikely to be strong. Commodity price increases last autumn, and accelerating growth in labour costs in the major OECD countries, have meant that governments have continued to pursue restrictive fiscal and monetary policies in spite of the recession. In recent weeks, interest rates have risen in a number of countries including the United States, Germany, Italy and Belgium.

Average earnings

The average earnings indices for February are not available for inclusion in this issue because of com-

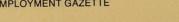


1974

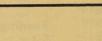
1975

Coincident

1973



1976

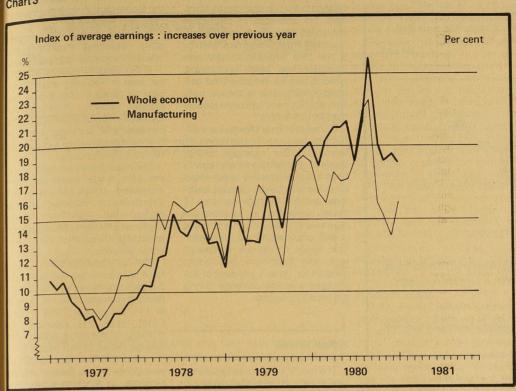


provisional line

1978

1977





puter processing delays arising from industrial action, but are to be issued as soon as they are available.

In the year to January, it was estimated that the underlying increase in average earnings was about $17\frac{1}{2}$ per cent and the underlying monthly increase in the 4 months to January was around 0.8 per cent. More recent evidence on the level of new settlements and changes in hours between January and February is consistent with a continuation into February (for which the average earnings index is not yet available) of the earlier underlying monthly increase.

Although comprehensive infor-

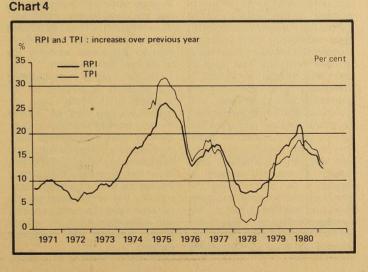
mation on pay settlements is not available, the evidence continues to accumulate that the average level for the current pay round is running just below 10 per cent. The national agreements and wages orders for manual workers reflected in the index of basic wage rates have shown average increases in basic rates of about 9¹/₂ between August 1980 and March 1981 (compared with 2012 per cent for the same groups in the previous pay round), while the information on company agreements in manufacturing compiled by the CBI data bank indicates an average level of settlements since October of between 8 and 9 per cent

Overtime working in manufacturing fell back slightly (seasonally adjusted) between January and February, although short-time working also fell and there was little net change in hours worked per employee.

A feature on page 193 of *Employment Gazette* describes some of the factors which lead to temporary fluctuations in average earnings from month to month, and ways in which they can be allowed for in order to isolate the underlying movement.

Some of the factors which influence the underlying trend of average earnings are examined below. Although the implementation of new pay rates resulting from the annual cycle of new pay settlements is usually the main cause of changes in average earnings, other factors may also be significant on occasion. In particular, in the past 12 months changes in average earnings have reflected staged increases in pay arising from earlier pay rounds, changes in hours worked, and changes in the structure of employment.

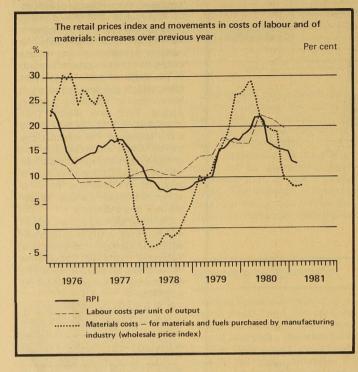
In addition to pay settlements made and implemented in the latest 12 months, earnings have continued to be affected by the pay-



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S3

Chart 5



other staged increases stemming from the 1978-9 pay round. The group involved includes industrial civil servants, local authority employees (both manual and nonmanual) school and further education teachers and various mated that for the whole economy categories of National Health Service staff. The effect has been to add about 1³/₄ percentage points to the increase in average earnings actually worked in the year to for the whole economy over the year to February 1981

The average earnings index reflects weekly earnings, not hourly earnings and will be influenced by changes in hours worked. The average weekly hours of overtime worked by manual workers in manufacturing fell by about a third in the year to February 1981. As overtime accounted for about 12 per cent of earnings at the beginning of the period, this change will have depressed earnings by about 4 percentage points. In addition, the average number of hours lost through short-time working by manuals in manufacturing increased from less than half to about 1³ per week.

Although the loss of earnings will be proportionately less than the loss of hours (because of shorttime working compensation subsidy and other guaranteed payments), it may still amount to around 1 per cent. Taking the effects of less overtime and more short-time working together, the average earnings of manual workcreased by about 5 percentage earlier

ment of comparability awards and points less than they would have if hours had remained unchanged in the latest year. Although the effects of changes in hours worked on average earnings in other sectors are likely to be proportionately less than in manufacturing, it is estiaverage earnings have been reduced by half to 2 per cent because of changes in hours February 1981.

> Average earnings may also reflect changes in the composition of employment. For example, during 1980 employment in manufacturing fell by 10 per cent, while that in services fell by only 2 per cent. Their respective shares of total employment were therefore altered by about 1³/₄ percentage points. As average earnings in manufacturing are considerably higher than in services, this shift will have depressed slightly the level of coverage earnings for the whole economy (by about ¹/₄ percentage point).

Similarly, within manufacturing the decrease in employment for females was greater than for males-13 per "cent as against 9-reducing their share of employment by nearly 1 percentage point. As average earnings for females in manufacturing are considerably lower than for males, this will have inflated the level of average earnings for the whole economy (by between $\frac{1}{2}$ and $\frac{3}{4}$ percentage points) and more than offset the effects ers in manufacturing have in- of the industrial shift mentioned

Various other structural effects relating to the last year can be identified. For example, in production industries other than manufacturing, male employment has fallen by 5 per cent whereas female employment has been unchanged, while in service industries the percentage decrease in female parttime employment has been smaller than for full-timers

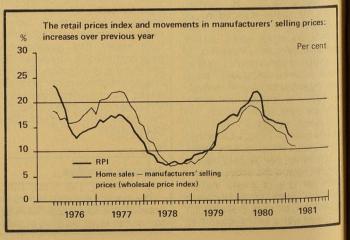
Some structural charges are difficult to measure from existing information. For example, higher levels of unemployment are likely to have a proportionately larger effect on those with below average earnings, and the average earnings of those remaining in employment may tend to rise as the mix of levels of skill, occupations, etc., changes. This factor cannot be measured with any precision but could account for up to 1 per cent of the increase average earnings during the past 12 months.

Retail prices

The rate of inflation, as measured by the year on year change in the Retail Prices Index, was 12.6 per cent in March. This compares with 12.5 per cent in February and compares with 13.0 per cent in January and an average of 15.3 per cent for the fourth quarter of 1980

The Retail Prices Index increased by 1.5 per cent in March, with about two-thirds of the rise caused by the increases in duty announced in the Budget. It is estimated that the full direct effect of the Budget tax changes will be to add 2 per cent to the current level of the RPI. Prices for the March index were collected a week after the budget, and a little less than half the overall effect is thought to have come through by then. Most of the remainder is expected to be in the April figures, which will also reflect the annual increases in local

Chart 6



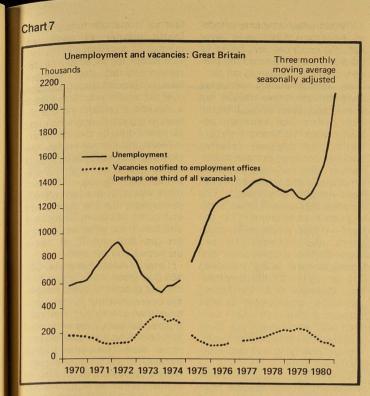
authority rents and rates but also the recent drop in mortgage interest rates to 13 per cent

In March the monthly increase after excluding the temporary effects of seasonal food prices, was 1.5 per cent, compared with 0.9 per cent in February and 0.6 per cent in January. Apart from the Budget effects, therefore, the increase in March was modest. The increase over six months rose to 5.0 per cent from the 4.2 per cent recorded in February

The rise in the RPI in March, of 1.4 per cent, arose particularly from increased prices of beer and petrol-items affected by the Budget-but also from highe prices for a number of items of food, especially those that show seasonal variation.

The Tax and Price Index rose by 13.4 per cent in the year to March 0.8 per cent more than the corres ponding increase in the RPI, to stand at 144.3 (January 1978 = 100) From April the year-on-year increase in the TPI is expected to diverge rather further from the RPI on account of tax changes announced in the Budget and an increase in employees' national insurance contributions. The financial statement and

Budget report, published on 10 March, reviews economic prospects up to mid-1982. It estimates that by then the Retail Prices Index may be showing an 8 per cent increase on a year earlier. The report stresses the impact of reduced profit margins in helping to depress the rate of increase in prices and continues. "While there are no signs that these pressures on margins are letting up, the downward trend in price inflation has been reinforced in recen months by a much lower rate of pay settlements. In 1981 the year-onvear increase in manufacturers output prices is expected to fall to single figures with a rise in domesti costs much less than in 1980. Retail prices will also benefit from these



ourable trends in costs, but is lower than the figures for the two eases in rents and rates, further es by some of the nationalised ries towards economic pricand the increases in specific es announced in the Budget will ribute to an increase in retail es which is forecast to be 10 per over the year to the fourth rter of 1981". Most independent asts also show a further fall ng 1981 in the year-on-year be in the RPL nufacturers' selling prices (as

sured by the Wholesale Price ex for home sales) rose by 11/4 cent between February and h to stand 5 per cent higher six months earlier. Despite rise, the year-on-year ase fell slightly, to $10\frac{1}{2}$ per for the twelfth consecutive th. Approximately threerters of the March increase be attributed to higher ue duties announced in the

e prices of materials and fuels ased by manufacturing indusse by $8\frac{1}{2}$ per cent in the year to Similar increases have recorded for several months, igher prices for crude oil the ating influence.

creases in labour costs conto exert strong upward pressretail prices but the lower of recent pay settlements will moderated this effect. Labour per unit of output (whole my) were 19.8 per cent r in the fourth quarter of 1980 ared with a year earlier. This previous guarters of 23 · 2 and 21 · 1 per cent.

Unemployment and vacancies

The underlying upward trend in unemployment remains strong although, with the March figures, it is now clear that the rate of increase is less fast than it was towards the end of last year

The increase of 77,000 in March took the United Kingdom figure to 2,381,000, excluding school leavers and seasonally adjusted. The monthly increase in the three months to March averaged 81,000 compared with 115,000 in the three months to December 1980

Consistent with the slower rate of increase in registered unemployment, flows onto the unemployment register, after the recent levelling out, fell by 7,000 to 359,000 a month in the three months ending February (at employment offices in Great Britain). The flow off the register over the same period was maintained at 280,000 a month. somewhat above the low point in the middle of last year.

The recorded total in March increased by 21,000 to 2,485,000 with a seasonal fall of 44,000 partially offsetting the underlying upward trend

The number of school leavers still unemployed was 78,000,

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compared with a figure of 32,000 a year ago. The fall of 12,000 in the month was 5,000 greater than at the same time last year.

The effect of the special employment measures on the unemployment register has been rising fairly steadily since last autumn. But for this, the underlying rise in unemployment, both in the latest three months and in the previous three months, would have been higher by a fairly steady amount. The total number of people covered by the employment schemes was 1,214,000 at the end of February. The register effect is much smaller than this for a number of reasons and is estimated at 370,000 including school leavers. Vacancies (seasonally adjusted) at employment offices decreased by 1 000 to 97 000 Vacancies continue to be at near minimum levels.

Male unemployment (seasonally adjusted) continued to rise at a faster rate than for females Since June 1980, it has increased by 60 per cent compared with 42 per cent for females. In March itself, female unemployment (not seasonally adjusted) fell by 5,000 compared with an increase of 27,000 for males.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year to March. The largest increases in the unemployment rate were in the West Midlands and Northern Ireland, which rose by 5.8 and 5.3 percentage points respectively. In the South East, South West, Scotland and East Anglia, the increases were below the national average (which was a rise of 4 · 0 percentage points).

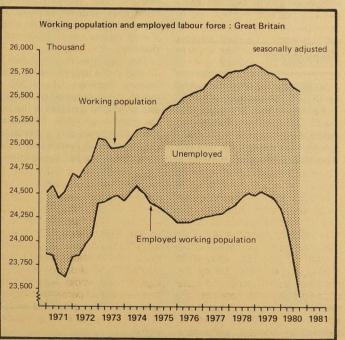
International comparisons with the exception of the United States, Canada and Japan, unemployment has been rising in other countries in recent months. However, these increases have not been as marked as in the United Kingdom. In the six months between August 1980 and February 1981, seasonally adjusted unemployment in the United Kingdom increased by 36 per cent, compared with 31 per cent in the Netherlands, 17 per cent in Germany and 10 per cent in Belgium and France (later data show that unemployment continued to rise in Germany in March). Data available for the six months to December 1980 show that unemployment rose by 33 per cent in Denmark and 23 per cent in Ireland, compared with 39 per cent in the United Kingdom.

Industrial stoppages

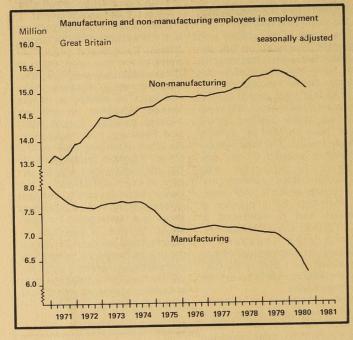
The number of working days lost through industrial stoppages increased again in March, mainly owing to the civil servants' pay dispute. The figure remains relatively low compared with recent vears

The provisional number of reported stoppages in March remained exceptionally low; as for every month since July last year, the total is lower than corresponding months in any year since the 1940's. The number of working

Chart 8







indicator of industrial action in the longer term, has increased somewhat from the previous very low levels in the second half of 1980, though the provisional total for the first quarter is the lowest for that quarter, since 1968 with the exception of 1976.

Over 60 per cent of the provisional estimate of 599,000 working days lost in March resulted from the national strike by civil servants on 9 March and ensuing selected action. A dock strike and two stoppages in the food and drink industries accounted for a a fuller description of this change, third of the remaining days lost.

Employment

Manufacturing employment fell the 47,000 decline in January but

slowing down, though the rate of fall remains substantial

The January and February figures should not be interpreted with too great precision. As an economy measure, the sample of manufacturing establishments providing monthly returns has been halved in the first two months of each quarter. The figures for such months will consequently be subject to revision when estimates for the third month in a quarter, based on the full sample, become available (for see the note "Monthly Employment Estimates for Manufacturing Industries" on page 141 of the March issue of Employment Gazette).

The average monthly fall of 77,000 in the second half of 1980 follows declines of 41,000 a ruary overtime and short-time figby 60,000 (seasonally adjusted) month in the first half of the year in February. This is greater than and of 19,000 a month in the last six months of 1979. Previously below the average fall of 77,000 a there had been only a moderate month in the second half of 1980. downward drift (averaging 5,000 It now looks as though the decline a month) in the two years to mid- tries is also falling although not as increase in unemployment.

1979. Manufacturing employment in February 1981 was over 920,000 or 13 per cent below its level in June 1979 when the present downturn began to set in.

All manufacturing industries have shared in this decline but some have been worse affected than others. For example, between June 1979 and February 1981, the biggest relative declines occurred in metal manufacture (23 per cent-101,000 employees) and in textiles (21 per cent-95,000 employees). The smallest falls were in paper, printing and publishing (71 per cent-41,000 employees), food, drink and tobacco (8 per cent-55,000 employees), and chemicals and allied industries (8¹/₂ per cent-37,000 employees). Amongst other production industries, employment in construction fell 101 per cent (131,000 employees) but there was relatively little change in mining and quarrying and gas, electricity and water

Overtime working looks to have stabilised, though at a low level. In February, it amounted to 8.3 days lost, which is a more reliable in manufacturing employment is million hours a week (operatives in manufacturing industries, seasonally adjusted), similar to the average for the previous three months but compared with 15 million hours a week at the end of 1979. Short-time working amounted to 7.9 million hours a week (not seasonally adjusted) in February. Although this is half a million hours below the January figure, it is too early to assess whether this represents any change in the previously rising trend. The fall may be a consequence of several factors and the February figure is half a million hours above those in the last quarter of 1980. The reduction in overtime and increase in shorttime since the end of 1979 is equivalent to about one-third of a million operatives working a standard week. The January and Febures are subject to the same limitations as those for the employment estimates mentioned ear-

Employment in service indus-

fast as in manufacturing. In the fourth quarter of 1980, the number of employees in the service sector fell by about 100,000 (seasonally adjusted), giving a total decline of about 1/4 million over the whole year. This follows a decade of almost continuous steady growth during which employment grew by over 1¹/₂ million. Within the service sector, employment in the distributive trades fell by over 5 per cent (152,000 employees) during 1980 and there was a 21 per cent (36,000 employees) decline in transpor and communication. There were also falls in the other four industri groups but none of these

exceeded one per cent.

Total employment fell by 385,000 (seasonally adjusted) in the last quarter of 1980, bringin the overall decline in the year to more than one million. The fourth quarter fall compares with one of 328,000 in the third quarter and is more than twice the rate o decline in the first half of the year. Male employment fell by 239,000 in the last quarter of 1980 and by just over 650,000 in the year as a whole whilst female employment declined by 146,000 in the quarter and by nearly 400,000 in the year.

All regions suffered a decline in employment during 1980. However, the biggest relative declines occurred in Wales (71 pe cent-75,000 employees), the West Midlands (61 pe cent-143,000 employees) and the North of England (61 per cent-81,000 employees). The smallest relative falls-of 31 per cent-occurred in the South Wes (52,000 employees) and th South East, even though, 261,000 employees, this latte region suffered the biggest drop in absolute terms.

The working population fell b 83,000 (seasonally adjusted) the fourth quarter of 1980, b which time it was nearly 1/4 milli (about 100,000 males an 150,000 females) below its Jun 1979 level. Despite the increase in the population of working ag and the slow growth and the downturn in employment, the has not been a corresponding

						Wor	king pop	oulation	
		Employee	s in employme	nt	Self-em-	НМ	Employed	Unem-	THOUSAND
Quarter		Male	Female	All	ployed persons (with or without employees)*	Forces	labour force	ployed excluding adult students	population
A. UNITED	KINGDOM ted for seasonal variation			14	80				
1976	Sep Dec	13,438 13,407	9,163 9,234	22,601 22,641	1,886 1,886	338 334	24,825 24,861	1,456 1,371 e	26,281 26,232
1977	Mar	13,307 13,363	9,155 9,255	22,462 22,619	1,886	330 327	24,678 24,832	1,383 1,450	26,061 26,282
	June Sep R Dec R	13,420 13,374	9,268 9,328	22,687 22,702	1,886	328 324	24,901 24,912	1,609	26,510 26,393
1978	Mar R	13,312	9,259	22,571	1,886	321	24,778	1,461	26,239
	June R Sep	13,385 13,438	9,372 9,406	22,757 22,844	1,886 1,886	318 320	24,961 25,050	1,446 1,518	26,407 26,568
1979	Dec R Mar R	13,430 13,321	9,521 9,408	22,951 22,729	1,886 1,886	317 315	25,154 24,930	1,364 1,402	26,518 26,332
1910	June R Sep R	13,380 13,423	9,540 9,529	22,920 22,951	1,886 1,886	314 319	25,120 25,156	1,344 1,395	26,464 26,551
	Dec R	13,317	9,568	22,885	1,886	319	25,090	1,355†	26,445†
1980	Mar June R	13,145 13,110	9,393 9,401	22,538	1,886 1,886	321 323	24,745 24,720	1,478†e 1,660†	26,223† 26,380†
	Sep R Dec	12,937 12,645	9,270 9,168	22,511 22,206 21,812	1,886	332 334	24,424 24,032	2,040† 2,244†	26,464† 26,276†
Adjuster	for seasonal variation	12,010	0,100				- 11002		
1976	Sep R	13,382	9,158	22,540	1,886	338	24,764		26,154
1977	Dec R Mar R	13,388 13,376	9,189 9,221 9,240	22,577 22,597	1,886 1,886	334 330	24,797 24,813		26,191 26,208
	June R Sep R	13,366 13,365	9,264	22,606 22,629	1,886 1,886	327 328	24,819 24,843		26,299 26,379
1978	Dec R Mar R	13,359 13,381	9,279 9,328	22,638 22,709	1,886 1,886	324 321	24,848 24,916		26,357 26,398
1910	June R Sep R	13,384 13,383	9,356 9,403	22,740 22,786	1,886	318 320	24,944 24,992		26,414 26,436
	Dec R	13,418	9,471	22,889	1,886	317	25,092		26,487
1979	Mar R June R	13,391 13,374	9,478 9,523	22,869 22,897	1,886 1,886	315 314	25,070 25,097		26,493 26,461
	Sep R Dec R	13,369 13,308	9,527 9,518	22,896 22,826	1,886 1,886	319 319	25,101 25,031		26,421 26,399†
1980	Mar R June R Sep R Dec	13,215 13,103 12,883 12,637	9,463 9,384 9,268 9,117	22,678 22,487 22,151 21,754	1,886 1,886 1,886 1,886 1,866	321 323 332 334	24,885 24,696 24,369 23,974		26,362† 26,355† 26,315† 26,232†
B. GREAT									
Unadjust	ed for seasonal variation								
1976	Sep Dec	13,145 13,116	8,961 9,031	22,106 22,146	1,825	338 334	24,269 24,305	1,395 1,316 e	25,664 25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June Sep	13,076 13,129	9,050 9,059	22,126 22,188	1,825 1,825	327 328	24,278 24,341	1,390 1,542	25,668 25,883
1978	Dec Mar	13,083 13,024	9,114 9,046	22,196 22,069	1,825	324 321	24,345 24,215	1,420	25,765 25,614
	June Sep	13,096 13,148	9,158 9,188	22,253 22,336	1,825 1,825	318 320	24,396 24,481	1,381 1,447	25,777 25,928
1979	Dec . Mar	13,139 13,033	9,299 9,186	22,439 22,219	1,825 1,825	317 315	24,581 24,359	1,303 1,340	25,884 25,699
	June Sep	13,092 13,136	9,314 9,304	22,406 22,440	1,825 1,825	314 319	24,545 24,584	1,281 1,325	25,826 25,909
	Dec	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412†e	25,590†
	June Sep	12,831 12,662	9,178 9,048	22,008 21,710	1,825 1,825	323 332	24,156 23,867	1,587† 1,950†	25,743† 25,817†
Adjusted	Dec	12,377	8,950	21,326	1,825	334	23,485	2,151†	25,636†
1976	for seasonal variation Sep R	13,090	8,955	22,045	1,825	338	24,208		25,542
1977	Dec R Mar R	13,097	8,987 9,016	22,084	1,825	334 330	24,243		25,580 25,598
	June R Sep R	13,087 13,079 13,074	9,016 9,035 9,054	22,103 22,114 22,128	1,825 1,825	330 327 328	24,258 24,266 24,281		25,687 25,755
1070	Dec R	13,068	9,066	22,134	1,825 1,825	324	24,283		25,727
1978	Mar R June R	13,093 13,094	9,115 9,142	22,208 22,236	1,825 1,825	321 318	24,354 24,379		25,768 25,786
	Sep R Dec R	13,094 13,128	9,185 9,250	22,279 22,378	1,825 1,825	320 317	24,424 24,520		25,799 25,851
1979	Mar R June R	13,102 13,086	9,255 9,297	22,357 22,383	1,825 1,825	315 314	24,497 24,522		25,855 25,828
	Sep R Dec R	13,083 13,024	9,301 9,292	22,384 22,316	1,825	319 319	24,528 24,460		25,783 25,761 †
1980									
	Mar R June R	12,933 12,823	9,237 9,160	22,170 21,983	1,825 1,825	321 323 332	24,316 24,131		25,726† 25,723†
	Sep R Dec	12,609 12,370	9,046 8,900	21,655 21,270	1,825 1,825	332 334	23,812 23,429		25,671† 25,588†

Jures for September 1978 and later may be subject to future revision. ^{Les} are assumed unchanged from the June 1975 level until later data become available. ^{Les} are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of ^{Las} been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

EMPLOYMENT 1.1

1.2 EMPLOYMENT Employees in employment: industry

	xxvi xx	BR	GREA
All Industries and services ⁴ All employees All employees All employees adjusted seasonally adjusted idex (av. 1970 = 100 adjusted adjusted from and arrying seasonally adjusted index (av. 1970 = 100 adjusted from and arrying seasonally adjusted index (av. 1970 = 100 adjusted from and arrying seasonally adjusted index (av. 1970 = 100 adjusted from and arrying seasonally adjusted index (av. 1970 = 100 and fishing and a seasonally adjusted index (av. 1970 = 100 and fishing and a seasonally adjusted index (av. 1970 = 100 and fishing and a sectorical angineering and publishing and publishing and publishing and vater industries and water communication Distributive trades finance and busines services advise seavices advise seavices	miscenariedus services Public administration and defence↑	8	
June 22,048 9,056 9,061 66-6 7,055 7,127 67 6 662 676	252 1,58	May 81 June	
July 9,093 9,078 88.6 7,137 7,131 87.0 346 708 38 423 471 919 148 733 176 734 523 481 40 364 260 261 536 325 1,268 343 Aug 9,102 9,073 88.5 7,147 7,127 87.0 346 710 37 426 473 918 148 733 175 735 526 481 40 364 261 261 535 325 1,266 343 Sep 22,106 9,076 88.5 7,158 7,134 87.1 389 345 701 37 427 477 923 148 737 176 741 526 481 40 365 260 260 535 326 1,260 342 1,449 2,680 1,110 3,511 2,355 1,255	273 1,58	July Aug 88 Sep	
Oct 9,128 9,090 88 7 7,179 7,148 87 3 345 703 37 428 479 922 149 741 176 742 528 481 40 368 261 264 534 329 1,261 342	215 1,57	Oct Nov 72 Dec	
1977 Jan 9,069 9,086 88.6 7,139 7,151 87.3 345 689 37 429 481 915 147 743 173 743 526 481 40 365 258 259 530 324 1,245 340 9,054 9,082 88.6 7,143 7,163 87.4 345 685 37 431 481 916 148 743 174 745 527 480 41 367 257 258 530 325 1,226 340	196 1,56	Jan Feb 61 Mar	19
April 9.053 9.096 88 · 7 7.139 7.172 87 · 5 347 681 37 431 482 917 148 745 173 741 529 480 40 371 256 255 529 325 1,229 339 April 9.053 9.096 88 · 7 7.139 7.172 87 · 6 347 682 36 433 482 916 148 744 173 740 532 479 41 369 257 254 529 325 1,228 338 May 9.052 9.088 88 · 7 7,139 7,172 87 · 6 347 682 36 433 483 915 148 745 173 739 532 480 40 370 258 253 531 324 1,232 337 1,447 2,700 1,128 3,546 2 2 May 9.052 9.088 88 · 7 7,139 7,147 2,700 1,128 3,546 2 2 <td>294 1,56</td> <td>April May 64 June</td> <td></td>	294 1,56	April May 64 June	
July 9,059 9,068 88.6 7,185 7,174 87.6 347 702 37 435 484 919 149 750 172 741 536 479 40 368 261 252 534 325 1,234 339 Aug 9,099 9,071 88.5 7,186 7,167 87.5 346 703 37 437 483 922 150 750 173 741 535 477 39 366 261 252 534 325 1,228 338 Aug 9,099 9,071 88.5 7,186 7,167 87.5 346 703 37 437 484 927 150 749 175 747 539 474 39 366 260 253 533 324 1,223 337 1,455 2,706 1,159 3,506 2,50	317 1,56	July Aug	
Sep 22,188 9,094 9,063 86.4 7,169 7,164 67 5 660 610 601 60 10 60 10 6	252 1,54	Oct Nov	
Dec 22,196 9,083 9,054 88.3 7,186 7,157 87.4 307 640 660 66 160 160 160 160 160 160 160 160		Jan Feb	197
Mar 22,069 9,030 9,065 88.4 7,135 7,159 87.4 356 349 073 39 407 477 0,051 2,2 April 9,017 9,058 88.4 7,119 7,151 87.3 350 675 39 438 467 925 148 750 173 746 538 459 39 361 258 251 533 320 1,217 336 May 9,011 9,045 88.2 7,109 7,141 87.2 350 675 40 438 463 924 148 748 173 745 539 458 39 360 259 250 532 319 1,221 333 May 9,011 9,045 88.2 7,109 7,141 87.2 350 675 40 438 463 924 148 748 173 745 539 458 39 360 259 250 532 319 1,221 333	243 1,54	April May	
June 22,253 9,023 9,040 862 7,117 7,158 07 010 001 000 0000	360 1,55	July Aug	
Sep 22,336 9,053 9,024 88:0 7,140 7,116 80:3 503 644 666 40 442 454 924 149 755 173 746 539 455 38 358 260 253 539 324 1,236 337 Oct 9,049 9,020 88:0 7,133 7,106 86:7 344 686 40 442 454 924 149 755 173 746 539 455 38 358 260 253 539 324 1,236 337 0ct 9,049 9,020 88:0 7,133 7,106 86:7 344 685 40 441 453 923 150 756 173 744 538 359 260 255 539 323 1,237 337	372 1,56	61 Sep Oct Nov	
Dec 22,439 9,038 9,011 87.9 7,122 7,055 66 00 071 072 002 10 10 10 10 10 10 10 10 10 10 10 10 10	346 1,55		197
Mar 22,219 8,958 8,991 87.7 7,048 7,071 86'3 333 343 666 40 439 446 910 149 745 167 739 527 448 37 359 257 253 534 317 1,227 338	317 1,55	54 Mar April	
June 22,406 8,969 8,984 87 6 7,036	434 1,56	May 56 June July	
Aug Sep 22,440 8,983 8,953 87 3 7,040 7,016 85 6 383 342 683 40 442 441 902 149 743 164 743 57 442 36 362 257 254 538 317 1,262 338 1,485 2,780 1,236 3,573 2,4	441 1,560	Aug	
Nov 8,923 8,897 86-8 6,992 6,967 65-1 364 343 679 39 440 434 891 148 742 158 737 24 430 36 357 252 251 538 311 1,241 338 1,483 2,842 1,241 3,640 2,3 Dec 22,373 8,889 8,865 86-5 6,968 6,942 84-7 364 343 679 39 440 434 891 148 742 158 737 24 430 36 357 252 251 538 311 1,241 338 1,483 2,842 1,241 3,640 2,3	373 1,54	Nov 42 Dec	
1980 Jan 8,807 8,825 86-1 6,896 6,911 84-4 343 668 39 436 429 662 140 733 154 729 18 418 36 349 249 246 532 300 1,228 338 Feb 8,761 8,789 85-7 6,852 6,872 83-9 343 664 39 436 428 878 144 733 154 729 18 418 36 349 249 246 532 300 1,228 338 Mar 22,032 8,717 8,750 85-4 6,811 6,834 83-4 349 344 659 39 435 424 874 142 728 152 726 17 412 35 347 248 244 531 298 1,225 337 1,473 2,741 1,234 3,634 2,3	346 1,538	Feb	198
June 22,008 6,567 6,001 60-9 6,673 0,001 60-9 6,673 0,001 61-0 60	461 1,54	April May 43 June	
July 8,544 8,514 83 1 6,633 6,615 80 8 341 665 39 427 392 851 140 716 147 705 19 382 34 335 241 238 524 288 1,232 338 9 461 8,432 82 3 6,553 6,543 79 9 341 662 39 425 387 840 138 709 146 699 19 385 34 330 239 236 520 283 1,218 339	440 1,543	July Aug I3 Sep	
Oct 8,277 8,253 80.5 6,410 6,386 78.0 339 651 39 418 369 820 134 695 146 687 17 370 33 321 231 232 513 276 1,189 339 Oct 8,277 8,253 80.5 6,410 6,386 78.0 339 651 39 418 369 146 677 17 333 312 226 230 508 270 1,172 338 646 38 413 360 809 146 677 10 363 33 315 226 230 508 270 1,172 338 Nov R 8,176 8,176 8,125 7.92 503 33 315 226 230 508 270 1,172 338 1,447 2,690 1,237 3,608 2,33 361 33 313 222 229 505 264	357 1,532	Oct Nov R 32 Dec R	
Dec R 21,326 8,095 8,071 78.7 6,284 6,238 76.2 361 338 642 343 789 128 671 146 660 654 355 33 303 225 228 499 259 1,139 337 1981 Jan R 7,988 8,006 78.1 6,175 6,191 75.6 337 631 38 407 343 789 128 671 146 660 654 535 33 303 225 228 499 259 1,139 337 1981 Jan R 7,905 7,933 77.4 6,111 6,131 74.8 336 620 38 403 342 760 127 664 146 654 5353 33 301 220 229 495 256 1,123 336 * Feedures private domestic service * Feedures private domestic service		Jan R Feb	198

Figures from July 1978 are provisional.

Note: Figures from July 1978 are provisional.

Excludes private domestic service.
 † These figures cover only a proportion of national and local government employees.
 They exclude those engaged in, for example, building, education and health, which are
 activities separately identified elsewhere in the classification. They include employees in
 police forces, fire brigades and other national and local government services which are
 not activities identified elsewhere Members of HM Forces are excluded. Compre hensive figures for all employees of local authorities, analysed according to type of service, are published quarterly as table 1.7.

EMPLOYMENT 1 · 2

3 EMPLOYMENT 1 **Employees in employment: index of production industries** •

GREAT BRITAIN	Order	[Feb 19			[Dec 198			[Jan 198		1.	[Feb 1981]		
SIC 1968	or MLH of SIC	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,567.3	2,193.7	8,761 · 1	6,120.1	1,974 4	8,094 . 7	6,052.0	1,936-1	7,988 2	5,990 8	1,914-5	7,905.5
All manufacturing industries	III-XIX		2,002.0		4,480.8			4,430.6			4,387.6		6,111-1
Mining and quarrying Coal mining	II 101	326 · 9 276 · 6	16·4 10·8	343·3 287·4	321 · 3 271 · 0	16·4 10·8	337 · 7 281 · 8	320 ·3 270·0	16·4 10·8	336 · 7 280 · 8	319·3 268·9	16·4 10·8	335·7 279·8
Food, drink and tobacco Bread and flour confectionery Biscuits	III 212 213	395·5 55·6 16·0	268 · 4 33 · 6 27 · 1	663 · 9 89 · 1 43 · 0	386·5 54·6 15·4	255·2 32·4 25·7	641 · 6 87 · 0 41 · 1	384 · 4 54 · 3 15 · 4	246 4 30 · 2 25 · 4	630·8 84·4 40·8	377·7 54·0 15·1	242.5 30.0 24.9	620·2 83·9 40·1
Bacon curing, meat and fish products Milk and milk products	214 215 217	52.6 36.9 33.2	51 · 3 12 · 6 38 · 9	103·9 49·5 72·1	52·3 35·6 31·6	49·3 12·5 35·0	101·6 48·1 66·6	52·4 35·3 31·3	47.5 12.1 33.6	99·9 47·4 64·9	51 · 2 35 · 0 30 · 9	47.0 11.8 33.3	98·2 46·8 64·3
Cocoa, chocolate and sugar confectionery Fruit and vegetable products Food industries n.e.s	218 229	26·6 20·8	28·3 14·0	54·9 34·8	25·9 18·9	28·0 13·4	53·9 32·2	25·8 18·8	26·8 13·3	52·7 32·1	25·5 18·7	26·2 13·1	51-8 31-8
Brewing and malting Other drinks industries	231 239	51·9 21·0	11·9 13·8	63 · 7 34 · 8	51·0 20·8	11·5 12·9	62·4 33·7	50·3 20·5	11·4 12·7	61·6 33·1	47·4 20·2	10·8 12·4	58·3 32·7
Coal and petroleum products	IV	34.7	4.6	39.3	33·7 297·3	4·4 112·8	38·1 410·1	33-6 295-2	4·3 111·4	37·9 406·6	33·3 291·8	4·4 111·4	37.6
Chemicals and allied industries General chemicals Pharmaceutical chemicals and preparations Synthetic resins and plastics materials and	V 271 272	311 · 8 119 · 7 40 · 1	123 · 9 24 · 6 31 · 6	435 · 7 144 · 4 71 · 7	114·9 39·8	22 · 8 30 · 4	137·7 70·1		22·3 30·0	136·4 69·2	112.5	22.5 30.1	403 -1 135-1 69-4
synthetic rubber Other chemical industries	276 279	43·8 40·4	9·2 24·9	53·0 65·3	40·2 39·0	8·3 23·0	48·5 61·9		8.0 23.0	48.7 61.6	39·3 38·4	7.8 22.9	47·1 61·3
Metal manufacture Iron and steel (general) Steel tubes	VI 311 312	378 · 1 180 · 5 38 · 5		427 9 196 8 44 6	315.7 142.6 29.5	39·5 11·6 4·7	355·2 154·2 34·2	135.4	37 6 10 4 4 4	343 · 1 145 · 8 32 · 2	304 · 4 136 · 8 27 · 6		341-6 147-0 31-9
Steel tubes Iron castings etc Aluminium and aluminium alloys Copper, brass and other copper alloys	313 321 322	62 · 8 43 · 9 34 · 5	7·7 7·6	70·5 51·6 42·1	56·4 38·5 31·3	6.6 6.3 6.6	63 · 1 44 · 7 37 · 9	55·3 39·0	6.6 6.3 6.4	61 · 9 45 · 3 37 · 2	54·2 38·6 30·3	6.4	60.6 44.6 36.8
Mechanical engineering	VII 332	739·9 53·6	137.9	877 · 8 62 · 6	677 · 8 48 · 5	121 · 4 7 · 9	799 2 56 4		120·3 7·5	789-4 55-2			779-8
Metal-working machine tools Pumps, valves and compressors Construction and earth-moving equipment	333 336	69·7 36·2	15·0 4·2	84·7 40·4	63 · 6 32 · 4	13·0 3·6	76·6 36·0	63·4 31·7	12·7 4·2	76·0 36·0	62 · 6 31 · 2	12·5 4·1	75·1 35·3
Mechanical handling equipment Other machinery	337 339	50·2 170·8	34.6	58·3 205·4 139·6	46.8 157.3 114.9	7·3 30·5 13·7	54 · 1 187 · 8 128 · 6	155.7		52 · 8 185 · 9 124 · 2	152.5	29.6	182.2
Industrial (including process) plant and steelwork Other mechanical engineering n.e.s.	341 349 VIII	124 · 8 137 · 4 91 · 3	30.5	167·9	114.9 124.7 85.3	26·2 46·3	150·9	124.9	26.1	151 · 0 128 · 4	123·5	25·7 43·0	149·3 127·2
Instrument engineering Scientific and industrial instruments and systems	354 IX	63·7	32.8	96·5		30·0 232·3	90 · 4 681 · 8	60.2	29·2 228·5	89·3	59·6	28·2 224·3	87·7 664·3
Electrical engineering Electrical machinery Insulated wires and cables	361 362	96·5 30·3	31·8 11·2	128·3 41·5	91·8 28·1	27·9 9·0	119·7 37·1	90·0 27·8	27·1 8·9	117·1 36·7	27.7	8.8	116-4 36-6
Telegraph and telephone apparatus and equipment Radio and electronic components	363 364 at 365	41 · 8 63 · 5 22 · 8	61.8	67 · 1 125 · 4 45 · 3	42.5 60.3 20.7	24.7 51.5 18.4	67 · 2 111 · 8 39 · 1	59.6		66 · 3 109 · 1 37 · 9	58.8	48.4	107.2
Broadcast receiving and sound reproducing equipmer Electronic computers Radio, radar and electronic capital goods	366 367	33·9 73·2	11.0	44 · 9 100 · 2	33·3 75·8	10·2 26·8	43·6 102·6	33·4 74·2	26.1	44 · 1 100 · 4		25.9	100.3
Electric appliances primarily for domestic use Other electrical goods	368 369	39·0 66·0		61 · 0 119 · 0	61 . 9	17·8 45·9	52·8 107·8	60.5	44.7	54·7 105·2	59.8	43.7	103.5
Shipbuilding and marine engineering	x	142.1		154-2		11.4	144.9			146·0			
Vehicles Motor vehicle manufacturing Aerospace equipment manufacturing and repairing	XI 381 383	640 · 7 387 · 9 169 · 7	53.0	728 · 9 440 · 8 197 · 6	341·2 174·5	78 .7 43.7 28.1	673 - 2 384 - 9 202 - 6	331·3 173·5	42·6 27·9	373 · 9 201 · 4	327·1 172·7	41 · 4 27 · 7	368·5 200·3
Metal goods not elsewhere specified Engineers' small tools and gauges Metal industries n.e.s.	XII 390 399	379 · 7 49 · 5 232 · 7	11.4	518.0 60.9 315.7	47.1	119·1 11·2 70·1	462 3 58 3 278 6	3 46·1	10.8	459 2 56 9 279 1	45.1	10.8	55.8
Textiles Spinning and doubling on the cotton and flax systems	XIII 412	224 · 9 21 · 6	17.6	417·6 39·2	17.9	166 1 14 · 2		17.3	3 13.7	355·1 31·0) 17.0	13.5	30.5
Woollen and worsted Hosiery and other knitted goods	414 417	38·1 34·7	29·7 71·7	67 · 8 105 · 9	33·4 31·0	25·3 65·0	96.0	30.4	63.9	57 · 5 94 · 3 37 · 8	30.3		94.1
Textile finishing Leather, leather goods and fur	423 XIV	29·2 19·3		43·1 35·6	25·9	12·6 15·0	38·4			33.		s 15∙0) 32-8
Clothing and footwear Men's and boys' tailored outerwear	XV 442	81 -3 13-6	49.8	349·1 63·4	11.7	41.5	53.	1 11.5	5 41.2	303 · 1	7 11.4	41.9	53.4
Women's and girls' tailored outerwear Overalls and men's shirts, underwear, etc	443 444	9·1 6·3	27·9 31·3	37·0 37·6	8·6 5·7	27.1	32 · 8 32 · 9 82 · 9	9 5.7	7 27.3	32 · 5 33 · 0 75 · 1	5.3	3 26·7 3 63·6	7 32.0 5 74.9
Dresses, lingerie, infants' wear, etc Footwear	445 450	13·3 29·1	38.2	92·4 67·3	27.6	35.5	63.	1 27.8	3 34.7	62 -	5 27.8	3 34.9	62.7
Bricks, pottery, glass, cement, etc Bricks, fireclay and refractory goods	XVI 461	194 · 3 34 · 2 26 · 7	2 4.5	248 8 38 7 49 9	30.1	3.8	33 .	9 30.6	3.6	34 ·	1 30.1	3 · 5 5 20 · 3	5 33·6 3 44·9
Pottery Glass Abrasives and building materials etc n.e.s.	462 463 469	52 · 9 68 · 0	14.8	67 · 7 78 · 6	45.6	11.7	57 :	3 46.6	6 12.6	59 · 71 ·	1 46.0 6 60.0	$12 \cdot (0)$ $9 \cdot (0)$	5 69-6
Timber, furniture etc Timber Furniture and upholstery	XVII 471 472	196 2 68 2 68 8	4 11·5	245 0 79 9 85 8	64.4	10.4	74.	7 63.0	6 10.2	73.	B 63 · 3	3 10.	1 73.4
Paper, printing and publishing Paper and board	XVIII 481	360 · 4 51 · 0	171.8	532 2	344.6	160-3	504						9 54.1
Packaging products of paper, board and associated materials	482	50 · 4 68 · 1								89 .	1 66.	0 20.	3 86
Printing and publishing of newspapers Printing and publishing of periodicals Other printing, publishing, bookbinding, engraving etc	485 486 489	33 · (128 · (18.8	51 .8	32.5	18.5	5 51.	1 31.	9 18·6 2 67·0	50· 188·	5 31 · 1 120 ·	6 18· 7 67·	1 187
Other manufacturing industries Rubber Plastics products n.e.s.	XIX 491 496	192 68 76	1 21.3		4 61·4	17.7	79.	1 61.	0 16.7	77.	7 60.	7 16.	4 77.
Construction	500	1,121;			1,048.7			7 1,032	2 107.0	1,139	2 1,015		
Gas, electricity and water	XXI 601	269 · 1		337 9						107.	5 79.	8 27.	4 107.
Gas Electricity Water	602 603	142 · 8 48 · 9	8 32.4	175 -	3 141.2	2 31.5	5 172.	8 140	8 31.3	172.	1 140.		7
			Provide Cardina Cardina	-	TO REPORT	Port Street		Section and the section of the secti	THE SHALL SER	Construction of the out	and the second		

All Part-time SIC 1968 All industries and services* 13,032 9,341 3,781 22,373 Agriculture, forestry and fishing 270.5 93.1 32.9 363.6 Index of Production industries II-XXI 6,647.3 2,241.8 522.0 8,889.2 of which, manufacturing industries III-XIX 4,917.6 2,050.1 463.6 6,967.7 XXII-XXVII 6,114 4 7,006 3 3,226 4 13,120 6 Service industries* Agriculture, forestry and fishing Agriculture and horticulture **270 5 93 1 32 9 363 6** 253 2 91 0 32 1 344 3 001 II 101 326 8 276 4 **16·4** 10·8 Mining and quarrying 3·7 2·7 343·2 287·3 ing III 211 212 213 214 215 216 **401 · 2** 15 · 7 56 · 0 16 · 1 53 · 4 37 · 0 9 · 7 **97** · **1** 0 · 8 16 · 2 14 · 9 16 · 9 2 · 8 0 · 7 Food, drink and tobacco 277.8 679·0 4.6 34.9 28.5 52.3 12.7 3.1 ead and flour confectionery acon curing, meat and fish products ilk and milk products 105·1 49·7 12·7 a, chocolate and sugar 33.7 27.1 20.3 5.9 20.8 52.4 16.9 21.4 14.9 40.7 29.7 5.0 1.8 14.2 12.0 8.3 14.8 15.1 21.99.61.40.54.52.42.51.10.8it and vegetable products mal and poultry foods retable and animal oils and fats 217 218 219 221 229 231 232 239 240 74 · 4 56 · 9 25 · 2 7 · 7 35 · 0 64 · 4 25 · 2 36 · 2 30 · 1 industries nes ing and malting drink industries Coal and petroleum products Coke ovens and manufactured fuel Mineral oil refining **34 · 8** 10 · 2 19 · 1 5 · 5 IV 4.6 0.5 2.6 1.5 0.6 0.1 0.2 0.3 **39·3** 10·7 21·7 6·9 261 262 263 pricating oils and greases **313 · 3** 119 · 6 Chemicals and allied industries **V** 271 **126 · 5** 25 · 0 **23 · 2** 4 · 2 **439 · 8** 144 · 6 eral chemicals irmaceutical chemicals and reparations et preparations 272 273 274 275 40·3 10·5 19·7 10·8 32·1 15·9 7·2 6·7 5.7 2.1 1.4 1.6 72 · 4 26 · 4 26 · 8 17 · 5 ap and detergents thetic resins and rubber and lastics materials 276 277 278 279 44.0 17.6 10.2 40.7 9·4 3·0 1·8 25·4 $2 \cdot 0$ $0 \cdot 6$ $0 \cdot 3$ $5 \cdot 5$ 53 · 4 20 · 7 12 · 0 66 · 0 uffs and pigments tilisers her chemical industries VI 311 312 313 321 **383 · 2** 183 · 6 39 · 5 63 · 7 44 · 0 34 · 6 17 · 8 **50**·**7** 16·6 6·2 7·9 7·7 7·9 4·6 11·5 2·8 1·6 Metal manufacture 433 9 and steel (general) 200 · 2 45 · 7 71 · 5 51 · 7 42 · 5 22 · 3 castings, etc inium and aluminium alloys per, brass and other copper alloys r base metals 2.0 2.0 2.3 0.8 322 323
 Mechanical engineering
 VII

 Agricultural machinery (except tractors)
 331

 Metal working machine tools
 332

 Pumps, valves and compressors
 333

 Industrial engines
 334

 Industrial engines
 335
 751 · **1** 24 · 4 54 · 4 70 · 0 24 · 3 18 · 1 139.4 30.1 890.5 4·2 9·0 15·0 3·4 3·3 28.6 63.5 85.0 27.7 21.4 2·2 0·4 0·8 uction and earth-moving 336 337 338 339 37.0 50.9 14.6 174.2 4.3 8.2 5.8 35.3 41 · 3 59 · 1 20 · 3 209 · 5 0.8 2.1 0.6 8.1 cal handling equipment machinery machinery rial (including process) plant 341 342 349 126·3 18·3 138·6 15·1 5·2 30·6 141 · 4 23 · 5 169 · 2 d steelwork 3·4 0·8 8·2 nce and small arms mechanical engineering nes trument engineering tographic and document copying 94.2 VIII 53.8 11.0 148.0 351 352 353 8·5 5·0 15·2 3.0 5.8 11.6 0·5 0·3 3·6 11 · 5 10 · 8 26 · 8 es and clocks rgical instruments and appliances entific and industrial instruments ind systems 354 65.5 33 . 4 6.6 98.9 **51 · 4** 6 · 4 1 · 6 IX 361 362 **741 · 9** 130 · 9 42 · 2 ctrical engineering 471.9 270.1 ical machinery ted wires and cables raph and telephone apparatus 98·3 30·6 32·6 11·6 equipment and electronic components cast receiving and sound oducing equipment 42·2 63;8 363 364 25·0 63·2 2.6 15.8 67·2 127·0 365 366 23·2 35·0 23·4 11·2 4·5 1·4 46·6 46·2 puters

radar and electronic capital

pbuilding and marine engineering X

c appliances primarily for

r electricial goods

367

368 369

72.9

39·3 66·5

26.9

22 · 3 53 · 9

146.0 12.4 3.3 158.4

4.1

3·4 11·6

99.9

61·6 120·4

Order or MLH of SIC Male Female

THOUSAND

GREAT BRITAIN

S10 APRIL 1981 EMPLOYMENT GAZETTE

All

EMPLOYMENT



Employees in employment: Dec 1980

[Sep 1980	and the second second	i antilis i	dia diana	[Dec 1980		1	
Male	All	Part- time	All	Male	Female All	Part- time	AII
12,662	9,048	3,680	21,710	12,377	8,949	3,686	21,326
286-2	95·4	32.3	381 · 6	267 · 4	93 . 8	31.7	361·2
6,320 2	2,056 8	471 . 9	8,376 9	6,120 1	1,974 • 4	451·1	8,094.7
4,628 2	1,864 8	413.9	6,493.0	4,480 · 8	1,782 8	393 2	6,263 6
6,055 · 7	6,896 · 1	3,176 2	12,951 · 8	5,989 8	6,880 · 1	3,203 · 0	12,870 0
286 · 2	95 · 4	32 3	381 · 6	267 4	93 · 8	31 · 7	361 2
268 · 9	93 · 3	31 5	362 · 2	250 1	91 · 7	30 · 9	341 8
324 · 6	16·4	3 .7	341 · 0	321 · 3	16 · 4	3 .7	337 · 7
274 · 2	10·8	2.7	285 · 0	271 · 0	10 · 8	2.7	281 · 8
391 · 6	260 · 4	90 · 0	651 · 9	386 · 5	255 · 2	88.3	641 · 6
15 · 3	4 · 6	0 · 5	19 · 8	15 · 2	4 · 5	0.7	19 · 7
56 · 0	33 · 0	15 · 6	89 · 0	54 · 6	32 · 4	15.5	87 · 0
15 · 7	27 · 3	14 · 3	42 · 9	15 · 4	25 · 7	12.9	41 · 1
52 · 1	48 · 8	16 · 2	100 · 9	52 · 3	49 · 3	15.8	101 · 6
36 · 7	12 · 6	2 · 8	49 · 3	35 · 6	12 · 5	2.9	48 · 1
8 · 3	2 · 7	0 · 6	11 · 0	10 · 2	2 · 8	0.6	13 · 0
32.1	36.2	18.4	68 · 3	31.6	35.0	17.8	66 · 6
26.9	29.0	8.5	55 · 9	25.9	28.0	9.2	53 · 9
19.9	4.9	1.1	24 · 7	19.7	4.7	1.1	24 · 4
5.4	1.6	0.4	7 · 0	5.2	1.5	0.4	6 · 7
19.7	13.4	4.4	33 · 1	18.9	13.4	4.3	32 · 2
51.7	11.6	2.3	63 · 4	51.0	11.5	2.5	62 · 4
16.3	7.2	1.8	23 · 5	15.8	6.8	1.6	22 · 7
20.9	13.1	0.9	34 · 0	20.8	12.9	0.9	33 · 7
14.6	14.6	2·1	29·2	14·3	14 · 1	2·0	28·4
34.3	4.5	0·5	38·8	33·7	4 · 4	0·5	38 ·1
10.1	0.5	0·1	10·6	9·5	0 · 5	0·1	10·0
18.8	2.6	0·2	21·4	18·8	2 · 6	0·2	21·4
5.4	1.4	0·2	6·8	5·4	1 · 4	0·2	6·8
304 8	117·0	21·2	421 · 7	297 · 3	112 · 8	19·7	410 · 1
117.5	23·3	3·7	140 · 7	114 · 9	22 · 8	3·4	137 · 7
40.0	30·8	5·3	70·8	39·8	30·4	5·2	70·1
10.1	14·1	1·5	24·2	9·5	12·6	1·2	22·1
19.4	6·7	1·3	26·1	18·7	6·4	1·3	25·1
10.6	5·6	1·3	16·2	10·2	5·2	1·2	15·4
41 · 3	8·4	1 · 8	49 · 7	40·2	8·3	1 · 5	48.5
16 · 5	2·7	0 · 5	19 · 1	15·3	2·5	0 · 4	17.8
9 · 7	1·7	0 · 3	11 · 4	9·8	1·7	0 · 3	11.5
39 · 8	23·8	5 · 5	63 · 6	39·0	23·0	5 · 1	61.9
340 · 5	44 · 1	9·3	384 · 6	315 .7	39 ·5	8.5	355 2
158 · 7	14 · 3	2·5	173 · 0	142.6	11·6	2.0	154 2
31 · 8	5 · 2	1·3	37 · 1	29.5	4·7	1.1	34 2
59 · 7	7 · 0	1·8	66 · 7	56.4	6·6	1.7	63 1
40 · 1	6 · 7	1·3	46 · 8	38.5	6·3	1.2	44 7
32 · 2	6 · 9	1·7	39 · 1	31.3	6·6	1.7	37 9
17 · 9	3 · 9	0·8	21 · 8	17.4	3·7	0.8	21 1
704 · 9	128·3	26 .6	833 · 2	677 · 8	121 · 4	25 · 1	
22 · 4	3·7	0.8	26 · 1	21 · 5	3 · 4	0 · 9	
50 · 8	8·2	1.8	59 · 0	48 · 5	7 · 9	1 · 7	
66 · 3	13·9	2.0	80 · 2	63 · 6	13 · 0	2 · 0	
22 · 9	3·1	0.4	26 · 0	22 · 4	3 · 0	0 · 4	
16 · 4	3·0	0.7	19 · 3	14 · 8	2 · 8	0 · 6	
34·2 48·5 14·1 162·0	3·9 7·7 5·5 31·9	0 · 6 1 · 8 0 · 5 7 · 0	19.7	32 · 4 46 · 8 13 · 1 157 · 3	7·3 5·0		54·1 18·2
117·9	14 0	3·3	132·0	114·9	13·7	3·1	128.6
18·2	5 3	0·7	23·5	17·8	5·0	0·6	22.8
131·3	28 1	6·9	159·4	124·7	26·2	6·7	150.9
87.7	48.6	10.8	136-3	85-3	46.3	10.2	131 - 7
7·9	2·8	0·4	10·7	7·9	2·8	0·4	10·7
3·8	4·2	0·6	8·0	3·1	3·4	0·4	6·5
14·4	10·6	3·5	25·0	13·9	10·2	3·7	24·1
61.6	31.0	6.3	92.6		30.0	5.7	90.4
457 · 2	245 · 2	44 · 4	702 3	449 · 5	232 · 3	40·3	681 · 8
94 · 4	29 · 1	4 · 1	123 5	91 · 8	27 · 9	3·4	119 · 7
28 · 6	9 · 5	1 · 4	38 0	28 · 1	9 · 0	1·4	37 · 1
42.6	25 · 4	2·5	67·9	42·5	24·7	2·2	67·2
61.8	55 · 8	12·4	117·6	60·3	51·5	10·8	111·8
21 · 5 33 · 7	20·1 10·3	3·6 1·1	41 · 6 44 · 0	20.7	18.4	3.6	39 · 1
75.1	27:4	4.0	102.5	33·3 75·8	10·2 26·8	1 · 1 3 · 8	43·6 102·6
36.3	19.3	3.1	55.6	35.0	17.8	2.5	52.8
63·2	48·3	12·1 3·0	111.5 146.2	61 · 9 133 · 5	45·9 11·4	11.6 3.1	107·8 144·9
104-0	11-3	3.0	140.2	133-5	11.4	3.1	144.9

4 EMPLOYMENT Employees in employment: Dec 1980 1 •

GREAT BRITAIN	Order	[Dec 197	9]			[Sep 198	0]			[Dec 1980]			
	or MLH of SIC	Male	Female		All	Male	Female		All	Male	Female		All
SIC 1968			All	Part- time			All	Part- time	1999 - 1999 - 1999 1999 -	4	All	Part- time	
Vehicles Wheeled tractor manufacturing	XI 380	646 9 32 · 5	90 2 2.5	10·7 0·3	737 · 2 35 · 1	610·5 29·9	82·5 2·3	8 .7 0.2	693-0 32-3	594 · 5 27 · 3	78 7 2 1	8.3	673 2
Motor vehicle manufacturing Motor cycle, tricycle and pedal cycle	381	394.6	55.0	6.7	449.6	355 · 3	46.9	4 · 8	402 · 1	341 .2	43.7	0·2 4·8	29.5 384.9
manufacturing Aerospace equipment manufacturing and repairing	382 383	8·8 168·5	2·8 27·8	0·7 2·8	11·6 196·3	9·0 173·5	2·9 28·3	0·7 2·6	11·8 201·8	8·7 174·5	2·7 28·1	0·5 2·5	11.4
Locomotives and railway track equipment Railway carriages and wagons and tram	384	17·0 25·6	1·0 1·2	0·1 0·2	18·0 26·8	17·0 25·9	1·0 1·2	0.2	17·9 27·0	17·0 25·7	1·0 1·1	0·2 0·2	202.6 17.9
Metal goods not elsewhere specified Engineers' small tools and gauges	XII 390	383·2 49·8	141 · 2 12 · 2	35 .7 3.6	524 · 4 62 · 0	357·8 48·9	125·0 11·9	31·4 3·0	482 · 8 60 · 8	343·2 47·1	119-1 11-2	29.0	26.9 462.3
Hand tools and implements Cutlery, spoons, forks and plated tableware, etc	391 392	12·1 5·8	5.6	1·3 1·2	17·7 10·1	11·3 5·3	4.8	0·9 1·2	16·1 9·3	10·9 5·2	4·6 3·9	2·9 0·8 1·2	58-3 15-5
Bolts, nuts, screws, rivets, etc Wire and wire manufactures	393 394	20·6 27·9	8·4 7·6	1 · 8 1 · 8	29·0. 35·5	19·0 25·7	7·4 6·9	1 · 8 1 · 5	26·3 32·6	17·3 23·8	6·7 6·5	1·5 1·3	9·2 24·1 30·2
Cans and metal boxes Jewellery and precious metals Metal industries nes	395 396 399	18·1 13·8 235·1	11·2 7·6 84·3	4·2 2·2 19·7	29·3 21·4 319·3	17·3 13·9 216·5	9·9 7·1 72·9	3.6 2.3 17.0	27 · 2 20 · 9 289 · 5	16·8 13·6 208·5	9·0 7·0 70·1	2·9 2·5 15·8	25.8 20.6 278.6
Textiles Production of man-made fibres	XIII 411	231 · 9 23 · 7	198 · 1 4 · 1	40·3 0·6	430 · 0 27 · 8	202 · 1 20 · 5	174 · 4 3 · 5	34 · 2 0 · 6	376 · 5 24 · 0	194·3 18·8	166 · 1 3 · 2	32 · 0 0 · 5	360 5 22 0
Spinning and doubling on the cotton and flax systems Weaving of cotton, linen and	412	21 · 1	17.6	3.5	38.7	18.8	15.3	3.0	34 · 2	17.9	14.2	2.8	32.1
man-made fibres Woollen and worsted Jute	413 414 415	20·4 39·4 4·6	14.7 31.1 2.0	2·9 6·8 0·2	35·1 70·5 6·6	16·9 34·8 3·6	12·3 26·6 1·5	2·4 5·3 0·2	29·2 61·4 5·2	16·1 33·4 3·5	11.6 25.3 1.3	2·1 5·1 0·2	27 · 7 58 · 7
Rope, twine and net Hosiery and other knitted goods	415 416 417	2·8 35·4	2·0 2·7 72·3	0.2 0.6 14.3	5·5 107·7	2.3	2·4 66·9	0·2 0·5 13·6	4·8 98·5	2·3 31·0	2·2 65·0	0·6 12·9	4-8 4-5 96-0
Lace Carpets Narrow fabrics (not more than 30cm	418 419	2·5 20·3	2·8 10·3	0·7 1·6	5·2 30·6	2·2 16·3	2·4 7·6	0·5 1·1	4·5 23·9	2·2 15·9	2·4 7·4	0·5 0·9	4.6 23.3
wide) Made-up textiles Textile finishing	421 422 423	6·2 7·9 30·1	7 · 1 13 · 5 14 · 5	1.6 2.9 3.3	13·3 21·4 44·6	5·5 6·9 26·8	6·1 11·5 13·4	1·3 2·3 2·6	11.6 18.4 40.1	5·3 6·5 25·9	5·8 10·5 12·6	1.2 1.9 2.5	11.1 17.0
Other textile industries	429 XIV	17·6 19·7	5·4 16·5	1 · 1 5 · 1	22·9 36·2	16·1 18·2	4·7 15·2	0.8 5.0	20·8 33·4	15·7 17·8	4·6	0.8 5.0	38-4 20-3
Leather, leather goods and fur Leather (tanning and dressing) and fellmongery	431	12.5	4.5	1.2	17.0	11.8	4.0	1.0	15.8	11.4	4.0	1.0	32 8 15 4
Leather goods Fur	432 433	5·4 1·8	10·4 1·7	3·2 0·7	15·8 3·5	4·7 1·8	9·3 1·9	3·0 1·1	13·9 3·7	4·6 1·8	9·1 1·9	2·9 1·1	13·8 3·7
Clothing and footwear Weatherproof outerwear Men's and boys' tailored outerwear Women's and girls' tailored outerwear Overalls and men's shirts, underwear,	XV 441 442 443	83 · 1 3 · 0 13 · 8 9 · 6	274 · 2 13 · 2 51 · 3 28 · 5	51 · 4 2 · 8 8 · 7 6 · 4	357 · 2 16 · 2 65 · 1 38 · 1	78 ∙ 0 2 ∙ 9 12 • 5 9 • 1	249 · 1 12 · 8 45 · 2 26 · 2	45 ·4 2·2 7·4 6·5	327 · 0 15 · 7 57 · 7 35 · 3	75 .9 2.8 11.7 8.6	236 · 7 12·3 41·5 24·1	41 · 9 2 · 1 6 · 7 5 · 2	312-6 15-1 53-1 32-8
etc Dresses, lingerie, infants' wear, etc Hats, caps and millinery	444 445 446	6·4 13·6 1·3	32 · 1 81 · 1 2 · 9	5·5 16·7 0·8	38·5 94·6 4·2	5·8 12·8 1·2	27 · 7 73 · 2 2 · 6	4·1 14·9 0·8	33 · 5 86 · 1 3 · 8	5·7 12·7 1·2	27 · 1 69 · 7 2 · 6	4·2 14·2 0·8	32·9 82·4 3·8
Dress industries nes Footwear	449 450	5·8 29·5	26 · 1 39 · 0	5.0 5.5	31 · 9 68 · 5	5.6 28.0	24.6 36.7	4·3 5·1	30·2 64·8	5·5 27·6	24 · 0 35 · 5	4·1 4·6	29·5 63·1
Bricks, pottery, glass, cement, etc Bricks, fireclay and refractory goods Pottery	XVI 461 462	196 · 7 34 · 8	55·7 4·6 23·9	10.5 1.1 3.2	252 · 4 39 · 4 50 · 8	185 2 32 5 25 7	50·7 4·1 21·8	9·4 0·9 2·6	235 · 9 36 · 6 47 · 5	174 · 6 30 · 1 25 · 0	47.5 3.8 20.9	8·9 0·8 2·5	222 2 33 9 46 0
Glass Cement	463 464	26·9 53·7 12·6	15·4 1·4	3·5 0·2	69·1 14·0	49·0 12·9	13·1 1·4	2·9 0·2	62·1 14·3	45.6 12.6	11·7 1·4	2.6 0.2	57·3 14·0
Abrasives and building materials, etc nes Timber, furniture, etc	xvii	68 · 7 200 · 3	10·4 50 ·5	2·6 11·4	79·1 250·8	65·2 188·2	10·3 46 ·1	2·9 11·0	75·5 234·3	61 · 3 183 · 9	9·7 45·0	2·8	71.0 228.8
Timber Furniture and upholstery Bedding, etc	471 472 473	69·4 71·1 10·7	11.5 17.8 10.1	2·9 3·3 1·5	80·9 88·8 20·8	66 · 2 64 · 2 10 · 1	10·8 15·9 8·8	2·8 2·9 1·4	77.0 80.1 18.9	64 · 4 62 · 8 10 · 1	10·4 15·8 8·5	2·8 2·9 1·4	74·7 78·6 18·6
Shop and office fitting Wooden containers and baskets	474 475	24·0 10·2	4 · 1 3 · 0	1 · 4 1 · 1	28·1 13·2	23·9 9·7	4·3 2·8	1.6 1.3	28·1 12·5	23 · 4 9 · 5	4·1 2·8	1 · 4 1 · 4	27·5 12·3
Miscellaneous wood and cork manufactures	479	15.0	4 · 1	1 · 1	19.1	14.1	3.5	1.0	17.6	13.7	3 · 4	1 · 1	17.1
Paper, printing and publishing Paper and board Packaging products of paper, board and	XVIII 481	363 · 4 51 · 6	174 · 5 10 · 5	39·3 2·3	537 · 9 62 · 1	351 · 1 48 · 8	164 · 7 9 · 8	37 ⋅ 0 2 ⋅ 0	515 8 58 6	344 6 45 9	160 · 3 9 · 4	36 · 9 1 · 9	504 9 55 3
associated materials Manufactured stationery	482 483	51.0 16.6	28.5 13.0	6·5 2·1	79·5 29·6	48·3 15·9	26·1 11·6	5·7 1·9	74·4 27·5	47·1 15·6	24.6 11.1	5·2 1·8	71.8 26.7 19.8
Manufactures of paper and board nes Printing, publishing or newspapers Printing, publishing of periodicals	484 485 486	13·1 68·5 33·3	8·4 20·4 18·8	1·5 6·0 3·6	21 · 5 88 · 8 52 · 1	12·8 69·0 32·6	7 · 8 20 · 9 18 · 8	1 · 4 6 · 1 3 · 8	20.6 89.9 51.5	12·4 68·9 32·5	7 · 4 20 · 8 18 · 5	1 · 4 6 · 2 3 · 6	89·8 51·1
Other printing, publishing, bookbinding, engraving, etc	489	129.3	74.9	17.2	204 · 2	123.7	69.6	16.0	193.3	122 · 1	68.4	16.8	190.5
Other manufacturing industries Rubber Linoleum, plastics, floor-covering,	XIX 491	196 · 8 70 · 0	113 · 9 21 · 7	31 · 0 4 · 5	310 · 7 91 · 7	181 · 3 65 · 3	97 · 9 19 · 0	26 · 2 4 · 0	279 3 84 3	172 · 7 61 · 4	90 · 9 17 · 7	24 · 4 3 · 5	263 6 79 1
leather-cloth, etc Brushes and brooms	492 493	9·9 4·3	2 · 5 4 · 7	0 · 4 1 · 3	12·4 9·0	8·8 4·0	2·1 4·2	0 · 4 1 · 1	10·9 8·2	8·7 3·9	1 · 9 4 · 0	0·3 1·0	10·6 7·9
Toys, games, children's carriages and sports equipment Miscellaneous stationers' goods	494 495	16·5 3·8	23·7 4·1	6.6 0.7	40·2 8·0	13.6 3.9	17·8 4·2	5.6 0.5	31 · 4 8 · 1	12·4 3·7	16·2 3·4	4·9 0·4	28.6 7.2 107.4
Plastics products nes Miscellaneous manufacturing industries	496 499	77.6 14.7	45·5 11·7	14·3 3·3	123·1 26·4	72·4 13·4	39·7 10·9	11 · 9 2 · 9	112·2 24·2	69·5 13·1	37·9 9·8	11·6 2·7	22.9
Construction	500	1,133.5	107.0	40.0	1,240.5	1,096.4	107·0	40·0	1,203 4 339 5	1,048·7 269·3	107·0 68·2	40·0 14·2	1,155·7 337·7
Gas, electricity and water Gas Electricity Water supply	XXI 601 602 603	269 · 4 78·2 142·7 48·5	68 · 3 27 · 2 32 · 5 8 · 7	14·7 5·6 7·3 1·8	337 · 8 105 · 3 175 · 2 57 · 3	271 · 0 79 · 9 142 · 2 48 · 8	68.6 27.7 32.0 8.9	14 · 3 5 · 5 7 · 2 1 · 6	339·5 107·6 174·2 57·7	80.0 141.2 48.1	27.6 31.5 9.1	5.5 7.1 1.6	107.6 172.8 57.3
nation output	000	40.0	0.7	1.0	01 0	40.0	0.0	10	011	10 1			State State

S12 APRIL 1981 EMPLOYMENT GAZETTE

GREAT BRITAIN	Order	[Dec 1979]			[Sep 1980]				[Dec 1980]			Contraction of the	
	or MLH of SIC	Male	Female	area A	All	Male	Female	A CONTRACT	All	Male	Female		All
SIC 1968			All	Part- time			All	Part- time			All	Part- time	
Transport and communication	XXII 701	1,200 · 0 192 · 6	282 · 6 15 · 3	57·8 1·1	1,482 · 5 207 · 9	1,189 2 191 5	285·3 15·2	59.0 1.1	1,474 · 5 206 · 7	1,163 · 4 188 · 7	283 4 14 8	55·8 1·1	1,446 9 203 -
Railways Road passenger transport Road haulage contracting for general	702 703	176·2	32·2 22·3	7·2 8·5	208·5 198·7	175·2 165·3	30·6 20·9	7·8 7·7	205·8 186·2	170·0 157·3	29·4 20·5	7·3 7·6	199 • 4
hire or reward Other road haulage	704	20.1	2.9	1.1	23.0	19.2	2.8	1 · 1	21.9	18.5	2.6	1.1	21 ·
Sea transport Port and inland water transport	705 706	129.9	12.6	2.0	142.4	128.1	12.6	2.1	140.7	127.1	12.4	2.0	139.
Air transport	707 708	63 · 8 322 · 4	25·4 104·5	0.6 22.5	89·2 426·8	63 · 1 329 · 6	25·7 108·5	0·7 23·2	88 · 8 438 · 1	57·1 329·3	30·1 108·6	0·6 23·2	87 · 437 ·
Miscellaneous transport services and storage	709	118.6	67 · 4	14.8	186.0	117.2	69·0	15.3	186.3	115.4	65·0	12.9	180 ·
Distributive trades Wholesale distribution of food and drink	XXIII 810	1,245 · 7 151 · 7	1,596 · 5 70·9	815 .5 24.8	2,842 · 1 222 · 6	1,199 · 4 150·9	1,485 • 4 69 • 8	741 · 6 23 · 5	2,684 · 8 220 · 7	1,189 6 149 €	1,500 · 0 68 · 2	762 · 9 22 · 8	2,689 217
Wholesale distribution of petroleum products	811 812	24·9 173·9	5·5 119·6	0·7 35·4	30·4 293·6	24 · 1 166 · 6	5·5 112·3	0·8 31·4	29·7 278·9	23·9 165·0	5·5 109·8	0·8 31·1	29 · 274 ·
other wholesale distribution Retail distribution of food and drink Other retail distribution Dealing in coal, oil, builders'	820 821	232 · 9 423 · 0	402 · 1 916 · 9	240·1 492·2	635 · 0 1,339 · 9	225 · 8 398 · 5	381 · 4 836 · 0	220·7 443·4	607 · 2 1,234 · 5	225 · 4 398 · 7	379 · 4 859 · 3	221 · 3 465 · 6	604 1,258
materials, grain and agricultural	831	86.9	31 · 3	11.0	118.3	84.5	30.6	10.2	115.0	83.2	28.9	10.0	112
Dealing in other industrial materials and machinery	832	152.3	50·1	11.2	202 · 4	149.0	49.7	11.6	198.7	143.7	48.8	11.5	192
Insurance, banking, finance and business services	XXIV	580-6	660-5	201 6	1,241 1	580.0	673 9	248.1	1.253 9	574.9	662.0	246-3	1,236
Insurance Banking and bill discounting	860 861	147·9 152·2	127·0 198·8	24·8 28·4	274 · 9 351 · 0	151·6 154·5	129·2 208·3	25·7 29·7	280 · 8 362 · 7	151·7 154·3	128·9 207·2	25 · 4 30 · 0	280 361
Other financial institutions	862 863	53·1 45·4	64·0 43·6	11·2 17·0	117·1 89·0	53·2 44·5	65·7 44·2	11·7 19·7	118·9 88·8	53·5 43·3	64·9 42·1	11·3 18·6	118 85
Advertising and market research Other business services	864 865	20·0 118·1	17·1 181·4	3·2 112·0	37·1 299·5	19·7 115·0	17·2 181·2	3·0 153·7	36·8 296·2	19·7 111·5	17·2 174·0	3·1 153·5	36 285
Central offices not allocable elsewhere	866 ,	43 . 9	28.6	5.0	72.5	41.5	28.1	4.6	69·7	40.9	27.7	4.4	68
Professional and scientific services Accountancy services†	XXV 871	1,150-9	2,489.0	1,192.8	3,639 9	1,125-6	2,430 . 3	1,143 9	3,555 9	1,142.2	2,465 5	1,180 4	3,607
Educational services Legal services †	872 873	576.9	1,271.0	705.5	1,847.9	550·1	1,192.4	646.9	1,742.5	567.3	1,221.8	681 · 7	1,789
Medical and dental services Religious organisations†	874 875	294 · 1	998.9	422.5	1,293.0	298.8	1,018.5	432 · 1	1,317.3	300 · 6	1,027.0	433 . 9	1,327
Research and development services Other professional and scientific	876	86.9	31 · 4	6 · 1	118.3	86 · 2	31 · 4	6.0	117.6	85.6	31 · 5	5.9	117
services t	879	193.0	187.7	58.7	380.7	190.5	188.0	58.9	378.5	188.7	185.2	58.9	373
Miscellaneous services* Cinemas, theatres, radio, etc	XXVI 881	1,000 · 8 60 · 3	1,371 · 7 47 · 4	802 · 5 18 · 1	2,372 · 5 107 · 7	1,028·1 60·3	1,411 · 6 47 · 1	825-0 18-3	2,439 · 6 107 · 4	996 · 9 59 · 3	1,360 3 46.2	798 8 17 · 7	2,357 105
Sports and other recreations Betting and gambling Hotels and other residential	882 883	61 · 1 32 · 5	45·3 60·0	30·8 33·9	106·4 92·5	65 · 4 32 · 2	47 · 0 61 · 5	31 · 1 36 · 8	112·5 93·7	65·0 32·5	45 · 9 58 · 3	29·8 33·9	110 90
establishments Restaurants, cafes, snack bars	884 885	84 · 8 62 · 1	143·2 108·6	74·3 72·0	228·0 170·6	99·0 62·7	166·0 121·8	83·8 82·6	265·0 184·5	83 · 6 57 · 8	140.6 112.8	76.0 77.3	224 170
Public houses	886 887	79·4 39·8	183·8 74·3	154·3 60·3	263·2 114·2	83·0 40·0	181 · 1 74 · 8	150·3 61·1	264 · 1 114 · 9	78·9 40·6	178·5 78·2	149·0 63·2	257 118
Clubs Catering contractors	888	18.7	51.3	23.3	69.9	18.8	49.1	19.3	67.9	18.2	47.9	18.3	66 87
Hairdressing and manicure Laundries	889 892	11 · 8 13 · 7	83·0 32·1	25·2 11·5	94·7 45·9	10·1 13·7	77.6 29.1	23·1 12·1	87·7 42·8	10·0 13·4	77 · 6 27 · 9	22 · 1 11 · 4.	41
Dry cleaning, job dyeing, carpet beating, etc	893	5.2	20.5	11.7	25.8	4.9	18.6	10.7	23.5	5.0	18.5	10.8	23
Motor repairers, distributors, garages and filing stations	894	362.6	109.3	34.2	471.8	353 8	109.9	33.0	463.7	346.4	107.4	33.3	453
Repair of boots and shoes Other services	895 899	3·1 165·6	1·9 410·9	1·0 251·9	5·0 576·5	3·1 180·9	1 ∙9 425 •9	1 · 0 261 · 8	5·0 606·9	3·1 183·3	1 · 9 418 · 6	1 · 0 255 · 0	5 602
Public administration‡ National government service Local government service	XXVII 901 906	936 · 4 323 · 1 613 · 3	606 · 0 273 · 0 333 · 0	156 2 28 1 128 1	1,542 · 4 596 · 1 946 · 3	933 · 4 318 · 9 614 · 5	609 · 6 272 · 0 337 · 6	158 · 6 27 · 9 130 · 7	1,543 · 1 590 · 9 952 · 2	922 · 8 318 · 5 604 · 3	608 · 9 271 · 6 337 · 3	158 · 8 27 · 6 131 · 2	1,531 590 941

ude private domestic service. e figures for "sea transport" and "port and inland water transport" are combined and those for "accountancy services", "legal services", "religious organisations" are included in er professional and scientific services". see figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are titles separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not titles identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published as 21-7

EMPLOYMENT 1.4 **Employees in employment: Dec 1980**

• 5 EMPLOYMENT Employees in employment by region

Standard	All indu	stries and	services				Production	Manufac		Service Industries	The second second	Agricult- ure	Mining	4	Cool
region	Male	Female	and the second	All employees	Index (June 1974	industrie	Index	industrie	Index		Index	forestry and	and quarrying	Food drink and	and
CIC 1069		All	Part-time		= 100)	II-XXI	(June 1974 = 100)	III-XIX	(June 1974 = 100)	XXII-XXVII	(June 1974 = 100)	fishing I		tobac	co chemical products
SIC 1968 South East	-	Tel Carlos	<u> </u>		A manufacture of the second			1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 - 1997 -		4,881	102.3	78		=	<u>IV-V</u>
1978 June R 1979 June R Dec R	4,235 4,246 4,241	3,056 3,104 3,131	1,204 1,233 1,231	7,292 7,350 7,372	99 · 0 99 · 8 100 · 1	2,333 2,324 2,307	92.9 92.5 91.9	1,861 1,842 1,829	92 · 1 91 · 2 90 · 5	4,951 4,992	103·8 104·6	75 74	13 13 13 13 13 13 13	152 147	140 140
1980 Mar R June R	4,194 4,193	3,079 3,077	1,211 1,238	7,274 7,270	98·7 98·7	2,265 2,245	90·2 89·4	1,791 1,771	88.6 87.6	4,937 4,950	103·5 103·8 103·2	72 76 81	13 13	147 147 145	140 138
Sep R Dec East Anglia	4,155 4,081	3,050 3,030	1,212 1,220	7,206 7,111	97·8 96·5	2,203 2,130	87 · 7 84 · 8	1,735 1,677	85·8 83·0	4,923 4,908	102.9	72	13	144 142 140	136 134 129
1978 June R 1979 June R	412 410	272 279	115 119	683 689	102·8 103·7	255 256	97·3 97·7	201 201	98.0 98.0	385 392 389	108.0 110.0 109.1	43 41 43	2 2 2	41	10 10
Dec R 1980 Mar R June R	409 402 405	280 271 279	118 118 121	689 673 684	103.6 101.2 102.9	257 250 248	98·3 95·3 94·5	203 196 193	99 0 95 5 94 4	383 394	107·5 110·4	40 42	2 2 2	41 44 40	10 10
Sep R Dec	404 392	274 266	116 115	677 658	101 · 9 98 · 9	242 236	92·3 89·9	188 184	91 · 9 89 · 7	391 381	109·6 107·0	45 41	2 '	41 42	10 10 10
South West 1978 June R 1979 June R	915 920	651 672	282 287	1,566	103·0 104·8	554 558	94·7 95·3	427 428	95·3 95·4	963 987	109·0 111·8	48 46	11 11	43 56	17
Dec R 1980 Mar R	913 903	662 649	280 279	1,575 1,552	103·6 102·2	557 549	95·2 93·7 93·3	428 420 418	95·5 93·8 93·2	970 958 985	109·9 108·5 111·6	47 46 48	11 11 11	56 55	17 18 18
June R Sep R Dec	912 902 883	667 652 640	290 281 280	1,579 1,554 1,523	103·9 102·3 100·2	546 534 523	93·3 91·2 89·4	407 400	90·9 89·3	970 950	109·8 107·6	51 49	11 11 11	55 56 54	18 17
West Midlands 1978 June R	s 1,331	883	359	2,215 2,208	98.6 98.3	1,147	92·3 90·5	989 964	91·5 89·2	1,036 1,055	106·7 108·6	31 30	26 25	53 53	17 23
1979 June R Dec R 1980 Mar R	1,318 1,312 1,297	890 900 883	367 379 376	2,208 2.212 2,180	98·5 97·0	1,111 1,094	89·4 88·1	952 936	88 · 1 86 · 6	1,071 1,056	110·4 108·8	30 29	25 25	53 53	23 24
June R Sep R	1,285 1,253	873 854 849	367 360 360	2,158 2,107 2,069	96.0 93.8 92.1	1,071 1,031 994	86.2 83.0 80.0	913 874 842	84·4 80·9 77·9	1,057 1,043 1,043	108·9 107·5 107·4	30 33 31	25 25 25 25 25 25 25 25	51 51 50	23 23 22
Dec East Midlands 1978 June R	1,219 911	624	254	1,535	103.5	770	97.7	600	97.3	731	111.5	34	74	49	21 28
1979 June R Dec R 1980 Mar R	914 915 901	635 637 627	262 264 261	1,549 1,552 1,527	104·5 104·7 103·0	769 765 751	97.6 97.1 95.3	598 594 580	97.0 96.3 94.0	746 752 744	113·7 114·7 113·4	34 34 33	73 73 74	50 50 51	29 29
June R Sep R	899 893	625 614	263 257	1,525 1,507	102·8 101·6	739 726	93·7 92·1	568 556	92·0 90·2	753 746 744	114·8 113·7 113·4	33 35 36	74 74 73	49 49 48	29 29 29
Dec Yorkshire and Humberside	872	613	258	1,485	100.2	706	89.5	539	87.5					40	28
1978 June R 1979 June R	1,187 1,191	801 809	351 355	1,987 2,000	99·8 100·4	934 929 918	94·2 93·7 92·6	708 700 691	92.6 91.6 90.4	1,021 1,040 1,043	105·9 107·9 108·1	32 31 32	83 81 82	85 85	39 39
Dec R 1980 Mar R June R	1,182 1,166 1,158	811 796 795	356 351 350	1,993 1,962 1,953	100 · 1 98 · 5 98 · 1	900 884	90·8 89·2	674 658	88·2 86·1	1,032 1,038	107·0 107·6	30 31	82 81	86 83	40 39
Sep R Dec	1,139 1,112	780 775	339 344	1,919 1,887	96·4 94·8	863 834	87 · 1 84 · 1	640 616	83·7 80·5	1,023 1,022	106·1 106·0	32 31	81 80	83 82 81	38 38 35
North West 1978 June R 1979 June R	1,541 1,537	1,109 1,127	451 463	2,651 2,665	98 · 1 98 · 6	1,186 1,173	92·0 91·0	998 982	91.6 90.1	1,448 1,476	103·8 105·8	17 16 17	14 14 14	105 104	107 106
Dec R 1980 Mar R June R	1,527 1,509 1,498	1,129 1,107 1,105	463 458 460	2,657 2,616 2,603	98·3 96·9 96·4	1,157 1,137 1,120	89 8 88 2 86 9	968 949 932	88·7 87·0 85·5	1,483 1,464 1,467	106·3 105·0 105·2	16 16	14 14	103 101	106 106
Sep R Dec	1,476 1,442	1,087	450 440	2,563 2,509	94 · 9 92 · 9	1.093 1,054	84 · 8 81 · 8	907 874	83·2 80·2	1,453 1,438	104·2 103·1	18 18	14 13	101 100 97	105 103 102
North 1978 June R 1979 June R	749 746	493 506	196 206	1,242 1,252	99 · 7 100 · 5	577 574	90·8 90·3	418 414	89·6 88·7	649 663	109·5 111·8	16 15	49 48	31	55
Dec R 1980 Mar R	741 728	507 495	207 204	1,249 1,223	100·3 98·2	566 554	89·2 87·3 86·0	408 398 390	87 · 4 85 · 1 83 · 4	667 654 653	112.5 110.3 110.1	16 15 15	47 47 47	31 31 30	56 56 56
June R Sep R Dec	723 710 688	491 489 480	203 200 202	1,214 1,198 1.168	97:5 96:2 93:8	546 532 508	83·7 79·9	377 357	80·7 76·5	651 645	109·8 108·8	16 15	47 46	30 30 29	55 54 53
Wales 1978 June R	614	401 409	152 162	1,016	102·4 103·0	436 436	93·8 94·0	311 312	92 · 8 92 · 9	556 563	111 · 1 112 · 6	24 22	40 38	18	23
1979 June R Dec R 1980 Mar R	613 609 599	409 408 396	164 153	1,017 995	102·6 100·3	435 425	93 · 7 91 · 5	311 303	92·8 90·3	558 548	111.5 109.5 110.8	25 22 23	38 37 37	19 19 18	23 23 22
June R Sep R	590 579 560	396 389 383	157 155 157	986 968 942	99 · 4 97 · 6 95 · 0	410 397 377	88·2 85·5 81·1	288 276 259	85 · 7 82 · 3 77 · 1	554 546 542	109·2 108·5	24 24	37 36	18 18	23 22 22 21
Dec Scotland 1978 June R	1,200	867	314	2,067	99.2	831	91.5	604	89.3	1,188	105·6 107·2	48 48	39 38	18 91	21 35
1979 June R Dec R 1980 Mar R	1,197 1,181 1,165	883 876 864	322 319 313	2,080 2,057 2,030	99 · 8 98 · 7 97 · 4	827 814 792	91.0 89.6 87.2	596 585 565	88 · 1 86 · 5 83 · 6	1,206 1,196 1,190	106·3 105·8	47 47	38 38	90 91 88	35 34
June R Sep R	1,168 1,152	869 858	316 310	2,036 2,011	97·7 96·5	777 757	85·6 83·3	550 533	81·3 78·8	1,211 1,206	107·7 107·2 106·3	47 48 45	38 38 37	86 86	34 34 33
Dec Great Britain 1978 June R	1,129	846 9,158	309 3,679	1,975	94·8 99·8	733 9,023	80·7 93·2	516 7,117	76·3 92·4	1,196 12,858	105.3	373	351	85 682	32
1979 June R Dec R	13,092	9,314 9,341	3,776 3,781	22,406 22,373	100·5 100·3	8,969 8,889	92·7 91·8	7,036 6,968	91·3 90·4 88·4	13,079 13.121 12,966	107 · 1 107 · 4 106 · 2	358 364 349	344 343 344	675 679	478 480 479
1980 Mar R June R Sep R	12,864 12,831 12,662	9,168 9,178 9,048	3,724 3,765 3,680	22,032 22,008 21,710	98 · 8 98 · 7 97 · 4	8,717 8,587 8,377	90 · 1 88 · 7 86 · 6	6,811 6,679 6,493	86·7 84·3	13,061 12,952	106·9 106·0	361 382	342 341 338	659 660 652	475 468
Dec	12,377	8,949	3,686	21,326	95.6	8,095	83.6	6,264	81.3	12,870	105.4	361	330	642	461 448

Note: Figures after June 1978 are provisional.

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EMPLOYMENT ·5 **Employees in employment by region**

Other manufac-turing

XVI-XIX

1,366 1,362 1,352 1,320 1,299 1,265 1,220

Textile, leather and clothing

XIII-XV

13 14

12

Engineering and allied industries

VII-XII

3,276 3,228 3,200 3,139 3,082 2,994 2,893

Metal manu-facture

VI

Construc-tion

XX

1,225 1,254 1,241 1,225 1,229 1,203 1,156

ias, lectricity nd vater	Transport and communi- cation	Distribu- tive trades	Financial profession- al and miscellan- eous	Public administra- tion and defence	Standard region
xi	XXII	ххш	services XXIV-XXVI	XXVII	SIC 1968
99 01 01 01 01 01 01	617 620 629 624 623 625 615	984 1,004 1,031 996 994 976 970	2,698 2,745 2,757 2,745 2,745 2,761 2,751 2,751 2,747	582 583 574 572 571 571 571 567	South East 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
01 10 11 11 10 11 11 11	615 42 43 44 43 44 44 44 43	979 89 88 90 87 89 89 87 85	218 223 218 216 223 222 216	37 39 38 38 38 38 38 38 38 38	East Anglia 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
30 31 31 31 31 31 31 31 31	86 88 87 88 89 89 88 87	212 218 224 215 215 213 213 214	550 566 546 543 567 556 538	115 115 113 112 113 113 113 112	South West 1978 June R Dec R 1980 Mar R June R Sep R Dec
29 29 29 29 29 29 30 29	98 99 101 99 100 100 98	236 235 246 236 235 229 230	572 587 593 589 589 589 582 582	130 133 132 132 133 133 133 133	West Midlands 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
24 24 25 25 24 25 25 25 25	75 76 77 76 77 77 77 75	168 174 183 178 180 178 180	395 402 400 397 402 397 395	92 94 93 92 93 94 94	East Midlands 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
33 34 34 34 34 34 34 34	111 114 115 114 116 115 111	231 233 237 229 226 224 225	569 581 582 581 587 575 575	111 111 109 109 109 110 109	Yorkshire and Humberside 1978 June R Dec R 1980 Mar R June R Sep R Dec R
38 38 39 38 38 38 38 39 39 39	172 171 171 170 169 168 165	319 326 332 319 317 309 306	790 809 814 809 814 810 803	167 169 167 166 166 166 164	North West 1978 June R Dec R 1980 Mar R June R Sep R Dec
20 20 20 20 20 20 20 20 20 20	67 67 67 67 67 67 67 66	142 148 153 146 145 144 141	350 358 359 354 353 353 353 353	89 90 88 88 88 88 88 88 88 87	North 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
19 20 20 20 20 20 20 20 20	58 59 59 59 59 59 59 59 59	104 104 105 100 99 97 97	308 315 311 306 314 309 308	85 85 83 82 82 82 82 81	Wales 1978 June R 1979 June R Dec R 1980 Mar R June R Sep R Dec
28 29 29 29 29 29 29 29 29	135 134 133 133 133 133 133 133 131	239 240 243 236 234 230 233	669 685 674 675 696 694 685	144 146 146 146 148 149 148	Scotland 1978 June R 1979 June R Dec R 1980 Mac R June R Sep R Dec
330 336 338 337 337 340 338	1,462 1,473 1,483 1,473 1,478 1,475 1,447	2,724 2,769 2,842 2,741 2,733 2,685 2,690	7,119 7,270 7,254 7,215 7,306 7,249 7,202	1,553 1,566 1,542 1,538 1,543 1,543 1,543 1,543	Great Britain 1978 June R Dec 1980 Mar R June R Sep R Dec

1.8 EMPLOYMENT Indices † of output, employment and output per person employed

UNITED KINGDOM	Whole eco	onomy	Index of p industries		turing	and		Chemi- cals, coal		Engineer- ing and allied	leather	manufac-	Construc- tion	elec-
		excluding MLH 104*		excluding	indus- tries	quarrying excluding MLH 104*	tobacco	and petroleum products	facture	allied industries	and clothing	turing		tricity and water
Output ‡ 1970	R 93-8	R 93-8	100.0	99.9	R 98·4	R 118·1	R 94-3	R 90-3	126·3	96·7	101-6	97-2	111-4	84-1
1971 1972 1973 1974 1975	95·2 98·1 103·8 102·0 100·0	95·1 98·0 103·7 102·0 100·0	99 7 101 7 109 8 105 7 100 0	105-8	97 3 99 7 108 8 107 5 100 0	90-2	95 1 98 9 103 8 103 0 100 0	92·3 96·7 108·0 112·2 100·0	113 9 113 4 126 1 114 9 100 0	94·3 94·7 103·6 105·6 100·0	104 0 105 2 111 8 104 6 100 0	98-2 104-3 115-7 110-4 100-0	113-3 115-4 118-2 105-8 100-0	87-3 93-6 98-6 98-5 100-0
1976 1977 1978 1979 1980	101 · 9 104 · 5 108 · 0 110 · 4 107 · 1	102 9 105 6 107 0	102 4 106 5 110 2 112 8 104 6 R	102-6 104-4	102·0 103·9 104·4 104·5 94·4	91-0 92-0 92-5	103·2 104·6 107·0 108·1 106·8	112 · 2 115 · 0 116 · 3 118 · 5 105 · 7	106 · 3 104 · 3 102 · 6 105 · 2 73 · 8	98 0 100 3 99 9 98 5 91 7 R	100 9 102 8 101 4 100 4 83 4 R	104·3 106·3 108·8 110·2 100·2 R	98-6 98-3 105-0 102-1 96-3 R	102-3 106-4 109-7 116-1 R 112-5 R
1978 Q4	108.7	106-0	110-4	103-8	103-7	93·8	106-3	117-3	100-8	98-0	101-9	109 7	104·4	108.7
1979 Q1 Q2 Q3 Q4	108 3 112 2 110 2 110 8	108-8 106-6	110-3 115-1 113-0 112-7 R	106-6 104-3	102 5 107 4 103 7 104 3	91·6 94·4	105-9 108-5 109-2 108-9	112 6 121 1 120 7 119 6	98·2 113·2 105·7 103·8	99·0 R 101·8 94·7 R 98·4	100 2 103 7 101 1 96 7	105·8 112·1 112·1 110·6	97·8 102·7 104·1 103·7	120-1 116-7 R 115-1 112-3 R
1980 Q1 Q2 Q3 Q4	109 8 108 2 106 0 104 4	104-8	109-6 106-8 102-9 R 99-2 R	101-0 98-4 94-8 90-3	99·6 97·1 93·2 87·6	94·9 92·2 91·7 93·0	109-1 106-1 105-0 106-9	118-6 107-3 99-1 97-6	57·0 93·9 78·3 65·9 R	97·4 93·7 91·6 84·1 R	91 2 85 0 81 6 75 6 R	108·3 101·5 98·0 93·0 R	102·4 98·9 93·4 R 90·4 R	113-2 R 112-0 112-9 111-8 R
Employed labour force 1970	R 99-3	R 99-3	R 108·7	R 108·7	R 111-1	R 117·9	R 108-3	R 104·1	R 118-9	R 110·0	R 121·6	R 107·7	R 95-9	R 110-0
1971 1972 1973 1974 1975	97 7 98 1 100 2 100 6 100 0	98-1 100-2	105 4 103 1 104 5 104 1 100 0	103-1	107 5 104 0 104 5 104 7 100 0	113 9 108 8 103 5 99 6 100 0	105 4 103 7 103 5 104 6 100 0	102·2 99·5 99·4 101·3 100·0	112 · 2 104 · 0 103 · 9 102 · 2 100 · 0	106-7 102-3 103-1 104-3 100-0	116·0 112·8 110·9 107·9 100·0	104·8 103·7 105·8 105·6 100·0	94-6 98-5 106-2 103-5 100-0	105-6 100-4 97-5 98-2 100-0
1976 1977 1978 1979 1980	99-4 99-6 100-2 100-6 98-6	99-4 99-6 100-1 100-6 98-6	97 · 5 97 · 3 96 · 9 96 · 1 91 · 4	97·5 97·2 96·8 96·0 91·3	96·9 97·2 96·7 95·4 89·8	98-3 98-2 97-3 95-3 94-9	97·8 97·0 96·0 95·1 92·4	98 1 100 4 102 0 102 1 99 0	95 2 96 5 92 5 88 8 79 5	96·7 97·4 97·8 96·3 91·0	96·2 96·0 93·1 91·5 82·7	97·3 96·6 96·6 96·2 91·0	99.5 97.2 97.2 98.3 96.1	99-8 98-1 96-8 98-0 98-0
1978 Q4	100 [.] 5	100 5	96·7	96-6	96-3	95·7	95·5	102-3	90·7	97·5	92-3	96·7	97.6	97-5
1979 Q1 Q2 Q3 Q4	100-6 100-6 100-7 100-5	100 6 100 6 100 6 100 5	96·4 96·3 96·2 95·4	96·3 96·2 96·1 95·3	95 9 95 7 95 4 94 5	95-2 95-1 95-3 95-7	94 7 95 2 95 2 95 1	102 0 102 2 102 2 101 9	89·8 89·3 88·7 87·2	97·0 96·6 96·2 95·3	92·3 92·1 91·6 90·1	96-6 96-4 96-2 95-4	98-0 98-1 98-8 98-3	97·9 98·0 98·0 98·0
1980 Q1 Q2 Q3 Q4	100 0 99 3 98 2 96 7	100-0 99-3 98-2 96-7	94-2 92-8 90-6 88-0	94·1 92·7 90·5 87·9	93·2 91·4 88·8 85·8	95·3 94·9 95·0 94·3	94-6 93-2 91-4 90-2	101-4 100-1 98-4 96-1	85·4 82·2 77·8 72·5	94·1 92·6 90·1 87·0	87·5 84·5 81·2 77·6	94·1 92·6 90·1 87·3	97·4 97·1 95·9 93·9	98·0 98·1 98·0 97·9
Output per person emplo	oyed R	R	R	R	R	R	R	R	R	R	R	R	R	
1970	94 5	94-4	92·0	91·9	88·6	100-2	87·1	86-9	106-3	88.0	83.6	90·3	116-2	76·4 82·7
1971 1972 1973 1974 1975	97-4 100-1 103-6 101-4 100-0	97·4 100·0 103·6 101·4 100·0	94-6 98-7 105-0 101-6 100-0	94·5 98·5 104·9 101·6 100·0	90·6 95·8 104·1 102·6 100·0	102·0 88·0 102·7 90·6 100·0	90·3 95·4 100·3 98·5 100·0	90-3 97-2 108-6 110-8 100-0	101-5 109-2 121-4 112-5 100-0	88-4 92-6 100-5 101-3 100-0	89·7 93·3 100·9 97·0 100·0	93.7 100.6 109.4 104.6 100.0	119 9 117 3 111 4 102 3 100 0	82-7 93-3 101-1 100-4 100-0
1976 1977 1978 1979 1980	104-9 107-9 109-7	103-3 105-5 106-4	105 1 109 6 113 7 117 4 114 4	103·7 105·5 107·9 108·9 105·2	105·4 107·0 108·0 109·5 105·1	94 8 92 7 94 7 97 1 98 0	105 5 107 8 111 5 113 8 115 7	114 4 114 6 114 0 116 1 106 6	111-7 108-1 111-0 118-6 93-2	101 4 103 0 102 2 102 3 100 7	105·0 107·1 108·9 109·7 100·7	107 2 110 1 112 7 114 6 110 0	99-1 101-2 108-1 103-9 100-2	102 6 108 6 113 3 118 5 114 8
1978 Q4			114-2		107.7	98·0	111-3	114.7	111-2	100-5	110-4	113-4	107.0	111-5
1979 Q1 Q2 Q3 Q4	111-6 109-4	108-2 106-0	114·4 119·5 117·5 118·1	110-9 108-5	106 9 112 2 108 7 110 3	94·0 96·3 99·1 98·8	111-9 113-9 114-7 114-6	110-4 118-5 118-1 117-3	109·4 126·7 119·1 119·0	102·1 105·4 98·5 103·3	108-6 112-6 110-4 107-3	109-5 116-3 116-5 116-0	99-8 104-7 105-4 105-5	122-7 119-0 117-5 114-6
1980 Q1 Q2 Q3 Q4		106-3 105-5 104-6	116 4 115 1 113 5 112 7		106 9 106 3 105 0 102 1	99-6 97-1 96-5 98-6	115-3 113-9 114-9 118-6	117·0 107·2 100·7 101·5	66-8 114-2 100-7 90-9	103·5 101·2 101·6 96·6	104·3 100·6 100·5 97·4	115 1 109 6 108 7 106 5	105·1 101·9 97·4 96·3	115-5 114-2 115-2 114-2

* MLH 104 consists of the extraction of mineral oil and natural gas. † Quarterly indices are seasonally adjusted. ‡ Gross domestic product for whole economy.

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O EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2) (7)	Japan (2) (5)	Nether- lands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden (2)	Switzer- land	United States (2)
CIVILIAN		(2) (3) (4)	(2) (3)	- (1)					<u></u>		-		and the second second			Indice	s: 1975 = 100
EMPLOYMENT Years 1970 1971 1972 1973 1974	99·1 97·7 97·6 100·1 100·5	91-8 94-0 95-5 98-3 100-4	101-0 101-0 101-7 102-3 102-3	97 8 98 8 98 6 99 9 101 4	85-3 87-3 89-9 94-4 98-3	99-3 100-3 101-0 102-3 101-0	98-3 98-8 99-3 100-6 101-3	105 5 105 8 105 4 105 7 103 6	100-8 101-0 100-4 101-0 101-8	98 0 97 8 96 2 97 2 99 4	97·5 98·1 98·1 100·7 100·3	100·7 101·3 100·4 100·5 100·6	96-6 96-9 97-2	97·7 98·2 98·8 101·3 101·8	94·9 95·0 95·1 95·5 97·5	103 5 105 0 105 7 106 2 105 6	92·7 93·3 96·4 99·6 101·4
1975 1976 1977 1978 1979	100·0 99·3 99·7 R 100·1 100·8	100 0 101 3 102 3 101 8 103 4	100·0 100·1 101·6 102·4 103·7	100·0 99·2 99·0 99·0	100 0 102 1 103 9 107 4 111 7	100 0 102 6 103 5 106 0	100 0 100 5 101 1 101 1 101 9	100 0 99 0 98 8 99 6 100 9	100-0 98-4 98-6 99-6	100 0 100 8 101 8 102 3 103 5	100 0 100 9 102 3 103 5 104 9	100 0 99 9 100 2 100 4	100·0 104·8 106·9 108·6 109·7	100-0 98-8 98-0 95-3 92-2 R	100 0 100 6 100 9 101 3 102 9	100 0 96 7 96 9 97 5	100 0 103 2 106 8 111 3 114 3
Quarters 1979 Q1 Q2 Q3 Q4	100-6 100-8 100-7 R 100-4	102-6 102-7 103-4 104-7	102-7 103-6 104-1 104-3		110-4 110-8 112-0 113-4		 102 [.] 0	100 6 100 7 100 9 101 4	· · · · · · ·	102-6 103-0 103-8 104-8	104-6 104-8 105-1 105-3	 	108·7 108·6 110·5 110·7	 	102 0 102 9 103 1 103 7	· · · · · · ·	113 7 113 8 114 7 115 2
1980 Q1 Q2 Q3	99·9 99·1 R 97·7	105-2 106-0 106-9	104-7 104-8		114-3 114-3			101 9 101 8	· · · · ·	104 3 104 7 105 3	105·7 105·8 106·4	:: ::	112-1 111-2 112-0	::	104 0 104 9 104 5	* • • • • • • • •	115-4 114-3 114-5
CIVILIAN EMPLOYMENT 1975 1979	24,596 24,792	5,867 6,064	2,943 3,051	3,748 3,711*	9,284 10,369	2,332 2,473*	20,691 21,114	24,798 25,017	1,037 1,033*	19,594 20,287	52,230 54,790	4,552 4,569*	1,707 1,872	12,692 11,706	4,062 4,180	3,017 2,943*	Thousand 84,783 96,945
Civilian employment: pro 1979 Agriculture† Industry†† Services All	portions by : 2·6 39·0 58·4 100·0	sector 6·5 31·3 62·2 100·0	10·7 40·5 48·8 100·0	3·2* 36·6* 60·2* 100·0	5·7 28·9 65·4 100·0	8·7* 30·3* 61·0* 100·0	8 8 36 2 54 9 100 0	6-2 44-9 48-9 100-0	22 · 2* 30 · 9* 47 · 0* 100 · 0	14·8 37·7 47·5 100·0	11-2 34-9 53-9 100-0	6·2* 32·5* 61·3* 100·0	8 6 30 1 61 3 100 0	19-4 R 36-4 44-2 R 100-0	5·8 32·5 61·7 100·0	7·6* 39·9* 52·5* 100·0	Per cent 3 6 31 4 65 1 100 0
Manufacturing 1970 1971 1972 1973 1974	34·7 34·0 32·9 32·3 32·3	23.5	30 0 29 7 29 7 30 2	32-7 32-3 31-9 31-8 31-5	22-3 21-8 21-8 22-0 21-7	24 9 24 7 23 6	27 9 28 1 28 2 28 4 28 4	36 6 36 4 36 6	20:4 20:4 20:7 21:0		27·0 27·0 27·0 27·4 27·2	26 2 25 7 25 1 24 7 24 6	23-8 23-5 23-6	25-1 25-6 25-8	27 6 27 3 27 1 27 5 28 3	· · · · · · · · ·	Per cent 28 2 25 4 25 0 25 6 25 1
1975 1976 1977 1978	30·9 30·2 30·3 30·0	21-6 21-7 21-3 20-0	30·1 29·6 29·8 29·7	30·1 29·1 28·1 27·0	20 2 20 3 19 6 19 6	22.7 22.5 21.6 21.5	27 · 9 27 · 5 27 · 2 26 · 7	35 8 35 8 35 7 35 4	20·3 20·0 20·5 20·7	27·6 27·2	25 8 25 5 25 1 24 5	23 · 9 22 · 9 22 · 3 21 · 7	24 1 23 2 22 4 21 3	26·7 26·9 26·9 26·9 27·0	28·0 26·9 25·9 24·9	· · · · · · · · · · · · · · · · · · ·	23 6 23 8 23 7 23 7 23 7

Source: OECD-Labour Force Statistics. Eurostat-Employment and Unemployment 1972-1978.

 Notes:
 (1) Annual data relate to June.

 (2) Quarterly figures seasonally adjusted.

 (3) Annual data relate to August.

 (4) Employment in manufacturing includes electricity, gas and water.

 (5) Civilian employment figures include armed forces.

(6) Annual figures relate to April.
(7) Employment in manufacturing includes mining and quarrying.
(8) Data in terms of man-years.
(9) Annual data relate to the 4th quarter.
(10) From 1976, figures in employment in manufacturing include mining and quarrying (about 0.8 per cent).
* 1978.

† Including hunting, forestry and fishing.
 † 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

EMPLOYMENT 1 •

OVERTIME

1

GREAT

Overtime and short-time operatives in manufacturing industries

SHORT-TIME

Operatives: manufacturing industries

Food, drink, tobacco

99·1 100·1

95·2 92·8 90·4 90·8 89·3

85·9 84·5 85·4 87·2 82·0

79·9 80·0

80·2 80·4 81·7

81·4 73·4 81·1

80·4 80·8 80·7

78·4 77·5 77·6

78·1 70·9 79·4

79-3 78-2 78-3

74·9 75·7 76·4

77·7 71·5 79·9

79·5 79·5 79·4

73·3 73·8 74·7

73·7 66·3 73·7

73-5 72-5 72-6

Textiles, leather, clothing

108-6 110-1

104.7100.098.298.895.6

91·7 84·4 83·3 83·6 78·3

74·0 71·7 71·2 66·1 60·9

58·8 59·3 57·6 56·3 48·1

61·5 61·3

61·4 61·3 61·3

55·5 47·5 60·2

60-0 60-4 60-3

59·4 59·4 59·3

59-2 58-9 59-3

54·2 46·7 58·7

58·7 58·6 58·7

57·8 58·0 58·1

58·0 58·2 58·6

53·6 46·1 57·9

57·0 56·5 55·6

54·1 53·2 52·4

51·5 51·0 49·9

44·8 37·4 46·7

45·8 45·0 44·8

DEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*

Vehicles

104·9 107·9

91·5 86·1 87·0 88·3 86·7

82·1 79·8 82·6 79·3 75·1

74·3 75·7 76·1 76·1 68·4

76-6 76-7

75·7 77·8 77·7

68·0 65·9 77·5

78-6 76-0 80-2

78-2 78-2 78-6

78-9 79-2 77-6

66·8 65·8 77·6

77·7 77·2 77·5

76·7 76·7 78·0

78-6 79-2 78-6

70·1 66·5 75·4

75-4 78-5 78-9

77·0 76·9 74·2

73·9 73·8 72·3

61·0 59·0 65·8

63·2 61·7 61·6

Engin- V eering, shipbuilding, electrical

goods, metal goods

96·3 99·4

101·9 100·0 97·6 101·7 101·9

101-0 96-8 94-6 96-1 94-3

79·5 79·6

79-5 80-0 79-2

76·1 64·8 79·4

80·4 80·1 78·6

79·8 79·8 79·5

79·7 79·5 79·3

75·7 64·6 79·4

79-2 79-2 79-1

77·6 77·3 77·4

73·8 62·3 75·4

76-6 77-0 77-0

74·2 73·9 72·9

72·0 72·0 70·9

66-1 55-1 66-6

64·8 63·5 62·9

75·4 75·4

75·0 75·0 74·8

74·9 74·7 74·6

74·9 74·4 74·9

75·1 74·8 74·6

74·6 74·3 74·0

73·9 73·9 73·9

73·7 73·4 73·1

72·9 72·9 73·3

73-2 73-0 73-0

72·9 72·4 71·7

71.7 71.9 71.3

70-5 69-8 68-8

68-0 67-2 66-3

64·9 63·7 62·5

60·8 59·7 58·8

58·3 57·9

69·0 68·5 67·7

62·8 53·4 64·0

58-8 58-5

April 19 R May 17 R June 14 R

July 12 R Aug 16 R Sep 13 R

Oct 11 R Nov 15 R Dec 13 R

Jan 17 Feb 14

Il manufacturing ndustries

Seasonally adjusted

Opera- tives	age of all		f overtime	worked	Stood of week	f for whole	Working	part of we	ek		if for whole of week				. The states
(Thou)	opera- tives		Actual (millions)	Season-	Opera- tives	Hours	Opera- tives	Hours lo	st	Opera- tives	Percent- age of all	Hours lo	st	GREAT BRITAIN	
		opera- tive working over- time	(adjusted	(Thou)	(Thou)	(Thou)	(Thou)	Average per opera- tive working part of the week	(Thou)	opera- tives	(Thou)	Average per opera- tive on short- time		All manu industrie Actual
1,661 1,801 1,793 1,720 1,392	32 · 2 34 · 6 34 · 8 34 · 2 29 · 5	8 · 4 8 · 7 8 · 6 8 · 7 8 · 3	14.00 15.58 15.50 14.86 11.52		5 13 5 8 20	183 495 199 316 805	81 35 32 42 252	784 362 355 454 3,111	9·9 10·2 11·0 10·6 12·1	85 48 37 50 272	$ \begin{array}{c} 1 \cdot 6 \\ 0 \cdot 9 \\ 0 \cdot 7 \\ 1 \cdot 0 \\ 5 \cdot 9 \end{array} $	966 857 554 769 3,916	11 · 7 17 · 4 15 · 1 15 · 0 14 · 3	1959 1960 1961 1962	100 9 103 9 102 9 100 0 98 4
1,831 1,835	35·2 35·3	8.6 8.6	15·77 15·75	16·01 15·67	5 8	188 331	36 43	432 419	12·0 10·0	41 51	0·8 1·0	620 750	15·3 14·9	1964 1965	100-7 99-8 97-3
1,804 1,904 1,771	34 · 7 36 · 6 34 · 0	8·5 8·6 8·7	15·42 16·38 15·32	15·34 16·01 15·48	13 9 6	529 356 237	33 36 33	276 345 351	8·5 9·6 10·7	46 45 39	0 · 9 0 · 9 0 · 7	804 701 588	17.7 15.6 15.2	1966 1967 1968 1969	92·4 91·5 92·4 90·2
1,800 1,614 1,764	34 · 4 30 · 8 33 · 7	8·9 9·0 8·7	16·06 14·47 15·30	15.69 15.84 15.34	5 24 22	202 929 863	30 26 41	307 236 454	10·3 9·2 11·1	35 50 63	0 · 7 0 · 9 1 · 2	509 1,166 1,316	14.7 23.8 21.1	1971 1972	84 4 81 3 83 2
1,865 1,832 1,874	35·8 35·2 36·0	8·7 8·7 8·7	16·14 15·86 16·33	15·71 15·25 15·29	13 34 4	495 1,333 144	36 49 27	336 636 271	9.6 13.2 10.0	48 81 31	0 · 9 1 · 6 0 · 6	831 1,970 415	17·5 24·2 13·5	1974 1975	81·0 75·4 73·8
1,737 1,812 1,848	33.6 35.0 35.7	8·4 8·6 8·7	14.60 15.58 16.10	15·98 15·71 15·82	4 4 4	175 170 144	43 41 36	569 520 394	13·5 12·9 11·0	47 45 40	0·9 0·9 0·8	745 688 540	16.0 15.4 13.7	1977 1978 1979	74 9 74 1 72 5 65 1
1,839 1,861 1,766	35·7 36·2 34·3	8·7 8·5 8·5	15·97 15·88 15·00	15·84 15·54 15·11	3 3 3	122 98 127	36 33 33	377 331 316	$ \begin{array}{r} 10.5 \\ 10.2 \\ 9.6 \end{array} $	39 35 36	0 · 8 0 · 7 0 · 7	500 430 443	12·8 12·3 12·3	Week ended 1977 Feb 12 Mar 12	76·2 76·2
1,799 1,556 1,781	34·8 30·1 34·4	8.8 8.8 8.7	13.65	15.09	12 3 9	494 125 356	22 21 22	200 214 194	9·3 10·1 9·1	34 25 31	0·7 0·5 0·6	694 340 550	20.6 13.9 18.1	April 23 May 14 June 18 R	76·1 76·4 76·4
1,812 1,829 1,871	35·5 35·8 36·7	8·7 8·6 8·7	15.76	15.18	4 7 4	172 263 137	28 35 35	276 438 431	10·1 12·6 12·5	32 42 38	0.6 0.8 0.7	447 699 569	11 · 1 17 · 0 15 · 0	July 16 R Aug 13 R Sep 10 R	72 · 5 62 · 8 76 · 5
1,621 1,729 1,840	32·0 34·2 36·5	8·2 8·5 8·7	14.75	14.83	10 18 6	377 701 224	61 45 33	740 467 365	12·1 10·5 11·0	70 61 39	1 · 4 1 · 2 0 · 8	1,117 1,169 589	15·8 18·9 15·2	Oct 15 R Nov 12 R Dec 10	76-8 76-3 77-0
1,877 1,851 1,827	37·2 36·8 36·3	8·7 8·4 8·6	15.57	15.22	6 4 2	235 160 73	26 28 29	256 257 265	9·8 9·3 9·0	32 32 31	0 · 6 0 · 6 0 · 6	490 415 337	15·3 13·2 10·9	1978 Jan 14 R Feb 11 R Mar 11 R	75 9 75 7 75 5
1,816 1,300 1,403	35·9 25·7 27·8	9.2	11.90	13.35	4 3 9	169 120 362	35 21 42	434 177 421	12.6 8.4 10.1	39 24 51	0 · 8 0 · 5 1 · 0	603 297 782	15.6 12.4 15.4	April 15 May 13 R June 10	75 7 75 7 75 5
1,689 1,831 1,856	33 · 7 36 · 7 37 · 3	8.6	15.75	15.21	23 8 4	917 298 155	62 56 61	708 646 710	11 · 4 11 · 4 11 · 5	85 64 65	1 · 7 1 · 3 1 · 3	1,625 944 866	19-1 14-7 13-2	July 8 R Aug 12 R Sep 16 R	71-5 62-0 75-7
1,625 1,697 1,638	33 · 0 34 · 7 33 · 7	8.4	14.24	14.31	5 13 22	182 537 871	80 106 153	995 1,194 1,857	12·4 11·2 12·2	85 119 175	1 · 7 2 · 4 3 · 6	1,177 1,731 2,727	13·8 14·5 15·6	Oct 14 R Nov 11 R Dec 9 R	75 5 75 3 75 3
1,525 1,527 1,501	31 · 7 31 · 8 31 · 4	8.3	12.72	12.40	13 16 14	524 650 546	143 154 192	1,579 1,690 2,218	11 · 0 11 · 0 11 · 6	157 171 206	3·3 3·5 4·3	2,102 2,340 2,763	13·4 13·8 13·5	1979 Jan 13 R Feb 10 R Mar 10	73·6 73·7 74·2
1,363 1,168 1,202	28·7 24·9 25·9	8·5 8·4 8·2	9.79	11.27	11 19 33	437 770 1,304	211 245 336	2,509 3,002 4,081	11 · 9 12 · 3 12 · 1	222 264 369	4 · 7 5 · 6 8 · 0	2,946 3,772 5,385	13·3 14·3 14·6	April 7 R May 5 R June 9 R	74·3 74·4 74·6
1,167 1,143 1,152	26·0 25·8 26·3	8 · 1 8 · 1 7 · 9	9·43 9·21 9·12	9·33 8·66 8·10	38 26 32	1,514 1,053 1,276	431 503 470	5,694 6,373 6,139	13·2 12·7 13·1	468 529 502	10·4 12·0 11·4	7,207 7,425 7,415	15·4 14·0 14·8	July 7 R Aug 4 R Sep 8 R	70·6 60·7 73·4
983 1,034	22·8 24·2	7·7 7·9	7.63 8.26	8·91 8·32	40 29	1,613 1,150	554 552	6,790 6,732	12·3 12·2	594 581	13·7 13·6	8,403 7,882	14·1 13·6	Oct 13 R Nov 10 R Dec 8 R	73·4 73·8 73·6
						1	\$1.							1980 Jan 12 R Feb 16 R Mar 15	71-2 70-6 69-7
	tives (Thou)	tives (Thou) age of all opera- tives 1,661 32-2 1,801 34-8 1,793 34-8 1,720 34-2 1,392 29-5 1,831 35-2 1,835 35-3 1,804 34-7 1,904 36-6 1,771 34-0 1,800 34-4 1,614 30-8 1,805 35-8 1,822 35-2 1,874 36-0 1,737 33-6 1,812 35-7 1,865 35-8 1,812 35-7 1,861 36-7 1,848 35-7 1,839 35-7 1,849 35-7 1,849 35-7 1,849 35-7 1,849 35-7 1,849 35-7 1,849 36-7 1,849 36-7 1,829 35-8 1,877	tives age of all opera- tives Average per per average 1.661 32-2 8.4 1.801 34-6 8.7 1.793 34-8 8.6 1.793 34-2 8.7 1.392 29-5 8.3 1.831 35-2 8.6 1.835 35-3 8.6 1.835 35-3 8.6 1.71 34-0 8.7 1.804 34-7 8.5 1.904 36-6 8.6 1.771 34-0 8.7 1.804 30-8 9.0 1.614 30-8 9.0 1.614 30-8 9.0 1.614 30-8 9.0 1.614 30-8 9.0 1.614 30-8 9.0 1.614 30-8 8.7 1.800 34-4 8.7 1.812 35-0 8.6 1.812 35-0 8.7 1.822 35-8 <td>tives age of all opera- tives Average per over- tive working over- time Actual (millions) 1.661 32.2 8.4 14.00 1.801 34.6 8.7 15.58 1.793 34.8 8.6 15.50 1.793 34.2 8.7 14.86 1.392 29.5 8.3 11.52 1.831 35.2 8.6 15.77 1.835 35.3 8.6 15.75 1.834 34.7 8.5 15.42 1.904 36.6 8.6 16.38 1.771 34.0 8.7 15.32 1.800 34.4 8.9 16.06 1.614 30.8 9.0 14.47 1.822 35.2 8.7 16.14 1.832 35.7 8.7 15.30 1.865 35.8 8.7 16.14 1.832 35.7 8.7 15.98 1.877 33.6 8.4 14.60 1.812</td> <td>tives age of all tives Average per suverking over- tives Actual per suverking over- tive working over- time Sesson- allusted 1,661 32-2 8.4 14.00 Sesson- allusted 1,861 32-2 8.4 14.00 1,801 34-6 8.6 15.50 1,720 34-2 8.7 14.86 1,392 29-5 8.3 11.52 1,831 35-2 8.6 15.77 16.01 1,835 35-3 8.6 15.75 15.67 1,804 34-7 8.5 15.42 15.34 1,804 34-7 8.5 15.42 15.84 1,804 36-6 8.6 15.75 15.67 1,805 35-8 8.7 16.44 15.71 1,822 35-8 8.7 16.44 15.71 1,832 35-2 8.7 15.97 15.84 1,764 33.5 15.97 15.84 15.92 1,829 36-7</td> <td>tives (Thou) age of all oversite tives Average pre- tives Actual adjusted Seson- adjusted week Opera- tives 1.661 32-2 8-4 14-00 Seson- adjusted Seson- adjusted Opera- tives 1.661 32-2 8-4 14-00 Seson- adjusted Seson- adjusted<</td> <td>$\begin{array}{c c c c c c c c c c c c c c c c c c c$</td> <td>tives (Thou) age of all opera- tives Average Arrage opera- tives Actual pera- pera- tives Season adjusted Week Dera- test (Thou) Dera- test (Thou) Opera- test (Thou) Opera- test</td> <td>tives aperation Average Actual operation Seeson- edjusted tours Operation Hours to from Operation Hours to from 1 1601 32.2 8.4 14.00 5 188 81 784 1 1601 32.2 8.4 14.00 5 189 32 355 1.730 34.2 8.7 14.86 9 316 42 34.44 1.332 29.5 8.6 15.77 16.01 5 188 36 34.5 1.835 35.3 8.6 15.77 15.67 8 3316 42 4544 1.835 35.7 8.6 15.77 15.67 8 3311 43 419 1.904 36.6 8.6 15.77 15.01 5 188 36 333 351 1.801 34.4 8.9 16.497 15.89 24 247 33 351 1.802 35.2 8.</td> <td>tives opera- integration apper opera- two-king per working per working pe</td> <td>tives by opera- tives age of all port by opera- by opera-by opera- by opera- by opera- by opera- by opera- by opera- by opera-by</td> <td>nine nine nine nine week nine <th< td=""><td>Hora mere week mere program program<td>tical (no.) negret of all (no.)</td><td>Hire Hire No Part of weik Part of weik Part of weik Image: Part of weik Part of weik<</td></td></th<></td>	tives age of all opera- tives Average per over- tive working over- time Actual (millions) 1.661 32.2 8.4 14.00 1.801 34.6 8.7 15.58 1.793 34.8 8.6 15.50 1.793 34.2 8.7 14.86 1.392 29.5 8.3 11.52 1.831 35.2 8.6 15.77 1.835 35.3 8.6 15.75 1.834 34.7 8.5 15.42 1.904 36.6 8.6 16.38 1.771 34.0 8.7 15.32 1.800 34.4 8.9 16.06 1.614 30.8 9.0 14.47 1.822 35.2 8.7 16.14 1.832 35.7 8.7 15.30 1.865 35.8 8.7 16.14 1.832 35.7 8.7 15.98 1.877 33.6 8.4 14.60 1.812	tives age of all tives Average per suverking over- tives Actual per suverking over- tive working over- time Sesson- allusted 1,661 32-2 8.4 14.00 Sesson- allusted 1,861 32-2 8.4 14.00 1,801 34-6 8.6 15.50 1,720 34-2 8.7 14.86 1,392 29-5 8.3 11.52 1,831 35-2 8.6 15.77 16.01 1,835 35-3 8.6 15.75 15.67 1,804 34-7 8.5 15.42 15.34 1,804 34-7 8.5 15.42 15.84 1,804 36-6 8.6 15.75 15.67 1,805 35-8 8.7 16.44 15.71 1,822 35-8 8.7 16.44 15.71 1,832 35-2 8.7 15.97 15.84 1,764 33.5 15.97 15.84 15.92 1,829 36-7	tives (Thou) age of all oversite tives Average pre- tives Actual adjusted Seson- adjusted week Opera- tives 1.661 32-2 8-4 14-00 Seson- adjusted Seson- adjusted Opera- tives 1.661 32-2 8-4 14-00 Seson- adjusted Seson- adjusted<	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	tives (Thou) age of all opera- tives Average Arrage opera- tives Actual pera- pera- tives Season adjusted Week Dera- test (Thou) Dera- test (Thou) Opera- test (Thou) Opera- test	tives aperation Average Actual operation Seeson- edjusted tours Operation Hours to from Operation Hours to from 1 1601 32.2 8.4 14.00 5 188 81 784 1 1601 32.2 8.4 14.00 5 189 32 355 1.730 34.2 8.7 14.86 9 316 42 34.44 1.332 29.5 8.6 15.77 16.01 5 188 36 34.5 1.835 35.3 8.6 15.77 15.67 8 3316 42 4544 1.835 35.7 8.6 15.77 15.67 8 3311 43 419 1.904 36.6 8.6 15.77 15.01 5 188 36 333 351 1.801 34.4 8.9 16.497 15.89 24 247 33 351 1.802 35.2 8.	tives opera- integration apper opera- two-king per working per working pe	tives by opera- tives age of all port by opera- by opera-by opera- by opera- by opera- by opera- by opera- by opera- by opera-by	nine nine nine nine week nine nine <th< td=""><td>Hora mere week mere program program<td>tical (no.) negret of all (no.)</td><td>Hire Hire No Part of weik Part of weik Part of weik Image: Part of weik Part of weik<</td></td></th<>	Hora mere week mere program program <td>tical (no.) negret of all (no.)</td> <td>Hire Hire No Part of weik Part of weik Part of weik Image: Part of weik Part of weik<</td>	tical (no.) negret of all (no.)	Hire Hire No Part of weik Part of weik Part of weik Image: Part of weik Part of weik<

EMPLOYMENT Hours of work

1962 AVERAGE = 100

1

·12

All manuf industries		Engin- eering, shipbuildi electrical goods,	Vehicles ing,	Textiles, leather, clothing	Food, drink, tobacco
Actual	Seasonally adjusted	metal goods	1999 		
103·3		102·8	104·9	104-5	102·0
102·4		101·7	101·7	104-8	101·7
101·0		101·3	100 6	101 1	100·4
100·0		100·0	100 0	100 0	100·0
99·9		99·6	100 2	100 5	99·9
100·7		100·7	100 8	101 4	99·9
99·4		90·8	98 4	100 3	99·0
97 · 8		97·4	95·7	98·5	98·1
97 · 1		96·6	95·7	97·3	98·0
97 · 9		96·8	96·9	98·3	98·3
98 · 0		97·3	97·4	97·7	98·4
97 · 0		96·1	95·4	96·9	97·5
95 1		93·4	93-2	96·3	96·6
94 7		92·6	92-8	95·6	96·7
96 5		94·9	95-1	96·7	97·6
93 8		92·4	91-8	94·8	96·8
92 8		91·3	92-5	93·7	95·4
93·1		91·1	93·7	93·8	95·1
94·0		92·2	93·3	94·2	95·8
93·8		92·0	93·4	94·0	95·6
93·6		91·6	93·1	93·9	95·7
91·1		89·5	89·5	90·4	95·0
93-8	94·5	92·4	92·1	94-6	95·0
93-8	94·1	92·3	92·6	94-5	94·9
93·8	93-8	92·0	93-1	94-4	95-3
94·2	94-0	92·7	94-0	94-4	95-6
93·9	93-9	91·8	93-5	94-2	96-1
94·6	93·9	92·9	95·4	94-3	96·4
95·0	94·3	93·1	92·8	94-5	97·4
93·6	93·6	91·7	92·8	93-6	95·6
94 0	94·0	92·1	93-5	93-9	96·0
93 8	93·8	92·0	92-9	94-0	96·2
94 2	93·8	92·4	93-9	94-0	96·9
93·1	94·0	91·6	91·4	93·5	95·1
93·2	93·7	91·7	91·7	93·4	95·1
93·8	94·0	92·2	92·9	94·0	95·7
93 8	93·8	92·2	93-2	94·0	95·5
93 9	93·7	92·0	93-7	94·0	95·5
93 5	93·5	91·6	91-9	94·1	96·0
94·4	93·7	92·4	94·6	94·4	95·8
94·3	93·7	92·2	91·2	94·6	96·6
93·7	93·8	91·9	92·1	94·1	95·7
93·7	93-8	92·0	91·7	94-1	95·5
93·6	93-6	92·1	91·5	94-0	94·9
94·0	93-6	92·3	92·3	94-3	95·6
92·2	93-2	90-6	91-3	93-1	93·4
93·1	93-6	91-6	92-1	93-6	94·9
93·7	93-9	92-0	93-5	94-0	95·4
94·1	94·2	92·2	94·1	94-3	95·9
93·9	93·7	91·7	94·3	94-2	95·8
93·9	93·9	91·9	93·5	94-4	96·1
94-6	93·9	92·4	96·5	94 6	95·9
93-6	93·0	90·8	91·7	94 4	97·0
92-5	92·6	89·5	90·1	94 0	96·0
93-3	93·4	91 · 4	92·0	93 6	95·7
93-8	93·8	92 · 3	93·5	93 5	96·0
94-1	93·6	92 · 7	94·5	93 2	96·4
92·6	93-6	91-1	93·4	92·4	95·1
92·9	93-3	91-9	93·8	92·1	94·7
92·4	92-6	91-3	91·7	91·8	94·6
92·1	92·1	90-6	91-9	91-6	94·7
92·3	92·1	90-9	92-3	91-3	95·2
91·5	91·8	90-5	91-2	90-8	95·3
91-6	90·9	90·1	91·1	90-4	95·2
91-1	90·6	89·3	88·9	89-2	96·1
89-9	90·0	88·3	87·5	89-3	94·7
88·8	89·0	87·1	84·3	88·8	94-8
88·4	88·4	86·5	83·8	88·7	94-3
88·6	88·2	86·6	84·4	88·9	94-9
87.3	88-3	needs deeds		an address of	

UNEMPLOYMENT 2.1 UNEMPLOYM

UNITED KINGDOM	MALE AN	DFEMALE			an an an that the second second	and the second	and the second second			Selferer .	
	UNEMPLO			1		DING SCHOO	L LEAVERS		Concession of the local division of the loca	OYED BY DUR	A REAL PROPERTY.
	Number	Per cent	School leavers included	Actual	Seasonall	y adjusted Per cent	Change	Average	Up to 4 weeks	Over 4 weeks aged	Over 4 weeks aged 60
			in unem- ployed			and the second	since previous month	change over 3 months ended	r	under 60*	and over*
975 976 977 Annual 978 averages 979 980	977 · 6 1,359 · 4 1,483 · 6 1,475 · 0 1,390 · 5 1,794 · 7	4 1 5 7 6 2 6 1 5 8 7 4	48.6 85.9 105.4 99.4 83.2 127.1	929.0 1,273.5 1,378.2 1,375.7 1,307.3 1,667.6	TRACT	3 9 5 3 5 7 5 7 5 7 5 4 6 8				Te If	
976 Mar 11	1,284 · 9	5-4	23 · 4	1,261 · 5	1,243.6	5-2	15.7	25.7	199	962	124
April 8	1,281 · 1	5·4	22 · 7	1,258 · 4	1,258·3	5·3	14·7	20 · 6	217	940	124
May 13	1,271 · 8	5·3	37 · 8	1,234 · 1	1,270·9	5·3	12·6	14 · 3	194	954	124
June 10	1,331 · 8	5·6	122 · 9	1,208 · 9	1,278·6	5·4	7·7	11 · 7	279	928	125
July 8	1,463·5	6·1	208 · 5	1,255 · 0	1,281 · 5	5·4	2·9	7·7	370	968	125
Aug 12	1,502·0	6·3	203 · 4	1,298 · 6	1,292 · 5	5·4	11·0	7·2	267	1,107	128
Sep 9	1,455·7	6·1	149 · 8	1,305 · 9	1,297 · 7	5·4	5·2	6·4	246	1,082	128
Oct 14 Nov 11e Dec 9e	1,377 · 1 1,366 · 5 1,371 · 0	5·8 5·7 5·7	82·7 58·0 51·0	1,294 · 4 1,308 · 5 1,320 · 0	1,296·9 1,307·5 1,317·5	5·4 5·5 5·5	-0·8 10·6 10·0	5·1 5·0 6·6	258 	992 	127
977 Jan 13	1,448·2	6·0	51 · 0	1,397 · 2	1,329·2	5·5	11 · 7	10·8	213	1,103	132
Feb 10	1,421·8	5·9	41 · 8	1,380 · 0	1,331·7	5·5	2 · 5	8·1	218	1,076	128
Mar 10	1,383·5	5·7	33 · 3	1,350 · 1	1,333·7	5·5	2 · 0	5·4	200	1,057	127
April 14	1,392·3	5·8	53.6	1,338 · 7	1,341 · 4	5·6	7·7	4·1	231	1,036	125
May 12	1,341·7	5·6	45.1	1,296 · 6	1,337 · 5	5·6	-3·9	1·9	203	1,016	122
June 9	1,450·1	6·0	149.0	1,301 · 1	1,378 · 6	5·7	41·1	15·0	299	1,030	122
July 14	1,622 · 4	6·7	253 · 4	1,369 · 0	1,393 · 0	5·8	14·4	17·2	404	1,099	120
Aug 11	1,635 · 8	6·8	231 · 4	1,404 · 4	1,393 · 2	5·8	0·2	18·6	277	1,237	122
Sep 8	1,609 · 1	6·7	175 · 6	1,433 · 5	1,414 · 0	5·9	20·8	11·8	251	1,231	127
Oct 13	1,518·3	6-3	98.6	1,419·7	1,419·7	5·9	5·7	8·9	261	1,130	127
Nov 10	1,499·1	6-2	73.5	1,425·6	1,424·9	5·9	5·2	10·6	237	1,135	127
Dec 8	1,480·8	6-2	58.4	1,422·4	1,424·7	5·9	-0·2	3·6	209	1,144	128
978 Jan 12	1,548·5	6 4	61 · 1	1,487·4	1,420 · 3	5·9	-4·4	0·2	206	1,211	132
Feb 9	1,508·7	6 3	49 · 7	1,459·0	1,409 · 5	5·8	-10·8	-5·1	210	1,167	131
Mar 9	1,461·0	6 1	40 · 2	1,420·7	1,408 · 2	5·8	-1·3	-5·5	196	1,135	130
April 13	1,451 · 8	6·0	60 · 8	1,391 · 0	1,400 · 4	5 8	-7·8	-6.6	229	1,094	129
May 11	1,386 · 8	5·8	48 · 2	1,338 · 6	1,391 · 7	5 8	-8·7	-5.9	191	1,069	127
June 8	1,446 · 1	6·0	145 · 6	1,300 · 5	1,380 · 6	5 7	-11·1	-9.2	286	1,035	125
July 6	1,585·8	6·6	243·3	1,342 · 5	1,367 · 6	5·7	-13·0	-10·9	383	1,078	125
Aug 10	1,608·3	6·7	222·1	1,386 · 2	1,369 · 5	5·7	1·9	-7·4	260	1,222	127
Sep 14	1,517·7	6·3	139·2	1,378 · 5	1,357 · 8	5·6	-11·7	-7·6	229	1,161	128
Oct 12	1,429·5	5·9	82 · 0	1,347 · 5	1,345 · 5	5·6	-12·3	-7·4	243	1,060	127
Nov 9	1,392·0	5·8	57 · 1	1,334 · 9	1,332 · 1	5·5	-13·4	-12·5	210	1,056	126
Dec 7	1,364·3	5·7	43 · 2	1,321 · 1	1,324 · 2	5·5	-7·9	-11·2	199	1,040	126
979 Jan 11	1,455·3	6·0	47 · 4	1,407 · 8	1,335·6	5·5	11 · 4	-3·3	208	1,117	130
Feb 8	1,451·9	6·0	39 · 4	1,412 · 5	1,357·9	5·6	22 · 3	8·6	207	1,115	130
Mar 8	1,402·3	5·8	31 · 2	1,371 · 1	1,354·7	5·6	-3 · 2	10·2	183	1,090	129
April 5	1,340 · 6	5·5	25 · 8	1,314·8	1,319·7	5·5	-35·0	-5·3	172	1,042	127
May 10	1,299 · 3	5·4	39 · 3	1,260·0	1,312·0	5·4	-7·7	-15·3	167	1,008	124
June 14	1,343 · 9	5·6	143 · 8	1,200·1	1,283·9	5·3	-28·1	-23·6	277	947	120
July 12	1,464 · 0	6·1	215·4	1,248 · 6	1,276 · 1	5·3	-7·8	-14·5	351	994	119
Aug 9	1,455 · 5	6·0	183·5	1,272 · 0	1,260 · 1	5·2	-16·0	-17·3	241	1,095	120
Sep 13	1,394 · 5	5·8	114·3	1,280 · 2	1,264 · 3	5·2	4·2	6·5	221	1,053	121
Oct 11†	1,367 6	5·7	69·4	1,298·3	1,277 · 3	5·3	13·0	0·4	239	1,007	120
Nov 8	1,355 2	5·6	49·7	1,305·5	1,283 · 4	5·3	6·1	7·8	212	1,021	122
Dec 6	1,355 5	5·6	39·2	1,316·3	1,300 · 7	5·4	17·3	12·1	206	1,027	123
980 Jan 10	1,470 · 6	6·1	45 · 9	1,424 · 7	1,334 · 0	5·5	33·3	18·9	209	1,135	127
Feb 14	1,488 · 9	6·2	38 · 2	1,450 · 8	1,376 · 8	5·7	42·8	31·1	220	1,142	127
Mar 13e	1,478 · 0	6·1	31 · 8	1,446 · 2	1,411 · 0	5·8	34·2	36·8	207	1,143	128
April 10	1,522 · 9	6·3	53·7	1,469 · 2	1,456 · 2	6·0	45·2	40 · 7	240	1,153	130
May 8	1,509 · 2	6·2	49·4	1,459 · 8	1,495 · 3	6·2	39·1	39 · 5	208	1,173	128
June 12	1,659 · 7	6·9	186·4	1,473 · 3	1,541 · 7	6·4	46·4	43 · 6	352	1,180	128
July 10	1,896 · 6	7·8	295·5	1,601 · 1	1,609 · 2	6·7	67 · 5	51 · 0	451	1,313	132
Aug 14	2,001 · 2	8·3	264·9	1,736 · 3	1,696 · 8	7·0	87 · 6	67 · 2	311	1,548	142
Sep 11	2,039 · 5	8·4	207·3	1,832 · 1	1,791 · 1	7·4	94 · 3	83 · 1	304	1,591	144
Oct 9	2,062 · 9	8·5	145·8	1,917 · 1	1,892·9	7·8	101 · 8	94.6	341	1,575	147
Nov 13	2,162 · 9	8·9	110·7	2,052 · 1	2,030·0	8·4	137 · 1	111.1	319	1,686	158
Dec 11	2,244 · 2	9·3	95·4	2,148 · 8	2,136·6	8·8	106 · 6	115.2	293	1,787	164
981 Jan 15	2,419·5	10·0	102·3	2,317 · 1	2,228·3	9·2	91 · 7	111 · 8	292	1,955	173
Feb 12	2,463·3	10·2	90·1	2,373 · 2	2,304·1	9·5	75 · 8	91 · 4	290	1,999	175
Mar 12	2,484·7	10·3	78·3	2,406 · 4	2,380·8	9·9	76 · 7	81 · 4	260	2,048	177

FEMALE MALE UNEMPLOYED EXCLUDING SCHOOL LEAVERS UNEMPLOYED INEMPLOYED School leavers included in unem-ployed Seasonally adjusted Number Per cent Actual umber Per cent Number Per cent 200 · 5 336 · 0 414 · 3 434 · 8 426 · 5 561 · 1 27 · 5 147 · 0 54 · 4 51 · 3 43 · 7 66 · 9 749.5 976.5 1,014.8 988.9 920.2 1,166.7 2·1 3·5 4·3 4·5 4·3 5·7 5-3 6-8 7-0 6-9 6-4 8-1 5.5 7.1 7.4 7.2 6.8 8.7 777 · 1 1,023 · 5 1,069 · 2 1,040 · 2 963 · 9 1,233 · 6 3.0 12.4 985 . 4 967 .2 6.7 287.2 6.9 997.7 287 · 0 288 · 9 322 · 4 982 · 1 961 · 7 940 · 4 975 · 7 982 · 0 984 · 3 6·8 6·8 6·8 3·0 3·0 3·4 12·1 21·2 69·1 994·2 982·9 1,009·4 6·9 6·8 7·0 392·2 408·8 395·9 4·1 4·3 4·2 957 · 4 980 · 7 981 · 1 981 · 4 983 · 8 983 · 7 113·8 112·4 78·7 6-8 6-8 6-8 1,071 · 2 1,092 · 2 1,059 · 8 7·4 7·6 7·4 367 · 1 354 · 9 351 · 5 3·9 3·7 3·7 40·9 34·5 30·4 969 · 0 977 · 1 989 · 1 980·3 984·1 988·8 6·8 6·8 6·9 7·0 7·0 7·1 010.0 011.6 019.5 374 · 1 366 · 3 355 · 0 993·9 994·0 993·2 3·9 3·8 3·7 1,048·2 1,034·5 1,011·6 25·9 21·0 16·9 6·9 6·9 6·9 ,074 · 1 ,055 · 5 ,028 · 5 7·5 7·3 7·1 359 · 9 347 · 4 399 · 2 3·7 3·6 4·1 28 · 8 23 · 8 80 · 4 1,003·6 970·5 970·4 997.6 990.6 1,016.9 6·9 6·9 7·1 032 · 4 994 · 3 050 · 8 7·2 6·9 7·3 1,023·3 1,023·1 1,034·5 489 · 6 492 · 3 484 · 8 5-1 5-1 5-0 134.7 123.7 89.0 998 · 1 1,019 · 9 1,035 · 3 7·1 7·1 7·2 1,132 · 7 1,143 · 5 1,124 · 3 7·9 7·9 7·8 447.6 435.9 420.1 1,036·0 1,036·8 1,034·7 4·6 4·5 4·4 46·5 34·5 27·6 1,024 · 2 1,028 · 7 1,033 · 1 7·2 7·2 7·2 7·4 7·4 7·4 1,070 · 8 1,063 · 2 1,060 · 7 433 · 8 419 · 1 402 · 6 4·4 4·3 4·1 1,030·5 1,022·0 1,020·3 7·2 7·1 7·1 1,114 · 8 1,089 · 6 1,058 · 4 29·4 23·9 19·4 1,085·3 1,065·7 1,039·0 7·8 7·6 7·4 406 · 4 385 · 7 423 · 1 4·2 4·0 4·3 1,009 · 3 1,002 · 5 992 · 9 31 ·0 24 ·2 78 ·4 1,014·0 976·9 944·5 7·0 7·0 6·9 1,045 · 4 1,001 · 1 1,022 · 9 7·3 7·0 7·1 498 · 5 509 · 3 476 · 6 5 1 5 2 4 9 1,087 · 3 1,099 · 0 1,041 · 1 130·4 120·2 69·7 956 · 9 978 · 7 971 · 4 983 · 8 981 · 2 971 · 5 6·9 6·8 6·8 7.6 7.7 7.3 439 · 8 421 · 6 401 · 8 4·5 4·3 4·1 40·0 27·6 21·1 960 · 3 949 · 4 942 · 9 6·7 6·6 6·6 989 · 7 970 · 4 962 · 5 949·7 942·8 941·4 6·9 6·8 6·7 420 · 5 412 · 4 396 · 8 1,034 · 8 1,039 · 5 1,005 · 5 23.8 20.0 15.8 1,011 · 0 1,019 · 4 989 · 7 954·2 972·8 968·7 6·7 6·8 6·8 4·2 4·2 4·0 7·3 7·3 7·1 381 · 4 377 · 2 413 · 7 3 8 3 8 4 2 959 · 2 922 · 1 930 · 2 13·1 20·7 78·7 946 · 1 901 · 4 851 · 5 938 · 6 927 · 1 902 · 3 6·7 6·5 6·5 6.6 6.5 6.3 483 · 5 480 · 6 458 · 4 4·9 4·8 4·6 863 · 8 874 · 6 878 · 0 892·4 879·7 881·0 980 · 5 974 · 9 936 · 1 116·7 100·3 58·1 6·3 6·2 6·2 6·9 6·8 6·6 441 ·9 430 ·8 421 ·2 4·5 4·3 4·2 925 · 8 924 · 4 934 · 2 34 · 0 24 · 1 19 · 3 891 · 8 900 · 3 914 · 9 889 · 1 893 · 5 903 · 4 6·2 6·3 6·3 6·5 6·5 6·6 454 · 5 457 · 4 452 · 8 4.6 4.6 4.6 1,016 · 0 1,031 · 5 1,025 · 1 993·4 1,012·6 1,009·4 923 · 6 952 · 6 975 · 6 7·1 7·2 7·2 22 · 7 19 · 0 15 · 7 6·5 6·7 6·8 464 · 9 460 · 6 527 · 3 1,058 · 1 1,048 · 6 1,132 · 4 4·7 4·6 5·3 7·4 7·4 7·9 28·3 26·0 100·8 1,029 · 8 1,022 · 6 1,031 · 6 1,009 · 9 1,037 · 1 1,071 · 9 7·1 7·3 7·5 1,264 · 6 1,342 · 3 1,378 · 8 632 · 0 658 · 9 660 · 6 6·4 6·6 6·7 157·8 143·1 107·8 1,106 · 8 1,199 · 2 1,271 · 0 1,122·9 1,187·1 1,258·8 8·9 9·4 9·7 7·9 8·3 8·8

648 · 7 656 · 8 658 · 5

703 · 1 706 · 9 701 · 5

6·5 6·5 6·6

7·1 7·1 7·1

1,414 · 2 1,506 · 1 1,585 · 7

9.9 10.6 11.1

 .716·4
 12·0

 .756·4
 12·3

 .783·2
 12·5

1,339·3 1,448·9 1,535·8

1,662·3 1,708·6 1,741·1

1,334 · 9 1,441 · 8 1,525 · 4

1,593·2 1,650·5 1,711·9

9·4 10·1 10·7

11-2 11-6 12-0

Note: The seasonally adjusted series from January 1978 onwards has been calculated as described on page 154 of the March issue of *Employment Gazette*. * For those months where a full age analysis is not available, the division by age is estimated. † Forthightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see p 1151 of the November issue of *Employment Gazette*.

UNEMPLOYMENT O 6 **UK** summary

THOUSAND

erestative.	UNEMPLO	OYED EXCLU	JDING	MARRIED	UNITE	
School leavers	Actual	Seasonal	y adjusted Per cent	Number		
included in unem- ployed		Number	Fercent			
21 · 0 38 · 9 51 · 0 48 · 1 39 · 5 60 · 1	179.5 297.0 363.4 386.8 387.1 500.9		1 9 3 1 3 8 4 0 3 9 5 0	116·5 151·0 169·7 180·6 235·7	1975 1976 1977 1978 1979 1980	Annual averages
11.0	276.2	276 · 4	2.9	108.4	1976	
10.6	267 · 4	282 · 6	3·0	110·8	Seat State	April 8
16.6	272 · 3	288 · 9	3·0	112·5		May 13
53.8	268 · 6	294 · 4	3·1	110·4		June 10
94·6	297.6	300 · 1	3·2	114·9	14197 1818	July 8
91·0	317.8	308 · 8	3·3	121·0		Aug 12
71·1	324.8	314 · 0	3·3	124·3		Sep 9
41 · 7	325 · 4	316·6	3·3	128 · 7		Oct 14
23 · 5	331 · 4	323·4	3·4	131 · 3		Nov 11e
20 · 6	330 · 9	328·7	3·5	131 · 2		Dec 9e
25.0	349 · 0	335·3	3·5	134 · 4		Jan 13
20.8	345 · 5	337·7	3·5	142 · 2		Feb 10
16.4	338 · 5	340·5	3·5	142 · 7		Mar 10
24 · 8	335 · 1	343 · 8	3-6	144 · 4		April 14
21 · 3	326 · 1	346 · 9	3-6	143 · 3		May 12
68 · 6	330 · 7	361 · 7	3-7	147 · 2		June 9
118·7	370 · 9	369 · 7	3 8	150·4		July 14
107·8	384 · 5	370 · 1	3 8	153·2		Aug 11
86·6	398 · 2	379 · 5	3 9	159·4		Sep 8
52 · 1	395·5	383·7	4·0	164·9		Oct 13
38 · 9	397·0	388·1	4·0	166·1		Nov 10
30 · 8	389·3	390·0	4·0	164·2		Dec 8
31 · 7	402 · 1	389 · 8	4·0	166 · 9	1978	Jan 12
25 · 8	393 · 3	387 · 5	4·0	166 · 7		Feb 9
20 · 9	381 · 7	387 · 9	4·0	166 · 2		Mar 9
29 · 7	376 · 6	391 · 1	4·0	167 · 7		April 13
24 · 0	361 · 7	389 · 2	4·0	164 · 6		May 11
67 · 1	356 · 0	387 · 7	4·0	162 · 5		June 8
112·9	385 · 6	383 · 8	3·9	165·3		July 6
101·8	407 · 5	388 · 3	4·0	171·4		Aug 10
69·5	407 · 0	386 · 3	4·0	175·3		Sep 14
42 · 0	397 · 8	385·2	3.9	176.5		Oct 12
29 · 5	392 · 1	382·7	3.9	178.0		Nov 9
22 · 1	379 · 7	381·3	3.9	174.8		Dec 7
23·6	396 · 9	381 · 4	3·8	177 · 9	1979	Jan 11
19·4	393 · 0	385 · 1	3·9	180 · 2		Feb 8
15·4	381 · 4	386 · 0	3·9	179 · 2		Mar 8
12·7	368 · 7	381 · 1	3·8	176·4		April 5
18·6	358 · 6	384 · 9	3·9	173·9		May 10
65·1	348 · 6	381 · 6	3·8	171·3		June 14
98·7	384 · 8	383 · 7	3·9	176 · 0		July 12
83·1	397 · 5	380 · 4	3·8	179 · 0		Aug 9
56·2	402 · 2	383 · 3	3·9	184 · 3		Sep 13
35·4	406 · 5	388 · 2	3·9	186·6		Oct 11†
25·6	405 · 2	389 · 9	3·9	190·7		Nov 8
19·9	401 · 3	397 · 3	4·0	191·5		Dec 6
23 · 2	431 · 3	410·4	4·1	199·7	1980	Jan 10
19 · 2	438 · 2	424·2	4·3	208·7		Feb 14
16 · 0	436 · 8	435·4	4·4	211·1		Mar 13e
25 · 4	439 · 4	446 · 3	4·5	214·0		April 10
23 · 4	437 · 2	458 · 2	4·6	217·2		May 8
85 · 5	441 · 7	469 · 8	4·7	219·1		June 12
137 · 7	494·3	486 · 3	4 9	227 · 9		July 10
121 · 8	537·2	509 · 7	5 1	242 · 3		Aug 14
99 · 6	561·1	532 · 3	5 4	255 · 9		Sep 11
70·9	577·8	558·0	5·6	265 · 5		Oct 9
53·5	603·2	588·2	5·9	279 · 9		Nov 13
45·4	613·1	611·2	6·2	286 · 8		Dec 11
48 · 2 42 · 2 36 · 2	654·9 664·7 665·3	635 · 1 653 · 6 668 · 9	6·4 6·6 6·7	305÷0 313÷9	198	1 Jan 15 Feb 12 Mar 12

2.2 UNEMPLOYMENT GB summary

GREAT BRITAIN	MALE AN	D FEMALE				Selection .					1.	MALE	Service Service
	UNEMPLO	OYED	a Sherina a	UNEMPLO	OYED EXCLU	DING SCHOO	L LEAVERS		UNEMPLO	OYED BY DUR	ATION	UNEMPLO	OYED
	Number	Per cent	School	Actual	Seasonal	ly adjusted	Change		Up to 4 weeks	Over 4 weeks	Over 4 weeks	Number	Per cent
			included in unem- ployed		Number	Per cent	Since previous month	Average over 3 months ended		aged under 60*	aged 60 and over	Number	
1975 1976 1977 Annual 1978 averages 1979 1980	935 · 6 1,304 · 6 1,422 · 7 1,409 · 7 1,325 · 5 1,715 · 9	4 1 5 6 6 0 6 0 5 6 7 3	45 · 3 81 · 6 99 · 8 93 · 7 78 · 0 120 · 1	890.3 1,223.0 1,322.9 1,315.9 1,247.5 1,595.8		3.9 5.2 5.6 5.6 5.3 6.7						747 · 4 986 · 0 1,027 · 5 995 · 2 919 · 6 1,180 · 0	5 4 7 0 7 3 7 1 6 6 8 5
1976 Mar 11	1,234.6	5-3	21 · 7	1,212.9	1,194.9	5-1	14.9	24.7	192	921	122	962·5	6-8
April 8	1,231 · 2	5·3	21 · 3	1,209·9	1,209·5	5·2	14.6	20.0	210	899	122	959 · 1	6·8
May 13	1,220 · 4	5·2	35 · 1	1,185·3	1,220·8	5·2	11.3	13.6	187	911	122	947 · 1	6·7
June 10	1,277 · 9	5·5	118 · 2	1,159·7	1,227·6	5·3	6.8	10.9	269	886	123	972 · 4	6·9
July 8	1,402·5	6∙0	199 · 4	1,203 · 1	1,230 · 1	5·3	2·5	6·9	356	923	123	1,030 · 7	7·3
Aug 12	1,440·0	6∙2	194 · 5	1,245 · 4	1,240 · 7	5·3	10·6	6·6	258	1,056	126	1,052 · 3	7·5
Sep 9	1,395·1	6∙0	142 · 3	1,252 · 8	1,245 · 5	5·3	4·8	6·0	237	1,032	126	1,019 · 6	7·2
Oct 14 Nov 11e Dec 9 e	1,320·9 1,311·0 1,316·0	5·7 5·6 5·6	78 · 0 54 · 3 48 · 0	1,243 · 0 1,256 · 7 1,268 · 0	1,244 · 5 1,255 · 2 1,264 · 9	5·3 5·4 5·4	-1.0 10.7 9.7	4 · 8 4 · 8 6 · 5	250 	946 	125 	972 · 2 974 · 1 981 · 9	6·9 6·9 7·0
1977 Jan 13	1,390 · 2	5-9	48 · 2	1,342·0	1,275 · 6	5·4	10·7	10·4	207	1,053	130	1,034 · 0	7·3
Feb 10	1,365 · 2	5-8	39 · 4	1,325·8	1,278 · 3	5·4	2·7	7·7	211	1,028	126	1,016 · 0	7·2
Mar 10	1,328 · 1	5-6	31 · 3	1,296·8	1,280 · 0	5·4	1·7	5·0	193	1,010	125	989 · 5	7·0
April 14	1,335 · 6	5 7	50·4	1,285·3	1,287 · 6	5·5	7 · 6	4 · 0	223	989	123	992 · 5	7·0
May 12	1,285 · 7	5 5	42·0	1,243·7	1,283 · 2	5·5	-4 · 4	1 · 6	197	969	120	954 · 6	6·8
June 9	1,390 · 4	5 9	142·7	1,247·7	1,323 · 3	5·6	40 · 1	14 · 4	288	982	120	1,009 · 4	7·2
July 14	1,553·5	6.6	241 · 6	1,311 · 9	1,337·0	5·7	13·7	16·5	389	1,046	118	1,087 · 3	7·7
Aug 11	1,567·0	6.7	220 · 4	1,346 · 6	1,337·1	5·7	0·1	18·0	269	1,178	120	1.097 · 9	7·8
Sep 8	1,541·8	6.6	166 · 2	1,375 · 7	1,357·6	5·8	20·5	11·4	242	1,175	125	1,079 · 6	7·7
Oct 13	1,456 · 6	6·2	92 · 6	1,364 · 0	1,363 · 1	5·8	$5 \cdot 5$ $4 \cdot 6$ $-1 \cdot 0$	8·7	253	1,079	125	1,038·7	7·3
Nov 10	1,438 · 0	6·1	68 · 6	1,369 · 4	1,367 · 7	5·8		10·2	230	1,083	125	1,021·5	7·3
Dec 8	1,419 · 7	6·0	54 · 3	1,365 · 4	1,366 · 7	5·8		3·0	201	1,092	126	1,018·5	7·2
1978 Jan 12 Feb 9 Mar 9	1,484 · 7 1,445 · 9 1,399 · 0	6·3 6·1 5·9	57 · 4 46 · 6 37 · 6	1,427·3 1,399·2 1,361·3	1,361 · 7 1,350 · 6 1,348 · 6	5·8 5·7 5·7	$-5.0 \\ -11.1 \\ -2.0$	$\begin{array}{c} -0.5\\ -5.7\\ -6.0\end{array}$	199 203 189	1,156 1,114 1,082	130 129 128	1,070 · 2 1,045 · 2 1,014 · 4	7·6 7·5 7·2
April 13	1,387 · 5	5·9	56 · 7	1,330·8	1,339 · 6	5·7	-9·0	$ \begin{array}{r} -7 \cdot 4 \\ -6 \cdot 4 \\ -9 \cdot 5 \end{array} $	220	1,041	127	999 · 9	7·1
May 11	1,324 · 9	5·6	44 · 7	1,280·2	1,331 · 4	5·7	-8·2		185	1,015	125	957 · 4	6·8
June 8	1,381 · 4	5·9	139 · 2	1,242·2	1,320 · 2	5·6	-11·2		276	983	123	978 · 1	7·0
July 6	1,512·5	6-4	231 · 7	1,280·8	1,307 · 3	5·6	-12·9	-10·8	366	1,024	122	1,038 · 8	7·4
Aug 10	1,534·4	6-5	210 · 9	1,323·6	1,308 · 9	5·6	1·6	-7·5	250	1,160	124	1,000 · 1	7·5
Sep 14	1,446·7	6-1	130 · 7	1,316·0	1,297 · 2	5·5	-11·7	-7·7	220	1,102	125	993 · 7	7·1
Oct 12	1,364 · 9	5·8	76 · 4	1,288 · 5	1,285·9	5·5	-11·3	-7·1	235	1,006	124	946 · 0	6·7
Nov 9	1,330 · 8	5·7	52 · 9	1,277 · 9	1,274·1	5·4	-11·8	-11·6	203	1,004	124	928 · 8	6·6
Dec 7	1,303 · 2	5·5	39 · 8	1,263 · 4	1,265·4	5·4	-8·7	-10·6	191	988	124	920 · 3	6·6
1979 Jan 11	1,391 · 2	5·9	44 · 4	1,346·9	1,276 · 0	5-4	10 6	-3·3	201	1,063	127	989 · 9	7·1
Feb 8	1,387 · 6	5·9	36 · 7	1,350·9	1,297 · 2	5-5	21 2	7·7	200	1,061	127	993 · 9	7·1
Mar 8	1,339 · 8	5·7	23 · 9	1,310·9	1,294 · 3	5-5	-2 9	9·6	176	1,038	126	961 · 2	6·9
April 5	1,279 · 8	5·4	23·9	1,255·9	1,260 · 3	5·3	-34·0	$-5 \cdot 2$	166	989	125	916·2	6·6
May 10	1,238 · 5	5·2	36·2	1,202·3	1,252 · 4	5·3	-7·0	-14 \cdot 9	160	957	121	879·5	6·3
June 14	1,281 · 1	5·4	137·1	1,144·0	1,225 · 4	5·2	-27·0	-23 \cdot 0	266	898	117	887·2	6·4
July 12	1,392 · 0	5-9	204·2	1,187·8	1,216·9	5 2		-14·5	335	941	117	933 · 7	6·7
Aug 9	1,383 · 9	5-9	173·1	1,210·8	1,201·2	5 1		-17·1	232	1,035	117	928 · 2	6·7
Sep 13	1,325 · 0	5-6	106·0	1,219·0	1,204·9	5 1		-6·8	212	995	118	890 · 4	6·4
Oct 11†	1,302 · 8	5·5	64.0	1,238 · 8	1,217·4	5 2	12·5	0·2	231	953	118	882 · 7	6·3
Nov 8	1,292 · 3	5·5	45.5	1,246 · 8	1,223·4	5 2	6·0	7·4	203	969	120	882 · 0	6·3
Dec 6	1,292 · 0	5·5	35.7	1,256 · 3	1,239·5	5 3	16·1	11·5	197	974	121	890 · 8	6·4
1980 Jan 10	1,404 · 4	6∙0	42 · 6	1,361 · 7	1,272·5	54	33 · 0	18·4	202	1,079	125	970 · 4	7·0
Feb 14	1,422 · 0	6∙0	35 · 2	1,386 · 8	1,313·8	56	41 · 3	30·1	212	1,085	125	955 · 2	7·1
Mar 13 e	1,411 · 7	6∙0	29 · 3	1,382 · 4	1,347·0	57	33 · 2	35·8	199	1,087	125	979 · 3	7·0
April 10	1,454 · 7	6·2	50.0	1,404 · 6	1,391 · 2	5 9	44 · 2	39·6	231	1,097	127	1,011 · 0	7·3
May 8	1,441 · 4	6·1	45.8	1,395 · 6	1,429 · 2	6 1	38 · 0	38·5	199	1,116	126	1,001 · 9	7·2
June 12	1,586 · 6	6·7	178.3	1,408 · 3	1,474 · 2	6 2	45 · 0	42·4	338	1,123	126	1,082 · 9	7·8
July 10	1,811 · 9	7·7	282 · 1	1,529·9	1,539 5	6 5	65 · 3	49 · 4	433	1,249	129	1,209 · 3	8·7
Aug 14	1,913 · 1	8·1	252 · 0	1,661·1	1,623 9	6 9	84 · 4	64 · 9	300	1,474	139	1,284 · 3	9·2
Sep 11	1,950 · 2	8·3	196 · 3	1,753·8	1,714 6	7 3	90 · 7	80 · 1	292	1,517	141	1,319 · 1	9·5
Oct 9	1,973 · 0	8·4	137·2	1,835·8	1,811 · 2	7·7	96.6	90.6	329	1,500	144	1,353 · 1	9·7
Nov 13	2,071 · 2	8·8	103·4	1,967·8	1,944 · 4	8·2	133.2	106.8	309	1,608	155	1,443 · 4	10·4
Dec 11	2,150 · 5	9·1	88·6	2,061·8	2,048 · 3	8·7	103.9	111.2	283	1,706	161	1,520 · 8	10·9
981 Jan 15	2,320 · 5	9·8	95 · 8	2,224 · 6	2,137·2	9·1	88 · 9	108 · 7	282	1,869	169	1,647 · 1	11 · 8
Feb 12	2,363 · 4	10·0	83 · 9	2,279 · 5	2,211·3	9·4	74 · 1	89 · 0	280	1,912	171	1,686 · 1	12 · 1
Mar 12	2,384 · 8	10·1	72 · 9	231 · 2	2,286·2	9·7	74 · 9	79 · 3	252	1,915	174	1,712 · 5	12 · 3

• † See footnotes to table 2.1

UNEMPLOYMENT 2

FEMALE

272.1

272 · 1 273 · 3 305 · 5

371 · 8 387 · 7 375 · 5

348 · 8 336 · 9 334 · 1

356·2 349·1 338·6

343 · 1 331 · 1 381 · 0

427·9 416·5 401·2

414 · 5 400 · 7 384 · 6

387 · 6 367 · 4 403 · 3

418·9 402·0 382·9

401 · 3 393 · 7 378 · 6

363 · 6 359 · 0 393 · 9

458 · 3 455 · 7 434 · 6

420 · 1 410 · 3 401 · 3

434 · 0 436 · 8 432 · 4

443 · 7 439 · 5 503 · 7

602·7 628·9 631·0

619·9 627·8 629·7

673 · 4 677 · 4 672 · 4

Seasonally adjusted Number Per cent

UNEMPLOYED

2.9

2·9 3·0 3·3

4·0 4·2 4·1

3·8 3·6 3·6

3·8 3·7 3·6

3.6 3.5 4.0

4·9 5·0 4·9

4·5 4·4 4·3

4·4 4·2 4·0

4·1 3·9 4·2

5·0 5·1 4·8

4·4 4·2 4·0

4·2 4·1 3·9

3·8 3·7 4·1

4·7 4·7 4·5

4·3 4·2 4·1

4·5 4·5 4·5

6·2 6·5 6·5

6·4 6·5 6·5

7·0 7·0 7·0

UNEMPLOYED EXCLUDING SCHOOL LEAVERS

933 . 2

941 · 6 947 · 2 948 · 9

945 · 7 947 · 9 947 · 5

943 · 9 947 · 9 952 · 3

956 · 6 956 · 8 955 · 6

960 · 0 952 · 4 978 · 0

984 · 1 983 · 8 995 · 1

996 · 1 996 · 7 994 · 0

989 · 4 980 · 5 978 · 3

966 · 5 960 · 3 950 · 6

941 · 7 939 · 0 929 · 2

918·8 909·1 901·9

912·5 930·1 926·4

897 · 1 885 · 7 862 · 0

851 · 9 839 · 4 840 · 5

848·4 852·5 861·3

881 · 3 909 · 4 931 · 8

965 · 6 992 · 0 1,025 · 9

1,075·2 1,137·1 1,206·0

1,278 · 1 1,382 · 3 1,463 · 7

1,529·3 1,585·3 1,645·2

Number Per cent

6.6

6·7 6·7 6·7

6·7 6·7 6·7

6·7 6·7 6·8

6-8 6-8 6-8

6-8 6-8 6-9

7·0 7·0 7·1

7·1 7·1 7·1

7·1 7·0 7·0

6·9 6·8 6·8

6·7 6·7 6·6

6.6 6.5 6.4

6·6 6·7 6·7

6·4 6·4 6·2

6·1 6·0 6·0

6·1 6·1 6·2

6·3 6·5 6·7

6·9 7·1 7·4

7.7 8.2 8.7

9·2 9·9 10·5

11·0 11·4 11·8

Actual

951 . 1

947 · 8 927 · 5 906 · 0

921 · 6 944 · 5 944 · 9

933 · 7 941 · 5 953 · 1

1,009 · 6 996 · 3 973 · 7

> 965 · 7 932 · 7 932 · 5

> 958·7 980·1 995·7

985 · 4 989 · 5 993 · 1

1,042 · 8 1,023 · 0 996 · 5

> 971 · 2 935 · 4 903 · 4

914.6 935.9 928.9

909 · 2 903 · 5 901 · 1

967 · 9 975 · 5 946 · 8

904·2 860·7 812·5

823 · 2 833 · 7 837 · 2

851 · 9 860 · 4 873 · 6

949 · 7 968 · 0 965 · 0

984 · 9 978 · 2 986 · 9

1,059·0 1,148·6 1,217·9

1,283·3 1,390·5 1,474·9

1,597·0 1,642·0 1,673·8

School leavers included in unemployed

25.744.651.448.140.762.8

11.4

109 · 1 107 · 8 74 · 7

38·5 32·6 28·8

24.5 19.7 15.7

26.8 22.0 76.9

128.6 117.8 83.9

43·3 32·0 25·4

27·4 22·2 17·9

28.6 22.1 74.7

124·2 114·2 64·8

> 36·8 25·3 19·2

> 12.0 18.8 74.7

110·5 94·5 53·2

20.7 17.2 14.3

26.0 23.7 96.1

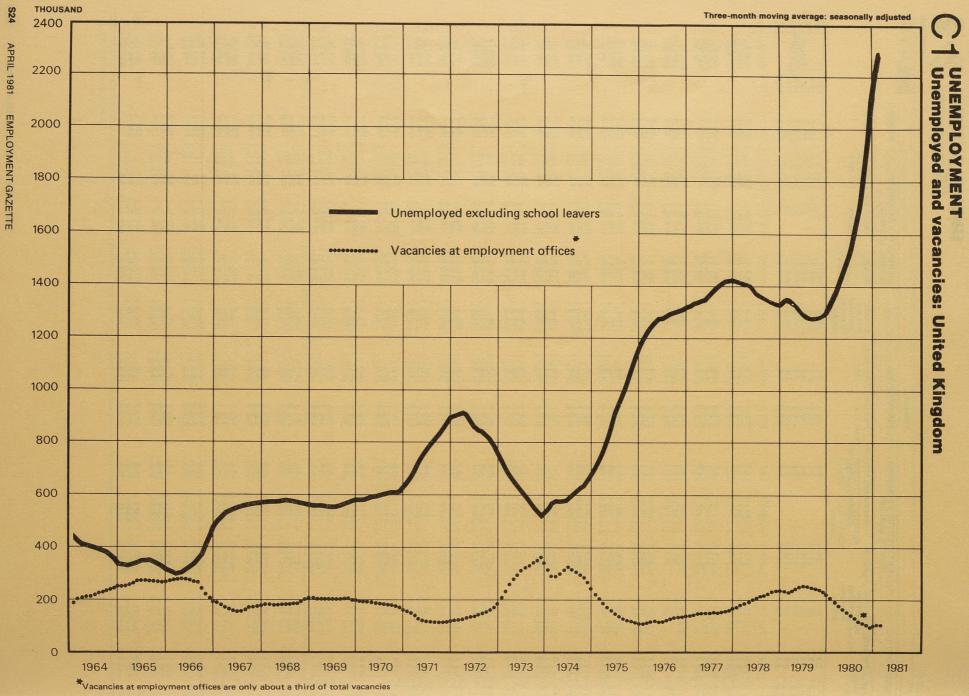
150·3 135·7 101·2

50·1 44·0 38·7 THOUSAND

GREAT

·2

		UNEMPLO	OYED EXCLU	IDING	MARRIED	BRITAIN
	School leavers included in unem- ployed	Actual	Seasonall Number	y adjusted Per cent	Number	
-	19.6 36.9 48.4 45.6 37.3 57.3	168 · 7 281 · 7 346 · 8 368 · 8 368 · 6 478 · 6		1.8 3.0 3.7 3.9 3.8 4.9	107 · 9 141 · 8 159 · 7 170 · 2 223 · 3	1975 1976 1977 Annual 1978 averages 1979 1980
	10.2	261.9	261.7	2·8	100.3	1976 Mar 11
	9·9	262 · 1	267 · 9	2·9	102.7	April 8
	15·5	257 · 8	273 · 6	3·0	104.2	May 13
	51·8	253 · 7	278 · 7	3·0	102.1	June 10
	90·3	281 · 5	284 · 4	3 1	106·3	July 8
	86·7	301 · 0	292 · 8	3 2	112·0	Aug 12
	67·6	307 · 9	298 · 0	3 2	115·4	Sep 9
	39·5	309·3	300 · 6	3·2	119·7	Oct 14
	21·7	315·2	307 · 3	3·3	122·2	Nov 11 e
	19·2	314·9	312 · 6	3·4	122·0	Dec 9 e
	23 · 7	332 · 5	319·0	3·4	125 · 2	1977 Jan 13
	19 · 7	329 · 4	321·5	3·4	133 · 3	Feb 10
	15 · 6	323 · 1	324·4	3·4	133 · 7	Mar 10
	23 · 5	319·6	327 · 6	3.5	135·3	April 14
	20 · 1	311·0	330 · 8	3.5	134·4	May 12
	65 · 8	315·2	345 · 3	3.7	138·2	June 9
	112·9	353 · 2	352 · 9	3·7	141 · 0	July 14
	102·6	366 · 5	353 · 3	3·7	143 · 8	Aug 11
	82·3	380 · 0	362 · 5	3·8	149 · 9	Sep 8
	49·3	378 · 6	367 · 0	3·9	155.6	Oct 13
	36·6	379 · 9	371 · 0	3·9	156.4	Nov 10
	28·9	372 · 3	372 · 7	4·0	154.5	Dec 8
	30·0	384 · 5	372·3	3·9	157·0	1978 Jan 12
	24·5	376 · 2	370·1	3·9	157·0	Feb 9
	19·8	364 · 8	370·3	3·9	156·7	Mar 9
	28 · 1	359 · 5	373 · 1	39	158·1	April 13
	22 · 6	344 · 8	371 · 1	39	154·9	May 11
	64 · 5	338 · 8	369 · 6	39	152·9	June 8
	107 · 5	366 · 2	365 · 6	3·8	155·3	July 6
	96 · 7	387 · 6	369 · 9	3·9	161·0	Aug 10
	65 · 9	387 · 2	368 · 0	3·9	164·8	Sep 14
	39·6	379 · 4	367 · 1	3·9	166·3	Oct 12
	27·6	374 · 4	365 · 0	3·8	168·0	Nov 9
	20·6	362 · 3	363 · 5	3·8	164·9	Dec 7
	22 · 3	379 · 0	363 · 5	3·8	167·8	1979 Jan 11
	18 · 3	375 · 4	367 · 1	3·8	170·2	Feb 8
	14 · 5	364 · 1	367 · 9	3·8	169·2	Mar 8
	11 · 9	351 · 7	363 · 2	3·8	166 · 4	April 5
	17 · 4	341 · 6	366 · 7	3·8	163 · 8	May 10
	62 · 4	331 · 5	363 · 4	3·8	161 · 4	June 14
	93·7	364 · 6	365 · 0	3·8	165·4	July 12
	78·6	377 · 1	361 · 8	3·7	168·3	Aug 9
	52·8	381 · 8	364 · 4	3·8	173·5	Sep 13
and the second second	33·2	386 · 9	369 · 0	3·8	175·9	Oct 11†
	23·9	386 · 4	370 · 9	3·8	180·1	Nov 8
	18·5	382 · 7	378 · 2	3·9	180·9	Dec 6
	21 ·9	412 · 1	391 · 2	4·0	188 · 9	1980 Jan 10
	18 · 1	418 · 7	404 · 4	4·2	197 · 6	Feb 14
	15 · 1	417 · 3	415 · 2	4·3	199 · 8	Mar 13 e
	24 · 0	419·7	425 · 6	4·4	202 · 4	April 10
	22 · 1	417·4	437 · 2	4·5	205 · 5	May 8
	82 · 3	421·4	448 · 3	4·6	207 · 4	June 12
	131 · 8	470 · 8	464 · 3	4·8	215·5	July 10
	116 · 3	512 · 6	486 · 8	5·0	229·2	Aug 14
	95 · 1	535 · 9	508 · 6	5·3	242·7	Sep 11
	67 · 4	552·5	533 · 1	5·5	252.0	Oct 9
	50 · 6	577·2	562 · 1	5·8	265.9	Nov 13
	42 · 8	587·0	584 · 6	6·0	272.8	Dec 11
	45 · 7 39 · 9 34 · 2	627 · 7 637 · 5 638 · 2	607 · 9 626 · 0 641 · 0	6·3 6·5 6·6	290 · 6 299 · 4	1981 Jan 15 Feb 12 Mar 12
		AN AND AND AND AND AND AND AND AND AND A	Contract of the local data		and the state of the second	and the second second second second



UNEMPLOYMENT 2.3

THOUSAND

	NUMBE		OYED	a salad	PER C	ENT			UNEMPL	OYED EXC	LUDING S	CHOOL LE.	AVERS	
	All	Male	Female	School	All	Male	Female	Actual	Seasona	illy adjuste	d		MAL HA	<u> </u>
				leavers included in un- employed					Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST	316·3 342·9	245·0 256·4	71·3 86·5	14.7 17.1	4.2	5·5 5·7	2·3 2·8	301 · 6 325 · 8		4.0			236 · 7 247 · 3 227 · 0	64 · 8 78 · 4 77 · 9
1977 Annual 1978 averages 1979†	318 8 282 2	234·3 205·6	84·4 76·6	13 8 10 8	4 2 3 7 4 8	53 47 59	2·7 2·4 3·2	304·9 271·4 343·4		4·0 3·6 4·5			198·8 245·9	71 · 1 91 · 4
1980	363 · 1 292 · 4	260·9 213·4	102·2 79·0	19·8 2·8	3.9	4.8	2.5	289.7	282·1	3.7	6.0	7.0	204 · 9	77 · 2
1980 Mar 13 e April 10 May 8 June 12	299·0 297·9 322·1	218 8 218 0 232 2	80·2 79·4 90·0	6·3 6·5 28·6	3.9 3.9 4.3	5 0 4 9 5 3	2·5 2·5 2·9	292·7 291·0 293·6	289 · 1 297 · 9 309 · 0	3·8 3·9 4·1	7·0 8·8 11·1	7·3 7·3 9·0	210·1 216·9 225·0	79 · 0 81 · 0 84 · 0
July 10 Aug 14 Sep 11	376 8 410 0 421 7	264 · 2 287 · 8 296 · 5	112.6 122.1 125.2	49 · 8 46 · 3 35 · 3	5-0 5-4 5-6	6·0 6·5 6·7	3·6 3·9 4·0	327 · 0 363 · 7 386 · 5	327 · 4 349 · 9 372 · 4	4·3 4·6 4·9	18·4 22·5 22·5	12·8 17·3 21·1	238 · 5 254 · 9 271 · 3	88 · 9 95 · 0 101 · 1
Oct 9 Nov 13 Dec 11	425 6 451 6 469 7	302 · 3 324 · 9 342 · 3	123·3 126·8 127·4	23·5 16·9 14·0	5 6 6 0 6 2	6·8 7·4 7·7	3·9 4·0 4·0	402 · 1 434 · 8 455 · 7	394 · 7 429 · 1 453 · 5	5·2 5·7 6·0	22 · 3 34 · 4 24 · 4	22 · 4 26 · 4 27 · 0	287 · 4 314 · 0 333 · 2	107·3 115·1 120·3
1981 Jan 15 Feb 12 Mar 12	513 2 526 6 533 9	375 · 3 386 · 9 394 · 8	137·9 139·7 139·1	13·9 12·2 10·5	6 8 7 0 7 0	8·5 8·8 8·9	4·4 4·4 4·4	499 · 3 514 · 5 523 · 4	476 · 0 497 · 4 515 · 8	6·3 6·6 6·8	22 · 5 21 · 4 18 · 4	27 · 1 22 · 8 20 · 8	349 · 9 366 · 8 381 · 8	126 · 1 130 · 6 134 · 0
GREATER LONDON (Inclu	ided in South	East)					14 C						118.6	29.8
1976 1977 1978 1979† 1979†	153 · 0 164 · 7 153 · 8 138 · 7 175 · 5	121 8 126 0 116 3 104 1 128 5	32 · 2 38 · 7 37 · 5 34 · 6 47 · 0	5.5 6.6 5.4 4.6 8.1	40 43 41 37 47	5·3 5·5 5·2 4·7 5·8	2 1 2 5 2 5 2 3 3 1	148 · 4 158 · 1 148 · 4 134 · 1 167 · 4		38 41 39 36 44			122 · 4 113 · 2 101 · 0 121 · 9	35 · 6 35 · 1 32 · 3 42 · 7
1980 J 1980 Mar 13 e	144.5	107.7	36.8	1.4	3.9	4.9	2.4	143 · 1	140.1	3.7	4.0	3.8	104 · 4	35.7
April 10 May 8 June 12	147 5 148 5 154 8	110·2 111·0 115·0	37·4 37·5 39·8	2·8 3·1 8·0	3·9 4·0 4·1	5-0 5-0 5-2	2·4 2·4 2·6	144 · 7 145 · 4 146 · 8	142·8 147·3 152·0	3·8 3·9 4·1	2·7 4·5 4·7	3·7 3·7 4·0	106 · 1 109 · 5 113 · 0	36·7 37·8 39·0
July 10 Aug 14 Sep 11	179·3 196·3 204·8	129·3 140·4 146·4	50·0 55·9 58·4	18·5 18·9 15·5	4·8 5·2 5·5	5·8 6·4 6·6	3·3 3·6 3·8	160 · 9 177 · 4 189 · 3	160·3 170·4 181·1	4·3 4·6 4·8	8·3 10·1 10·7	5·8 7·7 9·7	118 · 8 126 · 0 133 · 5	41 · 5 44 · 4 47 · 6
Oct 9 Nov 13 Dec 11	205 4 214 7 222 2	147·9 156·4 163·0	57 · 5 58 · 3 59 · 2	10·8 8·0 6·6	5·5 5·7 5·9	6·7 7·1 7·4	3·8 3·8 3·9	194.6 206.7 215.7	191 · 1 205 · 4 216 · 9	5·1 5·5 5·8	10.0 14.3 11.5	10·3 11·7 11·9	140.6 151.3 159.8	50.5. 54.1 57.1
1981 Jan 15 Feb 12 Mar 12	242 · 4 248 · 9 254 · 3	178 · 4 184 · 1 189 · 0	64 · 0 64 · 9 65 · 3	6·4 5·9 5·2	6·5 6·7 6·8	8·1 8·3 8·5	4·2 4·2 4·3	236·0 243·0 249·1	225 · 9 236 · 2 246 · 2	6∙0 6∙3 6∙6	9.0 10.3 10.0	11.6 10.3 9.8	167 · 3 175 · 4 183 · 5	58.6 60.8 62.7
EAST ANGLIA				一個時代				00.0		4.6			25.2	7.0
1976 1977 1978 1979 1979 1980	33 · 9 37 · 7 35 · 9 32 · 4 41 · 4	29 · 1 28 · 2 29 · 1 23 · 1 29 · 2	7.8 9.5 9.8 9.3 12.2	1.6 2.1 1.8 1.3 2.5	4 8 5 3 5 0 4 5 5 7	6·1 6·4 6·0 5·4 6·8	2 · 8 3 · 4 3 · 4 3 · 2 4 · 2	32 · 2 35 · 6 34 · 1 31 · 1 39 · 0		5·0 4·7 4·3 5·3			27 · 1 25 · 2 22 · 4 27 · 5	8.5 8.9 8.6 10.8
1980 Mar 13	34.6	24.6	10.0	0.4	4.8	5.7	3.4	34 · 2	32.0	4 ·4	0.7	0.8	22.5	9.5
April 10 May 8 June 12	35-6 35-0 37-2	25·2 24·9 26·1	10·4 10·1 11·1	1 · 0 0 · 9 4 · 0	4 9 4 8 5 2	5·9 5·8 6·1	3·6 3·5 3·8	34 · 6 34 · 1 33 · 2	33·0 34·1 35·0	4·6 4·7 4·8	1.0 1.1 0.9	0·7 0·9 1·0	23 · 1 24 · 1 25 · 0	9·9 10·0 10·0
July 10 Aug 14 Sep 11	42·3 45·4 46·4	28 · 9 31 · 3 32 · 2	13·5 14·1 14·2	6·2 5·6 4·3	5 9 6 3 6 4	6·7 7·3 7·5	4·6 4·8 4·9	36 · 1 39 · 8 42 · 1	37·3 39·8 42·2	5·2 5·5 5·8	2·3 2·5 2·5	1 · 4 1 · 9 2 · 4	26.8 28.7 30.6	10·5 11·1 11·6
Oct 9 Nov 13 Dec 11	47·6 50·7 53·5	33 · 5 36 · 3 39 · 0	14·1 14·4 14·5	2 · 8 2 · 0 1 · 7	6·6 7·0 7·4	7·8 8·4 9·1	4·8 4·9 5·0	44 · 8 48 · 6 51 · 8	44 · 9 48 · 3 51 · 3	6·2 6·7 7·1	2.7 3.4 3.0	2.5 2.8 3.0	32 · 7 35 · 3 37 · 8	12·2 13·0 13·5
1981 Jan 15 Feb 12 Mar 12	58·4 60·9 61·5	42 · 9 45 · 0 45 · 7	15·5 15·9 15·7	1 · 7 1 · 5 1 · 3	8-1 8-4 8-5	10·0 10·5 10·6	5·3 5·4 5·4	56 · 7 59 · 4 60 · 2	54·0 56·3 57·9	7·5 7·8 8·0	2·7 2·3 1·6	3·0 2·7 2·2	39 · 8 41 · 5 43 · 0	14·2 14·8 14·9

2.3 UNEMPLOYMENT Regions

and the second second second	NUMB	BER UNEM	PLOYED	and the second	PER	CENT		UNEMP	LOYED EXC	CLUDING S	CHOOL LE	AVERS	and seeing	and the second
	All	Male	Female	School	All	Male	Female	Actual	Seasonal	lly adjusted	1	1. S.S.		
				included in un- employed					Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH WEST					-	Column 1			in the second					
1976 1977 1978 Annual 1979† averages 1980	102 9 11 8 107 3 95 4 113 1	78 · 3 81 · 9 76 · 3 66 · 2 77 · 2	5·3 29:9 31·0 29·3 35·8	24 · 7 6 · 3 5 · 9 4 · 5 6 · 7	64 68 65 57 68	8·1 8·3 7·7 6·8 7·9	3.8 4.5 4.6 4.3 5.2	97.6 105.5 101.5 90.9 106.4		6 1 6 4 6 1 5 4 6 3			75 · 3 78 · 6 73 · 3 63 · 5 72 · 6	22 · 3 26 · 9 28 · 2 27 · 0 32 · 2
1980 Mar 13e	97 · 8	67 · 1	30.7	1.3	5-9	6-9	4.5	96.5	90.9	5.5	0.6	1.3	62.3	28.6
April 10 May 8 June 12	98.0 94.3 100.8	67 · 5 65 · 4 69 · 1	30·5 28·9 31·7	2·5 2·1 12·1	5 9 5 7 6 1	6·9 6·7 7·1	4·4 4·2 4·6	95·5 92·2 88·7	93 · 1 95 · 1 97 · 4	5·6 5·7 5·8	$\begin{array}{c} 2\cdot 2\\ 2\cdot 0\\ 2\cdot 3\end{array}$	1.6 1.6 2.2	64 · 0 65 · 4 67 · 2	29·1 29·7 30·2
July 10 Aug 14 Sep 11	114-2 120-7 122-8	76 · 4 81 · 1 82 · 9	37·7 39·6 39·9	17·3 14·8 10·7	6 9 7 2 7 4	7·8 8·3 8·5	5·5 5·8 5·8	96·9 105·9 112·1	102·2 107·4 112·6	6·1 6·4 6·8	4·8 5·2 5·2	3·0 4·1 5·1	70·7 74·3 78·1	31 · 5 33 · 1 34 · 5
Oct 9 Nov 13 Dec 11	128-3 136-8 142-9	87 · 5 93 · 8 99 · 5	40 · 8 43 · 0 43 · 4	7 · 1 5 · 1 4 · 1	7.7 8.2 8.6	8·9 9·6 10·2	5·9 6·3 6·3	121 · 2 131 · 8 138 · 8	119·2 127·0 134·2	7·2 7·6 8·1	6.6 7.8 7.2	5·7 6·5 7·2	83·3 88·9 94·6	35·9 38·1 39·6
1981 Jan 15 Feb 12 Mar 12	152-3 154-6 155-7	106 · 4 108 · 3 109 · 7	46.0 46.3 46.0	4·1 3·7 3·2	9-1 9-3 9-3	10-9 11-1 11-2	6·7 6·7 6·7	148·2 150·9 152·5	138·3 142·2 146·9	8·3 8·5 8·8	4·1 3·9 4·7	6·4 5·1 4·2	97.6 100.5 103.9	40 · 7 41 · 7 43 · 0
WEST MIDLANDS										1. 1. 16				
1976 1977 1978 1979 1979† 1980	133 1 134 3 130 4 128 1 181 6	99 · 6 95 · 1 90 · 3 87 · 6 123 · 2	33 · 5 39 · 2 40 · 1 40 · 4 58 · 4	9.0 10.6 10.0 8.6 14.2	58 58 56 55 78	7·0 6·7 6·3 6·2 8·8	3·8 4·3 4·4 4·4 6·3	124.0 123.6 120.3 119.5 167.4		5·4 5·3 5·1 5·1 7·1			95.0 90.2 85.7 83.2 114.9	29.0 33.4 34.7 35.8 50.8
1980 Mar 13e	136-9	93 · 1	43.8	2.6	5-9	6.6	4.7	134.3	133.8	5.7	4 · 4	4.0	91.0	42.8
April 10 May 8 June 12	143 0 145 4 159 1	97 · 4 98 · 9 107 · 3	45 · 1 46 · 5 51 · 8	5.0	6 1 6 2 6 8	6·9 7·0 7·6	4·9 5·0 5·6	137·9 140·4 145·7	138.6 144.1 150.6	5·9 6·2 6·5	4.8 5.5 6.5	$4 \cdot 6 \\ 4 \cdot 9 \\ 5 \cdot 6$	94·5 98·3 103·0	44 · 1 45 · 8 47 · 6
July 10 Aug 14 Sep 11	196 0 211 1 219 4	128.6 138.9 145.8	67 · 4 72 · 2 73 · 5	32.4	8·4 9·0 9·4	9·1 9·9 10·4	7·3 7·8 7·9	160.7 178.7 193.3	159·1 172·3 185·8	6·8 7·4 8·0	8·5 13·2 13·5	6·8 9·4 11·7	109.6 118.9 129.3	49·5 53·4 56·5
Oct 9 Nov 13 Dec 11	221 · 9 234 · 4 243 · 7	150·3 163·0 172·2	71 · 6 71 · 3 71 · 5	13.7 1	9-5 10-0 10-4	10-7 11-6 12-2	7·7 7·7 7·7 7·7	203.6 220.7 231.9	199.6 218.6 231.4	9.4	19.0	13·5 15·4 15·2	139·5 155·5 165·7	60 · 1 63 · 1 65 · 7
1981 Jan 15 Feb 12 Mar 12	264 5 272 8 278 7	187.9 195.1 201.1	76.6 77.7 77.7	9.6 1	1 3 1 7 1 9	13·4 13·9 14·3	8·3 8·4 8·4	253·5 263·3 270·4	248·7 260·3 270·1		11.6	16·4 13·9 12·9	178.5 187.6 195.8	70·2 72·7 74·3
EAST MIDLANDS														
1976 1977 1978 1979 1979 1980	73 · 6 79 · 8 80 · 2 75 · 3 104 · 0	55 · 7 58 · 1 57 · 3 53 · 6 73 · 1	17.9 21.7 22.9 21.8 30.9	5·0 4·5 3·7	4 7 5 0 5 0 4 7 6 5	5·8 6·0 6·0 5·6 7·6	2 · 9 3 · 4 3 · 6 3 · 4 4 · 8	69 · 4 74 · 8 75 · 7 71 · 6 96 · 6		4·4 4·7 4·7 4·4 6·0			$53 \cdot 5$ $55 \cdot 5$ $55 \cdot 0$ $51 \cdot 5$ $68 \cdot 6$	16.0 19.3 20.7 19.9 27.0
1980 Mar 13	80.7	57.7	23.0		5.0	6.0	3.6	79.8	77.9	4.8	1.1	2.0	55.3	22.6
April 10 May 8 June 12	85·4 85·3 99·5	61 · 1 60 · 9 69 · 0	24·3 24·4 30·5	2.4	5-3 5-3 6-2	6·4 6·3 7·2	3·8 3·8 4·7	82 · 8 83 · 0 85 · 9	81 · 9 85 · 0 89 · 2	5·1 5·3 5·6	4·0 3·1 4·2	2.7 2.7 3.8	58·5 60·6 63·6	23·4 24·4 25·6
July 10 Aug 14 Sep 11	112-4 118-1 120-9	75 · 9 80 · 2 82 · 7	38.0	15.9	7·0 7·4 7·5	7·9 8·4 8·6	5·6 5·9 5·9	93.0 102.2 108.6	93·5 99·8 106·5	5·8 6·2 6·6	4·3 6·3 6·7	3·9 4·9 5·8	66 · 8 71 · 2 76 · 2	26.7 28.6 30.3
Oct 9 Nov 13 Dec 11	122 · 3 127 · 7 133 · 6	85·5 91·3 96·7	36·8 36·4 36·9	5.7	7.6 7.9 8.3	8-9 9-5 10-1	5·7 5·6 5·7	114·1 122·0 128·9	113·5 121·5 128·4	7·1 7·6 8·0	7·0 8·0 6·9	6.7 7.2 7.3	82.0 88.4 93.8	31 · 5 33 · 1 34 · 6
1980 Jan 15 Feb Mar 12	143 · 9 147 · 8 150 · 0	104·4 107·6 110·2	39·5 40·2 39·8	3.9	9 0 9 2 9 3	10·9 11·2 11·5	6·1 6·2 6·1	139·4 143·9 146·6	134 · 8 139 · 5 144 · 8	8·4 8·7 9·0	6·4 4·7 5·3	7 · 1 6 · 0 5 · 5	98·3 101·8 106·5	36·5 37·7 38·3

		NUMBER		OYED		PER CI	ENT		UNEMP	LOYED EX	CLUDING S	CHOOL LE	AVERS		1.00
		All	Male	Female	School leavers included in un- employed	AII	Male	Female	Actual	and the second	Ily adjuste Per cent	d Change since previous month	Average change over 3 months ended	Male	Female
OPKS	HIRE AND HUMBERSIDE							-	140 07						
976 977 978 979†	Annual averages	114-0 120-8 125-8 121-1 163-6	86.5 87.3 89.0 83.7 112.7	27 · 5 33 · 5 36 · 8 37 · 4 51 · 0	8·1 9·3 9·2 8·1 13·8	5 5 5 8 6 0 5 7 7 8	6·8 6·8 7·0 6·6 8·9	3·4 4·1 4·4 4·4 6·0	105.9 111.5 116.6 113.0 149.8		5·1 5·3 5·5 5·3 7·0			82·3 82·8 84·5 79·7 104·7	23.6 28.6 32.1 32.9 43.4
980 J	ar 13e	131.4	91.8	39.7	2.5	6-2	7.2	4.7	128.9	125.5	5-9	4.5	4.3	87 · 4	38.1
A	pril 10 ay 8 une 12	136-6 135-4 151-6	95 · 1 94 · 2 102 · 9	41 · 6 41 · 1 48 · 7	6·4 5·5 19·8	6·5 6·4 7·2	7·5 7·4 8·1	4·9 4·9 5·8	129.8	129·2 133·0 137·9	6·1 6·3 6·5	3·7 3·8 4·9	4·2 4·0 4·1	90·3 93·0 96·5	38·9 40·0 41·4
Ju	ıly 10 ug 14 ep 11	176 1 185 4 189 2	116·1 123·4 127·6	59·9 62·0 61·6	32·2 29·2 23·5	8-3 8-8 9-0	9·2 9·7 10·1	7·1 7·4 7·3	156.3	145·4 153·1 162·0	6·9 7·3 7·7	7·5 7·7 8·9	5·4 6·7 8·0	102·0 108·0 115·0	43·4 45·1 47·0
O	ct 9 ov 13 ec 11	190·0 200·8 208·9	131 · 0 141 · 3 149 · 4	59·0 59·6 59·5	16·5 12·8 11·0	9 0 9 5 9 9	10-3 11-1 11-8	7·0 7·1 7·1	188.1	171.0 186.4 196.2	8·1 8·8 9·3		8·5 11·1 11·4	122·2 134·5 142·6	48 · 8 51 · 9 53 · 6
F	an 15 eb 12 ar 12	224.5 228.1 230.3	161 · 9 165 · 5 168 · 1	62 · 6 62 · 5 62 · 2	10·9 9·2 8·1	10 6 10 8 10 9	12·8 13·1 13·3	7·4 7·4 7·4	213.6 218.9 222.2		9·7 10·1 10·4	9.6 6.4 6.5	11.6 8.6 7.5	150·4 155·5 160·6	55 · 4 56 · 7 58 · 1
ORTH	WEST														40.0
976 977 978 979†	Annual averages	197 0 212 0 213 5 203 5 264 5	159.4 153.5 150.5 140.7 180.3	46.6 58.5 63.1 62.8 84.1	14·4 17·7 16·8 13·7 18·9	6 9 7 4 7 5 7 1 9 3	8·9 9·0 8·9 8·4 10·8	4·1 5·0 5·4 5·3 7·1	182.6 194.2 196.7 189.8 245.6		6·4 6·8 6·9 6·6 8·5			142 · 3 144 · 1 141 · 6 133 · 0 168 · 7	40 · 2 50 · 1 55 · 1 56 · 2 74 · 3
980 J 980 M	ar 13e	218.6	150.8	67.8	4.7	7.7	9.0	5.7	214.0	211 · 1	7.4	7.2	6.7	145.4	65.7
AM	pril 10 lay 8 une 12	226 4 226 3 251 3	156 · 1 155 · 6 170 · 3	70·3 70·6 81·0	8·2 7·7 30·6	7.9 7.9 8.8	9·4 9·3 10·2	5·9 6·0 6·9	218·1 218·6 220·7	216·5 222·9 228·8	7·6 7·8 8·0	5·4 6·4 5·9	5·9 6·3 5·9	149·4 153·5 158·3	67 · 1 69 · 4 70 · 5
JI A	uly 10 ug 14 ep 11	283 8 297 8 300 1	187 · 9 198 · 5 201 · 4	95·9 99·3 98·7	43 · 6 38 · 4 30 · 0	10 0 10 4 10 5	11-3 11-9 12-1	8·1 8·4 8·3	240 · 2 259 · 5 270 · 1	239·2 252·6 263·8	8·4 8·9 9·2	10·4 13·4 11·2	7.6 9.9 11.7	165 · 1 174 · 8 183 · 1	74 · 1 77 · 8 80 · 7
N	ct 9 ov 13 ec 11	301 · 2 312 · 0 322 · 4	204.6 215.3 224.9	96.7 96.7 97.5	21 · 1 16 · 1 13 · 9	10 6 10 9 11 3	12·3 12·9 13·5	8·2 8·2 8·2	280 · 2 295 · 9 308 · 5	277 · 8 293 · 3 307 · 1	9·7 10·3 10·8	14.0 15.5 13.8	12·9 13·6 14·4	193.6 206.0 216.9	84·2 87·3 90·2
F	an 15 eb 12 lar 12	344 · 1 349 · 7 352 · 6	240 · 1 245 · 1 248 · 7	103·9 104·6 103·9	14·0 12·5 10·7	12 1 12 3 12 4	14 4 14 7 14 9	8·8 8·8 8·8	330·0 337·3 341·9	320·0 328·8 339·0	11-2 11-5 11-9	12·9 8·8 10·2	14·1 11·8 10·6	225 · 1 231 · 7 240 · 0	94·9 97·1 99·0
NORTH															
976 977 978 979† 980	Annual averages	101 · 3 114 · 2 121 · 6 119 · 0 147 · 5	74.3 80.2 84.7 82.1 101.5	26 · 9 34 · 0 36 · 9 36 · 9 45 · 9	8.6 10.3 10.3 8.7 12.0	7 5 8 3 8 8 8 6 10 7	8 8 9 5 10 1 9 8 12 2	5 2 6 4 6 9 6 7 8 4	92.6 104.0 111.3 110.3 135.5		6·8 7·6 8·1 8·0 9·7			69 · 6 75 · 1 79 · 5 77 · 3 94 · 7	23.0 28.9 31.9 32.7 39.9
	lar 13e	127-1	88.7	38.4	3.3	9.2	10.6	7.0	123.8	120.6	8·7	2.5	3.1	83.8	36.8
٨	upril 10 May 8 une 12	132 · 3 128 · 9 142 · 7	92·4 90·1 96·8	39·9 38·7 45·9	5·9 4·6 19·2	96 93 103	11-1 10-8 11-6	7·3 7·1 8·4	126·4 124·3 123·5	125 · 1 127 · 0 128 · 4	9·0 9·2 9·3	4·5 1·9 1·4	3.6 3.0 2.6	87 · 4 88 · 7 89 · 7	37 · 7 38 · 3 38 · 7
A	uly 10 Nug 14 Gep 11	157 2 160 7 161 8	104·7 107·8 108·9	52·5 52·9 52·9	26.5 23.9 18.8	11 4 11 6 11 7	12·5 12·9 13·0	9∙6 9∙7 9∙7	136.8	132·5 137·4 142·0	9·6 9·9 10·3	4 · 1 4 · 9 4 · 6	2·5 3·5 4·5	93·1 96·7 100·4	39·4 40·7 41·6
CN	oct 9 lov 13 lec 11	160 9 168 3 175 9	110·0 117·5 125·3	50·9 50·9 50·6	13·3 10·4 8·9	11-6 12-2 12-7	13·2 14·1 15·0	9·3 9·3 9·3	157.9	147·0 156·5 165·2	10-6 11-3 11-9	5.0 9.5 8.7	4·8 6·4 7·7	104·1 111·7 119·1	42 · 9 44 · 8 46 · 1
F	an 15 Teb 12 Mar 12	187 · 4 188 · 7 188 · 1	133·9 135·7 136·1	53·5 53·0 52·1	9·0 7·5 6·5	13 5 13 6 13 6	16-0 16-3 16-3	9·8 9·7 9·5	178 · 4 181 · 2 181 · 6	171 · 7 174 · 9 178 · 4	12·4 12·6 12·9	6·5 3·2 3·5	8·2 6·1 4·4	123 · 8 126 · 3 129 · 3	47 · 9 48 · 6 49 · 1

UNEMPLOYMENT 2.3

THOUSAND

$2\cdot 3_{\text{Regions}}^{\text{UNEMPLOYMENT}}$

THOUSAND

All Rate unemployed Female

Male

		NUMBE		PLOYED		PERO	CENT		UNEMP	LOYEDEX	CLUDING S	CHOOL LE	AVERS		and the second second
		All	Male	Female	School	All	Male	Female	Actual	Seasona	lly adjuste	d .	alle and a start of the	AND REAL	and the second
					leavers included in un- employed	9				Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
WALE	S	and a second			-	- All All		-	- Aller	1997	a gran				1
1976 1977 1978 1979† 1980	Annual averages	78 · 1 86 · 3 91 · 5 87 · 1 111 · 3	58.6 61.1 63.1 58.3 74.8	19·5 25·2 28·4 28·7 36·6	5·7 7·0 7·3 6·0 8·5	7 3 8 0 8 4 8 0 10 3	8 8 9 2 9 5 8 9 11 4	4·9 6·1 6·7 6·7 8·6	72 · 4 79 · 3 84 · 2 81 · 0 102 · 9		6 · 8 7 · 4 7 · 8 7 · 5 9 · 4			55 · 6 57 · 6 59 · 6 55 · 2 69 · 9	16.9 21.8 24.7 25.5 31.9
1980 N	Mar13	92·0	61 · 6	30.4	2.5	8.5	9·4	7.1	89.5	87 · 5	8-1	2.3	2.5	58.7	28.8
٨	April 10 May 8 June 12	97 · 4 97 · 0 99 · 1	65 · 9 65 · 4 66 · 6	31 · 5 31 · 6 32 · 4	4 · 6 5 · 0 7 · 4	9·0 9·0 9·0	10·1 10·0 10·2	7·4 7·4 7·4	92·8 92·0 91·7	91.6 92.9 95.6	8·5 8·6 8·8	4 · 1 1 · 3 2 · 7	3·1 2·6 2·7	$62 \cdot 4 \\ 62 \cdot 9 \\ 65 \cdot 0$	29 · 2 30 · 0 30 · 6
A	luly 10 Aug 14 Sep 11	116-8 122-6 126-9	75 · 9 80 · 7 84 · 8	41 · 0 41 · 9 42 · 1	17.9	10-8 11-3 11-7	11·6 12·3 13·0	9·6 9·8 9·8	97.6 104.7 112.8	99 · 5 104 · 8 111 · 5	9·2 9·7 10·3	3·9 5·3 6·7	2.6 4.0 5.3	67 · 9 72 · 1 77 · 5	31 · 6 32 · 7 34 · 0
N	Oct9 lov 13 Dec 11	129·1 134·3 138·0	87 · 3 91 · 9 95 · 8	41 · 8 42 · 3 42 · 2	7.9	11 9 12 4 12 7	13·3 14·0 14·6	9·8 9·9 9·9	119·1 126·4 131·1	117·3 124·0 129·3	10·8 11·4 11·9	5·8 6·7 5·3	5·9 6·4 5·9	82·0 87·3 91·2	35·3 36·7 38·1
	lan 15 Feb 12 Mar 12	145·6 146·4 146·8	101.6 102.4 103.7	44 · 0 43 · 9 43 · 1	5.8	13 4 13 5 13 6	15·5 15·6 15·8	10·3 10·3 10·1	139·0 140·6 141·7	133-6 136-5 139-8	12·3 12·6 12·9	4·3 2·9 3·3	5 · 4 4 · 2 3 · 5	94·2 96·2 99·3	39·4 40·3 40·5
SCOTL	AND														
1976 1977 1978 1979† 1980	Annual averages	154 4 182 8 184 7 181 5 225 7	111.5 125.7 123.7 118.7 147.1	43.0 57.1 61.0 62.8 78.6	9·9 14·5 14·1 12·5 16·5	70 81 82 80 00	8·5 9·5 9·4 9·1 11·3	4 8 6 1 6 5 6 6 8 2	144.5 168.3 170.7 168.9 209.2		6 5 7 5 7 6 7 4 9 1			105.9 117.7 115.8 111.1 136.6	38 · 6 50 · 6 54 · 9 57 · 1 70 · 1
1980 M	lar13 e	200·1	130.4	69.7	8.4	8-9	10.0	7.3	191.7	185.0	8-2	3.4	4.6	120.6	64 · 4
М	pril 10 lay 8 une 12	201 · 1 196 · 3 223 · 2	131 · 7 128 · 3 142 · 7	69·4 68·0 80·5	7.5 6.1 29.7	8 9 8 7 9 9	10·1 [·] 9·8 10·9	7·3 7·1 8·5	193·5 190·3 193·4	190·9 194·4 199·1	8·4 8·6 8·8	5·9 3·5 4·7	5·0 4·3 4·7	124 · 9 127 · 4 130 · 7	66 · 0 67 · 0 68 · 4
A	uly 10 ug 14 ep 11	236·3 241·3 240·9	150·6 154·6 156·2	85 · 7 86 · 7 84 · 7	27.7 .	0.5	11-5 11-8 12-0	9·0 9·1 8·9	203 · 8 213 · 6 219 · 8	205 · 0 211 · 8 220 · 2	9·1 9·4 9·7	5·9 6·8 8·4	4 · 7 5 · 8 7 · 0	135·1 139·6 146·3	69·9 72·2 73·9
No	ct9 ov13 ec11	246 1 254 6 261 8	161 · 1 168 · 2 175 · 8	85 · 1 86 · 4 86 · 0	12.9 1	0.9	12·3 12·9 13·5	8-9 9-1 9-0	229 · 7 241 · 6 250 · 2	229 · 4 239 · 2 247 · 1	10-2 10-6 10-9	9·2 9·8 7·9	8·1 9·1 9·0	153·4 160·7 167·3	76.0 78.5 79.8
	an 15 eb 12 lar 12	286 · 6 287 · 9 287 · 2	192·7 194·3 194·3	93 · 9 93 · 5 92 · 9	18.3 1	2 7 2 7 2 7	14·8 14·9 14·9	9·8 9·8 9·7	266 · 5 269 · 6 271 · 4	252 · 5 258 · 1 264 · 6	11·2 11·4 11·7	5·4 5·6 6·5	7 · 7 6 · 3 5 · 8	170·9 175·2 180·1	81 · 6 82 · 9 84 · 5
NORTH	ERNIRELAND														
	Annual averages	54 9 60 9 65 4 64 9 78 8	37 · 5 41 · 8 45 · 0 44 · 3 53 · 6	17·4 19·2 20·4 20·7 25·2	5.6 5.7 5.2	00 10 15 13 37	11 4 12 7 13 5 13 4 16 2	8 0 8 5 8 7 8 4 10 3	50 · 5 55 · 3 59 · 7 59 · 7 71 · 8		9-3 10-0 10-5 10-4 12-5			35 · 2 38 · 8 41 · 8 41 · 3 49 · 4	15·4 16·6 17·9 18·5 22·4
1980 Ma	ar 13	66·3	45.8	20.4	2·5 1	1.5	13-8	8-3	63 · 8	64.0	11-1	1.0	0.9	43.8	20.2
Ma	oril 10 ay 8 ine 12	68 · 3 67 · 8 73 · 0	47 · 1 46 · 7 49 · 5	21 · 2 21 · 1 23 · 5	3.7 1	1 8 1 8 2 7	14·2 14·1 14·9	8-6 8-6 9-6	64 · 6 64 · 2 65 · 0	65 · 0 66 · 1 67 · 5	11-3 11-5 11-7	1 · 0 1 · 1 1 · 4	1 · 2 1 · 0 1 · 2	44 · 3 45 · 1 46 · 0	20·7 21·0 21·5
AL	ıly10 ⊔g14 ∋p11	84 · 7 88 · 1 89 · 3	55 · 3 58 · 0 59 · 7	29·3 30·1 29·7	12.9 1	4 7 5 3 5 5	16 7 17 5 18 0	12·0 12·3 12·1	71 · 3 75 · 2 78 · 3	69 · 7 72 · 9 76 · 5	12 1 12 7 13 3	2·2 3·2 3·6	1.6 2.3 3.0	47 · 7 50 · 0 52 · 8	22.0 22.9 23.7
	st9 ov13 ec11	89 9 91 7 93 8	61 · 1 62 · 8 65 · 0	28.7 28.9 28.8	7.3 1	5 6 5 9 6 3	18-4 18-9 19-6	11·7 11·8 11·7	81 · 3 84 · 4 87 · 0	81 · 7 85 · 6 88 · 3	14-2 14-9 15-3	5·2 3·9 2·7	4.0 4.2 3.9	56 · 8 59 · 5 61 · 7	24·9 26·1 26·6
	n 15 95 12 ar 12	99 · 0 99 · 8 99 · 9	69·3 70·3 70·7	29·7 29·5 29·2	6·1 1	7 2 7 3 7 3	20·9 21·2 21·4	12·1 12·1 11·9	92·5 93·7 94·4	91 · 1 92 · 8 94 · 6	15-8 16-1 16-4	2·8 1·7 1·8	3·1 2·4 2·1	63 · 9 65 · 2 66 · 7	27 · 2 27 · 6 27 · 9

See footnotes to table 2 · 1

				per cent
ASSISTED REGIONS				por com
South West	4,177	1,682	5,859	17.2
SDA Other DA	19,884	10,175	30,059 13,927	13·3 12·0
10	9,680 74,588	4,247 30,159	104,747	8-3
Unassisted All	108,329	46,263	154,592	9.3
West Midlands	1.051	0.07	1,441	10-5
IA	1,054 194,044	387 77,348 77,735	271,392	11.7
Unassisted All	195,098	77,735	272,833	11.7
East Midlands				
SDA	5,080	1,717	6,797	2' 5
Other DA	19,731	7,114 31,325 40,156	26,845	10-3 8-8
Unassisted All	82,818 107,629	40,156	114,143 147,785	9.2
Yorkshire and Humberside				
SDA	40,873	14,132	55,005	13.1
Other DA	124,657	48,400	173,057	10-3 10-8
AII	165,530	62,532	228,062	10.9
North West	70 104	31,363	109,487	15-8
SDA Other DA	78,124 12,955	6,628	19,583	14-1
IA	154,031 245,110	66,645 104,636	220,676 349,746	10 9 12 3
All	2.10,110			
North SDA	74,825	26,975	101,800	14.6
Other DA	45,883 14,985	18,757 7,277	64,640 22,262	14·5 10·1
IA All	135,693	53,009	188,702	13.6
Wales				
SDA	31,230 51,354	13,349 21,689	44,579 73,043	16·0 13·2
Other DA	19,844	8,902	28,746	11.8
All	102,428	43,940	146,368	13.5
Scotland	104 755	59,882	184,637	15-1
SDA Other DA	124,755 27,163	14,674	41,837 61,401	12.9
IA	42,430 194,348	18,971 93,527	61,401 287,875	8·7 12·7
All			and the second sec	
UNASSISTED REGIONS				
South East	386,947 44,967	139,662 15,906	526,609 60,873	7·0 8·4
East Anglia	41,001			
GREAT BRITAIN SDA	313,111	133,251	446,362	15-3
Other DA	203,192 386,412	87,772 161,943	290,964 548,355	13·5 10·4
Unassisted	783,364	294,400 677,366	1,077,764 2,363,445	8·2 10·0
All	1,686,079			
Northern Ireland	70,305	29,544	99,849	17.3
Local areas (by region) South East				1.000
*Aldershot	3,510 1,771	1,386 723	4,896 2,494	5·8 5·5
Aylesbury Basingstoke	2,047	772	2,819	6.0
*Bedford *Braintree	3,534 2,113	1,651 900	5,185 3,013	6·2 8·7
*Brighton	9,602	3,077	12,679	9·2 9·2
*Canterbury *Chatham	2,718 9,202	1,008 3,941	3,726 13,143	11.2
*Chelmsford *Chichester	2,846 2,680	975 981	3,821 3,661	5·6 7·6
Colchester	3,248	1,217	4,465	7.4
*Crawley *Eastbourne	5,528 2,461	2,088 680	7,616 3,141	4·6 7·5
*Guildford	3,353	1,306	4,659 5,571	5·1 7·6
*Harlow *Hastings	4,037 3,507	1,534 1,180	4,687	10.9
*Hertford *High Wycombe	1,324 3,642	472 1,296	1,796 4,938	4·5 5·3
*Hitchin	2,739 7,900	1,053	3,792	5·3 7·1 8·4
*Luton Maidstone	7,900 3,584	3,356 1,346	11,256 4,930	6-1
*Newport (IoW) *Oxford	3,132 8,676	1,259 3,429	4,391 12,105	10·5 6·9
*Portsmouth	13,178	5,222	18,400	9.1
*Ramsgate *Reading	3,128 7,881	2,716	4,368 10,597	12·1 6·4
Slough	4,366	1,824	6,190 16,210	5·1 7·3
*Southampton *Southend-on-Sea	11,683 16,731	5,413	22,144	11.3
Stevenage	2,902 2,226	964	3,866 3,152	
I unbridge Wells	3,487	1,092	4,579	5.4
*Watford *Worthing	4,896 3,260	1,701	6,597 4,273	

Unemployment in regions by assisted area status‡, in certain employment office areas and in counties at Feb 12, 1981§

ployment office area	Male	Female	All	Rate
and the second of the second second second			unemployed	
East Anglia				per cent
Cambridge Great Yarmouth	2,799 3,412	1,072 1,143	3,871 4,555	4·4 12·2
*Ipswich	5,510	1,887	4,555 7,397 2,803	6·8 9·6
*Norwich	2,031 7,461	772 2,234	2,803 9,695	7.6
Peterborough	5,137	1,897	7,034	10-3
South West	2,707	904	3,611	7.3
Bath *Bournemouth	9,701	3,546	13,247 27,538	9·3 8·4
*Bristol *Cheltenham	20,423 3,148	7,115 1,261	4,409	6.0
*Chippenham	1,253 3,978	650 1,423	1,903 5,401	6·6 7·5
*Exeter Gloucester	3,986	1,639	5,625	8.4
*Plymouth *Salisbury	10,234 2,025	5,209 1,154	15,443 3,179	12·6 7·8
Swindon	5,589	2,438 713	8,027	9·7 6·3
Taunton *Torbay	1,886 6,590	2,699	2,599 9,289	13.2
*Trowbridge *Yeovil	1,345 1,633	637 905	1,982 2,538	7·2 6·2
	1,000		and Miner	
West Midlands *Birmingham	63,364	23,228	86,592	12.4
Burton-upon-Trent	2,375 22,241	878 9,788	3,253 32,029	8 6 13 2
*Coventry *Dudley/Sandwell	26,426	9,674	36,100	11.9 8.5
Hereford *Kidderminster	2,219 3,240	972 1,523	3,191 4,763	11.7
Leamington	2,839 6,916	1,245 2,863	4,084 9,779	8·0 16·3
*Oakengates Redditch	2,726	1,561	4,287	12.4
Rugby	1,772 2,437	1,045 932	2,817 3,369	9-2 8-1
Shrewsbury *Stafford	2,571	1,121	3,692	6·7 10·2
*Stoke-on-Trent *Walsall	14,409 16,213	6,634 6,842	21,043 23,055	13.6
*Wolverhampton	13,863 5,076	5,269 1,791	19,132 6,867	13·1 9·6
*Worcester	3,070	1,101		
East Midlands *Chesterfield	6,242	2,387	8,629	10.3
*Coalville	2,496 5,080	950 1,717	3,446 6,797	7·6 21·5
Corby *Derby	7,518	2,796	10,314	6·9 11·7
Kettering *Leicester	2,639 15,551	917 6,426	3,556 21,977	9.4
Lincoln	5,201	1,867 877	7,068 2,826	10·8 6·4
Loughborough Mansfield	1,949 4,707	1,519	6,226	10.1
*Northampton *Nottingham	5,807 23,026	2,226 7,538	8,033 30,564	7·4 8·9
*Sutton-in-Ashfield	2,162	535	2,697	7.5
Yorkshire and Humberside		0.054	0.001	11.9
*Barnsley *Bradford	6,947 15,225	2,854 5,401	9,801 20,626	12.1
*Castleford	4,744 6,016	2,071 1,904	6,815 7,920	10·6 12·0
*Dewsbury *Doncaster	9,793	4,844	14,637	13.0
Grimsby *Halifax	7,194 5,648		8,980 7,919	10-1
Harrogate	1,732	642	2,374 9,528	6.7
Huddersfield *Hull	6,500 17,860	5,819	23,679	12.9
Keighley	2,375 24,003	1,050	3,425 32,926	
*Mexborough	3,480	1,834	5,314	
Rotherham *Scunthorpe	5,883 6,456	2,485	8,368 8,664	13.4
*Sheffield	6,456 21,381 5,117	6,727 2,021	28,108 7,138	
*Wakefield York	3,993	1,721	5,714	
North West				
*Accrington	2,089	1,026 3,783	3,115 11,341	5 10-6 11-9
*Ashton-under-Lyne *Birkenhead	17,086	3,783 7,203	11,34 24,28 7 08	15-3
*Blackburn *Blackpool	5,616 9,128	3 3,848	12,970	5 11.8
*Bolton	9,107	7 4,258	13,36	5 12·0 4 9·6
*Burnley *Bury	3,035 4,688	3 2,247	6,93	5 10.9
Chester *Crewe	3,799 3,768	9 1,436		3 8 ·3
*Lancaster	3,859	9 1,630	5.48	9 11.6
*Leigh *Liverpool	3,52 55,73	1 21,390	5,52 77,12 73,99	1 12.9 1 16.2 4 10.3
*Manchester	54,30	7 19,687	73,99	
*Nelson *Northwich	1,90 2,97	0 1,686	4,65	6 11.7
*Oldham	7,81 9,80	1 3,429	11,24	0 11·5 7 9·8
*Preston *Rochdale	4,94	3 2,306	1,24	9 14.4
Southport St Helens	3,23 6,08		8,95	0 13.6
*Warrington	6,18	6 2,748	8,93	4 11.0
*Widnes *Wigan	5,30 6,86		5 10,63	

UNEMPLOYMENT

Constant for the	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
and the				per cent	Isle of Wight	3,132	1,259	4 391	per cent
*Alnwick	912	468	1,380	12·8 9·0	Kent Oxfordshire	34,691 10,394	13,211 4,104	4,391 47,902 14,498	9.1
Carlisle *Central Durham	3,259 5,700	1,427 2,636	4,686 8,336	12.0	Surrey	12,119	3,959	16,078	7·1 5·1
*Consett *Darlington and S/West	6,005	1,538	7,543	23.8	West Sussex	10,306	3,659	13,965	5.7
Durham *Furness	7,117 2,628	3,001 1,764	10,118 4,392	12·2 9·9	East Anglia Cambridgeshire	12,832	4,740	17,572	7.8
Hartlepool *Morpeth	5,737 5,485	2,023 2,340	7,760 7,825	17·8 12·4	Norfolk Suffolk	19,264 12,871	6,498 4,668	25,762 17,539	9·8 7·6
*North Tyne	22,472	7,924	30,396	11-1		12,011	4,000	17,003	1.0
*Peterlee *South Tyne	2,660 20,878	1,269 7,218	3,929 28,096	14·4 15·5	South West Avon	26,081	9,362	35,443	8.6
*Teesside *Wearside	27,287 17,073	9,716 7,003	37,003 24,076	16·4 17·1	Cornwall Devon	13,717 25,929	6,596 11,674	20,313 37,603	14-8 11-3
*Whitehaven *Workington	2,054 2,712	1,265 1,702	3,319 4,414	11·3 14·1	Dorset	12,709 10,861	5,190 4,686	17,899 15,547	9.0
	2,712	1,702	-,	States in the	Gloucestershire Somerset	7,846	3,358	11,204	7·5 7·3
Wales *Bargoed	2,965	1,469	4,434	17-1	Wiltshire	11,186	5,397	16,583	8.3
*Cardiff *Ebbw Vale	17,324 3,515	5,982 1,621	23,306 5,136	11·7 17·9	West Midlands West Midlands Metropolitan	127,468	47,483	174,951	12.6
*Llanelli *Neath	3,282 2,557	2,109 1,310	5,391 3,867	14·5 14·4	Hereford and Worcester	16,063	6,890	22,953	10.1
*Newport	8,487	3,137	11,624	12.9	Salop Staffordshire	11,840 28,926	4,822 13,204	16,662 42,130	12·5 10·7
*Pontypool *Pontypridd	4,530 6,070	2,238 3,348	6,768 9,418	13·4 13·8	†Warwickshire	10,801	5,336	16,137	••
*Port Talbot *Shotton	7,807 5,693	3,481 2,085	11,288 7,778	13·9 16·0	East Midlands Derbyshire	24,222	8,835	33,057	0.2
*Swansea *Wrexham	9,440 5,843	4,412 2,021	13,852 7,864	12·9 17·4	Leicestershire	22,289	9,485	31,774	8·2 8·8
	0,010	2,021	,,	South and the second	Lincolnshire Northamptonshire	15,706 16,120	6,004 6,094	21,710 22,214	10·7 10·5
*Aberdeen	5,628	2,224	7,852	6.0	Nottinghamshire	29,292	9,738	39,030	9.0
*Ayr *Bathgate	4,528 4,965	1,885 2,896	6,413 7,861	13-9 15-8	Yorkshire and Humberside	40.000	10.000	67 570	11.1
*Dumbarton *Dumfries	3,351 2,401	1,946 1,365	5,297 3,766	17·5 10·6	South Yorkshire Metropolitan West Yorkshire Metropolitan	48,369 70,081	19,203 26,866	67,572 96,947	11-4 10-5
Dundee	8,764	5,041	13,805	14 1 11 3	Humberside North Yorkshire	34,216 12,864	10,904 5,559	45,120 18,423	12·7 7·9
*Dunfermline *Edinburgh	3,632 17,658	2,374 7,229	6,006 24,887	8.7	North West				
*Falkirk *Glasgow	5,714 59,435	3,071 24,629	8,785 84,064	12·6 14·2	Greater Manchester Metropolitan		40,213	136,415	11-2
*Greenock *Irvine	5,134 5,906	2,572 2,741	7,706 8,647	15-0 21-1	Merseyside Metropolitan Cheshire	80,871 26,711	32,267 12,454	113,138 39,165	15·7 10·7
Kilmarnock *Kirkcaldy	3,869	1,577 3,062	5,446	15 2 12 9	Lancashire	41,326	19,702	61,028	11-1
*North Lanarkshire	5,501 17,425	10,250	8,563 27,675	18-3	North	00.004	11 700	11 700	40.0
*Paisley *Perth	8,276 2,400	4,288 991	12,564 3,391	13-1 8-8	Cleveland Cumbria	33,024 12,669	11,739 7,070	44,763 19,739	16·6 10·0
*Stirling	3,670	1,845	5,515	11-4	Durham Northumberland	24,571 8,178	9,889 3,646	34,460 11,824	14·0 11·8
Iorthern Ireland	1 645	667	0.010	18-2	Tyne and Wear Metropolitan	57,251	20,665	77,916	13.9
Armagh *Ballymena	1,645 5,782	667 2,630	2,312 8,412	17.8	Wales	15.050			10.0
*Belfast *Coleraine	28,163 4,249	13,724 1,401	41,887 5,650	13·7 21·9	Clwyd Dyfed	15,653 9,430	5,817 4,767	21,470 14,197	16·2 12·7
Cookstown *Craigavon	1,426 4,540	554 2,208	1,980 6,748	32·6 16·1	Gwent Gwynedd	17,871 7,787	7,646 3,130	25,517 10,917	13-9 14-2
*Downpatrick	2,651	1,116	3,767	21-2 31-9	Mid-Glamorgan Powys	18,562 2,010	9,247 812	27,809 2,822	14·4 9·4
Dungannon Enniskillen	2,533 2,810	930 1,039	3,463 3,849	23.7	South Glamorgan	15,246	5,120	20,366	11.7
*Londonderry Newry	7,847 4,061	2,532 1,246	10,379 5,307	24·8 28·4	West Glamorgan	15,869	7,401	23,270	13 4
Omagh Strabane	2,063 2,535	842 655	2,905 3,190	22·6 34·5	Scotland Borders	2,161	839	3,000	7.7
	2,000	000	0,100	and the second second	Central	9,384	4,916	14,300	12.1
ounties (by region) outh East				monant and	Dumfries and Galloway Fife	4,393 10,174	2,475 6,067	6,868 16,241	12·3 11·9
Bedfordshire Berkshire	11,077 13,678	4,873 5,045	15,950 18,723	7·5 5·9	Grampian Highlands	9,545 5,723	4,295 3,196	13,840 8,919	7·4 11·3
Buckinghamshire East Sussex	9,536 15,352	3,748 4,907	13,284 20,259	7·0 9·2	Lothians Orkneys	23,076 414	10,337	33,413 578	9·7 9·4
Essex	33,285	11,235	44,520	9.2	Shetlands	314	118	432	4.9
Greater London (GLC area) Hampshire	184,068 31,859	64,873 12,589	248,941 44,448	6·7 7·7	Strathclyde Tayside	113,620 14,258	53,068 7,711	166,688 21,969	15·1 12·7

GREAT	Under 2	5			25-54		144	AND IN THE	55 and 0	over	-	10	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		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	AII
MALE AND	FEMALE															
1978 Oct	395.6	71.2	55.8	522.7	331 .2	108.7	171.5	611 . 5	84.6	40.5	105.7	230.8	811 • 4	220.4	333 · 1	1,364 ·
979 Jan April July	358 · 5 288 · 0 490 · 2	87 · 1 84 · 0 68 · 1	53·9 56·9 57·2	499 · 5 428 · 9 615 · 4	366 · 0 321 · 2 282 · 0	115·2 117·7 100·8	174 · 1 180 · 3 173 · 9	655·3 619·2 556·7	85·4 73·0 67·8	44 · 1 49 · 2 42 · 7	106·8 109·6 109·5	236 · 4 231 · 8 220 · 0	809 · 9 682 · 1 839 · 9	246·5 250·9 211·6	334 · 8 346 · 8 340 · 5	1,391 1,279 1,392
Oct*	377.0	62·8	54.4	494·3	317.3	94.7	169.5	581 · 5	77.3	36.7	113.1	227 . 1	771.6	194.2	337.0	1,302
1980 Jan April July Oct	379 · 8 378 · 0 689 · 5 631 · 0	79 · 5 93 · 6 95 · 0 114 · 1	52 · 4 52 · 0 57 · 5 68 · 9	511.7 523.6 842.0 813.9	380 · 3 391 · 2 410 · 8 522 · 9	104 · 9 125 · 2 133 · 4 154 · 5	169.6 168.6 172.7 189.5	654 · 7 684 · 9 717 · 0 866 · 9	85·3 85·2 92·7 122·0	39 · 6 47 · 8 47 · 0 50 · 0	113·0 113·3 113·3 120·1	238.0 246.2 253.0 292.2	845 · 4 854 · 3 1,193 · 0 1,275 · 9	223 · 9 266 · 5 275 · 4 318 · 6	335 · 1 333 · 9 343 · 5 378 · 6	1,404 1,454 1,811 1,973
1981 Jan	613.4	189.8	84 · 9	888·1	664·0	207 · 1	218.9	1,090.0	152.8	63·1	126.4	342.4	1,430.3	460.0	430 · 3	2,320
MALE																
978 Oct	215.5	38.2	33.5	287 · 2	238 · 4	77.0	138.3	453 · 8	74.6	35.6	94.8	205.0	528·5	150.9	266.7	946
979 Jan April July	206 · 2 166 · 8 267 · 0	46 · 4 45 · 6 36 · 2	32 · 8 34 · 6 34 · 3	285 · 4 247 · 0 337 · 4	272 · 7 235 · 9 195 · 1	81 · 5 83 · 3 69 · 6	140 · 5 144 · 7 137 · 5	494 · 7 463 · 8 402 · 2	75·2 64·2 59·3	39·1 43·6 37·8	95·5 97·6 97·0	209 · 8 205 · 4 194 · 0	554 · 1 466 · 9 521 · 4	166 · 9 172 · 5 143 · 5	268 · 8 276 · 9 268 · 8	989 916 933
Oct*	202.7	32.6	32.3	267.6	219.5	63 · 4	132.7	415.6	67.5	32.1	100.0	199.5	489·7	128.1	265.0	882
1980 Jan April July Oct	214·3 218·2 385·6 360·2	40 · 8 50 · 0 52 · 8 65 · 5	31 · 4 31 · 4 34 · 7 42 · 4	286 · 5 299 · 6 473 · 1 468 · 1	272 · 6 278 · 8 287 · 5 374 · 0	69 · 5 84 · 7 92 · 1 106 · 9	133 · 0 131 · 5 134 · 2 146 · 9	475 · 0 494 · 9 513 · 8 627 · 8	74 · 2 74 · 3 81 · 1 107 · 3	34 · 7 42 · 1 41 · 4 43 · 9	99 · 9 100 · 0 99 · 8 105 · 9	208·8 216·4 222·4 257·1	561 · 1 571 · 3 754 · 2 841 · 5	145·1 176·8 186·3 216·3	264 · 2 262 · 9 268 · 7 295 · 3	970 1,011 1,209 1,353
1981 Jan	367.5	111.0	54.0	532.6	493.6	146.7	171 · 4	811.8	135.5	55.7	111.6	302.8	996 · 7	313.4	337.0	1,647
FEMALE																
1978 Oct	180.2	33.0	22.3	235 . 5	92.8	31 · 7	33 · 2	157.7	10.0	4 · 8	10.9	25.8	283.0	69·5	66 • 4	418
1979 Jan April July	152·2 121·1 223·2	40 · 8 38 · 4 31 · 9	21 · 1 22 · 3 22 · 9	214 · 1 181 · 9 277 · 9	93·3 85·3 86·9	33 · 7 34 · 4 31 · 2	33 · 6 35 · 7 36 · 4	160 · 6 155 · 3 154 · 4	10·2 8·8 8·5	5·1 5·6 5·0	11 · 3 11 · 9 12 · 4	26.6 26.3 25.9	255·8 215·3 318·5	79 · 6 78 · 4 68 · 0	66 · 0 69 · 9 71 · 7	401 363 458
Oct*	174.3	30.2	22.1	226.6	97.8	31 · 3	36.8	165.9	9.8	4.6	13.1	27.6	2 8 2·0	66 · 1	72.0	420
1980 Jan April July Oct	165.5 159.8 303.9 270.8	38.6 43.6 42.2 48.5	21 · 1 20 · 6 22 · 8 26 · 5	225 · 2 224 · 0 368 · 8 345 · 8	107·7 112·4 123·4 148·9	35·3 40·5 41·3 47·6	36·7 37·1 38·6 42·6	179.7 190.0 203.2 239.1	11 · 1 10 · 8 11 · 6 14 · 7	4·9 5·6 5·6 6·1	13·2 13·3 13·4 14·2	29 · 1 29 · 7 30 · 6 35 · 1	284 · 3 283 · 0 438 · 8 434 · 4	78 · 8 89 · 7 89 · 1 102 · 2	70 · 9 70 · 9 74 · 8 83 · 3	434 443 602 619
1981 Jan	245.9	78.8	30.9	355.5	170.4	60.3	47.5	278.2	17.3	7.4	14.9	39.6	433.6	146.5	93.3	673

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1979 estimates.

Travel-to-work area.
 † A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.
 ‡ Assisted area status is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).
 § The figures for March, which would normally have appeared in this issue, are not available and those for February are repeated.

UNEMPLOYMENT 2.5

THOUSAND

2.7 UNEMPLOYMENT

GRE	AT BRITAIN	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
MAL	E AND FEMALE									Thousand
1978	Oct	141 · 9	135.5	245.3	279 · 4	165.9	166 - 2	96.5	134.2	1,364.9
1979	Jan April	107·8 73·3	132·7 117·5	259 · 0 238 · 2	304·5 284·2	179.0 169.0	171 · 9 165 · 9	101 · 1 100 · 3	135·3 131·5	1,391 · 2 1,279 · 8
	Júly	258.7	131 · 1	225.5	254.0	151.0	151.6	95.9	124.1	1,392.0
1080	Oct*	123.8	128.3	242.1	268.5	156 • 4	156.6	100.0	127.1	1,302.8
1980	Jan April July	105.7 108.7 353.5	134·8 136·9 178·5	271 · 3 277 · 9 309 · 9	306.6 319.1 333.4	177·3 186·4 196·1	170·9 179·5 187·5	105·8 110·3 113·3	132·2 135·9 139·7	1,404 · 4 1,454 · 7 1,811 · 9
	Oct	224.9	207.2	381.7	406.8	237.9	222.2	133.4	158.7	1,973.0
1981	Jan	190.8	234 · 3	463.0	514.2	302 · 1	273.7	159.4	183.0	2,320 · 5
1978	Oct	Proportion of 10-4	of number unem 9·9	nployed 18·0	20·5	12-2	12-2	7.1	9.8	100 Per cent
1979	Jan April	7·7 5·7	9·5 9·2	18-6 18-6	21·9 22·2	12·9 13·2	12·4 13·0	7·3 7·8	9·7 10·3	100 0 100 0
	July	15-6	9.4	16-2	18-2	10.8	10.9	6.9	8.9	100-0
	Oct*	9.5	9.8	18-6	20.6	12.0	12.0	7.7	9.8	100 0
1980	April	7·5 7·5	9·6 9·4	19·3 19·1	21·8 21·9	12·6 12·8	12·2 12·3	7·5 7·6	9·4 9·3	100-0 100-0
	July Oct	19-5 11-4	9·9 10·5	17·1 19·3	18·4 20·6	10·8 12·1	10·3 11·3	6·3 6·8	7·7 8·0	100-0 100-0
1981	Jan	8.2	10-1	20.0	22·2	13.0	11.8	6.9	7.9	100 0
MALE										Thousand
1978	Oct	71 · 1	70.7	145.4	201 · 1	129.5	123.2	72.2	132.9	946.0
1979	Jan April	55·3 38·2	71·9 64·3	158·1 144·5	223·3 206·0	142·2 133·4	129·2 124·4	75·8 75·2	134·0 130·3	989 · 9 916 · 2
	July	140.0	67.3	130.2	175.2	115.6	111.5	75·2 71·2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882 . 7
1980	Jan April	53·4 57·3	72·4 75·3	160·6 167·0	212·8 221·2	136·1 141·7	126 · 1 132 · 0	78.0 82.0	130·8 134·4	970 · 4 1,011 · 0
	July Oct	189·7 118·9	96·5 114·8	187·0 234·5	229 · 5 284 · 4	147·1 180·0	137·1 163·5	84·3 100·2	138·1 156·9	1,209 · 3 1,353 · 1
1981		103.7	134.1	294.8	372.2	234 · 1	205.5	121.6	181.2	1,647.1
1079	0.1	Proportion o	of number unem		21.2	12.7	12.0	15	11.0	Per cent
	Oct Jan	7·5 5·6	7·5 7·3	15-4 16-0	21·3 22·6	13·7 14·4	13-0 13-1	7·5 7·7	14.0	100.0
1973	April July	5.0 4.2 15.0	7·0 7·2	15-8 13-9	22·0 22·5 10·8	14·4 14·6 12·4	13-1 13-6 11-9	8·2 7·5	13 5 14 2 13 2	100 0 100 0 100 0
	Oct*	7.0	7.5	15.7	20-6	13-4	13·0	8.4	14-2	100 0
1980	Jan April	5·5 5·7	7·5 7·4	16-5 16-5	21·9 21·9	14-0 14-0	13·0 13·1	8·0 8·1	13·5 13·3	100 0 100 0
	July Oct	15·7 8·8	8·0 8·5	15·5 17·3	19·0 21·0	12·2 13·3	11-3 12-1	8·1 7·0 7·4	11·4 11·6	100 0 100 0
1981		6.3	8·1	17-9	22.6	14-2	12.5	7.4	11.0	100 0
FEMA		70.8	64.7	00.0	79.2	26.4	42.0	21.4		Thousand
1978 1979		7,0 · 8 52 · 5	64·7 60·7	99·9 100·9	78·3 81·1	36·4 36·8	43·0 42·7	24·4 25·3	1.4	418·9 401·3
	April July	35·1 118·7	53·1 63·9	93·7 95·3	78·2 78·8	35.6 35.5	42 · 7 41 · 5 40 · 1	25·3 25·1 24·7	1.2	363 · 6 458 · 3
	Oct*	61 · 8	61 · 7	103.1	86.3	37.8	41 · 8	26.2	1.4	420 . 1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April July	51 · 4 163 · 8	61 · 6 82 · 1	110·9 123·0 147·2	97·9 103·8	44 · 6 48 · 9 57 · 9	47 · 5 50 · 4 58 · 7	28·3 29·0 33·3	1.5 1.6 1.8	443 · 7 602 · 7 619 · 9
	Oct	106·1 97.1	92·5		122.4			33·3 37·9	1·8 1·8	619·9 673·4
1981	Jan	87 · 1 Proportion o	100·1 of number unem	168·3	142.0	68.0	68.2	37.5		Per cent
1978	Oct	16.9	15.4	23.8	18.7	8.7	10-3	5.8	0.3	100 0
	Jan April	13·1 9·7 25·9	15·1 14·6 13·9	25·1 25·8 20·8	20-2 21-5 17-2	9·2 9·8 7·7	10·6 11·4 8·7	6·3 6·9 5·4	0-3 0-3 0-3	100 0 100 0 100 0
	July Oct ^e	14.7	13.9							100.0
1980		14.7	14-7	24·5 25·5	20-5 21-6	9·0 9·5	10-0 10-3	6·2 6·4	0·3 0·3	100.0
	April July	11·6 27·2	13·9 13·6	25·5 25·0 20·4	22·1 17·2	10-1 8-1	10.7	0·4 6·4 4·8	0.3	100 0 100 0
	Oct	17.1	14.9	23.7	19.7	9.3	9.5	5.4	0.3	100 0

GREA	TBRITAIN	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	126.7	108.7	161.9	153.2	260.9	220.4	333 · 1	Thousand 1,364 · 9
1978	Oct	121 .7	79.8	173.1	169.6	265.8	246.5	334.8	1,391 .2
10/0	Jan April July	82·8 164·3	83·1 170·4	137·8 204·3	145·0 112·0	233 · 4 188 · 9	250·9 211·6	346 8 340 5	1,279 8 1,392 0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223·9 266·5	335·1 333·9	1,404·4 1,454·7
	April July	125·9 212·0	104·9 221·1	176·8 299·1	174·7 172·0	272·0 288·8	275.4	343·5 378·6	1,811 ·9 1,973 ·0
	Oct	170.3	158.7	263.0	252.0	431.8	318.6	430.3	2,320.5
1981	Jan	177.0	105·4 umber unemploye	279·3	317.4	551.2	460.0	430.3	2,32015 Per cent
	Ort	9.3	8-0	11.9	11-2	19-1	16-1	24.4	100.0
1978		8.7	5.7	12.4	12.2	19-1	17.7	24-1	100.0
	Jan April July	6·5 11·8	6-5 12-2	10·8 14·7	11·3 8·0	18-2 13-6	19·6 15·2	27·1 24·5	100-0 100-0
	Oct	9.3	8-4	12.6	11-1	17.7	14-9	25-9	100.0
	Jan	8.6	5.7	13-6	12.6	19-6	15.9	23.9	100-0 100-0
	April July	8·7 11·7	7·2 12·2	12·2 16·5	12·0 9·5	18-7 15-9	18·3 15·2	23 0 19 0 19 2	100.0
	Oct	8.6	8.0	13.3	12.8	21·9 23·8	16·1 19·8	18.5	100.0
1981		7.6	4-5	12.0	13.7	23.0	13.0	10.2	Thousand
MALE 1978	Oct	84·3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979		83 · 8 57 · 1	54·7 56·7	122·1 93·1	115·5 97·2	178·1 162·7	166·9 172·5	268·8 276·9	989·9 916·2
	April July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79·2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan April	77 · 5 83 · 3	54·4 71·2	130.6 118.8	118·6 115·0	179.9 182.9	145·1 176·8	264·2 262·9	970·4 1,011·0
	July Oct	129·0 115·6	134.0 105.6	185·8 174·7	113·9 167·9	191.6 277.6	186·3 216·3	268·7 295·3	1,209·3 1,353·1
1981		116.3	73.0	199.5	224.0	384.0	313.4	337.0	1,647 · 1
1001		Proportion of n	umber unemploye	be					Per cent
1978	Oct	8-9	7.5	11-1	10.6	17.7	16.0	28.2	100.0
1979	Jan April	8·5 6·2	5·5 6·2	12·3 10·2	11·7 10·6	18·0 17·8	16·9 18·8	27·2 30·2	100 0
	July	10.5	10.9	13·5 11·8	7·8 10·6	13·1 16·2	15-4	28·8 30·0	100.0
	Oct*	9.0	7.9		12.2	18.5	15.0	27.2	100.0
	Jan April	8 0 8 2	5·6 7·0	13-5 11-8	12·2 11·4 9·4	18·1 15·8	17.5	26·0 22·2	100 0 100 0
	July Oct	10-7 8-5	11·1 7·8	15·4 12·9	12.4	20.5	16.0	21.8	100-0
1981	Jan	7-1	4-4	12·1	13.6	23-3	19-0	20-5	100.0
FEMA 1978		42.4	37.5	57.0	52.9	93·1	69.5	66.4	Thousand 418·9
1979		37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
	April July	25·6 66·6	26·4 68·3	44 · 7 78 · 0	47·7 39·0	70·8 66·7	78·4 68·0	69·9 71·7	363 · 6 458 · 3
	Oct*	42.6	39.7	60.5	51.9	87.3	66·1	72.0	420 · 1
1980	Jan	43.3	25·9 33·7	60·5 58·0	58·7 59·7	95.9	78.8	70.9	434.0
	April July	42.6 83.1	87.1	58.0 113.3 88.3	58.1	89·1 97·3	89·7 89·1	70·9 74·8	443 · 7 602 · 7
	Oct	54.6	53.1		84.2	154.2	102.2	83.3	619.9
1981	Jan	60.7	32.4	79.8	93.4	167.2	146.5	93.3	673·4
1978	Oct	Proportion of n 10-1	umber unemploy 9·0	ed 13-6	12.6	22·2	16.6	15-9	Per cen 100-0
1979	Jan	9·4 7·0	6·3 7·3	12·7 12·3	13.5	21·9 19·5	19·8 21·6	16·4 19·2	100 0 100 0
	April July	14.5	14.9	12:3	13-1 8-5	14.6	14.8	15.6	100 0
	Oct*	10-1	9.5	14-4	12.4	20.8	15:7	17.1	100.0
1980	Jan	10.0	6·0 7.6	13.9	13.5	22·1 20.1	18·2 20·2	16-3 16-0	100 0 100 0
	April July Oct	9·6 13·8	7.6 14.5	13-1 18-8	13·5 9·6	20-1 16-1 24-9	14.8	12·4 13·4	100.0
	OUL	8.8	8.6	14-2	13.6	24.9	16.5	10.4	100.0

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

• From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

UNEMPLOYMENT 2.8

UNEMPLOYMENT 2.9 Industry*: excluding school leavers

72·1 71·9

75.6 66.0 69.4

73.7

5·8 5·9

5·9 5·9 6·0

6-1

6·3 6·2 6·0 5·9

25·1 24·6

25.6 22.0 22.3

23.5

2·8 2·8

2·8 2·8 2·8

2.8

2·8 2·8 2·8 2·9

46·9 47·4

50·0 44·0 47·1

50.2

58.5 57.3 67.0 76.3

13-1 13-9

14·4 13·9 13·3

13.9

14·7 14·3 13·4 13·8

Clerical and related

192·7 178·7

179·3 165·1 185·5

182.5

14·1 14·9 16·0

15-1

14-4 14-3 14-4 13-1

80·5 75·1

75.0 68.6 72.9

70.4

9·0 8·6

8·1 8·6 9·0

8.3

112·2 103·6

104·3 96·5 112·6

112.1

120·3 120·9 153·0 167·2

30·2 30·5 31·8

31.0

30·3 30·1 30·7 30·2

er unemployed 31·4 30·4

er unemployed 15·4 14·7

Managerial and professional

114·0 105·7

103·7 92·3 109·7

108.5

8·2 8·3 9·4

8.9

8·0 7·3 8·7 8·6

75·1 70·8

71.1

7·6 7·9 8·8

8.4

7·6 7·1 8·2 8·3

38·9 34·9

37.4

9·7 9·3 10·9

10.3

0 Mai June Sep Dec 9·0 8·0 9·9 9·4

Proportion o 10-9 10-2

Proportion of 8-4 8-1

Proportion of num 9·1 8·7

Other non-manual occupa-tions

Craft occup cludi in pro produ repai

									a hard a second s	a plant and a state of the second state of the second	and the second	TODO FROM DOMESTICS MARKED		-
GREA BRITA		Agricul- ture, forestry and fishing	Mining and quarrying	Manufac- turing	Construc- tion	Gas, elec- tricity and water	Transport and commun- ication	Distri- butive trades	Financial, profes- sional and mis- cellaneous services	Public adminis- tration and defence	Others not classified by industry	Unem- ployed exclud- ing school leavers	GREAT BRITAIN	N F
SIC 1	968	1	- 11	III-XIX	xx	XXI	XXII	XXIII	XXIV-XXVI				MALE AND FEMALE	-
			Number									Thousand	1978 Sep Dec	1
1976	Aug Nov e	21 · 9 23 · 9	17·1 17·0	350·2 333·1	193-8 201-0	9·3 9·3	58·8 60·9	131 · 0 130 · 8	202 · 8 227 · 7	60 · 9 66 · 5	199.5 186.5	1,245·4 1,256·7	1979 Mar June	1
1977		26 · 7 23 · 7 23 · 1 25 · 9	17·0 16·6 21·1 22·2	342 · 3 330 · 6 342 · 3 337 · 4	227 · 4 204 · 1 196 · 0 203 · 1	9.6 9.2 9.4 9.2	64 · 1 59 · 7 58 · 2 61 · 9	141 · 0 131 · 7 137 · 7 138 · 0	234 · 9 211 · 6 223 · 2 252 · 7	70 · 0 68 · 7 73 · 5 78 · 5	192.6 187.8 262.4 240.7	1,325.8 1,243.7 1,346.6 1,369.4	Sep Dec* 1980 Mar	
1978	Feb May Aug	28.8 24.1 22.3 23.5	22.7 22.1 24.1 24.5	344 · 8 333 · 7 337 · 2 318 · 2	221 ·8 186 ·5 168 ·3 166 ·1	8·9 8·6 8·5 8·3	64 · 2 58 · 4 54 · 9 56 · 4	145.9 132.7 132.8 125.8	249 · 8 219 · 0 218 · 2 237 · 2	80·2 76·2 76·4 77·5	232.0 218.9 280.6 240.5	1,399·2 1,280·2 1,323·6 1,277·9	June Sep Dec	
1979	Nov Feb May Aug	27·2 21·8 19·6	24.7 23.3 24.1	331 · 4 314 · 0 310 · 9	205·0 160·0 139·2	8·7 7·7 7·3	61 · 0 54 · 3 50 · 8	137 · 9 122 · 8 122 · 0	241 · 8 209 · 1 209 · 3	79 · 8 72 · 3 69 · 9	233 · 4 216 · 8 257 · 8	1,350 · 9 1,202 · 3 1,210 · 8	1978 Sep Dec 1979 Mar	
	Nov ‡	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8	June Sep	
1980	Feb May Aug Nov	25 · 4 22 · 7 24 · 8 31 · 7	25.0 24.8 26.2 28.9	364 · 9 399 · 7 481 · 3 592 · 5	192.6 189.6 210.0 274.3	7.6 7.6 7.7 8.5	63 · 7 63 · 4 68 · 9 85 · 3	147 · 4 146 · 7 168 · 7 192 · 7	257 · 8 245 · 0 278 · 6 353 · 0	77 · 4 77 · 0 82 · 2 94 · 8	224 · 9 219 · 0 312 · 8 306 · 0	1,386 · 8 1,395 · 6 1,661 · 1 1,967 · 8	Dec.*	The second
1981	Feb	39.6	31.0	700.4	346.9	8.9	103.2	229.3	397 · 1	102.4	320.6	2,279 • 5	June Sep Dec	
			Rate			and A the				2.7		Per cent	MALE 1978 Sep	
1976	Aug Nov e	5 · 4 5 · 9	4·7 4·7	4·7 4·5	13·2 13·7	2.6 2.6	3 · 9 4 · 0	4·7 4·7	2·9 3·2	3·7 4·1	···	5·3 5·4	Dec	
1977	Feb May Aug Nov	6·7 5·9 5·7 6·4	4.7 4.5 5.8 6.1	4 · 6 4 · 4 4 · 6 4 · 5	15 8 14 2 13 6 14 1	2 8 2 7 2 7 2 6	4 · 3 4 · 0 3 · 9 4 · 1	5·0 4·7 4·9 4·9	3·3 2·9 3·1 3·5	4·3 4·2 4·5 4·8	· · · · · · · · · · · · · · · · · · ·	5.6 5.3 5.7 5.8	1979 Mar June Sep Dec *	
1978		7 · 2 6 · 1 5 · 6 5 · 9	6 · 2 6 · 1 6 · 6 6 · 7	4 · 6 4 · 5 4 · 5 4 · 3	15 · 7 13 · 2 11 · 9 11 · 8	2.6 2.5 2.5 2.4	4 · 3 3 · 9 3 · 7 3 · 8	5 · 1 4 · 7 4 · 7 4 · 4	3 · 4 3 · 0 3 · 0 3 · 3	4·9 4·6 4·6 4·7		5·9 5·4 5·6 5·4	1980 Mar June Sep	
1979		7 · 2 5 · 8 5 · 2	6 · 9 6 · 5 6 · 7	4·5 4·3 4·2	14-5 11-3 9-8	2.5 2.2 2.1	4·0 3·6 3·4	4 · 8 4 · 3 4 · 2	3 · 3 2 · 8 2 · 8	4 · 8 4 · 4 4 · 2		5-7 5-1 5-1	Dec 1978 Sep Dec	
	Nov‡	5.6	6 · 8	4.3	10.8	2.1	3.6	4 · 3	3 · 2	4.5		5-3	1979 Mar	
1980	Feb May Aug Nov	6 · 7 6 · 0 6 · 6 8 · 4	7·0 6·9 7·3 8·1	5·0 5·5 6·6 8·1	13 · 6 13 · 4 14 · 8 19 · 4	2 · 2 2 · 2 2 · 2 2 · 2 2 · 4	4 · 2 4 · 2 4 · 5 5 · 6	5·1 5·1 5·9 6·7	3 · 5 3 · 3 3 · 8 4 · 8	4.7 4.7 5.0 5.7	··· ··· ···	5 9 5 9 7 0 8 3	June Sep Dec *	
1981	Feb	10.5	8.6	9.6	24.5	2.5	6.8	8.0	5.3	6 · 2		9.7	1980 Mar June	
				onally adjusted		100	04.5	101.0	212.1	61 · 9	171.8	Thousand 1,240.7	Sep Dec	
1976	Aug Nov e	23.6 23.9	16·8 16·7	348·1 340·6	203·8 207·0	9·3 9·3	61 · 5 61 · 0	131 · 8 133 · 7	217.5	65.2	180.3	1,255-2	FEMALE 1978 Sep	
1977	Feb May Aug Nov	24·0 24·5 24·9 25·9	16·8 17·5 20·7 21·8	334 · 9 332 · 7 340 · 5 343 · 9	207 · 7 206 · 3 208 · 4 208 · 9	9·4 9·4 9·4 9·2	60 · 2 60 · 6 61 · 2 61 · 9	134 · 1 134 · 7 138 · 8 140 · 9	222 · 4 224 · 7 233 · 9 241 · 2	68 · 0 70 · 6 74 · 8 77 · 3	200 · 8 202 · 2 224 · 5 236 · 7	1,278 · 3 1,283 · 2 1,337 · 1 1,367 · 7	Dec 1979 Mar June	
1978	Feb May Aug Nov	26 · 0 25 · 0 24 · 3 23 · 3	22.5 23.0 23.9 24.0	337 · 2 338 · 3 334 · 7 322 · 6	201 · 0 189 · 7 181 · 3 170 · 8	8·8 8·7 8·6 8·3	60 · 2 59 · 5 57 · 9 56 · 3	138.5 136.1 134.1 128.5	236 · 3 233 · 8 229 · 5 224 · 3	78 · 2 78 · 3 77 · 9 75 · 9	261 · 9 259 · 0 256 · 7 260 · 1	1,350 6 1,331 4 1,308 9 1,274 1	Dec *	
1979	Feb May Aug	24·3 22·9 21·7	24·5 24·2 23·9	324 · 1 320 · 3 308 · 2	183·3 164·0 152·6	8·6 7·8 7·4	57 · 0 55 · 5 53 · 9	130·1 126·7 123·4	227 · 8 224 · 9 220 · 9	77 · 6 74 · 5 71 · 5	259 · 9 251 · 6 237 · 7	1,297 · 2 1,252 · 4 1,201 · 2	June Sep Dec	
	Nov ‡	21.2	23.9	321 · 1	156.4	7.3	54.8	127.4	225.9	73.0	232 · 4	1,223.4	1978 Sep Dec	
1980	Feb May Aug Nov	22 · 4 23 · 7 26 · 9 31 · 6	24 · 8 25 · 7 26 · 1 28 · 3	358 · 0 406 · 5 478 · 5 595 · 4	170·7 194·0 223·4 278·3	7·5 7·7 7·8 8·4	59·7 64·7 72·0 85·1	139·7 150·6 170·1 195·1	243 · 7 261 · 1 290 · 3 339 · 1	75 · 4 79 · 2 83 · 9 93 · 0	231 · 9 236 · 0 264 · 9 310 · 1	1,313 · 8 1,429 · 2 1,623 · 9 1,944 · 4	1979 Mar June Sep	
1981		36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3	Dec *	

* Classified by industry in which last employed. † The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*. ‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

Occupation: registrations at employment offices 2.11

Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
130·8 128·5	454 · 4 444 · 3	288·2 290·0	Thousand 1,252 · 2 1,219 · 2
145·5 115·5 110·5	460 · 1 413 · 5 424 · 1	307 · 5 258 · 0 262 · 4	1,271 · 7 1,110 · 3 1,161 · 6
122.8	437 · 2	287 · 7	1,212 - 3
148.5 155.7 199.9 276.2	479 · 4 494 · 6 576 · 3 649 · 8	326 · 5 334 · 2 409 · 2 509 · 8	1,340 · 2 1,362 · 8 1,671 · 1 1,984 · 9
10-4 10-5	36-3 36-4	23·0 23·8	Per cent 100·0 100·0
11·4 10·4 9·5	36·2 37·2 36·5	24·2 23·2 22·6	100 0 100 0 100 0
10·1	36-1	23.7	100 0
11 1 11 4 12 0 13 9	35 8 36 3 34 5 32 7	24·4 24·5 24·5 25·7	100 0 100 0 100 0 100 0
120·9 119·5	379·2 372·3	214·2 215·7	Thousand 895 1 878 0
136·2 106·4 101·2	387·0 344·9 350·7	231 · 8 189 · 3 188 · 8	925 · 9 794 · 3 807 · 2
112.7	364.2	208 · 9	850·7
136.0 141.7 181.9 254.7	396 · 7 407 · 2 473 · 4 538 · 2	238 · 9 244 · 8 301 · 0 385 · 2	942 · 8 961 · 7 172 · 8 1,431 · 4
13·5 13·6	42·4 42·4	23·9 24·6	Per cent 100 0 100 0
14-7 13-4 12-5	41 8 43 4 43 4	25·0 23·8 23·4	100 0 100 0 100 0
13-2	42.8	24.6	100 0
14-4 14-7 15-5 17-8	42 · 1 42 · 3 40 · 4 37 · 6	25 3 25 5 25 7 26 9	100 0 100 0 100 0 100 0
9·9 9·0	75·2 72·0	74 · 0 74 · 3	Thousand 357 2 341 2
9·3 9·0 9·2	73 · 1 68 · 6 73 · 4	75 · 7 68 · 6 73 · 6	345 8 316 0 354 4
10.1	73.0	78·8	361 · 6
12·5 14·1 18·0 21·5	82 · 8 87 · 4 102 · 9 111 · 6	87.6 89.5 108.2 124.6	397 · 4 401 · 1 498 · 3 553 · 4
2·8 2·6	21-0 21-1	20·7 21·8	Per cent 100 0 100 0
2·7 2·9 2·6	21·1 21·7 20·7	21 9 21 7 20 8	100 0 100 0 100 0
2.8	20-2	21.8	100.0
3·1 3·5 3·6 3·9	20 8 21 8 20 7 20 2	22:0 22:3 21:7 22:5	100 0 100 0 100 0 100 0

2.13 UNEMPLOYMENT Adult students: regions

and the second	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1980 Mar 13	1	1	-		-	5	5	9	363	-	158	541	- The Astron	541
April 10 May 8 June 12	12,780 451 1,007	4,267 317 417	1,766 2 88	4,167 	4,185 94 577	3,615 46 475	4,706 14 589	5,989 221 1,008	2,304 	3,435 2 179	5,482 295 5,898	48,429 1,125 10,542	_ 2,167	48,429 1,125 12,709
July 10 Aug 14 Sep 11	29,073 33,472 34,032	9,987 12,128 12,502	3,139 3,419 3,528	8,253 9,484 9,910	13,295 14,774 15,026	9,159 9,946 10,280	13,578 14,289 14,757	20,377 22,390 22,849	8,505 8,702 9,370	10,390 9,930 10,946	15,226 16,006 17,478	130,995 142,412 148,176	7,345 6,741 7,817	138,340 149,153 155,993
Oct 9 Nov 13 Dec 11	8,443 	3,822 - 436	779 - 240	1,457 229	4,548 - 105	2,028 268	2,995 	4,968 _ 139	2,360 _ 155	2,065 	8,090 95	37,733 2,923	4,346 2	42,079 2,925
981 Jan 15 Feb 12 Mar 12	3,524 4	1,476 4 	400 _	305 10	812 19	348 27	320 	1,035 _ 	339 	531 	844 78	8,458 138 81	2 - -	8,460 138 81

Note: Adult 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	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1980 Mar 13	2,978	1,421	1,873	1,108	6,835	3,697	4,501	2,248	3,193	4,240	3,432	34,105	828	34,933
April 10	2,452	846	1,307	1,056	2,427	1,335	3,042	2,434	2,068	2,947	3,342	22,410	1,127	23,537
May 8	1,570	686	259	662	1,065	530	676	1,523	651	364	1,518	8,818	647	9,465
June 12	1,225	635	151	527	1,717	431	1,013	1,553	1,078	292	1,555	9,542	710	10,252
July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15 Feb 12 Mar 12	3,113 3,563	1,312 1,376	588 568	1,633 1,785	3,285 3,277	1,924 1,461	3,354 2,494	2,252 2,519	1,572 1,370	762 953	4,041 4,652	22,524 22,642 19,898	1,087 1,576 1,395	23,611 24,218 21,293

Note: Temporarily stopped workers are not included in the statistics of the unemployed. • Included in South East. Using the quarterly age analysis of the unemployed, estimates of unemployment rates have now been made for January 1981. These are given in the table alongside those for earlier dates.

The rates for the youngest age group are inevitably high in July, at the end of the school year.

The derivation of these rates was described in an article in the July 1977 issue of *Employment Gazette* (pp. 718–719). Subsequently, revised estimates have been prepared using the results of the 1977 Census of Employment; the revised series of employees in employment for June 1978 and June 1979; the results of the 1977 and 1979 EEC Labour Force Surveys; and more recent information of young people entering the labour force.

Great Britain	Jan 1978	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	Jan 1980	April 1980	July 1980	Oct 1980	Jan 1981
All Under 18 18–19 20–24 25–34 35–44	14·3 10·9 9·4 6·1 4·2 3·8	27·1 11·2 8·1 5·2 3·6 3·5	13·1 10·5 8·3 5·3 3·6 3·6	11·4 10·4 8·6 5·7 3·8 3·7	9·0 9·4 7·9 5·3 3·6 3·6	23.5 10.2 7.5 4.7 3.2 3.3	11-3 10-0 8-0 5-0 3-3 3-4	11-0 10-5 9-0 5-7 3-8 3-7	13·1 10·8 9·2 6·0 3·9 3·9	31·3 13·4 10·3 6·2 4·2 4·1	19·9 15·2 12·7 7·6 5·0 4·8	19·0 17·0 15·4 9·6 6·4 6·0
45-54 55-59 60 and over All ages	8·2 6·3	4·3 7·7 6·4	4·4 7·9 5·8	4·4 8·9 5·9	4·4 8·7 5·4	4·2 8·2 5·9	4·4 8·4 5·5	4.6 8.7 6.0	4·8 9·0 6·2	5·0 9·2 7·7	5-8 10-5 8-4	7·0 12·1 9·8
Male Under 18 18–19 20–24 25–34 35–44 45–54 55–59	13·2 11·2 10·4 7·4 5·9 5·2 5·6	26·9 11·2 8·6 6·1 5·0 4·7 5·4	12·2 10·5 8·6 6·0 4·9 4·6 5·6	10-8 10-7 9-3 6-7 5-3 5-0 5-5	8.7 9.8 8.5 6.2 5.0 4.8 5.5	23 4 10 0 7 6 5 3 4 3 4 3 5 2	10.5 9.9 8.2 5.5 4.4 4.4 5.4	10·3 10·8 9·4 6·4 5·1 4·9 5·7	12·7 11·3 9·8 6·6 5·3 5·1 6·0	30·9 13·8 11·0 6·9 5·5 5·3 6·2	19-4 16-0 13-8 8-5 6-7 6-3 7-3	19 0 18 3 17 3 11 2 8 7 8 0 8 9
60 and over All ages	11·2 7·6	10·6 7·4	10·8 6·7	12·1 7·1	11·7 6·6	11-1 6-7	11-3 6-3	11·8 7·0	12·1 7·3	12·4 8·7	14·1 9·7	16-3 11-8
Female Under 18 18–19 20–24 25–34 35–44 45–54 55–59	15-5 10-7 8-1 3-9 1-9 2-1 2-6	27-4 11-1 7-4 3-7 1-8 2-1 2-6	14·2 10·5 8·0 1·8 2·1 2·8	12-0 10-0 7-7 4-0 1-8 2-1 2-8	9.4 8.9 7.2 3.9 1.8 2.1 2.8	23.6 10.3 7.3 3.9 1.7 2.0 2.7	12·3 10·0 7·9 4·3 1·9 2·1 2·7	11 8 10 2 8 5 4 6 2 0 2 2 3 0	13 5 10 2 8 5 4 8 2 2 2 4 3 1	31 8 12 9 9 4 5 1 2 4 2 5 3 2	20 5 14 3 11 3 6 1 2 9 2 9 3 6	19:0 15:4 12:9 7:0 3:3 3:4 4:1
60 and over All ages	0.3	0·3 5·0	0.3	0·3 4·2	0·3 3·8	0·3 4·7	0-3 4-3	0·3 4·5	0·4 4·6	0·4 6·2	0·4 6·4	0-4 7-0

tes: 1. All percentage rates by age are estimated.
While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.
The rates for those aged under 20 are subject to the widest errors.

GREAT BRITAIN	Disabled people								
	Suitable for c employment	ordinary	Unlikely to obtain employment except under sheltered conditions*						
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled					
1980 Feb	52 · 6	74 · 8	7·9	3.7					
Mar	52 · 8	75 · 5	7·9	3.7					
April	53 · 2	77 · 9	7·9	3.8					
May	52 · 7	77 · 9	7·9	3.7					
June	52 · 6	79 · 8	7·7	3.8					
July	53 · 5	82·5	7 · 8	3·8					
Aug	55 · 2	85·2	7 · 8	3·8					
Sep	56 · 2	86·9	7 · 7	3·8					
Oct	57 · 3	88·0	7·7	4·2					
Nov	59 · 1	90·8	7·8	3·9					
Dec	60 · 9	93·2	7·8	3·8					
1981 Jan	62·5	96·5	7 · 8	3·9					
Feb	63·7	98·1	7 · 8	3·9					

included in the statistics of the unemployed.

UNEMPLOYMENT 2 · 15 Rates by age 2 · 15

Disabled peop Non-claimants	le r) . 1	16
Non-claimants	s 2	-	I O

THOUSANI

GREAT BRITAIN 1980 Feb Mar April May June July Aug Sep Oct Nov Dec 1091 Jan	Non-claimants to benefit seeking part-time work only†*							
	Male and female	Male	Female					
		2·7 2·7	36·2 37·1					
May	40·2	2·7	37 · 5					
	40·8	2·7	38 · 1					
	40·1	2·7	37 · 4					
Aug	40 · 7	2·8	37·9					
	38 · 9	2·6	36·3					
	39 · 7	2·6	37·1					
Nov	41 · 8	2·8	39.0					
	41 · 5	2·8	38.7					
	39 · 5	2·7	36.8					
1981 Jan	40·3	2·7	37·7					
Feb	41·7	2·7	39·0					

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

UNEMPLOYMENT N **Selected countries: national definitions**

				and the second second			and the second	199		100 M								1	THOUSAND
	United M	Kingdom*†	Austra- lia*	Austria*	Bel- gium‡	Canada¶	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic‡	ltaly∥	Japan¶	Nether- lands*	Norway*	Spain*	Sweden¶	Switzer- land*	United States¶
	Incl. school leavers	Excl. school leavers												1.10					olution.
NUMBERS UNEMPLO Annual averages							100		1.000			1.100	1.000						
1976	1,359 e	1,274 e	282	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
1977 1978	1,484 1,475	1,378 1,376	345 406	51 59	264 282	850 911	164 190	1,073 1,167	1,030	28 31	82 75	1,382 1,529	1,100 1,240	204 206	16·1 20·0	540 817	75 94	12·0 10·5	6,856 6,047
1979 1980	1,390 1,795	1,307 1,668	428**	57 53	294 322	838 867	159 180	1,350 1,451	876 900	32 37	66 74	1,653 1,751	1,170 1,140	210 248	24 · 1 22 · 3	1,037 1,277	88 86**	10·3 6·2	5,963 7,449
Quarterly averages	1,359	1,307	407	60	307	764	146	1,474	809	38	63	1,671	1,100	211	22.0	1,117	76	8.4	5,798
1980 Q1 Q2 Q3 Q4	1,479 1,564 1,979 2,157	1,441 1,467 1,723 2,039	462 	77 39 31 66	307 297 319 364	955 909 817 785	178 157 169 217	1,448 1,336 1,408 1,610	968 791 847 991	57 26 21 44	66 68 75 85	1,767 1,712 1,724 1,821	1,160 1,110 1,120 1,173	223 210 260 299	25·2 17·6 20·5 25·7	1,195 1,243 1,278 1,393	84 87 91	9·1 5·7 4·7 5·5	6,947 7,485 7,962 7,400
Monthly 1980 Aug Sep	2,001 2,040	1,736 1,832	414	30 34	316 327	833 765	173 181	1,374 1,519	865 823	21 22	76 78	1,706 1,785	1,150 1,090	262 269	23·7 20·4	1,268 1,313	88 92	4 · 7 4 · 6	8,011 7,464
Oct Nov Dec	2,063 2,163 2,244	1,917 2,052 2,149	· · · · ·	51 66 82	350 365 377	759 787 810	199 217 236	1,585 1,613 1,632	888 968 1,118	27 47 59	81 86 88	1,797 1,810 1,856	1,130 1,210 1,180	278 297 322	22 · 6 24 · 4 30 · 1	1,360 1,402 1,416	92 96 86	4 · 8 5 · 5 6 · 3	7,482 7,486 7,233
1981 Jan Feb Mar	2,419 2,463 2,485	2,318 2,373 2,406		105 99	378 377	945 928	277	1,680 1,668	1,309 1,300 1,210	71 68		1,934 R 1,935	1,230	343 347	34·2 31·3		108 106	8·8 6·5	8,543 8,425 8,087
Percentage rate latest month	10.3			3.5	13.7	8·1	10.5	8.9	5.2	4.3	12.4	8.8	2.2	8.1	1.7	10.8	2.5	0.2	7.7
NUMBERS UNEMPLO Quarterly averages	YED, SEA		ADJUSTED																C 100 D
1979 Q4		1,287		54	297	827	141	1,352	820	35	65		1,180	208 212	20·9 20·3	1,121	81 75		6,169 R 6,499 R
1980 Q1 Q2 Q3 Q4		1,374 1,498 1,699 2,020		52 49 51 58	295 308 332 353	853 886 873 862	148 R 161 182 211	1,395 1,457 1,458 1,478 R	802 863 929 1,003	42 33 32	62 68 78		1,030 1,110 1,180 1,257	212 227 256 297	20.3 20.6 23.5 24.6	1,249 1,302	82 97		7,652 R 7,921 R 7,897 R
Monthly 1980 Aug Sep		1,697 1,791		51 52	330 343	885 865	182 191	1,457 1,446	930 937	32 32	77 81		1,190 1,150	254 266	24 · 9 22 · 7	1,288 1,340	74 86		7,942 R 7,800 R
Oct Nov Dec		1,893 2,030 2,137		56 59 60	354 348 356	877 853 856	201 209 222	1,442 1,476 1,515 R	959 993 1,057	34 R 42 e 47 e	85 87 89 e		1,220 1,310 1,240	279 297 314	24·2 24·4 25·3	1,378 1,403 1,416 e	92 105 95		7,961 R 7,946 R 7,785
1981 Jan Feb Mar		2,228 2,304 2,381		63 R 68 e	358 R 364 e	856 845	228	1,562 1,606	1,078 R 1,091 e 1,151 e	51 e 52 e			1,150	321 332 e	27;4 26·2		86 104		7,847 7,754 7,764
Percentage rate latest month		9.9		2·4 e	13·4 e	7.2	8.7	8.5	5·0 e	3·3 e	12·5 e		2.1	7·8 e	1 · 4	10·8 e	2.4		7.3

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

Unemployment and methods of compilation (described in an article on pages 833-840 of the August 1960 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

 (i) by counting registrations for employment at local offices;
 (ii) by conducting a labour force survey from a sample number of households.
 (2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attache 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.

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

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

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

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UNEMPLOYMENT AND VACANCIES 2 · 19 Flows at employment offices: seasonally adjusted * 2 · 19

THOUSAND

GREAT BRITAIN	UNEMPL	OYMENT	No. Company	The second second	Company States	VACANCIES							
Average of 3 months ended	Joining r	register (inflow	()	Leaving register (outflow)			Excess	of inflow over o	outflow	Inflow Outflow		Excess of inflow over	
	Male	Female	AII	Male	Female		Male	Female				outflow	
1975 Dec 11	231	86	318	204	75	280	27	11	38 37	148	153 152	-5	
1976 Jan 8 Feb 12 Mar 11	228 226 224	88 87 88	316 313 312	203 205 210	76 76 77	279 282 287	26 21 14	11 11 11	31 25	151 154 160	153 157	1 3	
April 8	223	88	310	211	77	288	12	11	22	163	161	2	
May 13	224	89	313	213	79	292	11	10	21	164	166	-2	
June 10	225	89	314	217	82	298	8	7	16	165	169	-4	
July 8	223	90	313	217	82	300	5	8	13	170	169	1	
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5	
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7	
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3	
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0	
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1	
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0	
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1	
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2	
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e	
May 12	206	86	292	208	83	291	-2	4	1	195	195	1	
June 9	204	86	290	196	81	277	8	5	13	192	194	-1	
July 14	203	87	290	195	81	277	8	6	14	189	188	1	
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1	
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0	
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1	
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2	
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6	
1978 Jan 12	198	87	285	202	87	288	-4	- 0	-4	201	194	7	
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9	
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9	
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7	
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4	
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5	
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4	
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4	
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4	
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6	
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6	
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3	
1979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0	
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1	
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1	
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3	
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7	
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7	
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2	
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3	
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5	
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6	
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5	
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9	
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11	
Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13	
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11	
April 10	197	104	301	172	93	266	24	11	35	199	210	-11	
May 8	198	104	302	172	94	266	26	10	36	197	208	-11	
June 12	200	106	306	169	95	264	32	11	42	188	201	-12	
July 10	207	110	317	168	95	263	40	15	54	182	196	-15	
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13	
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10	
Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9	
Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7	
Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4	
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1	
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0	

* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related. Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 43 week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally six days earlier. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally six days earlier. The dates flow the unemployment count dates have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment* Gazette.)

3 VACANCIES

Regions: notified to employment offices: seasonally adjusted *

Regions: notified to employment offices and career offices

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom		South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yo sh an Hu sh
1976 Mar 5	45.8	22.9	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3			to employm			-		
April 2 May 7 June 4	45·7 44·0 43·7	22 · 8 21 · 6 22 · 2	3.6 3.5 3.3	7·9 8·1 7·0	6·2 6·2 6·1	6.8 6.6 6.6	8·8 9·2 8·7	10·2 10·0 9·6	7·4 7·0 7·3	4·9 5·0 4·6	13·9 14·3 14·4	115.5 113.7 111.3	2·2 2·3 2·1	117·7 116·0 113·4	1979 Jan 5 Feb 2 Mar 2	98·4 100·7 104·8	51·8 53·9 55·2	6·2 6·1 6·4	13.0 13.4 14.5	13.6 12.9 13.6	15·4 14·6 14·6	14 14 15
July 2 Aug 6 Sep 3	45 · 6 49 · 6 50 · 6	23 · 4 25 · 0 26 · 2	3·4 3·5 3·4	7·7 8·2 8·4	6·4 6·9 7·4	7.0 7.8 8.1	9·8 10·4 10·6	10·3 10·7 11·3	8·2 8·0 8·0	5·1 5·5 5·8	14·5 14·8 14·6	118·2 125·8 128·3	2·1 1·9 2·2	120·3 127·7 130·5	Mar 30 May 4 June 8	111.6 118.5 122.4	58·2 60·6 61·9	7·8 8·5 9·6	17·4 19·6 21·3	15·5 16·1 16·2	16·4 16·8 16·4	16 18 18
Oct 8 Nov 5 e Dec 3 e	50·7 52·0 54·0	26.0 27.2 28.7	3.7 3.8 3.9	7 · 9 8 · 2 8 · 6	7·4 7·7 8·1	7 · 8 8 · 3 8 · 8	10·7 11·0 11·3	11.2 11.6 12.0	8·2 8·4 8·7	5·5 5·7 5·9	13·7 13·9 14·2	127·2 130·7 135·4	1 · 9 1 · 9 1 · 9	129·1 132·6 137·3	July 6 Aug 3 Sep 7	116·5 108·0 111·5	58·4 52·8 54·5	9·3 8·9 8·9	18·7 17·4 18·1	15·2 15·5 15·4	15·6 15·2 15·4	17 16 16
1977 Jan 7 e Feb 4 Mar 4	56 · 0 60 · 0 61 · 7	30 · 3 32 · 1 33 · 2	4 · 0 4 · 1 3 · 9	8·8 9·1 9·3	8·6 9·1 9·5	9·3 9·8 10·1	11.5 11.9 12.1	12·3 12·7 12·7	9·0 9·2 9·0	6·1 6·2 6·0	14·5 14·8 15·1	139·7 146·0 149·3	2·1 1·8 1·8	141.8 147.8 151.1	Oct 5 Nov 2 Nov 30	111·7 105·1 94·0	56·3 53·4 48·1	8.6 8.2 7.2	17·2 15·1 13·6	14.5 13.9 12.5	15·3 14·8 12·3	16 14 12
April 6 May 6 June 1	62·3 64·6 63·2	33 · 7 36 · 3 35 · 8	4·1 4·0 4·3	8.8 8.4 8.2	9·2 9·4 9·2	10.6 10.5 10.3	11 · 8 12 · 7 12 · 5	12·4 12·5 12·4	8.8 9.2 8.6	6·0 5·9 6·0	15·8 15·4 16·3	149.6 152.9 151.1	1 · 8 1 · 7 1 · 9	151·4 154·6 153·0	1980 Jan 4 Feb 8 Mar 7	85·5 80·7 77·4	44·2 42·3 39·1	6·3 5·8 5·7	11 ·9 12 ·5 14 ·4	11.8 11.1 10.8	11.3 11.2 10.4	11 10 9
July 8 Aug 5 Sep 2	62 · 9 64 · 2 60 · 6	35 · 2 34 · 8 33 · 2	4 · 8 4 · 9 4 · 9	8·3 8·7 8·3	9·4 9·9 9·9	10·7 10·5 10·1	12·5 12·3 12·1	13·2 12·6 12·0	8·7 8·8 9·0	6·1 6·1 5·9	16.6 16.7 16.9	153·4 154·9 149·7	2·0 2·1 2·0	155·4 157·0 151·7	April 2 May 2 June 6	76.9 77.5 72.4	38·7 38·4 36·5	5·5 6·3 5·7	13·9 14·1 13·6	9·9 9·4 8·3	9·5 9·4 9·0	10 9 9
Oct 7 Nov 4 Dec 2	64 · 7 68 · 2 70 · 9	35 · 1 37 · 1 38 · 2	4.6 4.9 5.4	9·0 9·5 10·1	10·4 10·1 10·9	10.5 10.2 10.7	12.6 12.7 12.8	12·8 12·8 13·6	9·2 9·3 9·2	6·4 6·6 7·0	17·7 15·9 17·7	157.6 160.8 168.3	2·1 2·0 2·0	159·7 162·8 170·3	July 4 Aug 8 Sep 5	58·4 49·8 51·3	29·1 23·9 25·1	4·7 4·3 4·3	10·4 8·6 8·2	6·5 6·2 6·3	6·9 6·7 5·7	766
1978 Jan 6 Feb 3	74·8 79·2 82·1	40 · 3 42 · 4 44 · 6	5.6 5.7 5.9	11 · 4 11 · 5 11 · 0	12.0 11.8 11.9	11 · 2 12 · 0 12 · 2	13.6 13.5 13.6	14·9 15·3 15·4	9·8 9·7 10·0	7·2 7·3 8·6	18·7 19·1 20·2	179.0 184.6 190.7	2.0 1.9 1.9	181.0 186.5 192.6	Oct 3 Nov 7 Dec 5	48·4 38·8 33·4	24·4 19·4 16·2	3.6 3.1 2.8	6.6 5.7 5.5	6·0 5·2 4·6	5·4 5·4 4·6	6 40 40
Mar 3 April 7 May 5 June 2	85.0 88.6 92.3	46 · 0 47 · 9 50 · 3	6·2 6·4 6·2	11 · 8 12 · 2 13 · 2	12·3 12·3 13·0	12.6 12.9 13.4	15·3 14·1 14·7	15·5 15·7 16·0	10·1 10·1 10·4	8.0 7.9 8.1	21 · 0 21 · 2 21 · 1	197.6 201.3 208.4	1 · 8 1 · 8 1 · 8	199·4 203·1 210·2	1981 Jan 9 Feb 6 Mar 6	33·7 31·4 33·3	16·4 15·1 15·7	2·9 2·8 3·1	5·3 6·5 7·6	4·5 4·6 5·4	4.6 4.8 5.2	4 4 4,
June 30 Aug 4	93·6 94·3	50 · 5 49 · 3	6·2 6·2	13·6 13·9	12·9 12·8 13·5	13·5 13·5 14·4	15·1 15·0 15·7	15·5 16·6 17·0	9·9 10·4 10·5	8·4 8·2 8·7	21 · 4 20 · 7 20 · 5	210·3 211·9 222·0	1 · 7 1 · 6 1 · 5	212.0 213.5 223.5		Notified	to careers o	offices				
Sep 8 Oct 6 Nov 3	100·8 104·4 104·8	55 · 0 56 · 8 56 · 1	6·8 7·1 7·2	13.8 15.0 15.5	14·0 14·3	15·6 15·9	15·4 15·8	18·0 · 18·4	10·8 11·0	8·9 8·8	21 · 4 20 · 6 20 · 8	230·7 232·7 234·4	1 · 4 1 · 4 1 · 4	232 · 1 234 · 1 235 · 8	1979 Jan 5 Feb 2 Mar 2	14·9 13·0 15·0	9·5 7·5 8·1	0-8 0-8 1-1	1·3 1·2 1·4	2·0 2·1 2·6	1 · 4 1 · 4 1 · 6	1
Dec 1 1979 Jan 5 Feb 2	106 · 1 107 · 1 106 · 7	56 · 3 55 · 7 56 · 1	7·1 7·1 6·9	15·4 15·8 15·2	14·2 14·2 13·2	16·0 16·3 14·8	16·3 16·4 15·3	18·5 18·7 17·9	11·1 10·5 10·2	8·8 8·3 8·7	21 · 2 20 · 7	235·4 229·4	1.3 1.2 1.2	236·7 230·6	Mar 30 May 4 June 8	17·8 19·7 19·3	9·8 10·1 10·6	1.5 1.7 1.6	1.9 2.2 1.8	3·1 4·7 4·6	2·3 2·7 2·3	22.4.44
Mar 2 Mar 30 May 4	108·9 111·4 113·2	57 · 1 58 · 4 58 · 3	6·8 7·9 8·2	14·7 16·4 17·6	13·6 15·4 15·8	14·9 16·3 16·3	15·8 16·3 17·2	18·7 20·3 20·8	10·3 10·6 10·9	9·0 8·9 10·6	19·8 20·3 22·0	232·2 243·5 252·3	1 · 5 1 · 4	233·4 245·0 253·7	July 6 Aug 3 Sep 7	18·3 16·3 17·0	10·5 8·8 9·2	1 · 4 1 · 1 1 · 3	1 · 7 1 · 7 1 · 8	3.6 3.4 2.6	2·1 2·2 2·2	21.4
June 8 July 6 Aug 3	114·7 114·0 109·9	58.0 57.7 54.7	8·9 8·7 8·6	18·3 17·5 17·0	15·9 15·6 15·5	16.0 15.9 15.5	17·3 16·6 16·7	21 · 0 20 · 7 20 · 4	11.3 11.5 10.7	10.7 10.3 10.2	22·3 22·1 22·2	256·5 253·0 247·1	1·3 1·4 1·3	257 · 8 254 · 4 248 · 4	Oct 5 Nov 2 Nov 30	16·3 14·0 12·6	9·0 7·9 7·3	1·2 0·9 0·7	1.5 1.3 1.0	2·2 1·9 1·5	1 · 8 1 · 6 1 · 4	1
Sep 7 Oct 5	108·2 106·0 104·4	53 ·9 52 ·7 52 ·3	8·2 8·2 8·2	17.5 17.3 16.4	14·8 14·0 13·9	15·4 14·5 14·2	16.0 15.6 14.9	20·3 19·4 18·5	10·3 10·0 9·7	9·7 9·7 9·5	22·4 21·9 22·0	243 · 1 236 · 7 232 · 3	1·3 1·3 1·3	244 · 4 238 · 0 233 · 6	1980 Jan 4 Feb 8 Mar 7	11.6 11.2 11.3	7·1 6·8 6·8	0.6 0.5 0.8	0·9 0·8 0·9	1 · 2 1 · 3 1 · 3	1 · 2 1 · 0 1 · 1	1
Nov 2 Nov 30 1980 Jan 4	98·9 94·1	50·2 48·0	7·7 7·2	15·7 14·7	13·1 12·4	12·7 12·2	13·4 12·5	17·0 16·3	9·4 8·8 7·8	9·0 8·3 7·8	21 · 1 20 · 0 19 · 4	218·1 206·3 192·2	1·3 1·2 1·2	219·4 207·5 193·4	April 2 May 2 June 6	11 · 4 13 · 5 11 · 2	6·6 7·8 7·4	0.8 0.8 0.7	1 · 1 1 · 2 0 · 8	1·4 2·3 2·0	1 · 1 1 · 3 1 · 0	1
Feb 8 Mar 7 April 2	86 · 7 81 · 5 76 · 6	44 · 5 41 · 0 38 · 9	6·7 6·2 5·7	14·3 14·5 12·9	11 · 4 10 · 9 9 · 8	11 · 4 10 · 6 9 · 4	11.7 10.6 9.8	15·1 14·3 13·9	7·3 6·9	7·3 7·0	18·5 17·4	181·5 169·0	1·3 1·2	182·8 170·2 162·2	July 4 Aug 8 Sep 5	9·4 6·9 4·6	6·7 4·4 2·6	0·5 0·3 0·3	0.6 0.4 0.5	1.5 1.2 0.9	0·7 0·5 0·5	1
May 2 June 6	71 · 8 64 · 3	36 · 0 32 · 4	6·0 4·9	12·1 10·5	9·1 7·9	9.0 8.6	8.6 7.8	13.6 11.4	6·7 6·0	7·0 6·1	17·5 16·6	161 · 0 144 · 2	1·2 1·1	145.3	Oct 3	4.6	2.9	0.2	0.4	0.7	0·3 0·2	(
July 4 Aug 8 Sep 5	56.0 52.2 48.0	28.5 26.0 24.4	4 · 2 4 · 0 3 · 7	9·2 8·3 7·6	6·9 6·3 5·7	7·2 7·1 5·7	7·0 6·1 5·6	9·9 9·3 8·5	5·3 5·2 5·0	5·4 5·2 5·1	15.7 15.5 15.0	126·9 119·5 110·3	1.0 1.0 0.8	127·9 120·5 111·1	Nov 7 Dec 5 1981 Jan 9	2·8 1·9 2·3	1.7 1.1 1.5	0·1 0·1 0·1	0·2 0·2 0·2	0.5 0.3 0.4	0·2 0·2 0·2	
Oct 3 Nov 6 Dec 5	42.6 38.2 38.3	20·9 18·4 18·3	3·3 3·1 3·2	6 · 7 7 · 0 7 · 5	5·5 5·2 5·2	4·7 4·7 5·0	$5.6 \\ 5.6 \\ 6.3$	7·9 8·0 8·2	4 · 7 4 · 7 4 · 7	4 · 5 4 · 6 4 · 9	13·5 13·9 14·5	99 · 2 95 · 4 98 · 0	0 · 8 0 · 8 0 · 8	100·0 96·2 98·8	Feb 6 Mar 6	1·9 1·9	1.1 1.1	0·1 0·1	0·2 0·2	0·4 0·4	0·2 0·2	C
1981 Jan 9 Feb 6 March 6	42·3 37·4 37·4	20·3 17·3 17·6	3·8 3·7 3·6	8·1 8·3 7·7	5·1 4·9 5·5	5·5 5·0 5·5	6·2 5·9 5·7	8·7 8·8 9·2	4 · 5 4 · 4 4 · 1	4·9 5·4 5·2	14.0 13.9 12.6	102·8 97·5 96·3	0·8 0·7 0·6	103.6 98.2 96.9	Notes: About one- include son	ne for adults.	ancies are no Because of p a day of the o	ossible dup	ployment o plication the	ffices. These two series s	could inclu should not b	de s e ac

THOUSAN

Note: The figures relate only to the number of vacancies notified to employment offices 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 issue of *Employment Gazette*.

VACANCIES 3

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2

THOUSAND

York-shire and Humber-side North West North Wales Scotland Great Britain Northern United Ireland Kingdom 213.6 214.8 226.1 214·7 216·0 227·3 14·9 14·2 15·1 16·9 16·8 18·3 9.6 9.6 10.4 7·3 7·9 8·8 18·1 18·6 19·7 1 · 1 1 · 2 1 · 2 16.6 18.2 18.7 20·8 21·8 22·5 10·9 11·5 12·1 21 · 7 23 · 9 24 · 3 248 · 6 266 · 4 275 · 4 250 · 1 267 · 9 277 · 0 9·8 11·6 11·9 1.5 1.6 1.5 17·4 16·9 16·6 20·8 20·6 21·3 11 · 8 11 · 0 10 · 7 10·9 10·2 9·9 22 · 6 22 · 5 23 · 7 258 · 9 246 · 3 251 · 5 260 · 3 247 · 6 252 · 9 1·4 1·3 1·4 16·1 14·7 12·2 20.0 18.3 15.7 22·4 21·4 19·2 245 · 4 229 · 5 203 · 0 246 · 7 230 · 7 204 · 1 10·1 9·3 8·4 9.6 8.7 7.9 1·3 1·2 1·1 11.0 10.5 9.9 14.6 14.0 13.8 8·0 7·2 7·5 7·3 7·0 7·1 16·8 17·3 18·3 184 · 6 177 · 5 175 · 3 1·1 1·2 1·3 185·7 178·7 176·6 10·1 9·6 9·2 14·5 14·7 12·9 174·2 175·6 164·0 175·4 176·9 165·3 7·2 7·3 6·8 8·0 8·0 7·4 18·8 19·4 18·6 1·2 1·3 1·3 132·4 118·0 118·5 133·4 119·0 119·3 7·9 6·3 6·2 9·8 9·6 9·4 $5.6 \\ 5.5 \\ 5.5 \\ 5.5$ $6.0 \\ 5.1 \\ 5.3$ 16·2 15·9 16·3 1.0 1.0 0.8 108·7 93·3 83·5 6·1 5·3 5·0 107 · 9 92 · 6 82 · 9 8·5 7·7 6·8 4·9 4·2 3·8 4·4 3·8 3·9 14·0 13·3 12·6 0·8 0·7 0·6 81 · 2 82 · 8 90 · 1 4·7 4·8 5·0 10·9 11·8 12·5 81 · 8 83 · 4 90 · 7 7 · 0 7 · 7 8 · 7 3·7 3·7 4·2 3·9 4·6 5·1 0.6 0.6 0.6 25·2 23·2 27·5 25·4 23·4 27·7 1·5 1·4 2·1 1.5 1.6 1.9 0·5 0·5 0·5 0·4 0·4 0·4 1.0 0.9 1.0 0·2 0·3 0·3 2·9 4·3 2·9 2·2 2·6 1·8 0·7 0·8 0·8 1 · 1 1 · 6 1 · 6 34 · 0 41 · 0 37 · 2 34 · 2 41 · 3 37 · 5 0.6 0.7 0.6 0·3 0·3 0·2 2.6 1.9 2.0 34 · 2 31 · 3 31 · 5 1 · 8 1 · 8 1 · 8 0·5 0·5 0·7 0·7 0·7 0·7 $1 \cdot 3$ $1 \cdot 2$ $1 \cdot 1$ $34 \cdot 0 \\ 31 \cdot 0 \\ 31 \cdot 2$ 0·3 0·3 0·3 28·4 24·5 21·3 1.6 1.3 1.1 1.7 1.5 1.3 0.6 0.5 0.4 0.6 0.6 0.4 1.0 0.9 0.9 0·3 0·2 0·2 28·7 24·7 21·5 1.0 0.9 1.0 19·3 18·1 19·0 1·3 1·1 1·1 0·3 0·4 0·3 0·4 0·3 0·3 0.8 0.6 0.6 19·1 17·9 18·9 0·2 0·2 0·2 1 · 2 1 · 7 1 · 4 1.0 1.1 0.7 0·5 0·5 0·4 0·3 0·4 0·4 0.6 0.9 0.8 19·4 23·5 19·4 0 · 2 0 · 2 0 · 2 19.6 23.7 19.6 15·6 12·0 9·1 1 · 1 0 · 8 0 · 6 0·3 0·4 0·4 0·2 0·2 0·2 0.6 0.6 0.4 15·5 11·8 8·9 0.6 0.6 0.5 0·1 0·1 0·2 0·4 0·3 0·2 0·4 0·2 0·2 0·2 0·1 0·1 0·2 0·1 0·1 0·4 0·3 0·2 7 · 8 4 · 9 3 · 6 0·1 0·1 0·1 7·9 5·0 3·6 0·2 0·2 0·2 0·2 0·2 0·2 0·1 0·1 0·1 0·1 0·1 0·1 0·2 0·2 0·2 4·0 3·7 3·8 0·1 0·1 0·1 4·0 3·7 3·8

ese could include some that are suitable for young persons and similarly vacancies notified to career offices could Is should not be added together. The figures represent only the number of vacancies notified by employers and

3.4 VACANCIES Occupation: notified to employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non- manual occupa- tions	Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
1978 Sep Dec	19·2 20·5	- 32·8 30·9	21·0 21·2	61 · 8 57 · 1	11·1 10·2	85·2 79·5	Thousand 231 · 2 219 · 4
1979 Mar June Sep Dec	22+3 22+5 22+1 19+6	34·9 38·3 32·7 27·0	19·1 23·3 22·7 19·6	55 · 3 66 · 1 67 · 0 52 · 3	10·7 14·8 13·0 8·8	83.7 110.5 93.9 75.6	226 · 1 275 · 4 251 · 5 203 · 0
1980 Mar June Sep Dec	19·4 19·1 16·4 14·3	27·8 27·2 18·1 13·6	17·2 17·4 15·4 12·1	38-9 31-9 21-1 11-6	6·7 5·4 3·6 2·0	65 · 3 63 · 0 43 · 8 29 · 2	175·3 164·0 118·5 82·9
978 Sep Dec	Proportion of vaca 8·3 9·3	ncies in all occupat 14·2 14·1	lons 9·1 9·7	26·7 26·0	4·8 4·7	36·9 36·2	Per cent 100 · 0 100 · 0
1979 Mar June Sep Dec	9·9 8·2 8·8 9·6	15-4 13-9 13-0 13-3	8·5 8·4 9·0 9·7	24-4 24-0 26-6 25-8	4-7 5-4 5-2 4-4	37·0 40·1 37·3 37·2	100 · 0 100 · 0 100 · 0 100 · 0 100 · 0
980 Mar June Sep Dec	11-0 11-7 13-8 17-2	15-9 16-6 15-3 16-4	9·8 10·6 13·0 14·6	22·2 19·4 17·8 14·0	3·8 3·3 3·0 2·4	37·2 38·4 37·0 35·2	100 0 100 0 100 0 100 0

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

The provisional number of stoppages in progress known to the Department in March totalled 148. Of these, 114 began in March, and the remaining 34 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 466,200, which includes 458,500 who were involved for the first time in March. The latter figure consists of 457,600 workers involved in the new stoppages which commenced in March and 900 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stopnages which began in earlier months was 8,600.

Of the 457,600 workers involved in stoppages which began in March, 436,900 were directly involved and 20,700 indirectly involved.

The aggregate of 599,000 working days lost in March includes 71,000 working days lost through stoppages which had continued from the previous 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.

Causes of stoppages

Principal cause	Beginn March			ing in at three s of 1981
	Stop- pages	Workers directly involved	Stop- pages	Workers directly involved
Pay-wage-rates and earnings levels	59	305,500	159	351,400
-extra-wage and fringe benefits	3	400	6	700
Duration and pattern of hours worked	2	100	6	400
Redundancy questions	8	1,900	50	55,000
Trade union matters	2 8 8 9	,400	19	2,000
Working conditions and supervision	9	21,400	22	24,900
Manning and work allocation	14	4 000	37	10,200
Dismissal and other disciplinary measures	11	103,200	31	106.200
All causes	114	436,900	330	550,800

Prominent stoppages in quarter ending March 31, 1981

Industry and locality	Date when s	stoppage:	Workers inv	olved	Working – days lost	Cause or object
	Began	Ended	Directly	Indirectly	in quarter	
Mining and quarrying Various areas in Great Britain	16.2.81	20.2.81	40,460	-	124,800	Over proposed pit closures
Food, drink and tobacco Birmingham	13.1.81	Continued	1,100	- 1 M	62,000	Proposal to introduce short-time working and changed work prac- tices
Grimsby	23.3.81	Continued	250	2,600	19,900	Against proposal to introduce a continental shift pattern
Chemical and allied industries Hull	28.1.81	27.2.81	1,600	1 -	36,800	Fear of redundancies as a result of the introduction of new machinery
Mechanical engineering Swindon	28.1.81	6.3.81	. 400	80	13,100	Protest over lay off of workers during a work to rule in furtherance of a pay dispute
Motherwell Wigan	10.2.81 13.2.81	2.3.81 24.3.81	350 345	E L	5,200 9,400	For improved pay offer Rejection of a new piecework scheme
Electrical engineering South Shields Blackwood Portsmouth	20.2.81 6.3.81 24.3.81	5.3.81 Continued 27.3.81	60 670 2,010	600 	6,600 12,000 6,000	Claim for pay increase For improved pay offer Claim for pay increase
Clothing and footwear Greenock	5.2.81	Continued	200	30	8,300	Against proposed redundancies
Other manufacturing industries Normanton	22.1.81	6.3.81	165	_	5,100	Rejection of pay award
Construction Hull Heysham	10.2.81 2.3.81	Continued 18.3.81	240 570	Ξ	6,500 8,500	Over refreshment facilities Refusal to work nights
Port and inland water transport Southampton	10.3.81	Continued	1,600	560	33,400	Demand for parity with other dock workers
Manchester	8.2.81 29.1.81 22.12.80 26.1.81	22.2.81 26.2.81 16.2.81 2.2.81	1,150 260 10,000 2,350	 3,000	11,300 5,500 76,600 11,100	Refusal to operate increased bus fares Protest against dismissal of drivers for crossing picket line For improved pay offer (total working days lost 78,000) Dispute over new manning levels
Public administration and defence						
United Kingdom	9.3.81	Continued	288,000	12,000	330,000	For the restoration of the pay research unit and for an improved pay offer
United Kingdom United Kingdom United Kingdom	12.3.81 26.3.81 30.3.81	13.3.81 Continued Continued	80,000 20,000 20,000	Ξ	30,000 5,000 5,000	Protest against the threatened suspension of four clerical workers Over warning of suspension for not working normally In support of staff threatened with suspension for refusing to bank tax payments normally handled at computer centres

ee page S63 for notes on coverage. All figures are provisiona

INDUSTRIAL DISPUTES 4 · 1 Stoppages of work*

Stoppages

Industry group	Jan to M	Mar 1981		Jan to M	Mar 1980	
	Stop- pages	Stoppage progress	s in	Stop- pages	Stoppage progress	sin
SIC 1968	begin- ning in period	Workers in- volved	Working days lost	begin- ning in period	Workers in- volved	Working days lost
Agriculture, forestry, fishing				2	500	6,000
Coal mining All other mining and	60	51,400	147,000	77	40,200	57,000
quarrying				3	400	3,000
Food, drink and tobacco Coal and petroleum	11	8,200	92,000	20	5,100	47,000
products	_			and the second		
Chemicals and allied industries	14	3,600	44,000	11	3,800	64,000
Metal manufacture	4	300	2,000	14	153,100	8,518,000
Engineering	43	14,000	95,000	54	15,100	168,000
Shipbuilding and	40	14,000	00,000	0.		,
marine engineering	6	700	3.000	10	6,500	56,000
Motor vehicles	16	29,600	180,000		24,500	64,000
Aerospace equipment	4	1,000	6,000	4	500	4,000
All other vehicles				2	3,600	3,000
Metal goods not						
elsewhere specified	14	2,200	23,000		5,100	24,000
Textiles	8	1,200	4,000		2,900	7,000
Clothing and footwear	7	800	10,000	5	700	4,000
Bricks, pottery, glass,			10.000	10	0.000	10.000
cement, etc	7	1,100	10,000		2,800	10,000
Timber, furniture, etc	3	100	1,000	7	800	9,000
Paper, printing and		400	4,000	12	2,200	17,000
publishing All other manufacturing	6	400	4,000	12	2,200	17,000
industries	12	5,100	14,000	4	900	9,000
Construction	29	8,600	56,000		5,900	
Gas, electricity and wate		1,500	6.000		900	
Port and inland water		1,000	0,000			
transport	1.0	6,200	43,000	23	21,600	99,000
Other transport and	1 D.				and the second	A STATE
communication	34	42,200	142,000		34,900	
Distributive trades	10	2,000	3,000	7	1,100	6,000
Administrative,						
financial and pro-				12112		
fessional services	23	424,800	383,000		19,700	
Miscellaneous services	4	1,200	5,000) 6	400	2,000
All industries	330	606,300	1,273,000	421†	353,200	9,283,000

† Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

4 · 2 INDUSTRIAL DISPUTES * Stoppages of work: summary

UNITED KINGDOM	STOPPAGE	ES	and the second sec	and the	NUMBER O	OF WORKERS	ES (Thou)	WORKING PAGES IN (Thou)	DAYS LOST I PROGRESS I	N ALL STOP. N PERIOD
	Beginning	in period		In	Beginning	in period‡	In	All industr	ies and servic	es
	Number	of which k	nown official†	progress in period	Number	of which	- progress in period	Number	of which k	nown official†
		Number	Per cent	-		known official	- diagonais	title a state	Number	Per cent
1971 1972 1973§ 1974§ 1975 1976 1977 1978	2,228 2,497 2,873 2,922 2,282 2,282 2,016 2,703 2,471	161 160 132 125 139 69 79 90	7 2 6 4 4 6 4 3 6 1 3 4 2 9 3 6	2,263 2,530 2,902 2,946 2,332 2,034 2,737 2,498	1,171 1,722 1,513 1,622 789 666 1,155 1,001	376 635 396 467 80 46 205 123	1,178 1,734 1,528 1,626 809 668 1,166 1,041	13,551 23,909 7,197 14,750 6,012 3,284 10,142 9,405	10,050 18,228 2,009 7,040 1,148 472 2,512 4,052	74 2 76 2 27 9 47 7 19 1 14 4 24 8 43 1
1978 1979 1980	2,080	82 92	3·9 7·3	2,125 1,279	4,583 785	3,648 †	4,608 789	29,474 11,910	23,512 10,201	79·8 85·7
1979 Mar	224	8	3.6	314	203		334	1,333	690	51.8
April May June	165 139 185	3 5 8	1 8 3 6 4 3	247 204 235	214 55 216		403 79 245	867 485 613	430 168 263	49-6 34-6 42-9
July Aug Sep	185 218 172	7 9 7	3·8 4·1 4·1	245 291 274	68 1,306 358		121 1,358 1,614	662 4,103 11,716	336 3,452 10,969	50-8 84-1 93-6
Oct Nov Dec	196 131 53	9 2 4	4·6 1·5 7·5	282 202 84	74 100 77		1,334 139 92	3,508 606 190	2,808 64 11	80·0 10·6 5·8
1980 Jan Feb Mar	155 117 149	10 7 12	6-5 6-0 8-1	173 159 184	227 42 79		231 191 229	2,774 3,250 3,260	2,639 3,067 3,022	95·1 94·4 92·7
April May June	156 128 136	10 5 10	6·5 3·9 7·4	202 181 181	139 70 44		302 102 68	960 457 319	695 297 122	72 4 65 0 38 2
July Aug Sep	67 63 99	3 4 11	4·5 6·3 11·1	107 92 121	35 17 31		47 23 37	168 118 206	61 37 69	36 3 31 4 33 5
Oct Nov Dec	99 73 20	8 10 2	8·1 13·7 10·0	126 98 39	29 56 16		43 61 19	191 165 42	72 96 26	37·7 58·2 61·9
1981 Jan Feb Mar	119 97 114	† † †		125 124 148	71 76 458		71 98 466	237 437 599	† † †	

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

UNITED KINGDOM	Mining ar	nd quarrying	Metals, en shipbuildir	igineering, ing and vehicles	Textiles, and footw	clothing wear	Construct	tion	Transport		All other and servi	industries ices
SIC 1968	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
1971 1972 1973 § 1974 § 1975	65 10,800 91 5,628 56	10,726 5,567	6,035 6,636 4,799 5,837 3,932	3,552 2,654 923 602 814	71 274 193 255 350	10 129 82 23 70	255 4,188 176 252 247	21 3,842 15 22 69	6,539 876 331 705 422	6,242 576 102 33 23	586 1,135 1,608 2,072 1,006	225 301 887 794 172
1976 1977 1978 1979 1980	78 97 201 128 156	4 2 †	1,977 6,133 5,985 20,390 10,224	209 962 2,735 16,598 †	65 264 179 109 44	4 19 27 16 †	570 297 416 834 222	185 18 15 494 †	132 301 360 1,419 240	5 12 16 1,145 †	461 3,050 2,264 6,594 1,024	71 1,498 1,256 5,259 †
1979 Mar April May June	7 17 11 17		376 300 206 255		27 11 7 10		89 21 14 23		33 29 43 65		803 488 204 243	
July Aug Sep Oct	16 15 6 19		281 3,566 11,055 3,026		9 18 7 9		47 58 37 34		26 23 12 22		283 424 599 398	
Nov Dec 1980 Jan Feb	8 3 31 5		398 52 2,652 3,132		2 2 6		48 24 12 9		6 75 32 40		144 36 44 62	
Mar April May June	24 8 8 24		3,054 699 134 132		6 12 7		12 18 31 31		55 22 17 24		109 200 260 108	
July Aug Sep	8 7 10		63 41 88		1 3 1		20 7 52 14		4 6 14 10		74 54 42 33	
Oct Nov Dec 1981 Jan	13 16 3		121 79 29 63		6 1 2		16 2 25		14 2 102 40		34 4 45 74	
Feb Mar	134 12		170 77		4 8		15 16		40 43		443	and the second

*See page S63 for notes on coverage. The figures from 1980 onwards are provisional. † Figures of stoppages known to have been official are compiled in arrear and this table does not include those for the last three months. ‡ 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

REAT BRITAIN	Whole eco	nomy	Index of pr industries	oduction	Manufactur industries	ing	Change over 12 months	r previous	
SIC 1968	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
	106.0		106-2		106 2	a and and		interes	Per cen
976 977 978 979 979	115-6 130-6 150-9 182-1		117 2 134 3 154 9 183 9		117 1 134 0 154 9 182 5				
980 J	100.0	100·7	100.0	100-6	100.0	100-2		1.1.1	
976 Jan Feb	100-6 102-2	101-6 102-3	100·7 103·1	101·4 102·7	100·7 102·8	101-2 102-5	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		
Mar	103-3	102-5	103-1	102.9	103-1	102.7	A MAN OF A SA	Martin Constant	San Sections
April May	105 5 106 7	104·8 105·8	105 8 106 7	104·5 105·9	106-2 106-8	104·7 106·0			
June	106.7	105.6	107.9	107.0	107.7	107.1			
July Aug	107.8	108-2	107.0	108.7	106 9 107 8	108-8 109-3			and the second
Sep	108-3 108-5	108-6 109-0	108-2 109-4	109-3 109-8	107-8	110.0	S Sanda A S		
Oct Nov	110.6	110.6	111.3	110-8	111.3	110.7	1. Sec. 1. 1. 1. 1. 1.	6.941 ···	adare adapt
Dec	111-3	110-9 111-7	111.7	111-6 112-7	111·7 112·4	111-3 112-5	 10·9	12.1	12.4
977 Jan Feb	110·9 111·0	112.0	112-2 112-7	113-4	112.7	113-2	10.2	11.9	11.9
Mar	113-3	113.3	115 3 114 6	114·9 114·4	114-6 114-5	114·3 114·1	10·8 9·4	11·8 11·1	11·5 11·1
April May	113-1 114-9	113-3 114-1	116-8	115-3	116.9	115-2	9.0	10.4	10.0
June	115-4	114-5	116.6	115-6	116-2 117-3	115-3 116-6	8·2 8·5	9·2 8·8	8 · 8 8 · 9
July Aug	117 0 115 7	115-6 116-2	117-5 115-8	116-5 117-6	115.6	117.6	7.4	8.2	8.1
Sep	116 6	116-9	117.8	119-1	117-3	119.0	7.7	8.9	8·8 9·5
Oct	117·9 120·1	118-4 120-0	119-9 123-4	120-3 122-8	119-6 123-8	120-4 123-1	8.6 8.6	9.6 10.8	9.5 11.2 11.2
Nov Dec	121.7	121.3	123.9	123.6	123 8 124 3	123.8	9.3	10.8	11.2
978 Jan	121.5	122-3	124 2 125 8	124·9 126·7	125-1 126-2	125-3 126-8	9·6 10·5	10·8 11·7	11·3 12·0
Feb Mar	122-7 125-0	123-8 125-1	128-1	127.7	128-2	127.9	10.4	11.1	11.9
April	127-2 129-4	127·4 128·6	131 7 134 2	131 5 132 6	132-2 133-6	131 8 131 7	12·4 12·6	14·9 14·9	15·5 14·3
May June	133-1	132.1	136 1	135 0	135-1	134-1	15.4	16.7	16.3
July	133-6	132.0	136 6	135-4	135-9 133-5	135 1 135 8	14·2 13·9	16·2 16·0	15·9 15·5
Aug Sep	131·7 134·2	132-3 134-5	134 4 137 1	136-4 138-6	135.9	137-8	15.0	16.4	15.8
Oct	135-2	135.7	139.7	140.2	139-1	140.0	14.7	16.5	16.3
Nov Dec	136-1 138-0	136-0 137-5	141·1 142·8	140-3 142-4	140-6 142-8	139-8 142-1	13·3 13·4	14·3 15·2	13·5 14·8
979 Jan	135.7	136.7	139-8	140.6	140.3	140.6	11.7	12.6	12·2 14·6
Feb	141 · 1 143 · 7	142·5 143·8	143·7 149·9	144·7 149·5	144-6 150-2	145-4 149-9	15·0 14·9	14·3 17·1	14·6 17·2
Mar April	144-3	144-6	149.5	149 2	149.7	149.1	13·5 13·5	13.5	
May	146.9	146-0	153-0 157-9	151-1 156-6	154-3 158-6	152·1 157·4	13·5 13·4	14·0 16·0	13·2 15·5 17·4
June July	150-9	149-8 153-8	158-2	156-8	158-2	157.2	16.5	15.8	16.4
Aug *	155-6 153-3	154-1	153.5	155.9	151.5	154-2	16·5 14·4	14·3 12·2	16·4 13·5 11·8
Sep * Oct	153-6 158-1	153-9 158-7	153·7 162·6	155·4 163·2	151·9 161·8	154·1 162·9		16.4	16.4
Nov	162-1	162-1	167-2	166-3	167.1	166-2	16·9 19·2	18.5	18.9
Dec *	165-1	164-5 164-2	170-2 167-2	169-8 168-2	170-3 166-8	169-5 167-1	19·7 20·2	19·2 19·6	19·3 18·9
1980 Jan * Feb *	163·0 167·3	169.0	170 0	171-2	168-8	169.7	18.6	18.3	16.7
Mar *	172.8	172.9	177-2	176-8	174.4	174-1	20.3	18.2	16.1
April May	175-0 178-1	175-3 177-0	178-4 181-6	178-0 179-4	176-9 181-4	176-2 178-8	21 · 3 21 · 3 21 · 7	19·3 18·7	18·2 17·6 17·7
June	183-7	182-3	187.0	185-5	186.7	185-3		18.4	
July Aug	185-1 186-5	182·8 187·6	189-6 186-6	188-0 189-6	188-2 185-3	187·0 188·7	18·9 21·7	19·9 21·6	18·9 22·4
Sep	193-6	194-1	189-1	191-2	186-9	189.6	26.1	23.0	23.1
Oct Nov	189-9 192-6	190-6 192-6	190·0 194·0	190-7 193-1	187-8 192-5	189-1 191-5	20·1 18·9	16·8 16·1	16·1 15·2
Dec	192.0	196.5	194.0	196-1	194.0	193-1	19.5	15.5	13.9
1981 (Jan)	193-6	195-2	195.7	196-9	193.7	194-2	18.8	17.1	16.2

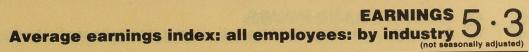
e figures reflect abnormally low earnings owing to the effects of national disputes. a consequence of industrial action figures for February 1981 were not available at the of going to press.

5.3 EARNINGS Average earnings index: all employees: by industry

00	Avera	ye e		y3 mr		un on	P 10 J 1																	AI GII				(no	t seasonally adjusted)
GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemi- cals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, leather goods and fur	Clothin and foot- wear	g Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publish- ing	facturing	Con- struc- g tion	Gas, elec- tricity and water	Trans- port and com- munica- tion	Distri- butive trades	Insur- ance, banking and finance	Profes- sional and scientific services ‡	laneous services	Public adminis- tration	Whole economy	
SIC 1968		-	-		-			-					JA	N 1976 = 100			-	·						-	- 	<u> </u>	-		JAN 1976 = 100
1976 1977 Annual 1978 averages 1979 1980	111 5 120 7 135 6 153 2 189 9	105 9 114 5 141 0 165 7 201 5	106 6 117 5 134 4 157 3 187 5	105 7 114 8 133 6 155 5 194 5	105 7 116 2 132 3 156 3 187 4	108-3 119-2 136-5	105 7 117 6 135 3 155 0 183 7	105-9 118-0 137-6 160-1 189-4	106 7 116 4 132 9 152 1 183 7	105 9 114 6 133 9 147 9 147 1	105 7 113 9 129 7 148 4 176 0	106 6 119 1 135 8 156 5 182 9	106 1 116 9 132 9 151 2 173 6	101 6 114 4 128 2 147 0 170 9	105 1 118 3 133 9 154 5	105·0 115·0 131·6 154·6 180·5	104-3 114-3 131-2 150-7 173-9	106·9 118·2 136·9 162·5 194·1	106 7 116 7 132 0 153 8 180 8	106 5 118 3 132 1 151 2 180 7	107 4 115 6 135 2 154 4 196 9	103 4 111 5 126 1 151 2 180 7	107 6 119 4 134 7 157 3 184 3	101 1 110 2 125 1 147 0 181 7	108-3 115-3 127-0 141-6 182-6	105-6 116-9 131-6 155-8 183-8	103 8 110 7 123 0 143 7 181 9	106 0 115 6 130 6 150 9 182 1	1976 1977 1978 1979 1980
1976 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	100 0	182·5	100-0	100-0	100-0	100-0	100-0	100·0	100·0	100-0	100-0	100-0	100-0	100-0	100-0	1976 Jan
Feb	105-5	100-1	99-4	100-1	100-0	103-3	99-8	100-5	100-7	102-7	101-6	100 1	100 4	97 4	100·0	99-8	101-8	100-6	103-2	100-9	100·4	100·6	100-7	97-5	101-2	99-9	99-5	100-6	Feb
Mar	110-3	107-5	107-8	103-9	101-1	103-6	101-8	103-6	103-4	103-6	101-2	102 6	102 3	97 7	99·5	101-1	101-4	102-5	104-1	103-2	103·6	98·7	102-7	100-8	102-1	102-7	99-2	102-2	Mar
April May	112-6 109-2 114-1	106-7 104-8 105-4	103-4 106-8 106-4	104·5 105·7 105·8	101 · 9 104 · 1 107 · 7	106 9 109 5 107 6	102 6 105 7 106 0	102-7 104-3 105-7	104 4 107 0 107 8	102-7 105-6 105-5	101-4 106-8 106-8	103·4 106·1 107·0	100·9 107·1 107·3	96-9 99-0 99-2	102·5 105·1 104·4	102·5 104·7 106·6	100-6 102-0 103-2	104·7 107·6 108·5	103-5 104-8 107-1	101-9 103-7 106-3	105·1 106·5 107·6	100·3 101·6 105·7	105·5 107·0 106·2	97·7 97·7 99·1	106-0 109-3 112-0	102-5 102-1 105-3	102 7 104 3 103 4	103·3 105·5 106·7	April May June
June July Aug Sep	118-5 121-8 112-4	106 3 105 5 107 2	107·3 108·0 107·5	108-1 105-8 106-5	107·3 106·9 107·4	112 5 108 1 109 3	107·5 106·5 107·1	106-9 106-8 108-1	107-9 107-6 108-6	103-4 106-9 109-0	108-1 106-3 107-0	108-0 106-9 108-1	107-6 107-4 107-8	103 9 102 3 103 9	104:4 105:2 104:0 105:7	105·5 104·9 106·9	105-8 103-9 106-1	108-0 108-2 109-9	107·7 107·4 108·3	107·4 107·4 110·3	114-8 110-4 110-1	105-0 103-5 104-7	109-0 109-6 110-1	101-6 101-6 101-4	111-5 112-7 111-3	104-5 108-9 109-1	105·9 106·2 106·8	107-8 107-8 108-3	July Aug Sep
Oct	110-1	108-2	107-5	107 5	108-0	112-4	108-8	108-8	109-4	108-3	109-5	110-6	109-8	104-1	108·5	107·3	107-2	110-3	110-5	110-3	110-3	105·0	109-6	102·7	109-6	108-6	105-5	108-5	Oct
Nov	110-7	109-2	111-3	109 9	112-8	113-4	110-7	111-5	111-3	111-3	109-5	113-4	111-2	106-1	111·2	109·3	108-4	112-0	111-8	112-6	109-6	109·3	113-7	107·2	111-2	109-0	106-2	110-6	Nov
Dec	112-9	110-3	113-3	110 9	111-7	113-3	111-7	111-4	112-2	111-4	109-8	113-0	111-5	108-5	112·4	111·3	110-9	111-0	111-7	113-5	109-8	106·4	117-1	106·0	112-4	114-0	106-0	111-3	Dec
1977 Jan	109-3	111-0	111 5	110-5	110-4	115-3	111-9	112-8	111-7	113·7	111-0	113-6	113 1	112-6	112-8	108-7	110-5	112-7	113-5	111-2	111-8	108-8	114-5	105-5	110-8	111-0	106-5	110-9	1977 Jan
Feb	114-3	110-8	111 1	110-4	110-9	117-2	112-8	113-8	112-3	112·8	108-2	114-3	113 7	109-8	115-3	109-9	111-8	112-5	114-9	112-8	113-1	106-9	113-5	106-8	110-6	111-6	107-0	111-0	Feb
Mar	118-1	118-4	120 0	113-4	111-7	116-6	114-1	117-1	114-9	110·9	109-7	116-3	114 4	111-5	115-3	111-3	112-5	115-1	115-5	117-4	114-8	108-2	117-9	113-7	110-9	114-7	106-5	113-3	Mar
April	120-6	113-4	113 2	112.7	111-9	116-0	115-2	114-4	114-8	113-2	111-3	116-2	114-8	112-5	115-8	113-1	110-7	117-2	115 5	114-8	114-1	109-1	115-1	107·4	112-8	114·7	109-6	113-1	April
May	118-7	111-9	117 5	115.5	114-0	119-7	117-5	116-0	115-6	116-7	115-6	117-3	117-1	112-2	115-2	115-1	111-3	119-0	116 6	117-8	114-9	110-6	118-3	108·5	114-2	114·5	110-3	114-9	May
June	119-6	112-7	115 9	115.1	115-8	117-6	116-6	116-5	114-5	115-5	114-6	116-9	116-4	112-2	116-3	116-9	110-8	118-9	115 3	118-6	116-9	110-7	118-1	108·2	117-4	117·0	110-8	115-4	June
July	124-3	114 2	116 1	118-0	114-6	126-0	117-9	116-9	115-1	115-4	114-1	119-7	116-8	114-4	116-9	114-0	113-6	118-4	116-6	118-9	117·0	112-6	120-3	107·8	121-0	117·3	114-5	117·0	July
Aug	123-9	114 1	114 2	115-9	113-5	116-9	116-4	117-3	116-0	112-9	113-5	117-2	116-2	113-6	116-1	113-2	114-0	116-7	114-1	117-0	115·4	112-2	119-3	107·5	119-2	117·5	112-3	115·7	Aug
Sep	134-2	115 0	117 4	114-1	115-5	119-9	118-0	117-6	116-1	114-6	111-4	121-3	117-4	114-4	120-1	115-7	116-1	119-1	117-8	121-4	115·2	113-3	120-2	108·8	116-8	118·7	112-2	116·6	Sep
Oct	126-6	116-4	120 5	114-1	118-9	121-5	120-7	121 4	117·9	112 9	114·3	123 5	119-4	119-4	123-5	118-3	118-6	121 5	117·9	122-2	117-5	113-0	121-4	111-5	117·0	119-8	112-1	117-9	Oct
Nov	119-4	116-8	126 9	117-1	128-2	120-4	123-9	124 5	125·6	120 9	119·9	126 2	121-1	120-0	126-2	120-4	120-5	124 1	122·2	123-5	119-4	115-4	124-3	118-8	116·0	120-0	110-9	120-1	Nov
Dec	119-6	118-8	125 5	120-6	129-2	123-6	126-1	127 8	122·5	116 2	122·7	126 8	122-7	119-6	125-3	123-8	120-7	122 6	120·3	124-3	117-1	116-7	130-0	118-2	117·4	126-5	115-5	121-7	Dec
1978 Jan	116-6	118 7	125-2	124-1	125-1	124-2	126-1	127-8	124 1	120-9	123-1	128-4	124-5	124-6	128-4	123-6	122 6	124·4	123·2	122-3	117-4	116-6	128 1	117-2	117.7	124-6	115-8	121-5	1978 Jan
Feb	125-4	129 5	125-5	125-7	124-9	126-6	127-4	128-9	124 6	118-6	124-6	128-8	125-8	122-3	127-7	123-5	126 1	127·2	127·0	123-3	118-7	117-2	127 7	117-5	118.8	123-9	118-1	122-7	Feb
Mar	133-2	142 8	128-6	132-9	127-3	133-1	129-0	130-3	128 3	125-6	123-9	129-8	124-7	122-9	129-4	124-0	124 8	129·7	126·7	125-0	118-0	120-4	131 9	123-5	119.7	128-0	117-0	125-0	Mar
April	134-6	140·4	131 2	135-3	126-5	141 · 2	132 9	136 0	130 7	141 5	128-1	134-0	128-5	124-4	132-3	129 0	127-9	134-3	129-8	127-1	124 8	120 8	130-7	124 1	120-6	128-5	119-3	127-2	April
May	132-8	137·8	133 9	130-4	128-4	140 · 1	133 9	137 8	133 1	131 7	130-8	134-7	132-1	124-3	131-8	129 2	128-8	139-2	130-5	128-3	155 2	123 6	133-5	119 5	125-7	129-0	119-8	129-4	May
June	136-5	142·0	135 1	130-6	134-7	138 · 7	135 1	136 6	135 3	129 2	132-2	136-1	135-3	125-9	132-4	132 7	130-3	138-6	133-2	132-5	155 7	130 4	134-3	125 1	134-1	131-0	126-8	133-1	June
July	133-0	143-8	135-4	137-2	133 8	145-2	136-7	142 1	134-2	130-9	131-3	137·4	135-2	131-1	134-4	131 7	133-9	139-4	131-7	135-3	140-4	133-5	135-5	123 2	136-1	131-5	122-5	133-6	July
Aug	141-4	142-3	134-4	135-3	132 7	130-1	136-5	137 8	132-4	125-8	129-0	135·0	135-1	130-7	133-2	131 6	131-3	138-0	131-8	133-8	138-3	127-7	134-6	127 4	131-8	132-1	124-2	131-7	Aug
Sep	148-2	144-6	136-0	135-4	136 2	138-1	137-2	139 0	134-1	134-8	128-8	137·7	136-0	133-3	135-1	133 4	135-1	141-7	133-9	138-3	139-0	130-9	135-6	132 8	131-4	134-7	129-1	134-2	Sep
Oct	151-9	148-3	137 1	135 8	135-0	139·8	139-6	141 · 4	138-4	169-8	132-6	140 4	137-8	133-4	137-2	136·8	136-4	143-6	136-0	138 9	138-6	128-9	136·7	129-1	130-9	134 7	127 8	135·2	Oct
Nov	139-3	148-8	142 8	138 2	138-7	138·4	143-7	145 · 2	139-9	146-9	132-4	143 9	139-5	133-0	140-5	138·7	137-6	143-2	140-3	140 2	139-3	132-5	140·2	130-9	128-2	135 2	127 4	136·1	Nov
Dec	134-8	153-4	146 5	142 5	144-5	142·0	145-7	147 · 7	140-1	131-2	139-1	143 1	139-8	132-5	143-9	144·7	139-2	143-9	139-7	140 7	137-0	130-1	147·4	131-1	129-0	145 8	128 5	138·0	Dec
1979 Jan	132-5	152-1	140-6	143·0	136-5	134 4	143-3	146-4	139-9	136-3	138-1	142 2	138 8	136-3	144-0	137·4	138·7	142-6	137·8	133 1	138-0	128-9	145·7	134-2	126-9	142-9	127 5	135 7	1979 Jan
Feb	139-7	153-8	145-0	150·4	139-4	143 9	145-7	152-3	142-6	137-6	145-4	146 3	140 1	141-3	145-9	140·8	142·7	147-6	142·3	135 6	140-7	160-7	146·0	143-1	126-7	146-6	129 8	141 1	Feb
Mar	144-8	166-3	150-3	147·9	149-4	147 4	150-1	155-9	149-6	156-9	148-9	152 3	147 2	141-1	147-6	143·8	145·5	154-4	146·5	144 9	142-3	141-7	152·4	141-8	129-1	149-8	130 9	143 7	Mar
April	148-8	166-5	148-6	149-7	146-6	154 6	151-4	155-5	147·1	144-7	144 9	152 3	144·7	147·4	151 · 1	149 1	145-6	154-4	147-6	144-4	142·1	137·5	152-4	141-6	134·3	149·7	135-4	144-3	April
May	144-8	162-3	156-2	150-0	145-4	165 6	154-4	158-0	151·2	151-8	150 8	154 9	150·7	142·3	152 · 1	153 1	145-5	161-9	151-8	145-3	143·2	142·4	153-7	135-7	137·8	154·8	134-3	146-9	May
June	152-2	164-0	158-4	152-9	156-3	162 4	160-0	158-9	154·5	148-6	158 0	160 7	154·2	145·9	151 · 7	157 4	152-6	166-4	158-2	153-8	149·7	149·6	155-9	138-3	135·3	157·6	143-2	150-9	June
July	158-5	166-7	158-9	161-2	156-9	166-8	160-0	162-3	153·3	147·9	152 6	159-4	153-2	147-3	154-1	155-7	153-9	166-3	156-9	157-1	150-7	155-1	158-9	144-4	156-4	158-5	150-3	155-6	July
Aug	163-9	166-2	156-7	159-0	157-9	151-1§§	147-9§§	157-9§§	144·7§§	139·9§§	139 0§§	150-5§§	154-3	146-6	151-8	158-7	150-3	165-3	154-2	153-6	171-7	151-5	158-3	154-0	155-5	156-8	150-8	153-3§§	Aug
Sep	174-0	169-5	162-3	156-4	172-9	151-3§§	141-6§§	156-6§§	146·7§§	149·9§§	126 8§§	148-8§§	155-6	149-4	158-8	156-6	156-6	168-7	158-6	157-3	155-9	155-2	159-3	150-8	150-2	158-3	155-4	153-6§§	Sep
Oct	167-8	171-0	163 1	158-7	169·3	158·3	163-4	169-0	160-1	150-0	150 5	166-1	156-2	151 9	161 · 8	160-6	157-2	173 7	160-6	160-6	171-8	157-0	162-8	152·7	147·5	158-9	156 7	158 1	Oct
Nov	156-3	172-6	172 8	166-9	170·0	165·5	168-5	172-8	168-3	156-9	155 1	171-6	159-2	156 0	166 · 8	169-3	159-3	175 3	165-4	163-2	173-5	168-6	167-2	157·3	148·6	163-5	155 7	162 1	Nov
Dec	155-4	177-2	174 4	169-6	174·6	‡‡	173-2	175-4	167-4	154-4	170 2	173-0	159-9	158 2	167 · 9	172-8	161-0	173 1	166-1	165-5	173-6	166-2	174-5	169·8	151·2	171-9	154 9	165 1‡‡	Dec
1980 Jan	161-2	189-5	171-3	179-6	170-5	##	171-4	174-2	167-6	158-7	170-9	176-4	160-6	161-3	170-1	165-9	164-5	175-5	167-4	162 4	169-4	165-6	170-7	160-4	147-4	171-3	159 7	163 0‡‡	1980 Jan
Feb	174-7	190-0	173-5	189-2	171-9	##	174-6	177-9	170-1	159-6	171-1	175-0	164-4	163-9	173-5	168-9	169-1	178-2	173-2	168 7	169-4	164-8	173-5	164-0	161-1	173-0	167 4	167 3‡‡	Feb
Mar	179-8	207-2	183-8	185-0	177-9	##	177-9	180-7	177-2	215-1	173-5	173-9	168-7	165-1	177-5	168-5	171-0	183-7	176-0	172 7	205-5	166-3	175-2	183-2	167-5	178-2	165 1	172 8‡‡	Mar
April	190-2	202-2	179-2	188-9	174-5	170-4	179-7	180-4	178-8	165-1	174-3	179·9	168-9	167 6	178-9	175 5	169-6	181-7	174 7	173-5	190-2	174-5	178-9	170-6	165-9	181-4	175-8	175-0	April
May	189-0	195-6	184-4	190-3	176-7	197-5	182-2	184-6	180-7	165-3	173-3	181·9	171-6	167 6	180-8	180 2	168-3	191-0	179 4	171-7	199-2	176-4	182-9	170-4	169-2	180-8	183-3	178-1	May
June	191-1	201-6	189-2	199-7	194-3	189-4	186-9	187-2	185-6	169-9	179-9	185·7	176-1	172 4	182-6	187 8	172-0	201-1	183 4	178-0	202-7	189-7	184-9	199-3	174-1	181-1	180-9	183-7	June
July	189-5	205-7	189-6	202·0	194-6	197-7	186-1	191-1	190-7	178-5	179-3	186-4	176 6	172-9	186-3	184-0	178-4	199-8	183-6	185-9	205-8	180-4	187·3	187·0	178-0	187-2	185-1	185-1	July
Aug	200-0	201-6	189-2	201·3	191-4	184-6	186-8	189-3	187-0	176-7	174-6	184-3	173 9	171-3	182-0	182-9	173-9	198-2	185-3	182-5	202-4	179-9	187·1	184·9	195-7	186-2	190-8	186-5	Aug
Sep	212-2	204-9	190-6	196·7	193-8	183-8	187-3	194-7	189-0	170-1	176-2	185-4	177 2	174-1	186-2	184-8	177-2	204-0	183-6	189-8	202-4	192-4	188·2	182·9	229-1	186-9	191-1	193-6	Sep
Oct	206-2	206-6	193-7	197-3	192-3	179-8	188·3	198-5	191·8	177-1	176-2	185-5	179-1	176-6	187-6	185-2	179-1	203·7	185-1	189-7	205·9	188-6	188-4	183-4	202-2	188-9	188-6	189-9	Oct
Nov	193-7	206-4	199-4	198-1	204-9	189-9	189·9	208-9	192·8	183-9	181-9	190-6	182-4	178-0	191-7	187-1	179-8	206·8	189-7	192-7	205·5	197-5	191-9	190-3	197-5	191-9	188-5	192-6	Nov
Dec	191-1	206-3	205-5	206-1	205-6	193-2	192·7	205-7	192·7	181-1	180-5	190-0	183-6	180-0	192-7	195-0	183-9	205·9	188-0	201-2	204·7	191-7	202-5	204-1	203-0	198-1	206-5	197-3	Dec
1981 [Jan] ††	•	227.0	201-8	209 [,] 7	195·8	197·0	190·8	203-8	193-9	181-8	181-1	192 [.] 5	184-5	180-8	196-4	187-9	184-0	206-6	193-6	190-6	203 [.] 6	190-3	196·8	191·7	196·2	194-9	198 [.] 0	193·6	1981 [Jan] ††

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

The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries. Because of the dispute in the steel industry, insufficient information is available to enable reliable indices for "metal manufacture" to be calculated for these months, but the best possible mates have been used in the compilation of the indices for all manufacturing industries and whole economy. As a consequence of industrial action figures for February 1981 were not available at the time of going to press.



EARNINGS AND HOURS Average earnings and hours: manual workers: by industry 5.4

UNITED KINGDOM October	Food, drink and tobacco	Coal and petro- leum products	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engineer- ing	Instru- ment engineer- ing	Electrical engineer- ing	Shipbuild- ing and marine engineer- ing	Vehicles	Metal goods nes	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manu- facturing industries	All manu- facturing industries	Mining and quarrying (except coa mining)	Con- struction	Gas, electricity and water	Transport and communi- cation §	Certain miscel- laneous services **	Public admin- istration	All industries covered
MALE Weekly earnings Full-time men 1977 1978 1979	(21 years an 72 · 46 83 · 91 99 · 79	d over) 82 · 36 95 · 65 116 · 51	77 · 80 90 · 78 1 07 · 95	79·40 91·93 103·58	73 · 38 83 · 39 96 · 39	67 · 93 76 · 41 90 · 34	69·13 80·35 92·34	76 · 37 88 · 64 95 · 46	75 · 59 84 · 88 98 · 01	70.65 81.69 93.92	65 · 32 75 · 96 87 · 35	£ 61 · 91 71 · 20 80 · 82	61-61 67-50 80-37	75.15 87.48 102.32	67 · 66 77 · 85 91 · 05	82·09 96·79 114·88	71 ∙04 83 • 51 96 • 89	73 · 56 84 · 77 98 · 28	74 · 96 84 · 52 99 · 82	72·91 81·77 94·06	72 · 72 87 · 78 104 · 30	76-96 88-03 103-30	63 · 31 72 · 39 83 · 52	59·04 67·15 76·92	£ 72·89 83·50 96·94
Full-time male 1980	s on adult rat 115.61	es* 136·07	123.36	118.20	109.34	101.95	107 · 41	109.63	109.41	103.05	97.90	92.74	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
Hours worked Full-time men 1977 1978 1979	(21 years and 46·4 46·2 46·3	d over) 43 · 0 43 · 0 44 · 4	44 · 4 44 · 6 44 · 5	43 · 8 43 · 7 43 · 0	43 · 3 43 · 0 42 · 5	43 · 0 42 · 5 42 · 3	42 · 6 42 · 9 42 · 3	43 · 7 43 · 8 43 · 7	42 · 2 41 · 4 41 · 5	43 · 1 43 · 1 42 · 7	43 · 1 43 · 6 43 · 1	42 · 9 43 · 4 43 · 0	41-3 41-3 41-0	45·7 45·4 45·0	43 · 0 43 · 0 43 · 2	44 · 5 44 · 6 43 · 8	43 · 4 43 · 3 43 · 4	43 · 6 43 · 5 43 · 2	47·2 47·2 46·8	44 · 7 44 · 9 44 · 9	42 · 4 42 · 8 43 · 4	48 · 0 48 · 8 48 · 6	43·3 43·5 43·1	42 · 9 43 · 2 43 · 1	44 · 2 44 · 2 44 · 0
Full-time male: 1980	s on adult rat 45·5	es* 44·2	42.9	41 · 6	41 · 5	41 · 9	41 · 6	41 · 8	40.1	41 · 1	42.2	42.5	40.1	43.2	41.7	42.5	41·7	41·9	47.9	44.0	42 2	47 · 1	42·1	42.7	43 ·0
Hourly earnings Full-time men 1977 1978 1979	(21 years and 156·2 181·6 215·5	i over) 191 · 5 222 · 4 262 · 6	175·2 203·5 242·6	181 · 3 210 · 4 240 · 6	169·5 193·9 226·8	158.0 179.8 213.6	162·3 187·3 218·3	174·8 202·4 218·4	179·1 205·0 236·2	163·9 189·5 220·0	151.6 174.2 202.7	pence 144·3 164·1 188·0	149-2 163-4 196-0	164·4 192·7 227·4	157·3 181·0 210·8	184.5 217.0 262.3	163·7 192·9 223·2	168·7 194·9 227·5	158-8 179-1 213-3	163 · 1 182 · 1 209 · 5	171 · 5 205 · 1 240 · 3	160·3 180·4 212·6	146-2 166-4 193-8	137.6 155.4 178.5	pence 164-9 188-9 220-3
Full-time males 1980	s on adult rate 254 · 1	es* 307·9	287.6	284 · 1	263 · 5	243.3	258.2	262.3	272.8	250.7	232.0	218.2	226.0	265-0	242.6	324 1	259-2	266.4	243 . 4	257.6	298-9	262 . 8	246.7	226·2	262 9
EMALE Weekly earnings Full-time wome 1977 1978 1979	en (18 years a 47 · 51 53 · 85 62 · 86	and over) 55 · 97 59 · 54 68 · 37	48.64 54.85 64.44	47·21 54·33 63·27	51 · 14 56 · 79 64 · 02	45·49 52·06 62·12	47·04 53·96 62·55	49·55 56·59 61·00	53 · 68 60 · 50 69 · 52	45·28 52·04 60·12	40 · 95 46 · 02 52 · 44	€ 36 • 90 42 • 03 49 • 62	38-08 41-94 50-43	45·59 52·12 60·06	46·20 53·62 61·84	48 ⋅ 87 55 ⋅ 33 67 : 15	43 · 44 49 · 15 56 · 08	44 · 45 50 · 08 58 · 44		39 · 14 42 · 97 48 · 23	47 · 94 58 · 10 70 · 29	53 · 25 63 · 79 72 · 38	35·16 40·11 46·40	46 · 41 52 · 98 57 · 04	£ 44-31 50-03 58-24
Full-time femal 1980	es on adult ra 74.60	ates* 86 · 29	77.68	73.64	75·29	72.41	73·98	71.57	80.71	69.61	61.06	61.02	58-62	71.01	74·01	82.15	64 95	68·40	1.6	61·45	81.75	92·14	56.76	76·18	68.73
Hours worked Full-time wome 1977 1978 1979	en (18 years a 38 · 1 37 · 9 38 · 1	and over) 37 · 7 38 · 7 38 · 7	38·2 38·2 38·5	37·3 37·8 38·0	37·8 37·9 37·6	37 · 7 38 · 3 38 · 7	37 · 8 37 · 9 37 · 6	38 · 1 37 · 9 39 · 5	38 · 0 37 · 4 37 · 6	37·0 37·2 37·2	36 · 4 36 · 7 36 · 4	36·2 36·7 36·7	36-1 36-1 36-0	36·8 36·7 36·8	37·2 37·5 36·7	38·5 38·1 38·3	37 · 5 37 · 0 37 · 4	37 · 2 37 · 2 37 · 2		37 · 9 38 · 5 37 · 2	36·0 36·8 37·6	41 · 3 43 · 5 43 · 3	38·3 38·4 38·3	39·4 40·3 40·5	37·4 37·4 37·4
Full-time femal 1980	es on adult ra 37 · 9	ates* 38 · 4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37 · 1	37 · 4	36-4	37.3	36.8	38-2	37.3	37.3		38.5	37.0	42.3	38.4	39.8	37.5
Hourly earnings Full-time wome 1977 1978 1979	en (18 years a 124 · 7 142 · 1 165 · 0	nd over) 148 · 5 153 · 9 176 · 7	127·3 143·6 167·4	126·6 143·7 166·5	135·3 149·8 170·3	120·7 135·9 160·5	124 · 4 142 · 4 166 · 4	130 · 1 149 · 3 154 · 4	141 · 3 161 · 8 184 · 9	122·4 139·9 161·6	112·5 125·4 144·1	pence 101 · 9 114 · 5 135 · 2	105·5 116·2 140·1	123·9 142·0 163·2	124 · 2 143 · 0 168 · 5	126·9 145·2 175·3	115·8 132·8 149·9	119·5 134·6 157·1		103·3 111·6 129·7	133 · 2 157 · 9 186 · 9	128·9 146·6 167·2	91 · 8 104 · 5 121 · 1	117·8 131·5 140·8	pence 118·5 133·8 155·7
Full-time femal 1980	es on adult ra 196 · 8	ates* 224 · 7	199·7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163-2	161.0	190.4	201 · 1	215.1	174 · 1	183.4		159.6	220.9	217.8	147.8	191 · 4	183-3

*An article on page 103 of the Employment Gazette for March 1981 comments on the effects of the change of definition.

5.5 Average earnings by level of skill: adult male manual workers:

Average earnings by level of skill: adult male manual workers: 5 · 5 selected industries 5 · 5

All workers

16·2 11·4

 $129 \cdot 9 \\ 150 \cdot 8 \\ 156 \cdot 3 \\ 173 \cdot 3 \\ 205 \cdot 0 \\ 231 \cdot 9$

18·3 13·1

GREAT	ENGINEE	RING INDUS	TRIES*								SHIPBUIL	DING AND		SHIP REP	AIRING †				
BRITAIN	Skilled wo	orkers		Semi-skill	ed workers	State Western	Labourer	and the second second		All	Skilled wo	rkers		Semi-skille	ed workers		Labourers		
June	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	- workers	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All
ADULTMALES	Wine server	100		and is them	and the state	a UMDER	-	Augusta a	K HARRIS	to adde to a	11. E. H.	AND RA		1.1.10		-	the sea	The state of the s	100
Weekly earnings (in 1975 1976 1977 1978 1978 1979 1980	ncluding overti 57 · 48 66 · 22 72 · 78 82 · 77 96 · 91 113 · 50	me) 57 · 78 66 · 37 73 · 78 83 · 51 97 · 28 113 · 25	57.60 66.28 73.17 83.06 97.05 113.41	53 · 61 64 · 24 68 · 71 76 · 73 88 · 58 98 · 20	50 · 92 59 · 34 66 · 25 74 · 42 85 · 27 97 · 78	52 · 44 62 · 10 67 · 71 75 · 76 87 · 20 98 · 03	43 · 63 52 · 17 57 · 11 64 · 56 75 · 09 85 · 73	45 · 21 52 · 42 57 · 38 66 · 26 76 · 55 88 · 25	43 · 97 52 · 23 57 · 17 65 · 00 75 · 45 86 · 29	54.33 63.55 69.67 78.63 91.29 104.85	55.50 68.43 .75.81 85.14 100.37 111.71	67 · 98 77 · 19 79 · 14 88 · 41 100 · 71 112 · 71	£ 64.71 75.38 77.81 86.77 100.53 112.24 per cent	49.73 63.07 68.60 76.66 89.91 103.66	58 · 42 68 · 39 70 · 96 75 · 95 87 · 40 97 · 52	55 · 53 66 · 85 69 · 71 76 · 33 88 · 81 99 · 71	52 · 10 63 · 76 62 · 67 78 · 73 95 · 27 94 · 37	57 · 33 63 · 01 66 · 54 80 · 00 93 · 12 100 · 34	55 · 84 63 · 23 65 · 30 79 · 35 94 · 19 96 · 59
Increase 1978-9 Increase 1979-80	17·1 17·1	16·5 16·4	16·8 16·9	15·4 10·9	14·6 14·7	15·1 12·4	16·3 14·2	15·5 15·3	16·1 14·4	16·1 14·9	17·9 11·3	13·9 11·9	15-9 11-6	17·3 15·3	15·1 11·6	16·4 12·3	21 · 0 -0 · 9	16·4 7·8	18·7 2·5
Hourly earnings (ex 1975 1976 1977 1978 1979 1980	cluding overti 129 · 7 148 · 5 159 · 8 183 · 8 213 · 4 254 · 8	me) 135 · 8 157 · 4 171 · 2 195 · 5 226 · 8 268 · 0	132 · 1 152 · 1 164 · 1 188 · 2 218 · 3 259 · 6	122 · 8 142 · 0 151 · 5 171 · 6 195 · 1 229 · 0	122.3 141.8 154.8 176.7 200.5 236.9	122 · 6 141 · 9 152 · 8 173 · 7 197 · 3 232 · 2	98 · 4 115 · 7 124 · 7 142 · 2 164 · 3 195 · 6	103·1 120·2 128·7 147·4 172·5 202·3	99 · 4 116 · 8 125 · 6 143 · 5 166 · 3 197 · 1	125-6 145-3 156-5 178-8 205-6 243-6	121 · 9 147 · 5 162 · 2 182 · 0 213 · 9 246 · 6	146 · 1 164 · 3 172 · 3 190 · 6 225 · 1 247 · 5	pence 139.8 160.8 168.3 186.3 219.0 247.1 per cent	105-3 129-1 134-1 148-8 180-6 214-1	118-9 138-1 143-3 156-5 185-3 203-4	114 · 5 135 · 5 138 · 4 152 · 2 182 · 6 207 · 2	99 · 9 124 · 4 130 · 7 161 · 1 171 · 8 199 · 0	111 · 9 126 · 7 137 · 6 151 · 5 190 · 5 209 · 2	108 · 5 126 · 0 135 · 4 156 · 3 180 · 8 202 · 8
Increase 1978-9 Increase 1979-80	16·1 19·4	16·0 18·2	16·0 18·9	13·7 17·4	13·5 18·2	13·6 17·7	15·5 19·1	17·0 17·3	15·9 18·5	15·0 18·5	17·5 15·3	18·1 10·0	17.6 12.8	21 · 4 18 · 5	18·4 9·8	20·0 13·5	6.6 15.8	25·7 9·8	15·7 12·2

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968: * 331-349; 361; 363-369; 370 · 2; 380-385; 390-391; 393; 399. † 370 · 1. ‡ 271-273; 276-278. § Except sea transport. ** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS $5\cdot 4$ Average earnings and hours: manual workers: by industry $5\cdot 4$

Craftsmen	lar dia		General w	orkers		All - workers
Time workers	PBR workers		Time workers	PBR workers		
				- Calebra	an de	£
58.75	60.10	58.96	55.66	53.81	55.35	56.26
76.10	74.53	75.98	70·28 76·16	70·27 74·44	70·28 75·95	71·74 77·32
81 · 58 92 · 09	82·33 93·50	81.63 92.21	85.39	83.46	85.13	86.88
104.43	110.28	105.07	96.12	103.50	97.14	99.11
125.59	127.88	125.77	115.11	111.02	114.62	117.48
125 55	127 00	125 11	115 11	111 02	114 02	per cent
13.4	17.9	13.9	12.6	24.0	14.1	14.1
20.3	16.0	19.7	19.8	7.3	18.0	18.5
						pence
135.7	135.6	135.7	130.9	125.4	130.0	131.4
169.1	166.9	169.0	160.8	154.5	160.0	162.3
176.1	177.9	176.2	167.3	162.8	166.8	169.0
198.0	197.8	198.0	187.7	181.3	186.8	189.6
228.0	233.3	228.6	213.9	219.0	214.7	218.1
278.5	274.5	278.2	262.3	251.3	260.9	265.3
15.0	17.0	15 5	11.0	00.0	14.9	per cent
15·2 22·1	17·9 17·7	15·5 21·7	14·0 22·6	20·8 14·7	21.5	15·0 21·6

EARNINGS AND HOURS 5.6

Average weekly and hourly earnings and hours:

manual and non-manual employees

omn	ovoes	main	industria

1979 Q1 Q2 Q3 Q4

1980 Q1 Q2 Q3 Q4

1979 Q1 Q2 Q3 Q4

1980 Q1 Q2 Q3 Q4

Jan Feb Mar

April May June

July Aug Sep

Oct Nov Dec

1981 Jan

Mining

82·8 82·5 76·8 76·2

8-6 12-0 10-8 9-3

3·8 4·3 5·7 6·7

5·7 5·9 10·9 9·4

5·8 5·9 5·5 6·0 0·2 0·2 0·3 0·4

1.7 1.2 0.7 1.3

85-6 64-5 63-2 58-8

85·9 64·1 62·6 58·0

% change over previous year

Manu-facturing

58.25 106.90 161.68 244.54

91·3 89·9 88·1 84·3

7·4 8·4 9·4 9·2

3·2 3·5 3·9 4·8

0-8 0-4 0-3 0-3

-0.7 0.6

113 1 13 1 126 0 11 4 144 4 14 6 165 3 14 5

 111.8
 11.8

 122.7
 9.7

 139.2
 13.4

 158.9
 14.2

 195.0||
 22.7

 151 2
 14 2

 153 6
 12 4

 161 7
 15 3

 169 0
 14 7

 178.9
 18.3

 191.8
 24.9

 202.1
 25.0

 207.1
 22.5

 174 2
 15 0

 178 9
 17 3

 183 7
 22 7

 188·0
 24·2

 191·8
 25·0

 195·6
 25·5

 199·6
 25·7

 202·3
 25·3

 204·3
 23·8

 205·6
 23·3

 207·0
 22·0

 208·8
 22·4

GREAT BRITAIN	MANUFACT		STRIES	tracker Birt -		ALL INDUS	TRIES AND S	ERVICES			A REAL PROPERTY OF THE PARTY OF
	Weekly earnings (£)	Hours	Hourly earnings (pence)	Weekly earnings (£)	Hours	Hourly earnings (pence)	
			excluding	those whose by absence	pay was			excluding affected	g those whose by absence		Labour costs (1)
And	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	Percentage shares of labour costs * Wages and salaries†
April FULL-TIME MEN, 21 years and over											1 是 表 表 不 素 非
Manual occupations 1973 1974 1975	38 · 6 43 · 6 54 · 5	39·9 45·1 56·6	46·4 46·2 45·0	86·0 97·4 125·8	83 · 7 95 · 2 123 · 1	37·0 42·3 54·0	38·1 43·6 55·7	46·7 46·5 45·5	81 · 7 93 · 5 122 · 2	79·2 91·1 119·2	of which Holiday, sickness, injury and maternity pay
1976 1977 1978 1979 1980	65 · 1 71 · 8 81 · 8 94 · 5 111 · 2	67 · 4 74 · 2 84 · 7 97 · 9 115 · 2	45 · 1 45 · 6 45 · 8 46 · 0 45 · 0	149·2 162·6 184·8 212·8 255·5	146·3 160·0 181·8 208·7 250·0	63·3 69·5 78·4 90·1 108·6	65 · 1 71 · 5 80 · 7 93 · 0 111 · 7	45·3 45·7 46·0 46·2 45·4	143.7 156.5 175.5 201.2 245.8	141.0 154.3 172.8 197.5 240.5	Statutory national insurance contributions
Non-manual occupations 1973 1974 1975	48 · 4 54 · 1 68 · 2	48 · 7 54 · 5 68 · 7	39·2 39·1 39·2	122 · 4 137 · 7 173 · 2	122·4 137·8 173·3	47 · 8 54 · 1 67 · 9	48·1 54·4 68·4	38·8 38·8 38·7	121 · 6 137 · 9 174 · 3	121.7 138.1 174.6	Private social welfare payments
1976 1977 1978 1979 1980	80 · 2 88 · 2 102 · 4 116 · 8 143 · 6	80 · 9 88 · 9 103 · 0 117 · 7 144 · 8	39 · 1 39 · 2 39 · 4 39 · 6 39 · 4	204 · 3 223 · 4 258 · 1 293 · 8 362 · 3	204 · 4 223 · 8 258 · 9 294 · 7 362 · 0	81 · 0 88 · 4 99 · 9 112 · 1 140 · 4	81 · 6 88 · 9 100 · 7 113 · 0 141 · 3	38.5 38.7 38.7 38.8 38.8 38.7	210·3 227·2 257·1 288·6 360·8	210.6 227.9 257.9 289.5 361.3	Payments in kind and subsidised services
All occupations 1973 1974 1975	41 · 1 46 · 3 58 · 1	42·3 47·7 60·2	44 · 5 44 · 3 43 · 4	94·5 106·9 137·7	93·5 106·1 136·5	40·9 46·5 59·2	41 · 9 47 · 7 60 · 8	43·8 43·7 43·0	94·3 107·6 139·9	93.7 107.2 139.3	Training (excluding wages and salaries element)
1976 1977 1978 1979 1980	69 · 2 76 · 1 87 · 3 100 · 5 120 · 3	71 · 4 78 · 5 90 · 0 103 · 7 124 · 3	43 · 4 43 · 8 44 · 0 44 · 2 43 · 4	163 · 2 177 · 7 202 · 9 233 · 1 284 · 1	162 · 0 177 · 1 202 · 2 231 · 8 281 · 8	70.0 76.8 86.9 98.8 121.5	71 · 8 78 · 6 89 · 1 101 · 4 124 · 5	42.7 43.0 43.1 43.2 42.7	166 · 8 181 · 1 204 · 3 232 · 2 288 · 2	166.6 181.5 204.9 232.4 287.6	Other labour costs ‡
FULL-TIME WOMEN, 18 years and over Manual occupations											Labour costs per unit of output §
1973 1974 1975	19.6 23.1 30.9	20·5 24·1 32·4	40.0 39.9 39.5 39.6	51 · 2 60 · 6 81 · 8 102 · 0	50·7 60·1 81·4 101·5	19·1 22·8 30·9 38·1	19·7 23·6 32·1 39·4	39·9 39·8 39·4 39·3	49 · 6 59 · 3 81 · 6 100 · 7	49·1 58·7 81·1 100·2	
1976 1977 1978 1979 1980	38 · 5 43 · 0 49 · 3 55 · 4 66 · 4	40·3 45·0 51·2 57·9 69·5	39.8 39.9 39.9 39.8	113 · 4 128 · 5 145 · 4 174 · 5	112.7 127.5 144.2 172.8	42·2 48·0 53·4 65·9	43·7 49·4 55·2 68·0	39 · 4 39 · 6 39 · 6 39 · 6 39 · 6	111 · 2 125 · 3 139 · 9 172 · 1	110·7 124·4 138·7 170·4	and the
Non-manual occupations 1973 1974 1975	21 · 8 25 · 6 35 · 2	21 · 8 25 · 8 35 · 4	37·3 37·3 37·1	58 · 5 69 · 0 95 · 2	58·3 68·8 95·0	24 · 5 28 · 3 39 · 3	24 · 7 28 · 6 39 · 6	36·8 36·8 36·6	66 · 2 76 · 9 106 · 1	66 · 1 76 · 7 105 · 9	
1976 1977 1978 1979	42 · 8 48 · 1 54 · 9 62 · 3	43 · 1 48 · 4 55 · 2 62 · 8	37 · 1 37 · 1 37 · 2 37 · 2	115·9 130·1 148·0 168·5	115.6 129.8 147.5 168.0	48 · 5 53 · 4 58 · 5 65 · 3	48 · 8 53 · 8 59 · 1 66 · 0	36·5 36·7 36·7 36·7	132·0 143·8 158·1 176·8	131.8 143.7 157.9 176.6	
1980 All occupations	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221 · 2	220.7	Wages and salaries per unit of output §
1973 1974 1975	20·3 23·9 32·4	21.0 24.8 33.6	39.0 38.9 38.5	53·9 63·8 87·2	53·5 63·4 86·9	22.6 26.3 36.6	23·1 26·9 37·4	37·8 37·8 37·4	60·5 70·8 98·5	60·3 70·6 98·3	
1976 1977 1978 1979	40 · 1 44 · 9 51 · 3 57 · 9 70 · 3	41 · 5 46 · 4 52 · 8 60 · 0 72 · 8	38.5 38.7 38.8 38.8 38.8 38.7	107.6 120.0 136.1 154.6 187.3	107 · 2 119 · 6 135 · 4 153 · 7 186 · 1	45·3 50·0 55·4 61·8 77·3	46·2 51·0 56·4 63·0 78·8	37·3 37·5 37·5 37·5 37·5 37·5	122.6 134.0 148.2 166.0 207.0	122 · 4 133 · 9 148 · 0 165 · 7 206 · 4	
1980 FULL-TIME ADULTS (a) MEN 21 years and over WOMEN, 18 years and over All occupations	10.5	12.0			100 1						
1973 1974 1975	36 · 0 40 · 8 52 · 1	37·3 42·3 54·2	43·1 43·0 42·3	85 · 7 97 · 6 127 · 2	84 · 1 96 · 1 125 · 4	35·5 40·6 52·7	36·4 41·7 54·0	42 · 1 42 · 0 41 · 3	85·2 97·8 128·9	84 · 1 96 · 8 127 · 7	1 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
1976 1977 1978 1979	62 · 5 68 · 9 78 · 8 90 · 4 108 · 4	64 · 7 71 · 3 81 · 5 93 · 7 112 · 4	42·3 42·7 42·8 43·0 42·3	151 · 8 165 · 8 188 · 7 216 · 7 263 · 3	150·0 164·3 187·0 214·2 259·8	62 · 7 68 · 7 77 · 3 87 · 4 107 · 7	64 · 2 70 · 2 79 · 1 89 · 6 110 · 2	41 · 1 41 · 3 41 · 4 41 · 5 41 · 1	154.7 168.0 188.6 213.6 264.8	153 8 167 5 187 9 212 4 262 8	
(b) MALES AND FEMALES,	100.4		12 0	200 0							
18 years and over All occupations 1973 1974 1975	35 6 40 3 51 5	36 · 8 41 · 8 53 · 6	43·1 43·0 42·3	84·6 96·4 125·8	83 · 1 95 · 0 124 · 1	35 · 0 40 · 1 52 · 0	35 · 9 41 · 1 53 · 4	42 · 1 42 · 0 41 · 4	84 · 1 96 · 6 127 · 3	82·9 95·5 126·0	
1976 1977 1978	61 · 8 68 · 0 77 · 8 89 · 1	64.0 70.4 80.5	42.5 42.7 42.8 43.0	150·1 163·8 186·5 213·9	148·3 162·3 184·7 211·3	61 · 8 67 · 8 76 · 3 86 · 2	63 · 4 69 · 3 78 · 1 88 · 4	41 · 1 41 · 3 41 · 4 41 · 5	152 · 6 165 · 7 186 · 1 210 · 7	151.6 165.1 185.3 209.3	Notes: • Source: Department of Employment
1979 1980	106.9	92·5 110·9	43·0 42·3	259.8	256.2	106.3	108.7	41.1	261 - 1	259.0	Notes: * Source: Department of Employment Including holiday bonuses up to 1975 bu Employers' liability insurance, provision for Source: Costed On the Control of the Control

Note: New Earnings Survey estimates. From 1974, age has been measured in completed years at January 1; but previously at the time of the survey.

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es: * Source: Department of Employment. See reports on labour cost surveys in *Employment Gazette*. Including holiday bonuses up to 1975 but not in 1978. Moloyers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium (when applicable). Ource: Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted. Ource: Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output averaged over the current, previous and following months. Not available.

$\begin{array}{r} \text{LABOUR COSTS 5.7} \\ \text{All employees: main industrial sectors and selected industries 5.7} \end{array}$

g and ying	Construction	Gas, electricity and water	Index of production industries	Whole economy
0 5 6 2	60 · 72 107 · 32 156 · 95 222 · 46	66 · 55 129 · 61 217 · 22 324 · 00	59·58 109·37 106·76 249·14	Pence per hour
	222.40	324.00	243.14	Per cent
	87·7 91·1 90·2 86·8	87 1 84 7 82 9 78 2	90-2 89-3 87-5 83-9	
	5·2 6·4 7·2 6·8	10.5 9.8 11.1 11.2	7·3 9·2 9·3 9·0	
	4·2 4·9 6·3 9·1	3 8 4 5 6 0 6 9	4·3 4·9 6·4 8·4	
	1 · 4 1 · 6 1 · 7 2 · 3	6-3 8-0 8-5 12-2	3 2 3 7 4 2 5 1	
	1 2 0 8 0 7 0 8	1.1 1.3 1.2 1.3	1·3 1·4 1·4 1·6	
	0·3 0·4 0·2 0·3	0·9 0·7 0·7 0·8	0 7 0 4 0 3 0 4	:
	5 2 1 2 0 9 0 8	0.7 0.9 0.8 0.5	0·3 0·4 0·2 0·6	
14			A CONTRACTOR	1975=100 % change over previous
	110 9 118 3 126 5 153 6	104 0 107 6 123 0 136 2	110-9 119-5 133-4 150-3	year 111.2 11.2 122.1 9.8 135.8 11.2 157.2 15.8 188.5 19.9
		::		148-6 14-2 151-5 14-3 162-4 17-8 166-1 16-8
		:: ::		173 3 16 6 185 2 22 2 197 0 21 3 199 0 19 8
	110 6 116 8 124 7 150 1	103 6 105 9 120 1 131 8	110 0 116 7 129 2 145 0	109.7 9.7 119.0 8.5 131.7 10.7 151.2 14.8 180.7 19.5
				143 0 12 9 145 6 12 8 156 2 16 4 159 7 16 8
				166·9 16·7 177·3 21·8 188·6 20·7

5.8 **WAGE RATES AND HOURS**

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

Indices of basic national wage rates and normal weekly hours: 5.8 manual workers: by industry

				-				the second second second					and a survey of	an an an the state of the	and the second	and the second second	······	maar we	JINCIS, N	y maastry	
UNITED KINGDOM	Agricul- ture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc		tion	Gas, electricity and water	Transport and communi- cation	Distributive trades	services and public adminis-	Miscel- laneous services	Manufac- turing industries	All industries and services		UNITE
IC 1968	<u> </u>			IV and V		XIII	_ <u>XIV</u>	XV	_ <u>XVI</u>	XVII	XVIII	xx	XXI	XXII	XXIII	tration XXV and XXVI	II XXVI	хіх			SIC 196
lasic weekly wage rates /eights	210	305	454	294	2,953	366	29	217	236	LY 1972 = 100 186		970	209	1,034	802	756	576	5 400		Basic weekly v	wage rates
977	247 273	225 247	228 250	218 240	218	232	220	232	218	213	400		214	213	243	230	233	5,138 218 ·9	10,000 227·3	Weights	(1977
978 Annual 979 averages 980	310 371	276 334	285 325	265 324	271 314 369	254 288 330	243 280 318	255 300 355	242 276 321	248 279 335	232 270 310	321	261 301 384	232 266 318	272 320 380	252 281 328	253 319 386	258 8 297 5 348 5	259 · 3 298 · 1 351 · 7	Annual averages	1977 1978 1979 1980
979 Feb Mar	310 310	275 275	269 272	250 250	304 304	265 265	270 270	281 291	258 264	277 277	247		275 290	255 259	303 303	274 274	311 311	284 · 7 285 · 1	285 2 286 5	Feb Mar	1979
April May	310 310 210	276 276 276	273 273	250 252 275	305 305 305	267 295 297	270 270 270	300 303 303	273 273 275	280 280	270	302	299 299	266 266	304 311	274 274	311 311	288 · 6 291 · 2	289 · 2 291 · 2	April May	
June July	310 310	276	288 288	275	305	298	290	303 303 307	275	280 280			299 307	266 272	312 325	274 278	321 321	294 · 0 294 · 6	296 2 298 7	June	
Aug Sep	310 310	276 276	293 294	275 276	307 308	298 300	290 290		275 280	280 280		334	307 308	272 272	325 325	282 282	321 321	296 · 7 297 · 7	300 · 2 300 · 8	July Aug Sep	
Oct Nov Dec	310 310 316	276 276 301	297 297 309	276 275 275	308 358* 358	300 300 302	290 290 290	307 307 307	280 297 297	280 280 280	282	334	318 318	272 272	338 341	282 297	334 335	298 · 4 327 · 3*	303 · 1 319 · 4*	Oct	
80 Jan	367	301	319	279	361	306	304	339 339 345	297 297	334			323 348	272 294	351 353	314 314	339 370	328 · 5 335 · 5	323 · 4 332 · 9	Dec Jan	1080
Feb Mar	370 370	326 326	319 319	283 283	361 361	306 307	304 304		307 321	334 334		336	348 379	294 303	356 356	314 314	377 377	336 · 6 337 4	335 · 0 336 9	Feb	1980
April May June	370 370 373	337 337 337	320 320 320 †	283 323 351	363 366 366	308 338 341	304 304 304	354 354 354	324 324 324	336 336 336	310 † 3 310 † 3	336 3	379 379	312 322	374 385	326 326	377 377	340 · 6 346 · 7	342 · 2 347 · 3	April May	
July	373 373	337 337	321 † 326 †	351 348	366	341 341	331 331	359 359	324 324 328	336 336	313 † 3	399 :	379 380	322 328	390 390	326 332	388 388	348 · 6 349 · 1	355 · 5 356 · 8	June July	
Aug Sep	373	337	326 †	348	366 366	344	331	364		336	319 † 3 319 † 4	399 103	380 ⁷ 381	328 328	390 390	332 332	388 388	350 · 0 350 · 7	357 · 2 358 · 0	Aug Sep	
Oct Nov Dec	373 373 373	337 337 366	326 † 345 † 345 †	348 348 348	367 393 393	344 344 345	331 331 331	364 364 364	328 338 338	336 336 336	319 † 4 319 † 4 319 † 4	103 4	417 417 420	328 328 328	390 390 394	332 342 342	399 399 399	351 0 367 8 367 9	359 · 5 368 · 9 370 · 2	Oct Nov Dec	
1 Jan Feb Mar	404 411 411	366 366 366	347 † 347 † 347 †	350 350 350	394 394 394	348 348 348	342 342 342	392 392 395	338 338 338	362 362 362	319 † 4 319 † 4 319 † 4	104 4	420 420 420	331 331 332	395 396 396	342 342 342	410 416 416	371 · 7 371 · 7 371 · 8	373 · 8 374 · 4	Jan Feb	1981
rmal weekly hours					and an					Hours						042	410	371.0	374 · 7	Mar Normal weekly	/ hours
77 78 Annual 79 averages 30 J	$\left\{ \begin{array}{c} 40 \cdot 2 \\ 40 \cdot 2 \\ 40 \cdot 2 \\ 40 \cdot 2 \\ 40 \cdot 2 \end{array} \right.$	36 · 0 36 · 0 36 · 0 36 · 0	39 · 9 39 · 9 39 · 9 39 · 9	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 1 40 · 1 40 · 1 40 · 1 40 · 1	40 · 0 40 · 0 40 · 0 39 · 5	39-6	39 · 9 39 · 9	39 · 0 39 · 0 39 · 0 39 · 0 39 · 0	40 · 6 40 · 6 40 · 4 40 · 4	40 · 0 40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0 40 · 0	39 9 39 9 39 9 39 9 39 9	40 · 0 40 · 0 39 · 9	Annual averages	1977 1978 1979
81 Mar	40 · 2	36.0	39·9	40.0	40 · 0	40·0	40·0	40 · 0	40·1	39.1			38.9	40 - 4	39.8	40.0	40.0	39.9	39·8 J 39·8	Mar	(1980 1981
sic wage rates adjusted for ch	nanges in normal ∫ 259		229	218	218	232	220	232		LY 1972 = 100 213		an and								for changes in norma	
77 78 Annual 79 averages	286	225 247 276	251 286	240 265	271 314	254 288	243 280	255 300	218 243 276	248 279	232 2	68 2 91 2 21 3	219 268 309	213 232 268	249 279 327	230 252 281	240 261	219 0 259 0	228 · 6 260 · 9	Annual	∫ 1977 ∫ 1978
0	390	334	327	324	369	380	318	355	321	340 277	310 31	75 3	393	319	327 389	281 328	330 398	297 · 7 348 · 8	300 · 2 354 · 5	averages) 1979 1980
9 Feb Mar	325 325	275 275	270 273	250 250	304 304	265 265	270 270	281 291	259 265	277	247 31 247 31	03 2 03 2	283 298	256 260	310 310	274 274	321 321	284 · 9 285 · 3	287 · 3 288 · 5	Feb Mar	1979
April May	325 325 325	276 276 276	274 274 289	250 252 275	305 305 305	267 295 297	270 270 270	300 303 303	274 274 275	280 280 280	275 31	03 3	307 307	267 267	311 319	274 274	321 321	288 · 7 291 · 3	291 · 3 293 · 3	April May	
July	325	276	289	275 275 275	305	298 298	290 290	303 303	275 275	280 280	277 3:	34 3	307 315	267 273	319 333	274 278	331 331	294 · 2 294 · 8	298 · 4 300 · 9	June	
Aug Sep	325 325	276 276	294 295	276	307 308	300	290	307 307	281 281	280	282 33	35 3	315 316	273 274	333 333	282 282	331 331	296 · 9 297 · 9	302 · 3 303 · 0	July Aug Sep	
Oct Nov Dec	325 325 332	276 276 301	298 298 310	276 275 275	308 358* 358	300 300 302	290 290 290	307 307 307	298 298	280 280 280	282 33	35 3 35 3	326 326 332	274 274	346 349	282 297	345 346	298 · 5 327 · 4*	305 · 3 321 · 7*	Oct Nov	
0 Jan	386	301	320	279	361		304 304 304	339 339 345	298 298 308	338 338				274 295	360 361	297 314 314	349	328 . 7	325 · 7 335 · 4	Dec	1000
Feb Mar	389 389	326 326	320 320	283 283	361 361	306 306 307				339 340	297 33	37 3 37 3 37 3 37 3	357 357 389	295 295 304	364 364	314 314	382 390 390	335 · 9 336 · 9 337 7	337 6 339 5	Jan Feb Mar	1980
April May June	389 389 391	337 337 337	321 321 321 †	283 323 351	363 366 366	308 338 341	304 304 304	354 354 354	322 324 324	340 340	311 † 33 311 † 31	37 3 37 3 01 3	389 389 389	314 324	383 394	326 326	390 390	340 · 9 347 · 0	344 · 9 350 · 0	April May	
	391	337	322 †	351 348	366 366 366	341	331 331 331	359 359 364	324 324 328	340 340				324 329	399 399	326 332	401 401	349 · 0 349 · 4	358 · 3 359 · 5	June	
July Aug Sep	391 391	337 337	327 † 327 †	348	366	341 344				340	319 † 40	01 3 01 3 04 3	390 390 391	329 329 329	399 399 399	332 332	401 401	350 · 3 351 · 1	360 · 0 360 · 8	July Aug Sep	
Oct Nov Dec	391 391 391	337 337 366	327 † 346 † 346 †	348 348 348	367 393 393	344 344 345	331 331 331	364 364 364	328 339 339	340 340 340	819 † 40 819 † 40 819 † 40	04 4 04 4	128 128	329 330	399 401	332 342	412 412	351 · 4 368 · 2	362 · 3 371 · 9	Oct Nov	
			349 †		394	348	342 342 342	392	339 339 339	371	201 .		431	330	406	342	412	368-3	373 . 3	Dec	
1 Jan Feb	425 432	366 366	349 1	350 350 350	394	348	342	392 395	330	371 371	821 + 40	05 4 05 4	132 132 132	332 332 334	406 407 408	342	423 429 429	372 · 4 372 · 4 372 · 5	377 . 1	Jan	1981

* The figures for November 1979 include the effects of the delayed agreement for engineering workers. † The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups in which agreements remain outstand more than 6 months after their normal settlement date are indicated from the earliest month affected.

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 adid 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 n 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 or basic wage rates. Details of changes reported during the latest month are given in a separate publication, *Changes in Rates of Wages and Hours of Work* obtainable from HM Stationery Office.

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Great Australia Austria Belgium Canada Denmark France Germany Greece Irish Itaiy Japan Nether-Norway Spain Sweden Switzer-United Britain (FR) Republic lands land States (1) (2) (3) (4) (2) (5) (6) (7) (8) (2) (8) (6) (8) (4) (8) (8) (8) (4) (2) (5) (3) (8) (6) (8) (5) (8) (10) (4) (2) (8) (9) Indices 1975 = 100Annual averages 53 1 60 0 67 7 53·2 58·3 65·8 60-6 67-6 76-2 52 59 69 51·7 58·2 69·1 56·0 62·4 71·5 50 47 47·0 51·9 49·8 57·6 63 0 72 3 1971 65 70 69 76 58 66 59 64 44.4 74 55 54 52 0 79 1972 1973 76 84 64 65 64 5 71.1 74 71 61 8 77 8 78.4 81.8 85 1974 79.3 83.8 88.2 83 86 83.9 85-3 92 80 78 78.9 89.7 88 83 93.1 92 100 0 114 7 127 6 136 6 100·0 116·5 100·0 109·0 100 100 100·0 112·7 100.0 100 100 100 100.0 100 0 100 100 100.0 100.0 100.0 100 1975 111 114 114 1 107 117 120 9 112.3 130-3 117·9 125·8 101.6 108 129 109 117 1976 118-4 125-1 121 130 124-3 137-2 128 5 126 128 5 114 156 135 154 6 121.9 117 129 169.8 103-3 118 1977 1978 147.3 135 145.2 120 127 193 232 155 178 179-6 213-7 129-1
138-7 123 128 139 143 214-2 264-8 136 6 106-9 128 139 1979 170-3 R 147.1 132 4 140 147 152.6 164.1 169-8 135 261.7 149.9 134 159.7 151 1980 200.7 Quarterly averages 269.7 109.3 140 170·4 182·4 132-9 135-9 163.7 128 232 186 220.0 140.8 130 143 147.9 149·2 150·6 139 146 149 153.4 1979 Q 152 161 8 169.7 128 251 191 231.1 141.4 130 143 283 6 149.7 109.4 143 04 163 8 168 6 171 0 176 0 175 4 181 9 189 3 129 135 137 203 212 R 241 5 253 9 269 6 R 143-9 148-5 285.0 153 6 114.9 145 156 278 133 133 146 1980 Q1 187.3 158.7 139 5 146 156 6 314.7 113 8 148 140-3 141-2 150 152 151 Q2 197.8 159.4 159 164 291 298 215 152 2 135 166 325 4 160.7 114.7 152 157 Q3 Q4 207-1 166-8 195.5 137 281 6 152 0 135 167.9 210 2 Monthly 167 3 172 2 173 4 175 2 207 5 208 5 207 7 166-8 166-8 167-3 136-5 141-6 151-8 163 166 272.7 155-1 135 336-1 159.9 151 1980 Aug 149 7 150 9 152 0 153 2 135 135 135 135 163 8 165 3 167 9 152 215 273 0 273 0 329·8 326·4 154 155 Sep 137 167 169 195 5 157 Nov 210.6 145 8 285.9 170 7 159 285.9 212 3 R 179.4 Dec 160 1981 Jan [213-5] Increases on a year earlier Per cent **Annual averages** 10 24 22 16 23 26 14 12 19 17 15 12 13 13 11 10 10 15 8 1972 1973 13 10 8 19 11 18 13 17 13 13 17 19 15 11 16 26 20 20 14 26 11 27 16 20 13 21 19 10 1974 27 20 17 10 15 26 17 19 13 20 16 19 17 25 28 11 14 29 30 30 26 24 1975 18 13 10 10 14 13 13 29 21 24 1976 17 15 21 28 12 9 g 15 11 11 14 10 15 16 1977 11 15 16 5 8 32 1978 11 13 20 15 19 4 3 8 1979 8 8 9 22 8 5 11 1980 18 Quarterly averages 23 20 22 22 9 16 22 18 18 9 5 1 10 12 13 1979 Q3 Q4 14 18 9 5 11 21 13 4 7 1 29 27 23 24 R 22 23 23 22 5 3 17 19 8 5 7 17 18 21 13 14 15 10 10 1980 Q1 10 12 Q2 16 21 5 28 16 12 10 R 11 16 8 03 6 12 10 Q4 15 0 15 Monthly 26 19 10 22 22 22 22 22 23 16 12 13 2 1980 Aug 16 10 Sep 12 9 11 R 9 ż 20 12 13 10 10 15 12 11 8 15 11 Nov 12 12 11 22 9 Dec 14 1981 Jan [16]

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

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(C

EARNINGS

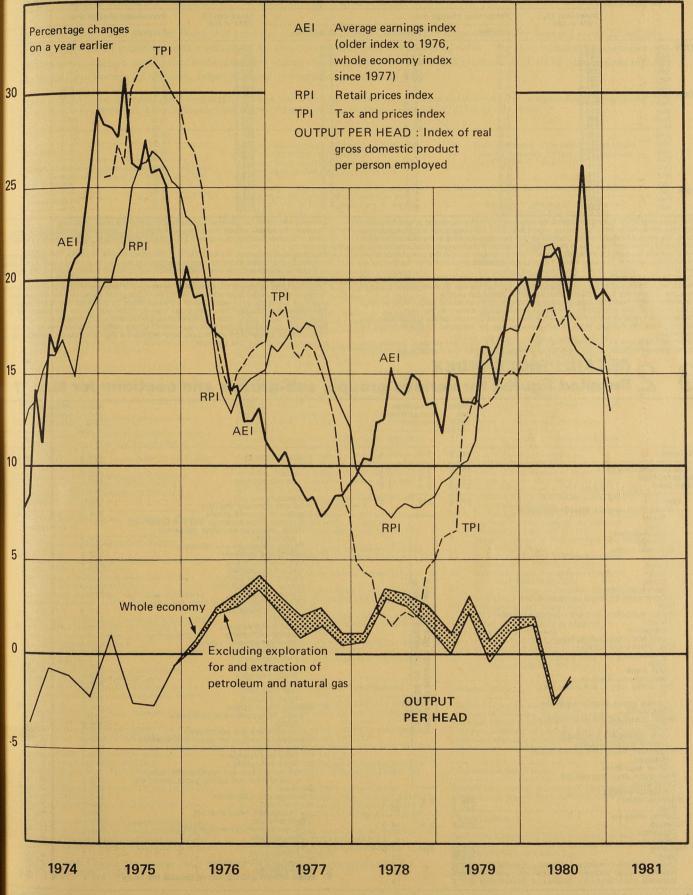
Source: OECD-Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees)

Seasonally adjusted. Males only. Hourly wage rates.

Including mining.
 Including mining and transport.
 Hourly earnings.
 All industries.

EARNINGS C2 Earnings, prices, output per head



EMPLOYMENT GAZETTE APRIL 1981

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RETAIL PRICES 6.

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

and the second	All items	and a state of the state of the state of the	and the superior of the second second		All items except	seasonal foods	and the second
	Index Jan 15,	Percentage ch	ange over		Index Jan 15, 1974 = 100	Percentage cha	ange over
	1974 = 100	1 month	6 months	12 months	- 1974 - 100	1 month	6 months
1070 July	229.1	4.3	10.6	15.6	230-1	4.9	11.0
1979 July	229.1	0.8	10.5	15.8	232-1	0.9	11.0
Aug	230.9	1.0	10.7	16.5	234-6	1.1	11.4
Sep	233-2	1.0	10.0	17.2	237.0	1.0	10.7
Oct	235-6		10.1	17.4	238-0	0.8	10.7
Nov	237.7	0.9	9.0	17.2	240.5	0.7	9.6
Dec	239-4	0.7	7.1	18.4	246-2	2.4	7.0
1980 Jan	245 3	2.5		19.1	249.8	1.5	7.6
Feb	248-8	1.4	7.8	19.8	253-2	1.4	7.9
Mar	252·2	1.4	8.1		262.0	3.5	10.5
April	260-8	3.4	10.7	21.8	264.7	1.0	10.8
May	263-2	0.9	10.7	21.9		0.9	11.1
June	265-7	0.9	11.0	21.0	267.1		9.4
July	267.9	0.8	9.2	16.9	269-3	0.8	8.3
Aug	268-5	0.2	7.9	16.3	270.5	0.4	
Sep	270-2	0.6	7.1	15.9	272-3	0.7	7.5
Oct	271.9	0.6	4.3	15.4	274-1	0.7	4.6
Nov	274.1	0.8	4.1	15.3	276-3	0.8	4.4
Dec	275 6	0.5	3.7	15-1	277.6	0.5	3.9
	277.3	0.6	3.5	13.0	279-3	0.6	3.7
1981 Jan Feb	279.8	0.9	4.2	12.5	281.8	0.9	4.2
	284.0	1.5	5.1	12.6	285.9	1.5	5:0
Mar	204'0			and the second of the second second	ted unfurnished accomm	adation abound a or	and the second

The rise in the index during the month was caused mainly by increased prices for petrol, alcoholic drink, motor vehicle licences, cigarettes, meat and vegetables and increased bus fares. It is estimated that of the 4-2 points (or 1 - 5 per cent) increase in the month about 3 -1 points (or 1 - 1 per cent) are due to the Budget increases in duty on petrol, alcoholic drinks, motor vehicle licences and tobacco. (Note: Price quotations used in the compilation of the March index relate to Tuesday March 17 and were collected one week after the Budget on March 10 and the Budget on the budget on the set of the Budget on the budget on the set of the Budget on the budget on

Food: The food index rose by a little over a half of one per cent. Increased prices for most

Food: The food index rose by a little over a hair of one per cent. Increased prices for host meats, vegetables and fruit were responsible for much of the rise. Biscuits showed a small increase in price but pork, cheese and margarine prices fell slightly. Alcoholic drink: Increased duty resulting from the Budget was mainly responsible for rises in the prices of beer and spirits. The group index rose by almost six per cent. Tobacco: The tobacco index rose by almost two and half per cent following increased duty resulting from the Budget. Most of this increase can be attributed to higher prices for

cigarettes. Housing: There was an increase in this group of almost a half of one per cent. Interest paid on mortgages increased as did the price of materials for repair and maintenance. Rents of

Index Percentage

RETAIL PRICES INDEX 0 C Detailed figures for various groups, sub-groups and sections for Mar 17

All items

Other food

All items excluding food Seasonal food

III Tobacco Cigarettes Tobacco

Housing

IV

Other vegetables Fruit, fresh, dried and canned Other foods Food for animals Alcoholic drink

Durable household goods: Most items of furniture and household app increase in the index for this group of rather less than a half of

per cent. Clothing and footwear: Prices of items in this group are still unstable. This month a rised rather less than a half of one per cent in the group index was caused by small rises in prog of footwear, handkerchiefs and women's clothing. Children's outer clothing fell slightly it

price. Transport and vehicles: Increased duty on petrol and oil and an increase in motor vehide licences was mainly responsible for the index of this group rising by over four per cent A small fall in the prices of secondhand cars was offset by a similar rise in bus fares. **Miscellaneous goods:** This group index rose by rather less than a half of one per cent. Most items in the group rose slightly in price particularly adult periodicals. **Meals out:** Increased prices were recorded for meals eaten in restaurants and canteens The prices of sandwiches and snacks also recorded a slight increase. Overall the group index rose by almost one per cent.

Index Percentage Jan change ove

Note: Table 6-3 has not been published this month because of computer processing delays caused by industrial action.

Health and Safety Executive Publications 0

The 1974 Health and Safety at Work Act gave the Health and Safety Commission responsibility for keeping some 25 million people informed of guidelines and regulations for their health and safety in places of work. The Commission has undertaken progressively to revise, standardise and extend the existing regulations and recommended practices. HSC/HSE publications reflect the major programme of research, inspection and consultation which is in hand.

Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from HSE Public Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456).

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12

Catalogue

Health and Safety Executive Publications catalogue 1980. Revised and enlarged edition (£3.50) ISBN 011 883263 8

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Annual Reports

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Health and Safety: Research 1979 (£3.80) ISBN

011 883268 9

Health and Safety: Agriculture 1977 (£1.25) ISBN 011 883283 2 Industrial Air Pollution 1979 (£3) ISBN 011 883425

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Cloakroom accommodation and washing facilities (£1) ISBN 011 883295 6 Flame arresters and explosions reliefs (£1.25) ISBN 011 883258 1 Off-shore construction (£1.50) ISBN 011 883260 3

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 level

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	Jan 1974	(months			1974 = 100	(months	B)
	= 100	1	12		- 100	1	12
tems	284.0	1.5	12.6	V Fuel and light	357·5 398·8	0.0	26-6 20
tems excluding food	287.7	1.7	13.9	Coal and smokeless fuels Coal	403.0		20
sonal food	233.0	2.3	1.6	Smokeless fuels	389.2		23
er food	278.0	0.4	8.8	Gas	243.3		28
	270.6	0.6	7.8	Electricity	407.7		30 19
Food		0.0		Oil and other fuel and light	465 · 9 234 · 9	0.3	5.3
Bread, flour, cereals, biscuits and cakes Bread				VI Durable household goods	247.3	0.3	5
Flour				Furniture, floor coverings and soft furnishings Radio, television and other household	247 5		
Other cereals				appliances	204.9		4
Biscuits				Pottery, glassware and hardware	289.5		10
Meat and bacon			· · · · · · · · · · · · · · · · · · ·	VII Clothing and footwear	207.6	0.3	2.2
Beef		an anna an		Men's outer clothing	230.9		5
Lamb	••	1 12 10	••	Men's underclothing	287.9		9 -3
Pork	••	W 7		Women's outer clothing	160.4		-3
Bacon	1.	AILABLE	••	Women's underclothing	249.2		3
Ham (cooked)		VAILABL L ACTIOI		Children's clothing	217.2		5
Other meat and meat products Fish		129		Other clothing, including hose, haberdashery,	215.8		2
Butter, margarine, lard and other cooking fats			in the	hats and materials Footwear	222.2		4
Butter		AA		VIII Transport and vehicles	316.4	4.2	13.8
Margarine		FE		Motoring and cycling			
Lard and other cooking fats		NOT		Purchase of motor vehicles	271.4		5
Milk, cheese and eggs		1 S OC		Maintenance of motor vehicles	337.2		12
Cheese		FIGURES NOT AV		Petrol and oil			40
Eggs	••	1 4 =		Motor licences	278.7		40
Milk, fresh		199	· • • • • • • • • • • • • • • • • • • •	Motor insurance	290.0		17
Milk, canned, dried etc		IL W	••	Fares	380·4 397·8		22
Tea, coffee, cocoa, soft drinks etc		00		Rail transport	372.3		14
Tea Coffee, cocoa, proprietary drinks		H		Road transport IX Miscellaneous goods	296.1	0.3	11.6
Soft drinks		ETAILED I BECAUSE		Books, newspapers and periodicals	354.1		23
Sugar, preserves and confectionery	100	EW	R Sadawa	Books	338.5		19
Sugar				Newspapers and periodicals	358.3		23
Jam, marmalade and syrup		-		Medicines, surgical etc goods and toiletries	283.8		14
Sweets and chocolates		a Caral		Soap, detergents, polishes, matches, etc	314.8		9 7
Vegetables, fresh, canned and frozen				Soap and detergents	274.4		11
Potatoes	••			Soda and polishes	371.3		S.C.I.
Other vegetables				Stationery, travel and sports goods, toys,	269.6		8
Fruit, fresh, dried and canned Other foods	••			photographic and optical goods, plants etc	292.3	0.3	15.4
Food for animals				X Services Postage and telephones	322.5		23
Alcoholic drink	299-8	5.9	21.0	Postage	410.6		19
Beer	343.5		25	Telephones, telegrams, etc	299.9		24
Spirits, wines etc				Entertainment	236.1		12
Tobacco	315.2	2.4	14.5	Entertainment (other than TV)	327.3		22
Cigarettes				Other services			ST-1
Tobacco			17.0	Domestic help	1. 3 · · ·		and the second s
Housing	285.9	0.4	17.3	Hairdressing			
Rent	229.3		23 8	Boot and shoe repairing			
Owner-occupiers' mortgage interest payments	300·0 314·4		27	Laundering	311-8	0.8	12.8
Rates and water charges Materials and charges for repairs and maintenance			14	XI Meals bought and consumed outside the home	311.0		A SHATE

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- 22
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41

44

45

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Agricultural Safety leaflets

Leaflets on a number of aspects of agricultural safety are obtainable on request from HSE (see above).

* EMAS leaflets

Leaflets on a number of medical matters, prepared by the Employment Medical Advisory Service, are obtainable on request from HSE (see above) Free of charge

† Published since last month

6.4 RETAIL PRICES atail nrice

	ALL	FOOD†			3 11					All items except	All items Goods	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscel- laneous goods	Services	Meals bought and	UNITED KINGDO
	ITEMS	All	items the prices of	All items other than	Items main the United	ly manufactu Kingdom	ured in	Items mainly	Items mainly	food	except items of mainly food the produce	gue d'anna anna				-					consumed outside the	
			which show significant seasonal variations	show significant seasonal	Primarily from home- produced raw	Primarily from imported raw materials	All	home- produced for direct consump- tion	imported for direct consump- tion		Prices of by which national show ised significant industri seasonal variations			- Ta		-					home	
leights 1969	1,000			variations 208-5-210-0	materials 38.8-39.9	64.3-64.7	7 103 · 1-104 ·	·6 51·4	54.0	746	93 954·5-956·0 92	64 66	68 64	118 119	61 61	60 60	86 86	124 126	66 65	57 55	42 43	1969 Weigh 1970
1970	1.000	255	46.0-47.5	207·5-209·0	38.5-39.5	64.6-65.1	103.1-104.	·6 48·7	55·7 54·5	745 750	952 · 5-954 · 0 956 · 8-958 · 3 92	65 66	59 53	119 121	60 60	61 58	87 89	136 139 135	65 65 65	54 52 53	44 46 46	1971 1972 1973
1971 1972 1973	1,000 1,000	250 251 248	39 · 6-41 · 1 41 · 3-42 · 5	205 · 6-211 · 4 205 · 5-206 · 7	39·9-41·1 38·0-38·9	61 · 7-62 · 3 58 · 9-59 · 2	3 101 · 6-103 · 2 96 · 9-98 · 1	·4 50·3 53·3	57·7 55·3	749 752	958 · 6-960 · 4 89 957 · 5-958 · 7 80	73 70	49 43	126 124 108	58 52 53	58 64 70	89 91 89	135 135 149	63 71	54 52	51 48	1974 1975
1974 1975	1,000 1,000	253 232	47 · 5-48 · 8 33 · 7-38 · 1	3 204·2-205·5 193·9-198·3	39·2-40·0 40·4-41·6	57 · 1-57 · 6 66 · 0-66 · 6	6 96·3-97·6 106·4-108·	6 48·7 •2 42·3–45·3	59·2 42·9-46·1	747 768	951 · 2-952 · 5 961 · 9-966 · 3	82 81	46 46	112	56	75	84	140 139	74 71	57 54	47 45	1976 1977
1976 1977	1,000 1,000	228 247	44.2-46.7	186·0-188·8 200·3-202·8	38.0-39.0	62.0-62.2	2 100.0-101.	2 53.0	42 · 1-43 · 9 47 · 0-48 · 7 46 · 1-48 · 0	753	958 · 0-960 · 8 89 953 · 3-955 · 8 93	83 85 77	46 48 44	112 113 120	58 60 59	63 64 64	82 80 82	140 143	70 69	56 59	51 51	1978 1979 1980
1978 1979 1980	1,000 1,000 1,000	233 232 214	33 · 4-36 · 0 30 · 4-33 · 2	5 199·5-202·6 196·0-198·6 180·9-183·6	37 · 7-38 · 9 34 · 5-35 · 9	60 · 9 61 · 5 59 · 1 - 59 · 7	93.6-95.6	·4 52·5 6 48·0	44 · 7-46 · 2 38 · 8-40 · 6	2 768	966 · 5-969 · 6 89 964 · 0-966 · 6 94 966 · 8-969 · 6 101	82 79	40 36	124 135	59 62	69 65	84 81	151 152	74 75	62 66	41 42	1981 Jan 16, 1962 = 1
1981 n 16, 1962 = 100	1,000	207	[29.6]	[177 · 4]	[35 · 2]	[57 · 1]	[92.3]	48.4	[36 ·7]	795	[970.4]	136.2	135.5	147.0	137 · 8	118.3	117.7	123.9	132.2	142 · 5 153 · 8	135·0 145·5	11
69 70	131 · 8 140 · 2	131 · 0 140 · 1	136 · 2 142 · 5	130·1 139·9	126 · 0 136 · 2	133 · 0 143 · 4	130·5 140·8	136 · 8 145 · 6	123 · 8 133 · 3	132 · 2 140 · 3	131 · 7 140 · 2 140 · 2 172 · 0	143 · 9 152 · 7 159 · 0	136 · 3 138 · 5 139 · 5	158 · 1 172 · 6 190 · 7	145 · 7 160 · 9 173 · 4	126 · 0 135 · 4 140 · 5	123 · 8 132 · 2 141 · 8	132 · 1 147 · 2 155 · 9	142 · 8 159 · 1 168 · 0	169 · 6 180 · 5	165·0 180·3	Annual 1 averages 1
71 Annual 72 averages 73	153 · 4 164 · 3 179 · 4	155 6 169 4 194 9	155 4 171 0 224 1	156·0 169·5 189·7	150 · 7 163 · 9 178 · 0	156 2 165 6 171 1	154 · 3 165 · 2 174 · 2	167 · 3 181 · 5 213 · 6	149 · 8 167 · 2 198 · 0	152 · 8 162 · 7 174 · 5	153.5 185.2 164.1 191.9 177.7 215.6	164 · 2 182 · 1	141 · 2 164 · 8	213 · 1 238 · 2	178 · 3 208 · 8	148 · 7 170 · 8	155 · 1 182 · 3	165 · 0 194 · 3	172 · 6 202 · 7	202 · 4 227 · 2	211 · 0 248 · 3	1
4]	208 - 2	230 · 0	262.0	224 · 2	220.0	221 · 2 129 · 6	221 · 1 126 · 7	212 · 5 133 · 4	238·4 121·1	201 · 2 130 · 2	206 · 1 ~ 139 · 9 129 · 3	134 · 7	135 · 1	143.7	138 - 4	116.1	115.1	122.2	130.2	140·2 147·6	130·5 139·4	Jan 14 Jan 20
9 Jan 14 0 Jan 20	129 · 1 135 · 5	126·1 134·7	124 · 6 136 · 8	126·7 134·5	121·7 130·6	137.6	135.1	140.6	128 . 2	135 . 8	135.5	143.0	135-8 138-6	150·6 164·2	145 · 3 152 · 6	122 · 2 132 · 3	120·5 128·4	125·4 141·2	136 · 4 151 · 2	160.8	153 1	Jan 19
Jan 19	147.0	147.0	145 - 2	147 · 8	146 · 2	151.6	149.7	153-4	139 - 3	147.0	147·1 179·9	151 · 3 154 · 1	138-4	178.8	168.2	138.1	136.7	151 · 8	166 · 2	174.7	172.9	Jan 18
Jan 18	159·0	163·9	158 - 5	165 · 4	158.8	163 . 2	161 · 8	176 - 1	163 · 1	157 - 4	159·1 190·2	163 - 3	141.6	203 · 8	178.3	144 · 2	146 · 8	159 · 4	169 . 8	189.6	190·2	Jan 16
Jan 16	171 - 3	180 · 4	187 · 1	179.5	170.8	168.8	170.0	205.0	176.0	168-4	170-8 198-9	166.0	142 . 2	225·1	188.6	158 . 3	166 · 6	175.0	182 · 2	212 · 8	229 5	Jan 15 JAN 15, 1974
Jan 15 15, 1974 = 100	191 · 8	216.7	254 · 4	209 · 8	196 - 9	191-9	193.7	224.5	227.0	184-0	189-4	109.7	115-9	105 8	110·7 147·4	107 · 9 131 · 2	109 · 4 125 · 7	111 · 0 143 · 9	111 · 2 138 · 6	106 · 8 135 · 5	108·2 132·4	and the second of the second of the
4 }	108·5 134·8	106 · 1 133 · 3	103·0 129·8	134 - 3	111·7 140·7	115 9 156 8	114 · 2 150 · 2	94·7 116·9	105-0 120-9	109 · 3 135 · 2	108 · 8 147 · 5 135 · 1 185 · 4 908 · 1	135 · 2 159 · 3 183 · 4	147 · 7 171 · 3 209 · 7	125 · 5 143 · 2 161 · 8	182 · 4 211 · 3	144 - 2 166 - 8	139 · 4 157 · 4	166 · 0 190 · 3	161 · 3 188 · 3	159 · 5 173 · 3	157·3 185·7	Annual averages
67	157·1 182·0	159·9 190·3	177 · 7 197 · 0	156 8 189 1	161 · 4 192 · 4	171 6 208 2 231 1	167 · 4 201 · 8 222 · 9	147 · 7 175 · 0 197 · 8	142 · 9 175 · 6 187 · 6	156 · 4 179 · 7 195 · 2	156-5 208-1 181-5 227-3 197-8 246-7	196 · 0 217 · 1	226 · 2 247 · 6	173 · 4 208 · 9	227 · 5 250 · 5	182 · 1 201 · 9	171 · 0 187 · 2	207 · 2 243 · 1	206 · 7 236 · 4 276 · 9	192 · 0 213 · 9 262 · 7	207 · 8 239 · 9 290 · 0	averages
8 9 0	197 · 1 223 · 5 263 · 7	203 · 8 228 · 3 255 · 9	180 1 211 1 224 5	231.7	210 · 8 232 · 9 271 · 0	255 · 9 293 · 6	246 · 7 284 · 5	224 · 6 249 · 8	205 · 7 226 · 3	222 · 2 265 · 9	224·1 307·9 265·3	261 · 8 118 · 2	290 · 1 124 · 0	269·5 110·3	313 · 2 124 · 9	226-3 118-3	205 · 4 118 · 6	288·7 130·3	125-2	115.8	118.7	Jan 14
5 Jan 14	119.9	118.3	106.6	121 · 1	128.9	143 - 3	137 · 5	98·1	113.3	120 · 4	120-5	149.0	162.6	134 - 8	168.7	140.8	131 - 5	157 - 0	152·3	154·0	146 · 2	Jan 13
Jan 13	147 . 9	148.3	158 - 6	146.6	151 · 2	162 · 4	157 · 8	137 · 3	132 · 4	147 · 9	147.6 198.7	173 . 7	193·2	154 - 1	198 - 8	157·0	148 . 5	178 · 9	176 · 2	166 · 8	172.3	Jan 18
7 Jan 18	172 · 4	183 · 2	214.8		178.7	189.7	185-2	169.6	165.7	169·3 187·6	170·9 220·1 190·2 230·0	188.9	222 - 8	164 · 3 174 · 1	219·9 230·6	175-2 181-8	163 · 6 170 · 9	198 · 7 207 · 9	198 · 6 207 · 9	186 · 6 191 · 8	199·5 208·9	Jan 17 July 18
3 Jan 17 July 18	189 · 5 198 · 1	196 · 1 206 · 1	173-9 185-5	210.0	202 · 8 211 · 9	222 · 4 232 · 1	214·5 224·0	186 · 7 200 · 3	183·9 189·2	195-9 197-6	198 · 7 230 · 2 200 · 4 230 · 4	197 · 5 197 · 5 197 · 5	224 · 2 227 · 0 229 · 2	177 · 8 178 · 6	230 · 6 230 · 6	183 · 9 184 · 9	172 · 5 174 · 0	209 · 6 210 · 8	209 · 0 210 · 3	192 · 4 194 · 2	211 · 1 211 · 4	Aug 15 Sep 12
Aug 15 Sep 12	199 · 4 200 · 2	206 · 2 206 · 3	177 · 9 173 · 1	212.6	212·5 212·9	235 · 0 236 · 5	225-9 227-0	201-2 202-1	191-0 191-9	198.6 199.8	201 · 4 230 · 2 202 · 4 232 · 7	198 · 4 198 · 4	231 · 1 231 · 1	180-5 181-4	230 · 3 233 · 7	185 · 9 187 · 0	175 · 3 175 · 6	211 · 8 214 · 3	212 6 213 7	195-2 196-0	213 · 2 215 · 1	Oct 17 Nov 14 Dec 12
Oct 17 Nov 14 Dec 12	201 · 1 202 · 5 204 · 2	205 · 6 207 · 9 210 · 5	168 · 2 171 · 4 183 · 0	214.7	215 0 216 4 217 2	236 · 0 236 · 8 238 · 0	227 · 5 228 · 6 229 · 6	202 · 1 207 · 9 209 · 0	191 3 191 1 191 9	201 · 1 202 · 4	203 · 8 205 · 1 205 · 1	198 - 4	231 · 1	185-4	232 · 8 233 · 1	188 · 2 187 · 3	176·3 176·1	215·7 218·5	214 · 6 216 · 4	199 · 0 202 · 0	215 · 7 218 · 7	Jan 16
Jan 16	207 - 2	217.5	207.6	219.5	220.3	240.8	232·5 233·7	212 . 8	197.1	204 · 3 206 · 2	207 · 3 209 · 1 209 · 1	198 · 9 200 · 1 203 · 9	231 · 5 231 · 5 231 · 5	190 · 3 191 · 4 192 · 7	234 · 4 236 · 3	190·3 191·8	178-6 180-1	221 · 7 223 · 8	218·7 220·2	202 · 9 203 · 9	220 · 1 221 · 7	Feb 13 Mar 13
Feb 13 Mar 13	208 · 9 210 · 6	218·7 220·2	208·2 215·3	221 · 3	220 · 1 222 · 6	241 · 6 242 · 2	234 · 2	213·0 212·9	199·7 200·7	207 - 9	210.6 237.9 214.0 238.6 215.0 239.8	206 · 7 209 · 2	231 · 9 231 · 9	205 · 0 206 · 9	237 · 2 238 · 0	193-3 194-6	180·8 181·6	227 · 6 230 · 2	225 · 6 227 · 1	205 · 4 206 · 4	225 · 4 227 · 3	April 10 May 15
April 10 May 15	214 · 2 215 · 9 219 · 6	221 · 6 224 · 0 230 · 0	221 · 6 222 · 1 229 · 3	224.6	223 · 8 225 · 0 225 · 9	243 · 3 248 · 0 252 · 7	235 · 4 238 · 7 241 · 8	213 · 0 215 · 4 228 · 6	200 · 6 202 · 7 204 · 7	212 · 1 213 · 7 216 · 7	215-9 239-8 219-4 246-0	209 · 8 224 · 4	231 · 9 256 · 7	211 · 2 214 · 0	241 · 3 251 · 6	196 · 3 206 · 7	183 · 7 191 · 8	236 · 6 254 · 2	228 · 7 243 · 6	207 · 6 217 · 0	231 · 0 246 · 1	June 12 July 17
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Jan 15	245 - 3	244 . 8	223 . 6	248.9	256 · 4 257 · 8	277.7 281.0	269·1 271·6	236 · 5 237 · 4	218 · 3 220 · 5	245 · 5 249 · 4	246-2 249-8 249-8	244 · 7 247 · 7	269 7 275 2	241 · 7 243 · 8	278 · 2 282 · 3	220 · 4 223 · 1	199 · 8 203 · 1	274 · 4 278 · 0	262 · 9 265 · 3	251 · 0 253 · 4	273·3 276·3	Feb 12 Mar 11
Feb 12 Mar 18	248 · 8 252 · 2	246 · 7 251 · 1	225 · 1 229 · 3	255 · 4	262·2 264·7	283.8	275·1 278·0	246 · 5 250 · 0	221 · 6 223 · 8	252 · 5 262 · 7	253 · 2 292 · 3 262 · 0 299 · 7	259 · 4 260 · 4	292 · 9 294 · 3	269 · 8 272 · 1	289 · 1 300 · 5	224 · 9 226 · 0	204 · 6 205 · 5	288 · 0 290 · 4	272 · 6 274 · 6 276 · 9	258 · 4 260 · 0 260 · 8	281 · 9 288 · 9 290 · 9	April 1 May 13 June 1
April 15 May 13 June 17	260 · 8 263 · 2 265 · 7	254 · 1 255 · 7 257 · 9	233 · 0 227 · 6 232 · 0	261.3	267 · 5 269 · 6	292 · 1 294 · 7	282·2 284·6	251 · 6 252 · 4	226 0 227 1	265 · 3 267 · 9	264 · 7 267 · 1 313 · 5	261 · 7 265 · 1	294 · 3 294 · 3	275 · 1 277 · 0	315·3 322·8	225 · 9 226 · 4	206 · 7 207 · 5	293·0 294·0	279 . 4	263 · 9 264 · 5	294·8 296·5	July 15 Aug 12
July 15 Aug 12	267 · 9 268 · 5	259 · 9 259 · 0	234 · 0 218 · 9	265 - 1	274 · 5 275 · 5	298 · 1 300 · 6	288 · 6 290 · 5	252 · 6 255 · 0	227 · 7 229 · 0	270 · 1 271 · 2	269·3 270·5 319·2	265 · 2 272 · 3	298 · 4 298 · 4	278 8 280 3	324 · 1 330 · 8	227 · 8 229 · 2	207 · 3 208 · 4	295 · 0 293 · 9	280·3 283·9	266 - 2	299 - 9	Sep 10 Oct 1-
Sep 16 Oct 14	270 · 2 271 · 9	259 · 0 259 · 3	214 · 9 215 · 2	267 · 7	277 · 2 280 · 2	301 · 6 301 · 2	291 · 8 292 · 7	254 · 2 253 · 5	230 · 4 230 · 2	273 · 3 275 · 4	272·3 325·1 339·2 274·1 345·3	274 · 6 274 · 6 274 · 6	297 · 9 297 · 9 297 · 9	283 · 7 286 · 4 287 · 4	337 · 4 348 · 8 351 · 4	230 8 232 4 232 5	208 · 4 208 · 8 208 · 1	295 · 1 295 · 8 298 · 8	287 · 9 289 · 2 291 · 0	267 · 4 278 · 6 280 · 8	301 · 5 303 · 7 304 · 6	Nov 1 Dec 1
Nov 18 Dec 16	274 · 1 275 · 6	260 · 0 262 · 7	216 · 8 223 · 6	268.3	282 · 3 284 · 5	301 · 8 303 · 9	293 · 9 296 · 0	252 · 9 255 · 5	230 · 4 230 · 9	278 · 0 279 · 2	276·3 277·6 348·9	277 . 7	296 - 6	285.0	355 - 7	231.0	207 . 5	299 - 5	293 4	289 . 2	307.5	Jan 13 Feb 1
1 Jan 13	277 . 3	266 . 7	225 . 8	274.7	286.7	308 . 2	299.6	264 . 2	232.0	280 · 3 282 · 8	279-3 281-8	283 · 0 299 · 8	308 · 0 315 · 2	284 · 7 285 · 9	357 · 4 357 · 5	234 · 2 234 · 9	207 0 207 6	303 6 316 4	295·3 296·1	291-4 292-3	309·2 311·8	Mar 17

* See article on page 127 of March 1981 Employment Gazette. † 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.

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RETAIL PRICES $6 \cdot 4$ General* index of retail prices

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6.5 RETAIL PRICES General* index of retail prices: Percentage increases on a year earlier

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable house- hold goods	Clothing and footwear	Trans- port and vehicles	Miscel- laneous goods	Services	Meals bought and con- sumed outside the home	Per cer Goods and services mainly produced by nation- alised industries
1971 Jan 19 1972 Jan 18 1973 Jan 16 1974 Jan 15 1975 Jan 14 1976 Jan 13 1977 Jan 18 1978 Jan 17 1979 Jan 16	8 8 12 20 23 17 10 9	9 11 10 20 18 25 23 7 11	6 2 6 2 18 26 17 9 5	2 0 2 4 31 19 15 4	9 9 14 10 22 14 7 16	5 10 6 25 35 18 11 6	8 4 10 18 19 12 12 7	7 6 7 13 19 11 13 10 8	13 8 5 10 30 20 14 11 10	11 10 2 7 25 22 16 13 9	9 9 9 12 16 33 8 12 8	10 13 10 21 19 23 18 16 10	10 12 6 5 20 44 15 11 7
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24

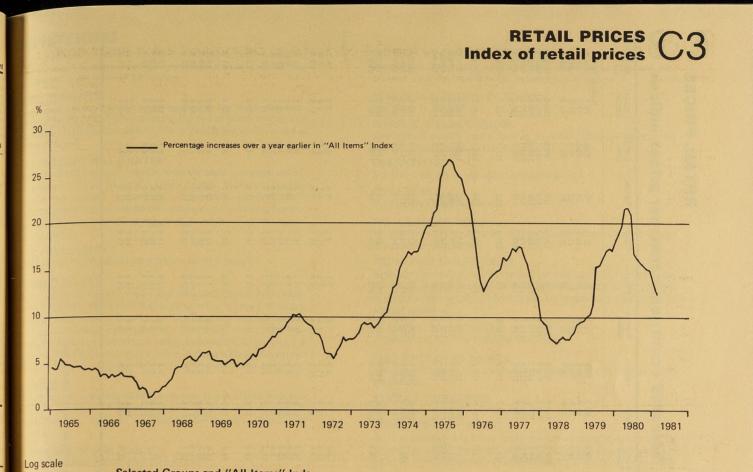
$6 \cdot 6$ Indices for pensioner households: all items (excluding housing)

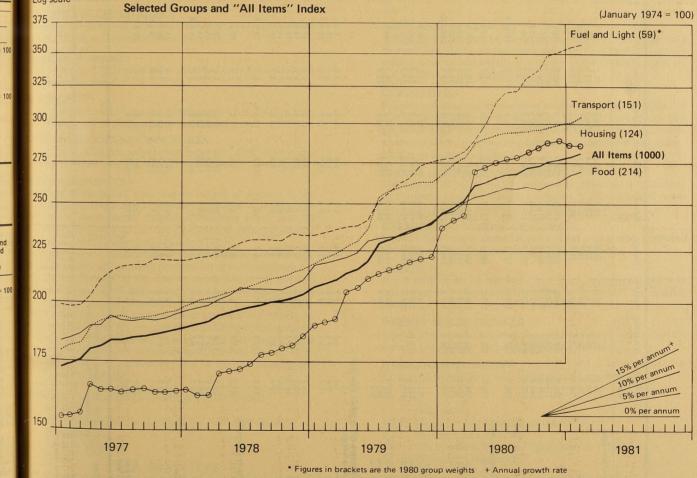
UNITED KINGDOM	One-per	son pensior	er househo	lds	Two-per	son pensior	ner househo	lds	General	index of ret	ail prices	14 19 19 19
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	1 100				The sector	10 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2					JAN	1 16, 1962 = 100
1971	148.5	153 - 4	156 - 5	159.3	148 . 4	153 . 4	156 - 2	158.6	146-0	150 . 9	153 - 1	154.9
1972	162 . 5	164 - 4	167.0	171.0	161.8	163.7	166 7	170.3	157 - 4	159 5	162 - 4	165-5
1973	175 - 3	180.8	182 . 5	190 - 3	175-2	181-1	183.0	190.6	168 . 7	173.8	176-6	182-6
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
1970	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

$6 \cdot 7$ 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-PE	RSON PENSI	ONER HOUS	SEHOLDS						Toto Sagar	-	N 15, 1974 = 10
1974 1975 1976 1977	107 · 3 135 · 0 160 · 8 187 · 8	104 · 0 129 · 5 156 · 3 187 · 5	110 · 0 135 · 8 160 · 2 185 · 2	115·9 147·8 171·5 209·8	109 · 9 145 · 5 179 · 9 205 · 2	108 5 131 0 145 2 169 0	109 · 5 124 · 9 137 · 7 155 · 4	109·0 144·0 178·0 204·6	114 · 5 147 · 7 171 · 6 201 · 1	106 · 7 134 · 4 155 · 1 168 · 7	108 8 133 1 159 5 188 6
1978 1979 1980	203 · 1 226 · 8 264 · 2	199 · 6 222 · 4 248 · 1	197 · 9 219 · 0 263 · 8	226 · 3 247 · 8 290 · 5	224 · 8 251 · 2 316 · 9	184 8 205 0 230 6	168 3 186 6 206 1	228 · 0 262 · 0 322 · 5	221 · 3 250 · 6 298 · 4	185 · 3 206 · 0 248 · 8	209 8 243 9 288 3
INDEX FOR TWO-PE	RSON PENSI 107-4	ONER HOU	SEHOLDS 110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108-8
1975 1976 1977 1978 1979	134 · 6 159 · 9 186 · 7 201 · 6 225 · 6	128 9 155 8 184 8 196 9 220 0	135 · 7 160 · 5 186 · 3 199 · 8 221 · 5	148 · 1 171 · 9 210 · 2 226 · 6 247 · 8	146 · 0 180 · 7 207 · 7 226 · 0 252 · 8	132 6 146 3 170 3 186 1 206 3	126 4 139 7 158 5 172 7 191 7	145 · 4 171 · 4 194 · 9 211 · 7 246 · 0	144 · 6 168 · 2 197 · 4 217 · 8 246 · 1	135 · 4 157 · 1 171 · 2 188 · 5 210 · 3	133 · 1 159 · 5 188 · 6 209 · 8 243 · 9
1980	261.9	244.6	268.3	289.9	319.0	231 . 2	212.8	301.5	292 . 8	254 8	288.3
GENERAL INDEX OF										100 0	108.2
1974 1975 1976	108 · 9 136 · 1 159 · 1	106 · 1 133 · 3 159 · 9 190 · 3	109 · 7 135 · 2 159 · 3 183 · 4	115 · 9 147 · 7 171 · 3 209 · 7	110 · 7 147 · 4 182 · 4 211 · 3	107 · 9 131 · 2 144 · 2 166 · 8	109 · 4 125 · 7 139 · 4 157 · 4	111 · 0 143 · 9 166 · 0 190 · 3	111 · 2 138 · 6 161 · 3 188 · 3	106 · 8 135 · 5 159 · 5 173 · 3	132 4 157 3 185 7
1977 1978 1979 1980	184 · 9 200 · 4 225 · 5 262 · 5	203 · 8 228 · 3 255 · 9	103 · 4 196 · 0 217 · 1 261 · 8	209 7 226 2 247 6 290 1	211-3 227-5 250-5 313-2	182 · 1 201 · 9 226 · 3	171 · 0 187 · 2 205 · 4	207 · 2 243 · 1 288 · 7	206 · 7 236 · 4 276 · 9	192 · 0 213 · 9 262 · 7	207 · 8 239 · 9 290 · 0

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RETAIL PRICES

Selected countries: consumer prices indices 🔘

	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	lrish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD (1)
Annual averages 1971 1972 1973 1974	59·3 63·6 69·4 80·5	65-2 68-9 75-5 86-9	73 6 78 3 84 2 92 2	69 8 73 6 78 7 88 7	72 2 75 7 81 4 90 3	67 9 72 4 79 2 91 3	69·0 73·3 78·7 89·5	78 2 82 5 88 2 94 4	57·7 60·1 69·5 88·2	58 · 4 63 · 5 70 · 7 82 · 7	61·3 64·8 71·8 85·5	61 5 64 3 71 9 89 4	71 · 1 76 · 6 82 · 7 90 · 7	71 76 81 90	61·3 66·3 73·9 85·5	73 78 83 91	73 6 78 5 85 4 93 7	Indic 75·3 77·7 82·5 91·6	es 1975 = 100 70 2 73 5 79 2 89 8
1975 1976 1977 1978 1979	100 0 116 5 135 0 146 2 165 8	100 0 113 5 127 5 137 6 150 1	100 0 107 3 113 2 117 3 121 6	100 0 109 2 116 9 122 1 127 6	100 0 107 5 116 1 126 5 138 1	100-0 109-0 121-1 133-2 146-1	100 0 109 6 119 9 130 8 144 8	100 0 104 5 108 4 111 3 115 9	100 0 113 3 127 1 143 0 170 2	100 0 118 0 134 1 144 3 163 5	100-0 116-8 138-3 155-1 178-0	100 0 109 3 118 1 122 6 127 0	100 0 108 8 115 8 120 5 125 6	100 109 119 129 135	100 0 117 7 146 5 175 4 203 0	100 110 123 135 145	100 0 101 7 103 0 104 1 107 9	100 0 105 8 112 6 121 2 134 9	100 0 108 6 118 3 127 7 140 2
1980	195·6	165-4	129-3	136-1	152.1	164-1	164-5 R	122.3	212 6 R	193·2	215-7	137-2	133-8	150	234 4 R	165	112.2	153-1	158 2
Quarterly averages 1979 Q4	176-2	156-2	123-5	130-2	142.7	153-5	150.9	117.7	183-4	172.5	190-1	130-0	128-2	138	213-8	150	109-4	141-2	146 2
1980 Q1 Q2 Q3 Q4	184-6 195-3 199-4 203-2	159-6 164-0 167-1 170-6	126 5 128 5 130 7 131 6	133-3 134-4 136-8 139-9	145 8 149 9 154 1 158 5	157-3 162-1 166-8 170-0	156·7 161·6 166·8 171·4	119-9 122-1 123-0 124-0	196-2 210-0 213-7 230-3 R	179 0 192 2 197 8 203 9	202-4 210-3 219-2 230-9	132-8 137-1 138-7 140-1	130 2 133 1 135 1 R 136 8	142 146 152 156	223 9 229 7 238 3 245 5 R	159 162 166 173	110 2 111 7 113 0 114 0	146-7 152-0 154-8 158-9	151 6 156 8 160 2 164 1
Monthly 1980 Oct Nov Dec	201-7 203-3 204-5	170.6	131-2 131-3 132-3	138-8 140-2 140-6	156-9 158-8 159-8	168-7 170-4 171-0	170-1 171-3 172-8	123-2 124-0 124-7	222 8 230 4 237 8 R	203 9	226 8 231 5 234 4 R	140-2 140-5 139-6	136-6 R 136-8 137-0	155 156 157	242-9 R 245-2 R 248-5	172 173 173	113-1 114-2 114-6	157-5 158-9 160-3	162 8 164 2 165 3
1981 Jan Feb Mar	205 7 207 6 210 7		134-4 135-2	141-8 143-1	161-8 163-5	172-1 173-9	174·8 176·3	125-7 126-6	243·5 	216.6	238-9 243-2	141-3 141-4	137·9 138·8	162 R 163	253·7 255·1	177 R 180	115·7 116·8	161-6 163-2	167 0 R 168 7
Increases on a ye	ear earlie	r																	Percen
Annual averages 1972 1973 1974	7·1 9·2 16·1	5·8 9·5 15·1	6·3 7·6 9·5	5·4 7·0 12·7	4·8 7·6 10·8	6·6 9·3 15·3	6 2 7 3 13 7	5·5 6·9 7·0	4 3 15 5 26 9	8·7 11·4 17·0	5·7 10·8 19·1	4·5 11·7 24·5	7·8 8·0 9·6	7 · 2 7 · 5 9 · 4	8·3 11·4 15·7	6∙0 6∙7 9∙9	6·7 8·7 9·8	3·3 6·2 11·0	4 7 7 8 13 5
1975 1976 1977 1978 1979	24 2 16 5 15 8 8 3 13 4	15-1 13-5 12-3 7-9 9-1	8·4 7·3 5·5 3·6 3·7	12·8 9·2 7·1 4·5 4·5	10·8 7·5 8·0 9·0 9·1	9·6 9·0 11·1 10·0 9·6	11 8 9 6 9 4 9 1 10 8	6 0 4 5 3 7 2 7 4 1	13 4 13 3 12 1 12 6 19 0	20·9 18·0 13·6 7·6 13·3	17·0 16·8 18·4 12·1 14·8	11.8 9.3 8.1 3.8 3.6	10-2 8-8 6-4 4-1 4-2	11 7 9 0 9 1 8 1 4 8	16·9 17·7 24·5 19·8 15·7	9·8 10·3 11·4 10·0 7·2	6 7 1 7 1 3 1 1 3 6	9·1 5·8 6·5 7·7 11·3	11 3 8 6 8 9 7 9 9 8
1980	18-0	10.2	6-3	6.7	10.1	12.3	13-8 R	5-5	24-9 R	18-2	21.2	8.0	6.5	11-1	15-5 R	13.8	4.0	13.5	12.8
Quarterly averages 1979 Q4	17.3	10.0	4.4	5-1	9.5	11-6	11-5	5-3	23.2	16.0	17.7	4.9	4.6	4.5	15.7	8.7	5-1	12.7	11-2
1980 Q1 Q2 Q3 Q4	19-1 21-5 16-4 15-3	10-5 10-7 10-2 9-2	5·3 6·5 7·0 6·4	6·3 6·4 6·5 7·5	9·4 9·6 10·5 11·1	13·3 13·8 11·5 10·7	13-3 13-6 13-6 13-6	5·5 5·9 5·4 5·4	23 7 25 7 24 5 25 6 R	15-6 20-2 18-8 18-2	20-6 20-9 21-8 21-5	7 · 5 8 · 3 8 · 4 7 · 8	5·8 6·6 7·1 R 6·7	7.6 9.0 11.8 13.0	16-7 15-6 14-9 14-8 R	13-6 13-3 13-7 14-7	4 3 3 9 3 8 4 2	14·3 14·5 12·9 12·5	13 1 13 5 12 6 12 2
Monthly 1980 Oct Nov Dec	15-4 15-3 15-1	9.2	6·7 6·3 6·7	7∙0 7∙6 7∙5	10·9 11·2 11·2	10·7 10·7 10·9	13-5 13-5 13-6	5-1 5-3 5-5	24-2 26-2 26-2 R	18 2	21·1 22·0 21·3	7·8 8·4 7·1	6·6 6·7 6·7	12 9 13 1 13 7	14·4 R 15·1 R 15·0	15·5 14·6 14·1	3·7 4·2 4·4	12·6 12·6 12·4	12-3 12-4 12-1
1981 Jan Feb Mar	13·0 12·5 12·6		7·0 6·7	7·0 7·1	12 0 12 2	10·7 10·7	12·8 12·6	5·8 5·5	25 6 	21.0	19·8 19·9	7·4 6·5	6 9 6 5	15-2 14-2	14·2 13·8	12·5 12·9	5·2 6·0	11.7 11.3	11-5 11-2

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.

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DEFINITIONS

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

DULT STUDENTS

cople aged 18 or over who are registered for temporary emwment during a current vacation, at the end of which they intend continue in full-time education. These people are not included in e unemployed.

ASIC WEEKLY WAGE RATES

finimum entitlements of manual workers under national collece agreements and statutory wages orders. Minimum entitleents in this context means basic wage rates, standard rates, ngether with any general supplement payable under the agree-tent or order.

WIL EMPLOYMENT

mployees in employment plus self-employed people.

ISABLED PEOPLE

nose eligible to register under the Disabled Persons (Employent) Acts 1944, and 1958; that is those who, because of injury, sease or congenital deformity, are substantially handicapped in btaining or keeping employment of a kind which would otherwise suited to their age, experience and qualifications. Registration is luntary. The figures therefore relate to those who are registered d those who, though eligible to register, choose not to do so.

ARNINGS

otal gross remuneration which employees receive from their emovers in the form of money. Income in kind and employers' ntributions to national insurance and pension funds are cluded.

MPLOYED LABOUR FORCE lotal in civil employment plus HM forces.

MPLOYEES IN EMPLOYMENT

vilians in the paid employment of employers (excluding home orkers and private domestic servants).

ILL-TIME WORKERS

ople normally working for more than 30 hours a week except here otherwise stated.

M FORCES

wing members of UK armed Forces and Women's Services, herever stationed, including those on release leave.

DEX OF PRODUCTION INDUSTRIES

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

DUSTRIAL DISPUTES

atistics of stoppages of work due to industrial disputes in the nited Kingdom relate only to disputes connected with terms and nditions of employment. Stoppages involving fewer than 10 orkers or lasting less than one day are excluded, except where the gregate of working days lost exceeded 100.

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

onventions The following standard symbols are used: not available nil or negligible (less than half the final digit shown)

provisional break in series

revised

MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

MANUFACTURING INDUSTRIES SIC Orders III-XIX

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

OPERATIVES

Manual workers in manufacturing industries.

OVERTIME

Work outside regular hours.

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly 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 registered unemployed.

- estimated
- MLH Minimum List Heading of the SIC 1968
- n.e.s. not elsewhere specified
- SIC UK Standard Industrial Classification (1968)
- EC **European** Community

^{lefe 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.
<sup>hough 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
^{gree of precision, and it must be recognised that they may be the subject of sampling and other errors.}</sup>

Regularly published statistics

Employment and working population	Fre- quency	Latest issue	Table number or page	
Working population: GB and UK Quarterly series	М	Apr 81:	1.1	
Employees in employment Industry: GB				
All industries: by MLH ; time series, by order group	Q	Apr 81:	1 • 4	
numbers and indices	M M	Apr 81: Apr 81:	1·2 1·3	
Manufacturing: by MLH Occupation	M	Apr 01.	10	
Administrative, technical and clerical in manufacturing	A	Dec 80:	1.10	
Local authorities manpower	Q	Mar 81: June 80:	1 · 7 636	
Occupations in engineering Region: GB		build build		
Sector: numbers and indices, quarterly	Q	Apr 81:	1.5	
Census of Employment Key results, June 1977	A	Feb 81:	61	
GB regions by industry MLH, June 1977	A	Mar 81:	141	
UK by industry MLH	A M	Mar 81: Apr 81:	141 1·9	
International comparisons Disabled in the public sector	A	Nov 80:	1161	
Exemption orders from restrictions to hours worked: women and young				
persons Labour turnover in manufacturing	MQ	Apr 81: Feb 81:	204 1.6	
Trade union membership Work permits issued	A	Jan 81: July 80:	22 742	
Work permits issued		,		
Output per head				
Output per head: quarterly and	м	Apr 81:	1.8	
annual indices Wages and salaries per unit of output	M	Apr 81:	5.7	
Manufacturing index, time series Quarterly and annual indices	M	Apr 81:	5.7	
Unemployment and vacancies				
Unemployment Summary: UK, GB	м	Apr 81:	2.1	
Are and direction: CB	м	Apr 81:	2·2 2·5	
Age and duration: GB Broad category: GB, UK	M	Apr 81:	2·1 2·2	
Detailed category: GB, UK	Q	Feb 81:	2.6	
Region: summary Age time series quarterly	Q M	Feb 81: Apr 81:	2.6 2.7	
(six-monthly prior to July 1978) estimated rates	Q	Apr 81:	2.15	
Duration: time series, quarterly	М	Apr 81:	2.8	
Region and area Time series summary: by region	м	Apr 81:	2.3	
: assisted areas, counties, local areas	м	Apr 81:	2.4	
Occupation Age and duration: summary	0	Feb 81: Feb 81:	2·12 2·6	
Industry				
Latest figures: GB UK Number unemployed and	Q	Mar 81:	2.10	
percentage rates: GB	М	Apr 81:	2.9	
Occupation: Broad category; time series	м	Apr 81:	2.11	
quarterly Flows GB, time series	м	Apr 81:	2.19	
Adult students: by region Minority group workers: by region	M	Apr 81: Mar 81:	2·13 2·17	
Disabled workers: GB Non-claimants: GB	M	Apr 81: Apr 81:	2·16 2·16	
International comparisons	M	Apr 81:	2.18	
Temporarily stopped: GB	and the		0.14	
Latest figures: by region Vacancies (remaining unfilled)	М	Apr 81:	2.14	
Region Time series: seasonally adjusted	м	Apr 81:	3.1	
: unadjusted	M	Apr 81: Mar 81:	3·2 3·3	
Occupation: by broad sector	M	Apr 81:	3.4	
and unit groups: GB Region summary	Q	Feb 81:	2.12	
Flows: GB, time series Unemployment and vacancy flows:	М	Apr 81:	2.19	
GB Skill shortage indicators	M Q	Apr 81: Apr 81:	2·19 34	
Earnings and hours				
Earnings and hours Average earnings Whole economy (new series) index Main industrial sectors	м	Apr 81:	5.1	

Earnings and hours (cont.)	Fre- quency	Latest issue	Table numb or pag
Production industries and some services (older series) index Manual workers: by occupation in	М	Apr 81:	5
certain manufacturing industries;	м	Apr 81:	-
indices Non-manual workers: production			5
industries New Earnings Survey (April estimates)	A	Mar 81;	11
Latest key results Time series	A M	Oct 80: Apr 81:	10 5
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries	м	Apr 81:	5
October survey (latest) Manufacturing: indices of hours	A M	Feb 80: Apr 81:	1: 1-
Aerospace	A	Aug 80:	8
Agriculture	Six- monthly	Nov 80	2
Chemical industries Coal mining	A A	Oct 80: Mar 81:	10 1
Engineering	А	Oct 80:	10
Shipbuilding	A	Oct 80:	10
Basic wage rates and normal hours of work (manual workers)			
Changes in rates of wages and hours	A	May 80:	5
Changes in rates of wages and hours International comparisons	M M	Apr 81: Apr 81:	5 5
Overtime and short-time: operatives			
in manufacturing	M	Apr 91.	1.1.12
Latest figures Time series	M	Apr 81: Apr 81:	1.
Region: summary	М	Apr 81:	1.
Labour costs	Transition of	Sec. 80	
Survey results Indices: per unit of output	Triennial M	Sep 80: Apr 81:	9 5
Prices and expenditure			
Retail prices General index (RPI)			
Latest figures: detailed indices	М	Apr 81:	6
percentage changes Recent movements and the index	М	Apr 81:	6
excluding seasonal foods	М	Apr 81:	6
Main components: time series and weights	М	Apr 81:	6
Changes on a year earlier: time series	м	Apr 81:	6
Annual summary Revision of weights	A	Mar 81: Mar 81:	1
Revision of weights Pensioner household Indices	-	Widi OT.	
All items excluding housing; quarterly	м	Apr 81:	6
Group indices: annual averages	М	Apr 81:	6
Revision of weights Food prices	A M	Apr 81: Apr 81:	6
London weighting: cost indices Family Expenditure Survey	A	June 80:	6
Quarterly summary	Q	June 80:	6
Annual: preliminary figures : final detailed figures	A A	July 80: Nov 80:	7 11
FES and RPI weights	A M	Mar 81: Apr 81:	1 6
International comparisons		Aprol.	
Industrial disputes			
Stoppages of work			
Summary: latest figures	M	Apr 81: Apr 81:	
: time series Latest year and annual series	A	Aug 80:	8
Industry Monthly			
Broad sector: time series	М	Apr 81:	Serie (
Annual Provisional	А	Jan 81:	
Detailed	A A	Aug 80: Aug 80:	8
Prominent stoppages Main causes of stoppage		Aug ou.	
Cumulative Latest year for main industries	MA	Apr 81: Aug 80:	inesteri
Size of stoppages			t-sight
Stoppages beginning in latest year Aggregate days lost	A A	Aug 80: Aug 80:	1
Number of workers involved	A	Aug 80:	anger 1
Days lost per 1,000 employees in recent years by industry	A	Aug 80:	-
		Feb 80:	

SPECIAL FEATURE

Employee participation: survey evidence from the North West

Martin	Dowling
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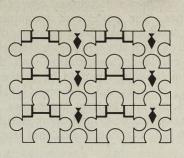
This article summarises some of the main findings from a survey of participation practices and attitudes based on a sample of senior management and full-time trade union representatives in the North West of England undertaken early in 1979.

During the past few years enhanced employee participation in corporate decision-making has been ore prominent in public debate about industrial relations at any time since the emergence of the joint consulta-"movement" in the 1940s and early 1950s¹. The public ate about objectives has ranged from power-sharing wider managerial accountability, which were at the of the Bullock Committee's terms of reference, to the e proximate objectives of improved communications employee commitment to higher efficiency and other ls². Not surprisingly, given this range of perspectives, a tiplicity of contrasting schemes for structuring emee participation has been advocated including emee share ownership and profit sharing, "autonomous" rk groups and more participative styles of work organon, the re-vitalisation of formalised consultative syss, participation agreements and worker directors. Imtant elements in this renewed search for new forms of istrial relations have included deepening concern with tain's relative economic performance, possible EC legision and the Report of the Committee of Industrial mocracy chaired by Lord Bullock.

he North West survey

inst this background, a survey of attitudes of a sample senior management and full-time trade union represenves in the North West of England was undertaken early 1979. This article summarises some of the main fings³. The survey, which covered present arrangements well as attitudes and future intentions, was concerned inly with representative (or "indirect") participaas opposed to "direct" employee involvement nemes such as those exemplified by approaches which cus on job enrichment, autonomous work groups and the e. As the first phase of a longer research project, which subsequently explored in depth the detailed operation effects of diverse approaches to employee participain six private sector companies, the survey was ended to be illustrative rather than exhaustive. It was ited to senior managers and senior trade union officials,

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people who were in influential positions and able to express not only their own approach to the subject but to draw on wide-ranging experience of industrial relations in the region. The survey took the form of semi-structured interviews each lasting between two and three hours and allowed respondents to talk about their approach and the attitudes and policies of their organisations at length. The sample was limited to management representatives of 25 major private sector companies with at least 1,000 employees, all but one of which were in manufacturing, and the regional officers of 14 trade unions.

Twelve of the 14 trade unions organised mainly manual workers, with the other two being white-collar trade unions organising workers from clerical grades to middle managerial levels mainly in the private sector. The membership of 10 of the 12 manual worker trade unions was concentrated in certain broad industrial categories, but the other two unions had large memberships in a variety of both private and public sector undertakings and occupations. In total the regional offices organised about 750,000 workers in the North West, with the largest having a regional membership of 240,000 and the smallest 4,000. With two exceptions the companies were multi-plant organisations and covered a range of industries including chemicals, food and drink, construction, electronics, rubber manufacture and vehicles, but with some concentration of engineering companies (8 of the 25) and of textiles (4 of the 25). Management respondents were typically group or divisional personnel managers/directors, although on occasion they were joined by other directors. A high level of de-centralisation was said to characterise the management organisation of 22 of the 25 companies with a good deal of autonomy allowed to divisions, subsidiaries and their various plants, subject to overall broad financial control. All

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the companies had well-established bargaining arrangements with manual worker trade unions, and all but two of the companies recognised one or more white collar trade unions. The pattern of bargaining varied in terms of emphasis at the different levels, the great majority being party to industry-wide agreements through membership of an employers' association, but these agreements were normally supplemented by further negotiations at company, division and workplace levels. Reflecting on industrial relations in their companies 23 of the management respondents described them as either good or very good, with only two concluding that they were "average".

Consultation and participation: current arrangements

Prior to discussing the subjects with respondents we were of course conscious of the variety of meanings and interpretations which people place on the terms "employee participation" and "industrial democracy". Neither term has a precise and established meaning, and we did not direct the discussions around any strict definitions of these terms. We wanted respondents to talk about the subjects "in their own words", and from their accounts we hoped to gain impressions of *their* conceptions of, and thinking about, this important area of industrial relations.

In this context, reference was commonly made to *consultative* arrangements in operation within companies. In industry, the term "consultation" is far less ambiguous than the term "participation" and has a meaning which is fairly well understood and accepted by the parties concerned. Thus while the two sides may disagree over each other's relative commitment to consultation and argue about its form, content, effectiveness and even desirability there is nevertheless broad agreement about what it actually means, that is, a process which enables the views of employees to be expressed, discussed and taken into account before management makes a final decision on a proposal.

We have, therefore, produced a fourfold classification based largely on the criterion of the extent and sophistication of formal arrangements for consultation. This gives a useful format for discussing participative arrangements within the companies in each category.

Eight companies had no formal arrangements for consultation. Indeed, their managements were not convinced of its value. In two of these eight companies the pattern of participation appeared to resemble the "extended collective bargaining model" of employee participation favoured by some trade unionists. Six companies in this group relied on informal consultative approaches.

Seventeen of the 25 companies had formal procedures for consultation in the shape of internal joint consultative committees meeting regularly to discuss agenda items ranging from the current economic and financial performance of the company to welfare matters. The arrangements within these different companies varied in detail, often reflecting differences in philosophy, history and management style. Eleven of these 17 companies had arrangements which were essentially forms of traditional joint consultation. The other six had developed varying approaches of their own, largely on the basis of senior management commitment to the development of new initiatives in this field.

No formal arrangements for consultation

Extended collective bargaining

In these two companies (incidentally the two in which management representatives regarded industrial relatione as only "average") the unions had secured a very strong influence over decision-making by enlarging the scope of collective bargaining. In one of these companies the unions' direct involvement in decision-making developed via a productivity deal negotiated in the late 1960s. Unde this agreement the unions were effectively granted joint regulation on all matters likely to affect the important output-based bonus element of the wage packet. In return for this wide-ranging involvement in production decisions the unions had accepted increased labour flexibility and sought to maintain a high degree of industrial relations discipline among their members (there were few "restric tive practices" and little industrial action). The conveners and stewards had established open bargaining rights on almost anything which affected output (and thereby the bonus), including management proposals on recruitment changes in product lines, product mix, working methods the use of new materials, arrangements with customers etc.. Thus many traditional management functions had become the subject of negotiation as a result of a vigorous campaign by the union representatives to develop these arrangements leading, in our respondent's view, to the "excessive erosion of managerial authority and control" Managers in this company were increasingly dissatisfied with the situation, despite the good productivity levels and absence of industrial action, and were seeking to reduce the influence of the conveners in decision-making. As our respondent said: "Things have got out of balance and management wants to regain control as of right and have the ultimate veto. We want to return to a more normal state where we have control over decisions for which we-not the unions-are responsible. We'll go all the way on joint consultation and joint negotiation, but will insist that th unions give up their de facto right of veto". In his view th existing state of affairs was not "participation", which he saw as much more concerned with effective consultation -as distinct from a share of decision-making backed by the right of veto.

In the second company which fell into this category of "extended collective bargaining" the managers reported less dissatisfaction with the broadened scope of bargaining for although they felt constrained they did not feel they had lost control. This rather different atmosphere was reflected by the following observation: "The union reps. (here) are involved in all aspects of the business as it is. With all issues open to negotiation they want to ensure that management sticks to agreements that are concluded between the two sides. Within these, management has the right to manage a long as agreements are adhered to. If management starts to act incorrectly then our workers believe they have a right to intervene. In this sense the workers do not want co-determination, but a right of appeal".

Antipathy to formalised consultation

Our second category included six companies which, as matter of positive policy, had rejected the introduction of regular, formalised consultative procedures at both plan and higher levels. Most had occasionally held a formal consultative meeting of management and workerrepresentatives on "the big occasion"—when something occurred which was likely to have wide repercussions, but otherwise the emphasis was on informal exchanges of inormation on a-day-to-day basis. These informal meetings were felt to be more spontaneous, freer-flowing and uninhibited by attempts to segregate communication, consultation and negotiation. One personnel manager regarded the daily contact and full discussion between managers and hop stewards as "real participation", but much clearly tepended on inter-personal relations and in two of the ompanies management respondents felt that the style of ontact could scarcely be regarded as participation in any neaningful sense.

Formal arrangements for consultation

Traditional joint consultation

Eleven companies (two of which were single plant comanies) had formal committee-based arrangements for onsultation of what might be described as the traditional ind, and which had often been in existence for many years. vpically they were limited to manual workers at plant evel, though three companies had additional staff consulative committees and three had interlocking "consultawe" arrangements at divisional or headquarters level but he size of these gatherings tended to emphasise managerial nmunications at the expense of consultation. The works nsultative committees were usually chaired by the works nager, accompanied by three or four personnel and line anagers. Worker representatives (usually shop stewards) rmally exceeded the number of managers. Agendas were ntly prepared in advance of the monthly meetings, and most all precluded discussion of "trade union topics", hat is topics acknowledged to be subject to collective argaining. The agendas normally included company and lant financial information, performance data, the current ate of the business, future plans, manpower policies, genral working conditions, training, some health and safety atters, and employee services.

Managers offered a variety of favourable and unfavourle comments on their experience with this form of contation. In five companies the existing arrangements were garded by managers as useful and quite satisfactory in hieving the aims of consultation-involving workers' presentatives, keeping them informed, getting their ews and so on. Formal consultation was well supported, ad the active support of those involved and produced a asonably high level of discussion. It was summarised by everal managers as "not doing any harm, and must be ing some good". On the other hand, representatives of companies were less satisfied with their schemes, and ferred to constant difficulties in animating the commites. They complained of meetings getting bogged down in vialities, of the low level of the employee representaves' contributions and their failure to address the wider sues and implications of proposals. In some companies ant committees had disappeared because works manasregarded them as a "waste of time", some were largely ninated by lengthy presentations by management on the mpany's economic problems and difficulties, and at the ther extreme they had degenerated into "complaints

committees" devoting much time to canteens, car parking . and similar subjects. Several of the companies had plans to rejuvenate the committees, for example by enlivening the agenda, often in response to prodding from headquarters or divisional personnel staff. Several referred to the problems presented by (financially) successful plant managers who preferred more direct styles of management. Many regarded successful joint consultation as an element of a more open "organisational style", but one which could not thrive in isolation in an otherwise traditional environment. Indeed, not all the managers in companies which retained formal consultative committees were convinced that "participative arrangements" and managerial approaches of the kind mentioned above were either desirable or necessary. In several cases the emphasis was put on "professionalism", and although a joint problem-solving approach to certain "second order" issues was occasionally useful, it was stressed that it was "management's job to manage". These managers tended to emphasise the separation of managerial and employee interests, accepting the presence and role of trade unions within a limited area, and the necessity of formal agreements on distributional issues. These basic conflicts of interest could not be bridged by "woolly" schemes aimed at increasing worker involvement and commitment. Thus: "As a company we see participation as (employees) having an understanding about business and how it should be run . . . by professionals who are educated in the business world". "Trade unions have a part to play in industry but their main role must be to look after their members' interests. They have no place in decisionmaking within organisations".

New managerial initiatives

Finally in looking at existing practice, we turn to our fourth category—six companies in our sample where we found a high level of senior management commitment to the development of new initiatives in the field of consultation/participation, and to the extension of existing arrangements⁴. On the whole these companies tended to be amongst the largest in our sample, with very strong personnel staffs, often including one manager specifically responsible for the development of employee participation policy, although this was not invariably the case.

In one firm, for example, employee participation was directly centred around a recently introduced value-added bonus scheme which had resulted in extensive disclosure of information and which (management argued) offered a sustainable basis for both direct and indirect (wagerelated) employee participation. The new scheme was aimed at continuous "cost consciousness", and sought to demonstrate in a tangible and clear way, that is via the pay packet, the complementarity of managerial and employee interests. The scheme was administered through committees at both factory and departmental levels, and superseded a former consultative committee of the "traditional" type. In two other companies financial crises, both ultimately leading to changes in ownership, had stimulated major extensions in shop steward participation in managerial decision-making and the determination of action plans for production reorganisation and investment. Although in both companies this level of involvement had not been removed, agendas had latterly become more routinised, concerned more with maintenance than with major change.

The sense of involvement in "policy" had therefore receded, and in some plants of one of the companies employee representatives had formally withdrawn from "participation" as its present nature and conduct fell far short of their expectations of "real power sharing". Three other companies had what might fairly be described as long term policies carefully designed and thought through by senior management as conscious and phased responses to changing social values and external pressures. In all three cases the approach was multi-faceted. One company, for example, had rejuvenated its plant level consultative committees, and added higher level tiers. New productivity committees had been established at departmental level, an employee share option scheme introduced, pension fund representation broadened, together with much more active management and shop steward training, briefing groups, suggestion schemes, internal magazines, etc. A second company had planned and carefully monitored a gradualist approach to the extension of consultative mechanisms at departmental, plant, division and company levels, and had recently established joint investment sub-committees and other longer term "problem solving" working parties. All three companies approached the subject with considerable sophistication, and saw the whole process as participation ... along the lines of giving employees information on the company to help them share in the taking, but not the making, of decisions which affect the company and its personnel. In short, it's about helping them to help us make decisions".

In discussing these new initiatives with managers in the six companies we noted many similar comments about the characteristic features of the different schemes, their associated problems, and the reasoning behind them. Our respondents all saw the schemes as in some way coming to terms with the "spirit of the times", and in the context of the post-Bullock situation were thought to be good examples of voluntary and gradual initiatives in the field. In all cases it was emphasised that the developments were linked to the particular needs and circumstances of each organisation. A number of managers emphasised the need for internal strength and cohesion in the face of deepening external problems, and it was hoped to increase the degree of worker identification and commitment to the firm through knowledge of, involvement in, and influence over the affairs of the company. It was considered important to keep workers fully informed about business policy and practice, and to seek their views and comments on a regular basis.

Moreover, by providing a forum for discussion it was hoped to increase the degree of contact and co-operation between managers and worker representatives, and thereby reduce the possibility of overt conflict. It is also important to note that all the various schemes were management initiated, although the details had often subsequently been discussed with the trade unions. Underlying all the schemes the ultimate responsibility for decisionmaking remained with management.

It is difficult, in analysing the pattern of existing arrangements, to explain the distribution of the differing approaches and types of provision both within and between different industries, sizes of company and so on. Certainly it is difficult to isolate any single factor explanation, and probably misleading to do so. While it is probably true to say that common social, economic and political pressures have influenced similar developments in this field in a number of companies it often appeared, as with other aspects of their industrial relations, that the specific arrangements, intentions and thinking on the subject of consultation/participation were more closely related to each organisation's own unique history, experiences, culture and personalities. As we have shown, virtually all the arrangements (other than the extended collective bargaining cases) were managerially initiated rather than being managerial responses to trade union pressure.

Some of the arrangements, particularly the traditional joint consultation committees, seemed explicable more in terms of organisational inertia, reflecting the approach of earlier generations of managers, rather than high commitment by present managers. Managers justified these forums more as "not doing any harm" than by more positive expectations of their impact. In contrast, some of the newer initiatives-particularly in the largest companies -carried higher, more calculative, and often more grandly articulated managerial expectations of improved co-operation between managers and managed. It may be over simple to suggest that perhaps the most significant variable was the ideology of senior managers and directors, particularly the view which senior managers took of the employment relationship, and the organisational practices through which they felt that view might be both reflected and reinforced. As we shall see, not all managers viewed the realities of organisational life in primarily harmonistic terms, and a significant number favoured a clear separation of roles between managers and workers (based essentially on proficiency) and were more inclined to acknowledge differences of interest.

Managerial attitudes towards participation

Managers' objectives in introducing, and subsequently evaluating participation and consultation procedures are not always precise, and are seldom capable of quantified measurement. The schemes which came closest to this were those where "participation is linked to the pay packet", as in value-added bonus schemes, but even here management had additional broad, indirect objectives. A common thread running through the wide variety of "participative practices", from the most informal to the most formal and sophisticated, was the view that the arrangements represented an opportunity for management to develop channels of communication outside and apart from the collective bargaining arena with its conflicts of interests, grievances and disputes. In this way managers hoped to create a "better climate of industrial relations", to generate a closer "identity of interests" between themselves and their employees. This in turn, it was held, would have a beneficial influence on morale, motivation and work performance, and yield greater flexibility in the acceptance of change.

If this was the most frequently stated rationale for developing better systems of communication and various forms of formalised consultation, not all managers felt that it was worth the effort or—particularly—the time which was involved. Few objected to increasing the awareness amongst employees of "the economic facts of life", but many felt this was more effectively achieved by direct communication to *all* employees, rather than through representatives. Whilst allowing discussion on these primary issues might condition subsequent approaches by such representatives in negotiating activities, many managers felt that direct release of economic information to the entire labour force would more effectively influence employee expectations which formed an important element of representatives' bargaining goals.

In many companies, especially those where senior mangement had taken new initiatives to enhance employee participation, it appeared that a major problem was that of winning over certain sections of middle management to the new approach. Line managers often felt the new arrangements were "a waste of time", were suspicious that their standing and authority would be reduced, and argued that the procedures were too time-consuming. Several objected that their time should be devoted to more pressing business matters, and felt that the schemes could conflict with the pursuit of profitability and efficiency. Nor, it was said, were the schemes invariably welcomed by shop stewards. Many were suspicious about the managerial motives behind the introduction of schemes for "greater involvement". Some shop stewards objected to the "mere reporting back" nature of their involvement. Others were said to see the arrangements as possibly undermining their negotiating power. Others objected because they might become involved in "doing management's job"—the obverse of the view about managerial rights and functions expressed earlier by some managers. Opposition was not confined solely to union representatives; to quote one divisional personnel nanager:

"Workers in some plants have refused to have anything to do with the system. They say the company is getting them to do management's job, and refer to it as 'the joint con'."

We found no such ambivalence or division amongst managers in their attitudes towards prescriptions for industrial democracy which were explicitly aimed at modifying the authority structures of organisations. These, for example the Bullock (Majority) Report and the 1978 White Paper, were seen as counter-productive assaults on managerial interests and power, and sharply different from managerially initiated schemes designed to ease the achievement of corporate goals within (or without significantly changing) established organisational structures. Though all the managers opposed the introduction of worker directors over half those interviewed believed that a greater involvement of employees in the day-to-day operation of their workshops, departments, plants etc, would improve industrial relations, raise morale, reduce resistance to change, and lead to improvements in efficiency, quality and output through greater commitment and idenification by workers.

These managers were in favour of greater participation in relation to the restricted area with which shop floor workers were familiar, and of developing consultative/participative arrangements "from the bottom up". In time, as experience and expertise grew, it should be possible to extend voluntary developments up to more senior management levels. The Bullock Report was rejected as being "too much, too soon". Its terms of reference were "loaded", it neglected lower-level participation and was "misguided" in thinking that one largely inappropriate

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system of participation could be applied to all situations. As it was "impossible to force people to participate" (a sentiment often put to us) uniform patterns introduced by legislation were inappropriate. Tailor-made arrangements at various organisational levels would be more likely, in their view, to produce a greater sense of involvement among workers than would an inflexible system which gave workers a few remote representatives at board level. To quote one personnel director:

"Our company has wide experience of participation systems in a number of European countries. That experience has shown that, to be effective, participation must be an evolutionary process built up step by step through consultation and agreement between all concerned".

About a third of the managers interviewed, that is those representing companies which were dissatisfied with existing arrangements and those in which formal consultation did not exist, were very pessimistic about the prospect of employee participation schemes, almost of any character, "producing the goods", that is greater efficiency, less opposition and so on; even, or perhaps particularly, such radical proposals as the Bullock Report. They felt that "industrial democracy" could not paper over the fundamental division between the two sides and, given this, it would be wrong to blur the traditional responsibilities of management and workers by turning the process of management into a series of joint committee meetings which would politicise the decisionmaking process. The employee representatives, particularly if appointed through trade union channels, would perceive each meeting as a bargaining opportunity. Managerial action would be delayed, and decision-making would be slowed down and replaced by perpetual compromise.

Thus workers were felt to have no place in strategic and major operational decision-making, and it was argued that most workers held similar views and did not want responsibility for decision-making. Companies were primarily economic organisations, and the interests of all concerned, including shareholders and employees, were best served by economic success rather than arguments about the distribution of decision-making power or debilitating haggles. Economic success depended on rapid and uncompromised response to market opportunities. Thus, while consultation might occasionally be helpful, employee representative participation in decision-making could not improve the running of industry, and was essentially an intrusion into the role of management. Several managers taking this view felt that unions were essentially unwilling, or would prove unable, to limit their independence and freedom to oppose managerial decisions.

All the managers anticipated that if worker directors were to appear they would face impossible dilemmas. For example, they could not foresee worker directors helping to make decisions which would have detrimental consequences for workers. If they went along with such decisions they would be seen as having "sold out"; if on the other hand they adopted a sectional bargaining stance they would in practice, be by-passed. Others felt that there would be great difficulties over the training and isolation of worker directors, and over representation procedures in multiunion and multi-plant/division situations. At a different level managers felt that the "instant" elevation of worker directors over career managers with ambitions to achieve a seat on the board would cause great bitterness. Managers in eight companies said that Bullock and the White Paper had to be rejected because of their bias towards trade unions and the extension of their power. "The Committee's terms of reference, its make-up, and the selective way it looked at the evidence condemned it straight away" (Personnel Director). They also believed that the unions already held an advantageous position under the law, and the Bullock proposals would make their position even more powerful. To quote one director, ". . . it is monstrous that they should be given board representation as well".

Attitudes of trade union officials

Officials of 13 of the 14 trade unions in our sample reported no rank and file pressure at the time for action on the Bullock Report or the 1978 White Paper, although six mentioned that there was *some* demand from members for more involvement in and more information about company plans and policies. This, however, was not high in members' priorities, which were dominated by the recession, job insecurity and wage negotiations. Rationalisations, what one official described as "the decimation of manufacturing in the North West", together with the strengthening and extension of trade union organisation at workplace level, were the major priorities of the officials. These took unquestioned precedence over what were seen as longer term possibilities in relation to industrial democracy and participation.

In looking towards new developments, however, the union officials had a clear view of their aims and, ideally, of the best mechanism for their achievement-that of extended collective bargaining. Significantly, although officials from only three unions supported a framework for industrial democracy along Bullock-Majority lines, they did so on the basis that this would not conflict with, and indeed might encourage, the extension of collective bargaining. The overwhelming majority of officials opposed the Bullock approach, seeing it as a potential threat to effective workplace organisation, undermining the oppositional role of trade unions, likely to "incorporate" worker directors into the managerial ethos, and then generally out-manoeuvring them. For various reasons worker directors would be unable to carry out their duties adequately, and would find themselves isolated both inside and outside the boardroom. Many felt that worker directors would precipitate serious splits in the unity of the trade union movement, and would be used by management as a means of challenging official union organisation. Solidarity would be threatened, and this could lead eventually to the erosion of the movement's independence and hence its power. Union negotiators would find their room for bargaining severely curtailed when discussing plans that had been approved by worker directors. This would make for "soft trade unionism", tied to each company.

Few officials had been involved at the time in discussions with companies about either the Bullock Report or the subsequent White Paper. Indeed our interviews with managers confirmed that in most companies little direct action had been taken by companies, apart from some calls for "audits" of present participation practices by some boards of directors, and some further stimulus or acceleration of "participation plans" already being introduced.

Several officials knew of various attempts to rejuvenate,

or introduce new, consultative procedures, to increase information disclosure and dissemination, and of experiments with new forms of efficiency schemes which provided for greater worker "involvement". We found little enthusiasm among officials for either "traditional" or "rejuvenated" joint consultative procedures. Most dismissed these arrangements as ineffectual, although a minority—whilst critical of joint consultation—said it could be useful in certain circumstances. Thus officials of ten unions described joint consultation as "concerned with trivia", or "an excuse for time off work", or "too much under management control", or "just concerned with getting union acquiescence for management plans". They felt it had "no real effect", had a "bad name" and "lacked teeth". The following comments are illustrative:

"I'm sceptical of the (name of company) consultative scheme. The committees talk a lot but seem to have little effect. Management sees them as safety valves. They deflect worker ambitions and do not alter main board decisions or impinge upon the board's authority".

"At (name of company) there is participation (that is a system of joint consultation) within limits strictly controlled by the firm, and it just tells the workers what it wants them to know".

"Firms say joint consultation is not designed to solve issues but to provoke a dialogue. But this is not worth anything in itself. It is better to do something definite and settle the issues by negotiation".

However other officials felt that in certain instances joint consultation could "be a useful toehold" regarding information, and that "... some consultative committees have done good work". A similar range of comments was made about other management initiated schemes of employee participation, such as those referred to earlier under the heading "New Managerial Inititatives". Officials of nine unions expressed doubts about their potential usefulness, and were critical of the motivation which they felt lay behind them-which they suspected as including that o reducing union loyalties. One official commented, "I do not want to be a party to any gimmicky management proposals of this sort . . . what really matters is the basis upon which decisions are made". Officials from the other five unions were more favourably inclined towards management initiated schemes of this type subject to certain conditions, for example, if they were allowed full trade union representation, provided useful information, assisted col lective bargaining or its aims, and involved workers more in, say, the running of their departments. Officials in three unions had been involved in negotiations over the recent introduction of factory-based incentive schemes and saw some potential in this approach. One commented "... People should be involved in the detailed discussion about how they should do their work . . . and such schemes are important in that they can help break down the managerial 'right to manage' attitude"

In general discussion about the role of trade unions in relation to the management of the enterprise most officials said they had no direct part to play. Within present society the conventional institution of collective bargaining represented the most effective way of protecting their members' interests. Thus a strong shopfloor organisation led by articulate and well-trained shop stewards, backed by equally well-trained but essentially advisory full-time officials, could make important inroads into areas of unilateral managerial control. In this way the scope of collective hargaining could be broadened.

The trade unionists in our survey were more at ease in sing the term industrial democracy than the managers, who preferred the phrase employee participation or emlovee involvement. This appeared to be much more than a abit of speech, and in many ways was indicative of the dismilarity of their respective objectives. For most managers, s we have seen, employee participation and consultation was regarded as a method of assisting the achievement of company goals, usually related to economic perormance, and as a lubricant in the exercise of hierarchical nanagement authority. For the trade union officials the ncept of power was the underlying issue. No form of mployee participation or consultation was "real" or eaningful if it did not, either at the outset and by intenon, or as the product of experience, modify managerial thority. There might be some spin-offs from various hemes of participation or consultation, but these were elatively marginal to what they tended to see as the central sue. They were certainly not opposed to improved conomic performance, and indeed wanted to foster it, but hey tended to measure the validity of varying approaches to the subject by their effect on the de facto capacity of their members to share more fully in the decision-making proess. Thus collective bargaining was power-based, involved int regulation, and led to explicit gains, usually confirmed n agreements and subsequently complied with by manements. The creation of new procedural mechanisms, ccess to information and other developments were more olid, more permanent and much preferred as rights rather han the connotations of privilege which was how they hought managers perceived other involvements by workers. Trade union rights might be secured by sound organisation and "industrial muscle", or by legislation. Involvement offered by management, in the form of management nitiated schemes, was more flimsy, tended to be peripheral, and to be by-passed or ignored "when the chips are down"

Although all the trade union officials favoured the extension of collective bargaining not all had a clear view of which precise areas were most pressing. Some said that the areas should be defined by shopfloor organisation, and therefore would differ from company to company. Others mentioned takeovers, mergers, closures, new investment plans and manpower policies—in other words issues which directly affect trade union members and which presently are usually beyond effective collective bargaining. Interestingly, very few mentioned product policy, financial matters, pricing and marketing etc., where employee interests are perhaps less immediately or directly involved.

Conclusions

The survey interviews offer a number of insights into some contemporary patterns of employee participation, and the attitudes revealed offer some indications of possible future developments. First there was widespread opposition, among both managers and trade union officials, towards any legislation which would create a system of industrial democracy based upon workers (trade union

representatives) sitting on company boards. Paradoxically, managers perceived this proposal as likely to lead to an unacceptable increase in union power over company affairs, whilst most of the trade union officials were opposed to worker directors precisely because they perceived this innovation leading to an unacceptable decrease in union power and influence. Most were relieved that the prospect of such legislation had disappeared. On the other hand, most of the managers and trade union officials interviewed favoured greater worker participation or involvement in company affairs, but they differed in their views on how this could best be achieved. Managers tended to favour forms of "participation" which emphasised communication and consultation, whereas the trade union officials favoured extensions to the range of issues subject to collective bargaining or joint regulation. What managers meant by participation, and what they practised in its name varied widely from company to company. In talking about the subject they regularly used words and phrases such as "consultation", "communication", "involvement", "identification with the company", "commitment" and "open styles of management"; they certainly preferred to talk about "participation" rather than "democracy", and were equally clear that it did not mean workers' representatives determining the nature of decisions, or having a right of veto over them. Whatever phraseology was used they were firmly committed to the idea that managers made the decisions. Management in quite a high proportion of companies favoured further initiatives in "employee participation", as they defined it. A number had already taken initiatives which they regarded as substantial, often as part of a wider and continuing programme. Moreover, the degree of hostility shown to these developments by our sample of fulltime officials was much less marked than it was towards the concept of worker directors. Whilst the patterns of joint control found in one company seemed to offer an illustration of their preferred arrangement, union officials were not actively opposed to other developments which came

Notes

See, for example, Clegg and Chester 1954.

2. The varying interpretations and connotations of the different terms, and the pressures stimulating current interest in the subject, are reviewed more fully in the introductory article in this series, Brannen 1981.

Some of the material for this article is taken from a report to the Department of Employment under the title Developments in employee participation in Manchester and the North West—interim report on the first stage of the research project, by M. J. Dowling, J. F. B. Goodman and D. A. Gotting. More detailed information will be found in a forthcoming Department of Employment Research Paper.

4. Developments of this kind are considered more fully in Hawes and Brookes, 1980.

5. The survey on which this article is based formed the first stage of the research project. This has been followed by detailed case studies of six companies in the private sector to examine varying practical approaches to the subject of enhanced employee participation in corporate decision-making. This work, which is being supported by the Social Science Research Council, is now in its final stages and it is hoped to publish a summary in *Employment Gazette* later this year. closer to managerial views of what was required. They simply had lower expectations of them. Some officials were somewhat cynical about consultative bodies in general, in the sense that they did not approach the "right problem", but they were less quick to criticise particular schemes. They did not regard the re-vitalisation of consultative bodies, or the introduction of problem-solving working parties as central to the achievement of trade union objectives, or indeed to the solution of Britain's industrial problems, but several officials conceded that they could help in a peripheral way. Our survey therefore suggests that it is in this area, and in this limited sense, that future voluntary developments in indirect participation can be expected.5

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The market for highly-qualified manpower (cont from p. 181)

(7) Candidates for the Open University and the University College at Buckingham do not apply through UCCA and are not covered. Neither are number of candidates admitted directly to the Universities of Aberdeen, Glasgow and Strathclyde.

(8) Unpublished paper of the Standing Conference on University Entrance.

(9) However a smaller percentage of women than men are excluded from the "real field" of candidates so calculations involving the "real field" show a reduced advantage for women. A broad definition of the "real field" is "those desiring to go to university and at least minimally qualified to do so, no candidate to be counted in the statistics of more than one year"-see UCCA Statistical Supplement to 17th Report, 1978-79.

(10) 5 for an A, 4 for a B etc with the best three subjects counted. (11) "Going into industry-trends in graduate employment", Employment Gazette, January 1979.

(12) Including "validation" and most Bachelor of Education degrees. The term "validation degree" refers to course (other than those of the CNAA) offered by institutions which are not themselves degree awarding bodies and whose degrees are accordingly validated by universities that are so empowered.

(13) The modular nature of Open University degrees allows those who achieve the BA first degree to progress to honours status if they so wish: any students so doing are entered to the

relevant years total of ordinary graduates and again in the subsequent honours total.

(14) "Graduate supply and demand in 1980" by Neil Scott, Employment Gazette, February 1980; Graduate Supply and deman in 1981 by Neil Scott, Employment Gazette, February 1981.

(15) First destinations of University Graduates 1978-79. The majority of those awarded B.Ed or "validation" degrees are not included (see note 11).

(16) First destinations of polytechnic students qualifying i 1979

(17) "Unemployment", in these figures may include some ele ment of choice-ie the taking of long vacations after graduating. It is also known that employers of "professionals" such as accoun tants and engineers tend to make early job offers.

(18) First destinations of University Graduates 1978-79. The majority of those awarded B.Ed or "validation" degrees are not included (see note 11).

(19) "Flow of new graduates into employment" by Peter Williamson, Employment Gazette, February 1981.

(20) "Moving around in the room at the top" by Peter Williamson, Employment Gazette, December 1979; "On the way up" by Peter Williamson and Lyndsey Whitehead, Employment Gazette, May 1980; "Getting better all the time" by Peter Williamson and Lyndsey Whitehead, Employment Gazette, June 1980.

SPECIAL FEATURE

Underlying movements in the average earnings index

This feature discusses the problems encountered in adjusting the monthly earnings index to exclude purely temporary fluctuations, and brings together some estimates of recent underlying movements.

Temporary fluctuations in the monthly earnings index because of back pay, strikes and delays in settlement dates often make it difficult to assess the trend. or "underlying" movement, in the index. This article describes how broad estimates can be made of the effects of these influences, leading to a smoother run of figures and clearer discernment of the trend.

The temporary fluctuations obscure both the month to nonth sequence in the index and also the 12-month hanges which hitherto have been the main comparison used in judging trends. These comparisons were particuarly necessary in the period before seasonally adjusted series became available, which in the case of the series for the whole economy lasted until July 1980. The probem about such percentages is that they reflect changes in earnings which took place up to a year ago, and therefore ormally cover part of the previous pay round when rates of increase may have been very different from those curently taking place. These long period comparisons react nly slowly to changes in the current rate of growth in arnings and can be misinterpreted as a guide to current novements. A better guide to these movements can be obtained from an assessment of shorter-term trends, over a run of months, in the seasonally adjusted series, provided hat the obscuring effects of temporary fluctuations can be roadly allowed for.

The Department has been preparing estimates of the effects of monthly fluctuations so as to produce figures which give a better guide to what might be called the underlying" position. Since the beginning of 1980 it has been the regular practice to release estimates of the undering change over the latest 12 months, especially in the

Table 1 The components of changes in average earnings

Temporary factors which are allowed	Longer-term factors which are reflected		
for in estimating the underlying rate	in changes in the underlying rate of		
of increase	increase		
 A1* Regular seasonal variations arising from rucurring changes in the pattern of work A2* Regular seasonal variations arising from the usual phasing of the annual crycle of pay settlements A3 Unusually large arrears or advances of pay which are included in pay packets during the period in question but accrued in respect of other periods A4 Temporary changes in average earnings resulting from industrial disputes A5 Known departures from the regular seasonal pattern of pay and settlements reflected in A1 and A2 above 	 B1 New pay settlements, including comparability awards and other staged payments, restructuring of payments systems and changes in London Weighting and other supplements B2 Variations in average hours worked (including basic hours, overtime and hours lost through short-time) and in output per head (to the extent that this affects average earnings through incentive payments), except where these are identifiably the result of industrial disputes and therefore discounted under A4 B3 "Pay drift" arising from changes in the composition and structure of employment 		

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These are summarised in table 1. They represent the main temporary influences which in the past have been found to disturb the index and for which estimated adjustments have been prepared. The factors in the left-hand column are allowed for as far as possible in estimating the underlying rate and therefore should not lead to changes in it. The right-hand column shows the factors which remain as components of the underlying change. Some of the latter could also be excluded for certain purposes from a "trend" series. For example, changes in hours worked will tend to reflect the economic cycle, and an attempt could be made to calculate the trend in average hourly earnings (rather than average weekly earnings which the existing index measures) which would be less affected by changes in hours worked. However, short-term information on hours worked is incomplete, and at present it is considered that only the underlying trend in average weekly earnings can be measured reasonably accurately and consistently.

commentary on trends in labour statistics which is published each month in Employment Gazette. More recently the underlying series has been used to calculate the average rate of change over the latest three months, and these too are now published regularly in broad terms.

The underlying change is the change adjusted to exclude temporary influences, and the Department has reported the nature and approximate size of the main temporary influences as and when they have become significant. The purpose of this article is to set out the basis of the adjustments for temporary influences in detail, bringing together the estimates which have been made, and commenting on the significance and usefulness of these estimates.

Factors allowed for

Nevertheless, it is possible to make a broad judgment about the effect of overtime and short-time working on average weekly earnings, and to draw attention to other factors which fall on the borderline between temporary and long-term factors (for example staged comparability payments to public sector employees during the 1979-80 pay round). Such factors may be referred to in the commentary on the monthly figures in the "Labour Market Data" section of Employment Gazette.

Past adjustments

The idea of identifying temporary factors affecting average earnings is not a new one. Since the older series of the average earnings index was first seasonally adjusted in 1967 it has been the practice to examine each year's indices for erratic features, and to make appropriate allowances

for these in estimating seasonal patterns. This was done to minimise the risk that seasonal factors would reflect purely transitory influences. However, until the last year or so the adjustments were not used for any other purpose, as they were fairly infrequent and generally small. Until 1976 the index excluded most of the service sector, in which temporary factors have tended to be relatively large, and after the introduction of the whole economy index in 1976 it took several years to establish the normal pattern of seasonal variations against which the adjustments have to be set, especially as during this period some of the underlying patterns were affected by the operation of successive incomes policies. Only in 1980 did it become possible to seasonally adjust the whole economy index. A note in the October 1980 issue of Employment Gazette (page 1132) both described the effect of regular seasonal movements and listed some of the temporary factors which had had to be allowed for in recent months. That note mentioned that efforts were being made to improve and refine such adjustments, and the present article is the outcome of that work.

As regular seasonal effects have already been dealt with in the note referred to above, the following paragraphs concentrate on the other factors which are involved in the calculation of the underlying rate.

Arrears and advances of pay

The basic information required from the sample of employers, used for the monthly earnings inquiry (the same employers every month), is the total amount of wages and salaries paid to employees in the latest pay period and the number of people paid, each shown separately for weeklyand monthly-paid employees. Employers are asked to exclude holiday pay paid in advance to weekly-paid employees (or, where this is not possible, to give an approximate estimate which is then deducted by the Department), but the figures will include amounts which were earned (ie accrued) in earlier periods although paid in the current period. The main examples of the latter are periodical bonuses and arrears resulting from back-dated pay settlements.

Some periodical payments (those payments not made in every pay period) recur with reasonable regularity every year. For example, Christmas and end-year bonuses are common in the private sector each November and December. In the public sector it is unusual for any of the major pay settlements due in April to be reflected in the earnings index for that month, so a small amount of backdating is the norm. Such features will be automatically allowed for in the composite seasonal adjustments, and to make a separate allowance would in effect mean deducting them twice over. However, where a settlement is delayed beyond its usual timing the back-pay involved becomes much more substantial, and will inflate the earnings in a month which is not normally affected. In these circumstances it is appropriate to make a special adjustment.

Similar considerations apply where unusual amounts of periodical bonus are disbursed, particularly in the case of weekly-paid workers for whom a bonus which has been accrued over several months may all be included in a single week's pay packet.

In practice it appears that, at the whole economy level, arrears of pay are only a significant factor where large

groups of employees have settlements back-dated or bonuses accrued over a considerable period, and these conditions apply mainly in the public sector. The first step in making an adjustment is to identify the groups of employees concerned. For the public sector these will often be readily apparent as the major settlements are public know. ledge. In any case, employers are asked to mention on their returns if back-pay and special bonuses have had a significant effect on the change over the latest month. This will be supplemented by inquiries to respondents on the period over which back-pay has accrued, etc. An estimate is then made of the underlying earnings level for the group in question, extrapolated from the latest normal month in the light of all the available information, and the remainder is deemed to be a temporary effect. Though this method has proved adequate for the main cases of arrears it is no readily applicable in all cases, and it has therefore been decided to arrange for significant amounts of back-pay to be separately reported in returns as from mid-1981.

Timing of pay settlements

This second type of adjustment is a natural corollary of the first. If unusual back-pay stemming from late settlements is regarded as "inflating" the index for the current month, the indices for earlier months will have been correspondingly "depressed" by the absence of an increase payable in that period. In other words, if it is reasonable to adjust the index downwards for amounts which are paid in one period but earned in earlier periods, it is equally reasonable to adjust the index upwards for amounts which are earned in one period but not paid until a later period. This sometimes involves estimating what will be the effect of a settlement on earnings in advance of its being paid. Making such estimates is not as difficult as might at first appear. It does not need to be done until shortly before the index concerned is published, $1\frac{1}{2}$ months after the end of the reference period, which itself will normally be a month or so after the time when the settlement is normally reached. Given these delays the actual size of the settlement is normally known by the time the estimate needs to be made, or at least negotiations will be sufficiently far advanced for a reasonable estimate to be made of the final outcome.

For example, the annual increase for local authority non-manual staff, due in July, is normally paid by the endot the third quarter, but in 1980 negotiations were unusually protracted and the dispute was eventually referred to arbitration. By September no settlement had been reached so a timing adjustment became necessary, but by the time the September index was published in mid-November it was known that the increase (first stage) would be 13 per cent. Local authority non-manuals account for about three per cent of whole economy earnings, so the index would have been about 0.4 per cent ($\frac{3}{4}$ index points) higher if they has received their increase at the normal time. As payment wa not actually made until (in most cases) December 1980, this adjustment was applied to the indices for September, October and November.

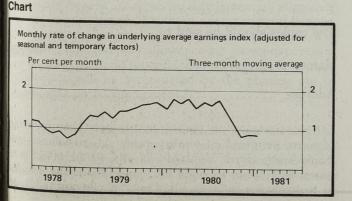
In principle, the cumulative timing adjustment resulting from the lateness of any one settlement should balance with the back-pay which eventually results, so the effect is to even out the sequence of monthly movements and transfer the main change to the month when it would normally take

place, without affecting the overall average level. However, this is not always the case in practice, particularly for weekly-paid employees. The statistics collected on them relate only to one pay week in each month, and if payment of arrears is not proportionately distributed between this and other weeks then the amount identified is over- or under-estimated. Figures on the monthly-paid relate to whole months, so arrears should be picked up in full, but navment of increases and arrears from any one settlement often spread over several months so the comparison hetween "actual" (that is most common) and "usual" (the past average) months of payment is an oversimplification. In view of these difficulties the adjustments cannot realistically be expected to balance out exactly.

It is recognised that timing adjustments are neither comprehensive nor precise. Information on the scale and timing f new pay settlements is incomplete. All that can be attempted with confidence is the identification of those najor settlements whose timing is clearly out of line with he past, and of any strong general tendency for settlements obe reached unusually early or late. As with back-pay, the ning adjustments tend to have relatively large effects on ublic sector industries.

Industrial disputes

The index aims to measure the average earnings of all mployees in employment, including those whose earnings are reduced or eliminated by industrial disputes in any period. The effect of disputes can be detected from time to me in the indices for particular industries, especially those ominated by large establishments where the numbers of vorkers affected at any one time can be considerable (for xample vehicle manufacture). However, such effects only ecome significant in the whole economy index when there s a national dispute affecting a substantial sector of emloyment. Recent examples have been the road haulage nd public services disputes in January 1979, the national ngineering dispute in August and September 1979, and he steel strike in the first quarter of 1980. The effects can e estimated either using the returns from employers omparing with the latest normal period) or by means of e official estimates of working time lost through disputes. or example, it was estimated that the steel strike reduced e number of working days in metal manufacture by $2\frac{1}{2}$ to million days each month which, bearing in mind the elative earnings of the employees concerned, will have duced whole economy average earnings by about $\frac{3}{4}$ per



cent (equivalent to $1\frac{1}{4}$ index points at that time). Unlike an adjustment for late settlements, one for industrial disputes is not normally offset by a later adjustment, except to the limited extent that the return to work may be followed by temporarily high overtime and incentive payments as firms attempt to recoup some of the lost production. In general, the effect of allowing for disputes is simply to smooth over some of the troughs in the index series.

Some qualifications

ings is to give the best guidance possible on the effect of temporary obscuring factors in average earnings, even though it cannot be precise. It must be stressed that the underlying figures are different in kind from the "actual" one in that, whereas the latter is solely the result of the processing of quantitative information from employers, the former includes a significant element of judgment. That judgment is based on informed estimates, drawing on a wide range of relevant information, but the selection of factors to be considered and the assessment of their significance necessarily introduce an element of subjectivity. The underlying index may therefore be thought inappropriate for some uses. The use of the term "underlying" should not be taken to imply that the adjusted rate of change represents a secular trend which can be expected to continue over a long period. Experience shows that the underlying rate can change quite abruptly, and by a large amount. It can be misleading, for example, to "gross up" a monthly rate of change to produce an estimate of the likely movement over a whole year. The importance of the underlying rate is that it is likely to move much more steadily than the unadjusted one. It might therefore be used to assess whether or not recent changes are consistent with any given forecast for the longer term.

The purpose of the index of "underlying" average earn-

The underlying earnings index is not a more appropriate or useful index than the unadjusted one in all circumstances. As already noted, the adjustments are primarily intended to assist in the analysis of short-term trends, and for other purposes the "actual" index may well be more appropriate. For example, it is actual earnings which determine short-term movements in personal income and hence consumers' expenditure.

Combined effects

The sorts of factor discussed above have all been mentioned and quantified from time to time in Employment Gazette and elsewhere, but hitherto the effects in successive months have not been brought together into a consistent format so they can be seen as a time series as in table 2. The figures are expressed with fractions rather than decimals, to emphasise that they are intrinsically less precise than the "actual" indices and to discourage users from treating them in a purely mechanistic way without regard to the nature of the series.

The accompanying chart shows the figures in the penultimate column-monthly rates of increase averaged over three months at a time-back to the middle of 1978. It can be seen that the rate increased sharply during the winter of 1978–79 from about $\frac{3}{4}$ per cent to $1\frac{1}{2}$, rose more slowly for the remainder of 1979 to reach $1\frac{3}{4}$ per cent, and then

The second second states and second	Unadjusted			Seasonally Further adjustments (index points)			Underlying	Underlying change (%)	
	index*	adjustment†	adjusted index*	Arrears‡	Disputes**	Timing§	index††	Average monthly over latest three months	Over pre- vious twelve months
1979 Jul Aug Sep Oct Nov Dec	155 · 6 153 · 3 153 · 6 158 · 1 162 · 1 165 · 1	$ \begin{array}{c} -1 \cdot 8 \\ +0 \cdot 8 \\ +0 \cdot 3 \\ +0 \cdot 6 \\ -0 \cdot 6 \end{array} $	153 · 8 154 · 1 153 · 9 158 · 7 162 · 1 164 · 5	$ \begin{array}{c} -23\\ -2\\ -2\\ -1\\ -1\\ -3\\ \end{array} $	+1½ +2¼ —		151 153 156 158 161 163	- 12 12 12 12 12 12 12 12 12 12	15 16 16 17 18 19
1980 Jan Feb Mar Apr Jun Jul Aug Sep Oct Nov Dec	$\begin{array}{c} 163 \cdot 0 \\ 167 \cdot 3 \\ 175 \cdot 0 \\ 175 \cdot 1 \\ 183 \cdot 7 \\ 185 \cdot 1 \\ 186 \cdot 5 \\ 193 \cdot 6 \\ 189 \cdot 9 \\ 192 \cdot 6 \\ 197 \cdot 3 \end{array}$	$\begin{array}{c} +1\cdot 2\\ +1\cdot 7\\ +0\cdot 1\\ +0\cdot 3\\ -1\cdot 1\\ -1\cdot 4\\ -2\cdot 3\\ +1\cdot 1\\ +0\cdot 5\\ +0\cdot 7\\ \hline \\ -0\cdot 7\end{array}$	$\begin{array}{c} 164 \cdot 2 \\ 169 \cdot 0 \\ 172 \cdot 9 \\ 175 \cdot 3 \\ 177 \cdot 0 \\ 182 \cdot 3 \\ 182 \cdot 8 \\ 187 \cdot 6 \\ 194 \cdot 1 \\ 190 \cdot 6 \\ 192 \cdot 6 \\ 196 \cdot 5 \end{array}$	$ \begin{array}{c} -\frac{1}{4} \\ -2 \\ -\frac{3}{4} \\ -\frac{1}{4} \\ -\frac{1}{4} \\ -\frac{1}{4} \\ -\frac{1}{2} \\ -1 \\ -1 \\ -2 \\ \end{array} $	+11 +11 +11 	$ \begin{array}{c} +\frac{3}{4} \\ - \\ +2 \\ +1\frac{1}{4} \\ +\frac{3}{4} \\ +\frac{3}{4} \\ +\frac{3}{4} \\ +\frac{3}{4} \\ +\frac{3}{4} \\ +\frac{3}{4} \\ - \\ \end{array} $	1664 170 172 1751 181 184 184 1873 1891 1901 1922 194	1) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	20 20 20 21 21 21 21 21 21 21 21 22 21 22 21 20 19 18
1981 Jan Feb	193.6	+1.6	195.2	-1			195	3	171

As published each month in Employment Gazette, table 5-1. Reflecting factors A1 and A2 in table 1; based on adjustments published in October 1980 issue of Employment Gazette, page 1132. Reflecting factor A3 in table 1.

Reflecting factor A4 in table

Reflecting factor A5 in table 1: a positive figure indicates an unusually late settlement and a negative figure an early one

t Sum of preceding four columns. As published in the regular monthly commentary on trends in labour statistics in *Employment Gazette* (currently page S2 et seq.) Nil or negligible.

fluctuated around this level until the 3rd quarter of 1980 when it fell back quickly to a little over $\frac{3}{4}$ per cent and has remained there to date.

Although the change in the underlying index is by no means a simple concept, it provides a useful additional indicator of current pay developments. In general it should provide some confirmation of the picture presented by other, often incomplete, evidence, especially on new pay settlements (on which no comprehensive evidence exists, though a broad picture can be built up from the estimates from the CBI Pay Databank, national agreements underlying the basic wage rates index and other published info mation).

It is proposed to comment regularly on changes in the underlying index in Employment Gazette, although the adjusted "underlying" series will not replace the existing series. Work is continuing, both to improve the adjustments for temporary factors and to relate the change in the underlying index to independent evidence on its main constituent parts (new pay settlements, changes in hours worked and output, and shifts in the composition of employment).

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SPECIAL FEATURE

Payment of benefits to unemployed people

In March, the report* of a Rayner scrutiny team on the payment of benefits to unemployed people was published, together with the Government's response. Both this response, which covers the main points of the team's report, and an associated Department of Employment report on possible changes in the compilation of unemployment statistics are reproduced here.

The Secretaries of State for Employment and Social Services announced jointly in March 1980 that they ad asked a small team of officials, under the guidance of ninisters in their departments and in consultation with Sir Derek Rayner, to examine the arrangements for delivering unemployment benefit and supplementary allowance to unemployed people. The team reported to Ministers at the and of November 1980 and its report, recommendations. ind the Government's response were published * in March.

In deciding that such an examination was called for, the wo Secretaries of State were influenced in particular by the ollowing considerations:

he size of the current operation:

there are now about 2.5 million people in Great Britain registered as unemployed. Each week at present about 100,000 people make new claims to benefit while around 75,000 cease to claim;

he complexities of the system:

the existing system involves three different sets of offices-unemployment benefit offices (UBOS), social security offices and Jobcentres-and two benefitsunemployment benefit and supplementary allowance; e administrative costs:

altogether, the equivalent of about 35,000 people are engaged full-time in the Department of Employment (DE), and in the Department of Health and Social Security (DHSS) in administering unemployment and supplementary benefits for unemployed people. An element in the work of the 10,000 people employed in Jobcentres is also related directly to the benefit system. The total cost of the DE and DHSS staff involved in 1979-80 was about £135 million and the amount paid out in benefits for unemployed people in that year was about £1,400 million; and

e changing structure of benefits:

at present, about 45 per cent of unemployed people receiving benefit are receiving supplementary allowance either in addition to or without unemployment benefit. The number of unemployed people reliant in whole or in part on supplementary allowance has grown over recent years and the trend towards reliance on supplementary allowance will be accentuated by the phasing out of earnings-related supplement.

With these considerations in mind, the team was asked to camine thoroughly the present administrative arrangenents so as to identify any changes in procedure which ould increase efficiency and improve the service to unnployed people. In particular, the team was asked to

The team addressed these questions and others of a similar nature in its report. Altogether, the report makes 81 recommendations for change. The report estimates that full implementation of these recommendations would eventually save about 5,000 staff and yield financial savings of £75-80 million annually, although it notes that these figures are inevitably subject to quite large margins of error due in some cases to inadequate data. The team was concerned primarily with questions of administrative efficiency and therefore examined the current structure of benefits for unemployed people only briefly and only from the point of view of easing administration. The report concludes that moving to one benefit for unemployed people is not feasible at present and its recommendations accordingly assume the continuance of both unemployment benefit and supplementary allowance. The Government's response

two have been rejected. The Government's aim throughout is to provide a better, a more economic and a more efficient service to unemployed people who are claiming benefit. The majority of the recommendations relate to the procedures for paying benefits to unemployed people, most of these have been accepted, although further consideration will have to be given to the technical details and the timing of implementation, and some modifications may be necessary. A few of the procedural recommendations need to be examined further before it can be decided whether they, or some modification of them, can be accepted. However, the Government is satisfied that most of the procedural changes recommended are feasible and that, at the same

* Payments of benefits to unemployed people, HMSO, £2.35.

apply itself to such basic questions as:

• why is it necessary for many unemployed people to have to deal with three Government offices?

• is the flow of paperwork and information between these offices all essential? and;

• are current methods of determining whether unemployed people are available for work and of combating fraud and abuse working satisfactorily?

The published document lists all the recommendations and gives the Government's initial reactions to each one.

Fifty-five of the recommendations have been accepted, at least in principle; 24 are being considered further and

time as they achieve useful economies, their overall effect would be to improve the service to the public in a number of small but significant ways, such as simplifying the procedures for arranging interviews at social security offices.

The Government intends, therefore, to implement the agreed procedural changes in a phased programme as rapidly as possible. Priority will be given to those which will improve the service and ease the burden on staff at a time when they are having to cope with an exceptionally heavy claims load. There is also a need to contain additional expenditure within the totals of public expenditure already announced.

In addition to procedural changes, there are three important areas covered by the report on which the recommendations of the team raise fundamental issues. These are referred to below, together with the Government's initial reactions.

Registration, availability for employment and review

One of the present conditions for receiving unemployment benefit and supplementary allowance is that unemployed people must register for employment at a Jobcentre (or alternatively, in the case of young people at a careers office) and be available for work. The report concludes that, in practice, registration of adults at the Jobcentre neither establishes that they are available for work nor proves their willingness to work. It also takes the view that compulsory registration is not essential to Jobcentres in their main tasks of filling employers' vacancies and helping job seekers to find work. The report accordingly recommends that registration for employment should be voluntary, except for young people aged under 18, but that:

- (i) the arrangements for ascertaining whether unemployed people are genuinely available for work should be strengthened by introducing an initial test of availability when a claim is first made at a UBO;
- (ii) the rules relating to availability for those unemployed over three months should be tightened; and
- (iii) a system of review by DHSS's specialist unemployment review officers (UROS) should operate with interviews of most unemployed people about 16 weeks after they first claim so as to assist and encourage them to find work and seek to ensure that they are indeed making every effort to find a job.

It should be noted that the report does not recommend any change in the requirement on unemployed people to sign on at the unemployment benefit office as a condition of receiving benefit.

The Report estimated, on the basis that 50 per cent of claimants would continue to register, that these new arrangements would save 2,000 staff on registration and related work, offset by an additional 125 staff needed for an availability test and a further 300 uros needed on review work. However, as the report notes, these savings depend crucially on the percentage of claimants continuing to register; and they have also been affected by rising unemployment.

The report's recommendations in this area represent a substantial change from the present system. Registration for employment at a Jobcentre has hitherto been seen by many people as an integral part of the benefit control system. However, the Government considers that the report sets out clearly and persuasively the reasons why

universal and compulsory registration at a Jobcentre is not in fact an effective means of control as well as pointing to more cost-effective means.

Furthermore, the Government considers that there may well be advantages for the employment service in dealing only with those people who have come to it voluntarily to seek jobs and in avoiding commitment of staff and other resources to those who do not wish or need to be helped by the public employment service. The attention of unemployed people would still be drawn, at benefit offices and elsewhere, to the services available to help them in Jobcentres. Finally, the Government considers that unemployed people should have to comply only with such rules as are clearly necessary in relation to receiving their benefits and, in other respects, should have as much freedom of choice as possible. Making registration for employment voluntary will be a significant step forward in this respect.

Overall therefore, the Government sees a very strong case for abolishing the statutory requirement on unemployed adults to register for employment.

If registration for employment is made voluntary, the Government would accept the further recommendation that there should be a test of availability in the UBO, on the lines suggested in the report, when a claim is first made. This would be designed to throw up cases where it was doubtful whether an unemployed person were genuinely available for work and in these cases could lead either to disqualification from benefit or referral to a URO where an unemployed person was placing unnecessary or unrealistic restrictions on the work he was prepared to undertake. The Government also accepts that revision of the rules on restricted availability is desirable and is giving this further consideration with a view to implementing changes in 1982.

ity for the review of unemployed people for purposes of benefit control should lie with the URO; and that the point during a claim when review commences should be adjusted to suit local employment conditions. Indeed, this latter conclusion has been given added weight by the recent rise in unemployment which has led to people remaining un employed on average for substantially longer periods. In these circumstances, the staff cost of reviewing all unemployed people at around 16 weeks would be very much greater than the report estimates and it is highly doubtful whether such a review programme would be cost-effective.

The Government therefore intends to adjust the timing of review so that usos see early in their claim those unemployed people whose circumstances indicate that review is likely to be desirable and defer until later reviewing other people where the need for review is less. In particular, the Government considers that there are two groups of people whom UROS should see early on in their claim: those whose attitude to work is suspect and those who need help for personal or family reasons going beyond the simple need to find work. As far as the first group is concerned, the Government envisages that UROS should interview them soon after they claim, and as often thereafter as necessary people such as those with a background of leaving jobs frequently for no very good reason; people whose particular skills or experience mean that in the locality where they lons in staff required of the MSC will need to be considered.

dentified at the initial test of availability as unnecessarily restricting the work they will accept. The second group-those needing extra help-will include some of the first group and also others who, although well motivated. are identified by other staff as needing the help or advice of the URO. To enable this to be done, the Government would. under a system of voluntary registration, strengthen the use service by the 300 additional posts recommended by the report.

These arrangements would make even more important effective co-operation between usos and the Employment Service. Rather than introducing a new system for informuros of specific vacancies, the Government considers hat the existing system should be made to work more ffectively. In particular, UROS should be advised about the eneral availability of vacancies and should be able to refer memployed people to Jobcentres for consideration for ubmission to suitable vacancies, normally through selfservice. Both usos and employment advisers in Jobcentres must be prepared to assist that minority of unemployed people who have special difficulties.

The Government believes that the procedures outlined in the preceding paragraphs would give an improved measure of benefit control over that operating at present, at the ame time as they remove ineffective restrictions from memployed people generally.

So far as the completion of unemployment statistics is oncerned, there are already plans for computerising the collection of unemployment and vacancy statistics. These plans provide for a system known as JUVOS which would rely substantially on the benefit office computer system. It would, for various technical reasons, lead to a discontinuity in the recorded unemployment total of up to some 50,000 at current levels of unemployment (or about two per cent of the unemployed). The introduction of voluntary registra-The Government agrees with the report that responsibilition would necessitate some modifications to JUVOS, but would not alter the net effect on the recorded total, averaged over a year. A fuller description of the changes in the nemployment statistics is given in the second part of this

> Voluntary registration would affect the current statistics n the occupation and disablement status of unemployed eople. Occupational statistics would continue to be compiled, at least initially, by Jobcentres but would relate only o the smaller numbers registering for work voluntarily. Routine information on the numbers of unemployed eople who are disabled would in future also relate only to hose registering for employment voluntarily. However, ample surveys to measure the extent of disablement nongst all unemployed people would also be undertaken om time to time.

A move to voluntary registration would clearly affect not only the operation of the unemployment benefit and social ecurity offices, but also the operation of the MSC's Emoyment Service Division in relation to its potential lients. The MSC have already stated in their proposed proorate plan for 1981-85 that they will be examining a hange to deferred or voluntary registration as a means of naintaining an effective employment service in the face of utbacks in staff; and the contribution that staff savings tising from voluntary registration can make to the reduclive work for them should be readily available; and people because of the evident implications of the above proposals

for the operation of the Employment Service and the importance of its contribution to the new system, the Government is consulting the MSC before taking a firm decision on voluntary registration.

Implementation of a move to voluntary registration would require changes in the law and could present administrative problems if took place before JUVOS was in operation. If the Government decides after consultation to proceed, the necessary legislation would-depending on the availability of Parliamentary time-be introduced in the next session of Parliament with the intention of making the change during 1982. However, the full effects of the change in staffing terms would not be evident for one or two years thereafter until the numbers who registered voluntarily reached a stable level.

One office for payment of unemployment benefit and supplementary allowance to unemployed people

If voluntary registration were introduced, unemployed people, except when referred by a URO, would no longer have to visit the Jobcentre as part of the process of claiming unemployment benefit and supplementary allowance. But, as things stand, if they were eligible for supplementary allowance there would still be two offices to visit for benefit purposes-the UBO and the local DHSS office. The report recommends that unemployed people should have to attend at only one office to claim unemployment and supplementary benefits; that this office should be the UBO; and that UBOS should continue to be run by the Department of Employment. The report assumes that this would of necessity entail moving all work on supplementary allowance for unemployed people from DHSS local offices to UBOS. The report further suggests a review of whether policy on unemployment benefit and control of the computer system related to it should pass to the department administering the system.

Chapter 8 of the report sets out the facts and arguments adduced by the team in support of its recommendations and the judgments and impressions that it formed on these matters. The team considers that combining the work in the UBO in the way it suggests would give a better service to people who are unemployed, and it estimates that this could lead to ultimate savings in manpower of over 2,500 and of savings in annual expenditure of £7-11 million. These savings would follow a once-for-all investment of £45-90 million in premises costs spread over the five to ten years that, in the team's view, the programme of transferring the work would take.

The Government accepts the report's recommendation that unemployed people claiming unemployment benefit and supplementary allowance should have to deal with only one office on these benefits instead of two or three as at present. This would be a significant step in line with one of the aims of the Government's social security operational strategy that people claiming benefits should, so far as possible, be dealt with from a single point of contact on their social security benefits-the "whole person" concept-rather than, as now, separately on each aspect of their benefits. It is planned that the social security system in the future should provide the public with ready access to the whole system through each point of contact, which should be able to initiate action on claims and to give accurate and up-to-date advice and information on all social security benefits and contributions.

The Government also accepts that the point of contact for unemployed people for their benefits should be the network of UBOS, run by the Department of Employment, because unemployed people already attend there and it would be a severe diminution in the service to limit their points of contact in future to the much smaller number of DHSS local offices. The way in which the work of the two departments concerned can best be organised to this end requires further examination, which has already been put in hand. It is not clear, for example, that in order to achieve the "one-person one-office" concept it is necessary to transfer all the supplementary allowance work for unemployed people from the integrated local offices of DHSS to the UBOS, as the team recommends, or that this would be the best way of proceeding. As the report recognises, there would be disadvantages and costs in splitting off one part of the supplementary benefits scheme, providing new premises and redeploying the staff, and the changes would take some years to complete. The problems that might arise in running the supplementary benefit scheme from two sets of offices are also relevant and the report does not discuss some of the other services currently run by DHSS for unemployed people.

The further examination will therefore consider whether there are other options which would minimise the need for major accommodation changes, and hence costs, while embodying the "whole person" concept. One possibility which is being looked into, as part of the Government's further examination, would involve reinforcing the ubos to enable them to be the contact point for supplementary allowance as well as unemployment benefit, but would maintain the present arrangements for processing unemployment benefit claims in UBOS, assessing supplementary allowance entitlement in DHSS offices and payment of both by computer as now.

The Government must also bear in mind the constraints that exist on public expenditure. The potential savings offered by the "one-office" concept are substantial but the likely initial investment, principally for accommodation, is itself potentially very large. In the assessment of the proposals and alternatives therefore, the Government will have in mind the need, so far as possible, to keep the cost within the scope of the programmes for public expenditure that have already been set.

The Government's examination of both the report's proposal and the alternative mentioned above will take place within two months of the report being published.

Fraud

The report suggests that 8 per cent or more of unemployed people are unlawfully working and claiming benefits. It recommends that attempts should be made to measure the level and nature of such fraud; and makes a number of recommendations intended to increase both the amount of effort put into fraud work and the efficacy of that effort. It points to monetary savings of £24 million after allowing for the cost of the additional 750 staff it recommends to undertake special fraud drives in DE and DHSS offices.

The Government notes the team's views on the level of fraud among unemployed claimants. As the team itself recognises in its report, however, its main evidence comes from the results of special fraud drives carried out in only two of DHSS's 12 regions and relates only to claimants receiving supplementary allowance. There must therefore be considerable doubt about the statistical accuracy of the team's estimate. But the importance of obtaining more soundly based estimates of the level of fraud is self-evident. The Government therefore accepts the recommendation that urgent steps should be taken to that end. Consideration is now being given to how this should be done with view to research later this year.

As far as the commitment of extra staff to special fraud drives is concerned, the Government accepts that this is desirable in principle although not necessarily to the extent recommended in the report. In the DHSS plans are in hand for the redeployment of some 150 fraud specialists during 1981/82 in order to establish in each of the 12 DHSS regions the capacity to undertake special reviews in areas of high fraud risk along the lines recommended in the report. In the DE there is less scope for redeploying existing fraud specialists to the special reviews and the Government there. fore intends to allocate additional staff to the DE as the report suggests. As a first step the DE plans to use 30 staff on this work enabling special fraud drives to be undertaken in a number of regions. The results of this will be carefully monitored over the next year and, assuming that the benefits are of the order indicated by the team, further additional staff will then be introduced.

Conclusions

The Government welcomes the report, in which the scrutiny team has lucidly explained how the present arrangements work and how they can be improved. Much further work now needs to be done to take forward the recommendations and inevitably there can be no certainty that the report will prove on further examination to be accurate in every detail. As the report itself makes clear, some estimates of the staffing consequences of particular recommendations have had to be based on incomplete data and further work may well indicate that revision is necessary. The increase in the level of unemployment since the report was written will also have affected a number of the estimates. Nevertheless, the report appears to the Government to provide a sound basis for making changes lead to a service which is better for them, the staff and the public as a whole.

The Government intends to press ahead urgently with implementing the many acceptable recommendations in the report in accordance with the time scale set out in the able on a comprehensive basis from the Jobcentres. The published document. There are, however, considerable pressure currently on the benefit system and some modification of these timings may prove to be necessary in order to avoid over-burdening the existing services. Priority will be given to implementing those procedural changes which will ease the pressures now on the system.

The report has recommended many changes in procedures, but the Government wishes to emphasise that this is in no way a reflection on the service at present provided by the staff, often in difficult circumstances. The Government recognises and appreciates the high quality of work being done and the dedicated way in which the staff operat ing the benefit services for unemployed people are copin with the current pressures.

The Government will now be initiating detailed discus sions on the relevant recommendations with the represent tatives of the staff concerned and will be consulting the M

bout the recommendations on voluntary registration, and the Social Security Advisory Committee as appropriate. Any organisation or individual who wishes to comment on what is initially proposed has been invited to send such omments either to DE or DHSS by May 22, 1981. The Government wishes to reach decisions quickly in the light the consultations and comments received.

Changes in the compilation of unemployment statistics

Introduction and summary

Among the recommendations in the report is that registration for employment at a Jobcentre should no longer be a condition of entitlement to benefit (except for young people under 18), that is, that registration for employment hould be voluntary.

If the Government decides, after consultation, to introduce voluntary registration this would have implications for the compilation of unemployment statistics. These issues have been broadly summarised above.

The present system of unemployment statistics is based n manual counts at Jobcentres and careers offices. However, with the introduction of computer systems in the Jnemployment Benefit Offices (UBOS) nearing completion, plans have been in preparation to use these systems in compiling the unemployment statistics. This would have meant a shift to the UBOS as the main source of data, with supplementary information coming from the Jobcentres and careers offices. The statistics would have been more accurate, and capable of fuller analysis than those compiled manually and at the same time yielding significant savings in staff. The changeover to computer records would have nvolved some small but unavoidable discontinuity. Also, the publication of the count would have been about a week later because the computer records are less up to date than the manual records held locally.

Voluntary registration, if introduced, will make the records held at Jobcentres incomplete. It will be necessary in the payment of benefits to unemployed people which will to use the records at UBOS as the basis of the unemployment count to a greater extent than previously envisaged. The tatistics will be compiled using a computerised system resembling that previously being planned but lacking some of the detailed information which will no longer be availmain aggregates in the statistics will be more securely based the extent that they will be directly compiled from the records of claimants in the UBOS. As with the computerised ystem previously being planned, there will be a limited but navoidable discontinuity at the changeover, and the figres will be published about a week later than at present. ubstantial economies in staff will be possible.

Summary of changes

The main changes in the statistics if voluntary registraon were to be introduced are summarised below and ubsequently described in more detail.

overage and size of the count

The coverage of the figures will be changed in a number ^{f respects}, the net effect of which will be a proportionately Many factors may affect the propensity of men and The numbers included in the monthly "count" also

women to register, including changes in regulations affecting eligibility for benefits, principally for married women. For those not eligible other factors may apply, such as how likely they think they are to get a suitable job, through being on the register. In recent years, the spread of convenient Jobcentres may have encouraged more to register. depend on the detailed administrative arrangements for checking whether a person is on the register at the relevant date. There is a very large turnover on the register and checks are necessary to ascertain whether a person who is included at the particular date of the unemployment count has not found a job or left the labour force. Changes in the means employed can affect the count. For example, the move from weekly to fortnightly payment of benefit in October 1979 resulted in an artificial increase in the count of about 20,000 because it only becomes apparent over a longer period of time which people should be taken off the register. (A fuller note on this appeared in Employment Gazette, November 1979, p. 1151). Inevitably, therefore, the switch of "the count" in the new system from Jobcentres to a benefit records basis will affect the size and to some extent the composition of the

small reduction in the overall count. But there will be no effect on the value of the series as a guide to trends. The coverage changes relate to:

- (i) the exclusion of non-claimants;
- (ii) the inclusion of severely disabled people;
- (iii) the possible inclusion (though not in the first instance) of the unemployed sick; and
- (iv) effects from using computer records.

Detailed analyses

- (i) Occupational analyses will relate initially to voluntary registrants only;
- (ii) the analysis by last industry will be discontinued;
- (iii) the count of disabled people will be restricted to voluntary registrants; and
- (iv) local area detail will be maintained, though with some discontinuty.

Date of publication

The date of publication will be a week later than at present.

If, after consultation, the Government decides to proceed with voluntary registration, the change to the new statistical system would be made at the same time.

The changes in detail

The coverage and size of the unemployment count

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

Each month the figures of registered unemployed are compiled, as a largely clerical operation, by counting their individual records at the local offices where they register. Such registrants are those who are accepted by staff of the employment offices or careers offices as being "capable of and available for work, whether they are entitled to unemployment benefit or not". This definition has been practically unaltered since 1922.

unemployment figures. Necessary changes in administrative arrangements, and the use of computerised records rather than clerical records at local offices will have some effect. In sum, the monthly unemployment aggregates will show a proportionately small net reduction, which will arise from the proposed changes described below.

Proposed exclusion of non-claimants. The present count relates to registrants, who include some non-claimants as well as claimants. Under voluntary registration it will be more difficult to keep a good count of non-claimants, to add to the UBO count of claimants, as the differentiation of non-claimants at Jobcentres will be very uncertain.

Some non-claimants will be school-leavers, who may register in the holiday immediately following leaving school but, under new regulations, recently introduced, will not claim until the end of that holiday (if they still do not have a job).

It is proposed for school-leavers, because of the special interest in them, that there should be a full but separate count of school-leaver non-claimants, possibly confined to the school holidays and carried out mainly at careers offices. The figures would not be added to the newly defined unemployment count based on claimants only, but would be published alongside, to aid comparison with past years.

For the remainder of non-claimants, although reliable monthly estimates will not be available, estimates will be made from time to time, to be presented alongside the totals of claimants. This will serve as a reminder of their magnitude, in the same way as adult students seeking vacation work, for example.

The effect of excluding non-claimants may be to reduce the count (excluding school-leavers) by up to about five per cent of the current unemployment total, on average through the year. However, recent work suggests that the number of non-claimants currently included in the unemployment count is too high. This emerged during the course of pilot studies in some local offices in preparation for computerisation. The excess arises because it is much more difficult to ensure the up-datedness of the records for nonclaimants than for claimants.

To check records of non-claimants it is necessary to follow them up individually, and this can be costly and imperfect operation. Nevertheless, the employment services will be attempting to improve their records in this respect during 1981 and this may have the effect of reducing the discontinuity in the new unemployment series when it comes into operation.

Severely disabled people. It will not be possible for UBOS separately to distinguish certain groups of severely disabled unemployed people. They will therefore have to be included instead of excluded as at present. Their number, about 20,000 (under one per cent), remains fairly steady.

The unemployed sick. At present the unemployed sick are excluded from the count. As a result of recommendation 27 in the report it is possible that in future significant numbers of such people may be included since they would continue to be regarded as unemployed for the first eight weeks of sickness. If so, this might add something under one per cent to the count. Such a change would bring the definition into line with international recommendations for counting the unemployed. However, the timing of any such change has not yet been determined.

Effects from using computer records. The computer record tends to give higher figures than the manual records because it is less up to date. At any moment, it includes a sizeable proportion of cases where unemployment has ended but confirmation is awaited. It is proposed to delay the computer count for seven days to reduce considerably this element; a longer delay would give a better figure but would delay publication further. More refined treatment of this problem may be possible in the future, but this is not practicable in the time likely to be available before any change to voluntary registration.

The effect may make the total about two per cent higher than the number of claimants recorded in the present manual count.

Summary of effects on total unemployment count. Taken together these effects may lead to an aggregate averaging very broadly some 50,000 less than is currently measured, though there are uncertainties about some of the elements in this estimate. The discontinuity may vary somewhat with the time of year. Efforts will be made to estimate it as accurately as possible at the time of the changeover, and it would be the intention to publish this estimate. Following the changeover, the subsequent counts will provide a consistent measure of the unemployed.

Detailed analyses

Occupational analysis. Two sources are theoretically possible for occupational analyses of the unemployed under a system of voluntary registration, the UBO claimants' records or the ESD voluntary register which would of course not include all unemployed people.

There are difficulties in producing these statistics from UBOS. The benefit computers could not be programmed to deal with the data until (probably) the beginning of 1983. Further, UBO staff do not currently have to code the unemployed by occupation. Were they to have to do so a considerable number of extra staff would be required. In addition it is not felt to be practical to add this task, of which UBO staff have no experience and for which they would need special training, to the work of UBOS when they are under great pressure.

For the time being, therefore, analyses by occupation will not be available from the UBO system. However, it is intended to prepare analyses of the unemployed by occupation of those people who continue to register with the employment services. These analyses will be made by the employment services twice a year. This area will be looked at again as and when resources become available in UBOS and once the quality of the data relating to those who register voluntarily can be appraised.

Industry analysis. In recent reviews of statistical requirements, the case for an analysis by industry has not appeared strong, and it is proposed that it should be discontinued.

Disabled unemployed. UBOS cannot assess whether a person has a disablement which would affect his employment only the employment services can do this. Accordingly, the

count of unemployed claimants in UBOS does not permit the separate identification of people who are disabled, nor permit analysis of these people by age, duration, or medical category.

The employment services will continue to provide the existing range of information, in respect of those disabled people who register for employment voluntarily. There would be a discontinuity with the present statistical series, but it is intended to supplement some of the data, or assess the shortfall, by sample surveys.

Local area statistics. At present, local area figures arise directly for each employment office area, from data comniled in Jobcentres, Professional and Executive Recruitment, and careers offices. Data on these areas are also combined into travel-to-work areas.

With the count moving to the UBOS, the production of data regrouped by employment office and travel to work areas would be very costly if done clerically. Some mechanical means of coding is necessary.

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A means exists for mechanical allocation of claimants' records by use of the broad "sector" component of post codes. To use post codes in full would involve inordinate costs. It is intended therefore that the use of part post codes should provide the basis for future local statistics. When combined into travel-to-work areas the difference from current coverage would be small, though the definition of some employment office areas may be imperfect. In due course, post code information will allow computerised output of figures by local authority areas.

Date of publication

As already indicated, because the computer record is less up to date than the manual records, it is proposed to delay the computer summarisation until one week after the reference day of the unemployment "count". The monthly announcement will therefore appear one week later than at present.

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Employment topics

Statistical review

□ A review of statistical services in the Department of Employment and the Manpower Services Commission was conducted in 1980 as part of the review of the Government Statistical Service coordinated by Sir Derek Rayner. The review was carried out by Mr M. J. Brimmer, a principal in the Department of Employment.

The purpose of the review was to examine systematically all the statistical activities, bearing in mind the needs for data and the resources required to provide them. In considering the review and its proposals, the objective has been to maintain the essential structure of statistics in this very important area. while not neglecting the achievement of economies.

A summary of the recommendations and the proposed action to be taken on them is provided by an action report which has been approved by the Secretary of State for Employment. It is now being published for information and comment from users.

- The principal decisions are: (1) Census of employment. This will now normally be triennial but the possible need for a census in 1983, rather than in 1984, will be reviewed at the end of 1982. A number of operational improvements are being adopted.
- (2) Unemployment and vacancies. The operations of unemployment benefit offices are now computerised, allowing the unemployment figures to be compiled mainly from this source. If registration at Jobcentres becomes voluntary (one of the proposals in the report, The Payment of Benefits to Unemployed People), there will be marginal changes in the coverage, and some of the detailed analyses will be curtailed or discontinued. A special feature explaining in detail the changes involved appear in this issue of Employment Gazette (p. 197).
- (3) Earnings. The monthly index of average earnings, the annual New Earnings Survey and the October survey of manual workers' earnings will be maintained. The continued publication of the Brown Book on Time Rates of Wages and Hours Worked (for which sales are limited) will need to depend on whether the costs of its publication can be recouped. The

Wage Rates Index, the June survey of occupational earnings and the October survey of non-manual workers' earnings are to be discontinued.

- Monthly and quarterly employment statistics These will be maintained, with a reduced sample size in non-quarter months but with extension of overtime and short-time questions to non-production industries
- (5) Retail Prices Index. This is to continue unchanged.
- (6) Labour Force Survey. The need for this to be annual rather than biennial is to be examined.

Copies of the full report (typescript) are available from the Department of Employment, Information 4. Caxton House, Tothill Street, London SW1H 9NF price £12.50-cheques payable to the Department of Employment. Copies of the action report (typescript) are available free on request.

Racial discrimination

□ Between July 1 and December 31, 1980, inclusive, 146 applications were made to industrial tribunals under the employment provisions of the Race Relations Act 1976

Of the 74 cases heard by tribunals, 12 applications were upheld and 62 dismissed.

Seventy-two cases were cleared without a tribunal hearing. Of these, conciliated settlements were reached in 12 cases, four applications were withdrawn because of private settlements, and 56 were withdrawn by the applicant for other reasons. These cases would have included further private settlements and cases where the applicants found the complaint to be out of scope.

Details of similar applications to tribunals completed between July 1, 1979, and June 30, 1980, inclusive, were published in Employment Gazette, October 1980.

Print training

□ Structural changes are needed in the recruitment and training system of the printing industry, says the British Printing Industries Federation (BPIF), in a submission to the

MSC on the future of industrial training boards.

And in view of the closed-shop situation in the industry, the BPIF suggests that this could only be achieved through collective bargaining

The federation claims that the two ITBS serving the industry have failed to ensure two principal aims: ensuring an adequate supply of properly trained workers, and sharing training costs equitably among employers

The federation offers detailed proposals for the management of training for the printing industry if the ITBS are wound-up. "The most effective approach is likely to be a system based on national training agreements between the federation and the unions, providing for the introduction of a modular training system to replace apprenticeship, with freedom of access to qualified status by adults as well as schoolleavers and the duration of training depending on the time needed in individual circumstances to complete the necessary modules of training. (Such a system is currently being discussed with both the NGA and SOGAT).

"Two national joint training committees should be set up to monitor

Special exemption orders, February 1981

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

orders in respect of employment in
particular factories. Orders are
valid for a maximum of one year,
although exemptions may be con-
tinued by further orders granted in
response to renewed applications.
The number of women and young
people covered by special exemp-
tion orders current on February 28,
1981, according to the type of
exemption granted were:*

and supervise the implementation

of the agreements with the NGA and

SOGAT, and a training co-ordination

committee should provide a forum

where representatives of all the

unions involved in the joint commit-

tees could meet from time to time to

available). The federation also

believes that employers' organisa-

tions should be responsible for the

promotion of more effective man-

The article entitled "Earnings and

hours of manual workers in October

1980" published in the March 1981

issue contained incorrect figures.

In the second line of the second

paragraph the figures $47\frac{1}{2}$ should

agement development.

Correction

read 371

The federation proposes that the

discuss training."

Type of exemption	Females (18 years and over)	Young pe and 17	Total	
	and over)	Males	Females	
Extended hourst	20,302	882	1,350	22,534
Double day shifts‡	33,874	2,918	2,282	39,074
Long spells	11,541	453	1,144	13,138
Night shifts	62,531	2,518	887	65,936
Part-time work§	11,159	128	258	11,545
Saturday afternoon work	4,817	205	204	5,226
Sunday work	49,457	1,250	1,691	52,398
Miscellaneous	6,862	401	365	7,628
Total	200,543	8,755	8,181	217,479

Note: • The numbers shown are those stated by employers in their applications. The actua numbers of workers employed on conditions permitted by the orders may, however, var during the period of validity of the orders.

Act for daily hours or overtime

‡ Includes 11,642 people employed on shift systems involving work on Sundays, or aturday afternoons, but not included under those headings.
 § Part-time work outside the hours of employment allowed by the Factories Act.

Air pollution

Care and concern for the enmment are now having to comete more with inflation, employent, difficult trading conditions. ncertainties about future plans and estricted finances, says Mr Jim eighton, Chief Inspector, in the eword to the annual report* of M Alkali and Clean Air Inspectrate published by the Health and Safety Executive.

joint committees should be sup-The report records that emission ontrol is beginning to benefit from ported by staff employed by the federation and should be financed an increasing interest in the use of mputer technology to assist in the principally by subscriptions from employers and from income from ntrol of complex chemical propublications, registration fees and esses from MSC or Government grants (if The report, which also includes

pects of work of HM Industrial Polion Inspectorate for Scotland. nerally reflects subdued activity the industrial scene it covers.

Complaints

During the year, complaints fell ack from the peak of 1978 to a evel similar to earlier years, sayshe report. Whilst some credit can claimed by industry and the ectorate, the picture was probinfluenced by reduced indusrial activity and the public's conern for other priorities.

Complaints investigated have ged from dust emissions from neral works (one case involving e district inspectorate in day and ght vigils and employing timephotography to provide cords), to the odd incident of a oat with blackened udders, due, it vas claimed, to fluoride poisoning. No evidence of this was found and the goat recovered without treatment.

Infractions and prosecutions

In line with the reduced level of omplaint, the report records a eduction in infractions. As usual, nost were against cable burning. ven prosecutions were heard in 79, producing fines from £20 to bout £400 and costs were awarded all cases but one. An intensive training course has

een held to enable the Inspectrate to take its own cases in future.

est practicable means

A new series of notes on "best acticable means" was launched in 79. In the past, these have been shed as appendices to the al reports. Since copies of se become unavailable after a the new series is being pubshed in order to make the notes re easily and more widely avail-

Three sets of notes were published during the year† and a wide range is in course of preparation.

Registered works

Difficulties in meeting the requirements of best practicable means on certain plant at a variety of British Steel Corporation (BSC) sites were partially resolved by BSC's closure plans. However, the report notes that problems remained on some steel plant in South Wales and further discussions were held to resolve the technical issues.

Setbacks in control have outweighed progress in the coke industry. This has been particularly true, the report says, of some BSC plant where uncertainties about the future have delayed decisionmaking.

Problems arising from emissions from bursting discs, relief valve operations, failure of safety inter-

locks and general leakage are mentioned at several places in the report, relating to hydrochloric acid, chlorine, bromine, ammonia, petroleum and, in Scotland, nitric acid works

At one quarry plant in Scotland, separated by a hill from a new housing estate, the report notes that under certain weather conditions. dust from the quarry travels round

Disabled people

□ At April 21, 1980, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 470,588. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

Returns of unemployed disabled people at Feb 12, 1981

	Male	Female	All
Section 1 Registered Unregistered	54,694 77,437	8,959 20,624	- 63,653 98,061
Section 2 Registered Unregistered	6,216 2,883	1,559 987	7,775 3,870

Placings of disabled people in employment from Jan 10, 1981, to Feb 6, 1981

Part of the State		Male	Female	All
Registered disabled people Unregistered	Open Sheltered	963 97	301 41	1 264 138
disabled people All placings	Open	733 1,793	407 749	1 140 2,542

the sides of the hill. While practical control measures are being taken, it is also relevant that the Task Force on Dispersion has commissioned a paper study of possible methods of calculating the influence of topography on dispersion of emissions.

A small research exercise on assessing odours from viscose works has already had a beneficial effect at one works, says the report. In connection with the research, the inspectorate sampling team has confirmed that leaking dampers were allowing foul air to pass direct to the chimney, without being burnt. The company has agreed to rectify the problem

More stringent emission limits are reported for new cement kilns and ancillary operations. This may be the most stringent limit on such plant throughout the world.

* Health and Safety-Industrial Air Pollution 1979. HMSO price £3.00 plus postage or from booksellers. ISBN 0 118834258.

†Best Practicable Means: an introduction, BPM 1/79

Notes on best practicable means for mineral works (Sand dryers and coolers) BPM2/79

Notes on best practicable means for petroleum works (PVC polymer plants) BPM 3/79.

eligible, choose not to register.

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

LPG fire report

 \Box A fire and a series of explosions in a factory warehouse at Trubshaw Cross, Longport, Stoke-on-Trent in February 1980 were almost certainly caused by the electrical system of a battery-operated fork lift truck, says a report* from the Health and Safety Executive.

The warehouse contained about 49 tonnes of liquefied petroleum gas (LPG) in cartridges and aerosol containers as well as about 1 tonne of petroleum mixtures, in small containers, raw materials and packaging materials

Although the fire brigade were on the scene within three minutes of receiving a 999 call, the fire spread rapidly through the warehouse destroying it and damaging other buildings on the site.

LPG is a well-known fire and explosion hazard; the circumstances of the fire emphasise the need for occupiers of premises containing LPG to be adequately informed, by obtaining information and advice from authoritative sources, on its hazards and necessary precautions.

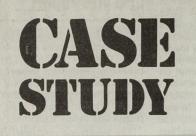
The main warehouse should have been classified as a "zone two" area for the purpose of the selection, installation and use of electrical apparatus and only apparatus suitably explosion-protected for such an area should have been installed or used in it.

The electrical apparatus, including the battery operated trucks were not so protected and were therefore unsuitable

The storage of LPG in the main warehouse was unsatisfactory and did not comply with the HSE code of practice for the keeping of LPG in cylinders and similar containers (now reprinted as a guidance note, нмso, £1.50; ISBN 0 11 883373 1). In particular:

- although the walls of the warehouse were of brick construction; all other elements of the LPG store such as doors, window and ceilings were not of incombustible materials and of suitable fire resistance;
- the LPG store was not singlestoreyed;
- adequate permanent ventilation at both high and low level was not provided in the LPG store;
- materials other than LPG were kept in the store.

* The fire and explosions at Permaflex Ltd, Trubshaw Cross, Longport, Stokeon-Trent, February 11 1980, available from the Health and Safety Executive Marches Area Office, Marches House, Midway, Newcastle-under-Lyme, Staffordshire STF 1DT, price £1 plus postage.



To investigate job opportunities open to non-readers in South London, 106 firms with 100 or more workers were asked if they took on non-readers and people recognised to be illiterate. Thirty-seven of the firms would not accept non-readers; 77 used a person's ability to complete a personal-details form as the only test of reading skill. No two forms were the same, some being easy to read and some difficult; firms' definition of illiteracy was arbitrary and varied.



The form-filling fallacy

Poor reading as a bar to employment

by A D R MacAuslan*

The Warnock Report and the total-employed in the remaining Disabled Resettlement Officers Guide No. 16 recognise that very poor reading ability may constitute a bar to employment. Casual inquiries made at 28 firms during the course of routine employment medical advisory duties in 1978-79 revealed that a surprisingly high standard of reading ability was demanded by some firms, irrespective of the job to be done.

difficulty which non-readers might factory? find on applying for jobs in the South London area, a small pilot study of a group of firms was undertaken during the first ten months of 1978.

Investigated

From the files of firms employing 100 or more people held by the Factory Inspectorate, London South Area, every 25th factory or similar organisation was selected for investigation. A bias was introduced to ensure that some firms employing more than 500 people were included in the survey.

Of 124 firms selected, 18 were English? withdrawn during the study because either they had closed down or were personnel departments of 106 firms were approached and asked to complete a questionnaire designed to identify the types and numbers of jobs available to people who could not read English.

Special factories

The workforces of the 106 factories totalled about 38,000, of whom 1,230 were under 18 and 1,089 were registered disabled people. However, 313 of the disabled people were employed in two special factories; therefore there were 776-two per cent of the 104 factories.

Q: Must all applicants for all jobs be able to read English?

Abour 35 per cent of firms would not accept non-readers. A further 15 per cent were prepared to take only a limited number (table 1).

To try to identify the degree of Q: What jobs are there in the

Q: Which jobs are available to those who cannot read English?

Comparison between the answers given to these questions are shown in table 2. Half the labouring and cleaning jobs, 27 per cent of machine operating jobs and 25 per cent of jobs in canteens were available to non-readers.

Q: What other jobs are there in the factory? Q: What other jobs are available to those who cannot read

It had been hoped that an accunot prepared to co-operate. The rate comparison between these questions would identify numbers and types of other jobs open to nonreaders. However, the accuracy of the answers obtained was dependent not only on the patience and good nature of the person interviewed but also on the efficiency of recordkeeping.

> Furthermore, the common practice of moving unskilled or semi-(continued)

> * Employment Medical Adviser, Employment Medical Advisory Service, and Clinical Assistant in charge of Learning Disabilities Clinic, St Thomas' Hospital, London.

CASE STUDY

skilled people from one job to another sometimes made it difficult for personnel officers to be precise.

The types of work open to nonreaders are listed in table 3, using the Classification of Occupations and Directory of Occupational Titles (CODOT). Only the minor CODOT group is shown and machine-operating workers are included under their special headings.

Approximately 6,000 jobs were

open to the non-readers; that is

nearly 16 per cent of the total em-

ployed in the 106 factories. The

number of places in jobs similar to

those open to non-readers was

This may look a satisfactory state

of affairs, with apparently plenty of

job opportunities for illiterate

people. But the survey revealed two

factors which belie this: acceptance

of non-readers for similar jobs

varied very much from firm to firm,

and the methods employed for rec-

ognising the level of illiteracy were

That job availability for non-

readers can be dependent on the

firm, rather than on the nature of the

work, is well-illustrated by the plas-

Table 4 gives a summary of the

answers received from seven differ-

ent plastics firms. It shows that a

non-reader's chance of getting some

sort of work at three of the firms

were much greater than at the

In all, 93 firms used personal-

details forms. Of the 53 firms which

either would not accept non-readers

or accepted less than five, 39 used

only the form to assess reading abil-

ity. Seven gave doubtful candidates

a job trial to see if they could cope on

the shop floor, and three firms were

using or about to use standardised

The factors that make forms easy

(continued)►

to complete have been identified

nearly 16.000.

Satisfactory?

haphazard.

tics industry.

others.

tests.

Labouring and cleaning Machine operating Servicing personne

Type of work

Type of firm

Refusing all non-reader Accepting 5 or less non-Accepting more than 5 r

DT	Job description	Numbers of jobs available to all	Numbers of jobs available to non-readers
	Food and beverage preparing, serving an related occupations	d 768	197
	Caretaking, cleaning and attending occupations (premises and property)	1,606	804
	Laundering, dry cleaning and pressing occupations		
	Chemical, gas and petroleum processing	206	176
	plant operating occupations	228	36
	Food and drink processing occupations Wood processing and paper, paper board	1,325	716
	Materials processing occupations not	130	100
	Bookbinding, paper working and paper	236	52
	board products making occupations	404	129
	I exule materials working occupations	176	76
	Woodworking occupations	307	25
	Rubber and plastics working occupations Metal processing, forming and treating	1,181	370
	occupations Machining and related occupations	104	36
	(engineering and metal goods making) Production fitting and wiring occupations	3,785	941
	Processing, making, repairing and related occupations (metal and electrical) pot	93	52
	elsewhere classified	202	28
	Painted and related coating occupations Product assembling occupations	6	1
	(repetitive) Product inspecting, examining, sorting, grading and measuring occupations	1,281	385
	Packaging, labelling and related	452	17
	Road transport operating occupations	2,381 44	1,427
	Civil engineering and materials handling equipment operating occupations Transport operating, materials moving and	417	234
	storing and related occupations not elsewhere classified		
		571	62
	All	15,903	5,889

Job description	Numbers of jobs available to all	Numbers o jobs available to non-reader
Food and beverage preparing, serving and related occupations Caretaking, cleaning and attending	d 768	197
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Wood processing and paper paper board	1,325	716
and leather board making occupations Materials processing occupations not elsewhere classified	130	100
Bookbinding, paper working and paper	236	52
board products making occupations Textile materials working occupations	404	129
Woodworking occupations	176	76
Rubber and plastics working occupations Metal processing, forming and treating	307 1,181	25 370
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Processing, making, repairing and related occupations (metal and electrical) not	93	52
Painted and related coating occupations	202	28 1
(repetitive)		
Product inspecting, examining, sorting, grading and measuring occupations	1,281	385
(excluding laboratory technicians) Packaging, labelling and related	452	17
occupations Boad transport operating occupations	2,381	1,427
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equipment operating occupations Transport operating, materials moving and storing and related occupations not	417	234
elsewhere classified	571	62
All	15,903	5,889

Table 1 "Must all applicants for all jobs be able to read English"?

gitang	Number	
S	37	
-readers	16	
non-readers	53	

Table 2 "What jobs are there in the factory"; "Which jobs are available to those who cannot read English?'

100 100	Jobs available in all factories 1,606	Jobs available to non-readers		
		799		
	7,925	2,169		
	768	197		

Table 3 Numbers of jobs available to non-readers

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(Wright and Barnard, 1975), and those collected during the survey covered the whole spectrum from "very easy" to "very difficult". Furthermore, the "pass" standard required seemed to depend on the whim of the interviewer.

It was obvious that different firms required different standards of literacy and that the definition of "inability" to read English might also vary.

Methods used to identify poor readers by the majority of personnel managers were unstandardised, unscientific and sometimes frankly stupid. There was little attempt to relate tests to jobs.

Not for testing

A candidate's completion of a personal-details form can only be a good method of weeding out unwanted people if it can be shown that all candidates selected were just what was wanted and that none of the rejects could have carried out dised or not, is at best a short cut. the job efficiently.

should realise that personal-details enced by this small survey. forms are for collecting personal Teachers and therapists condetails and not for testing reading or cerned with equipping immigrants, other academic abilities.

man's family and work history he form-filling hurdles local personnel should be asked the appropriate managers have concocted. For there questions and the interviewer is no doubt that inability to fill up a should fill up the questionnaire. If form satisfactorily constituted a information is required about read- complete bar to employment in a ing ability, then an expert should be substantial proportion of the firms in asked to design the screen test this survey. directly related to the task to be done.

Shop-floor trial

Nothing, however, can replace the shop-floor trial as a method of ensuring that an applicant is capable of doing a job. The most effective way of testing a man's literacy in relationship to a firm's requirement is to hand him the screeds he will meet during a day's work, ask him to read them, and then ask him questions about them.

Table 4 Jobs available to non-readers in seven different firms in the lastics industry

CODOT	Job description	Firm	Places available	Number of non-readers accepted
unit group				
991	Heavy machine cleaners	ABCDEFG	3 3 4 11 4 14 3	3 11 4 14 3
681	Rubber and plastics working occupations, such as extruded covering machine operators, press moulding machine operators, finishers, vacuum moulding machine operators and moulding machine operators	A B C D E F G	30 56 62 18 49 210 98	30 2 10 210
841/2	Packaging, labelling and related occupations (hand or machine) and assemblers	A B C D E F G	118 6 28 80 50 130 —	118 — 8 — 130 —

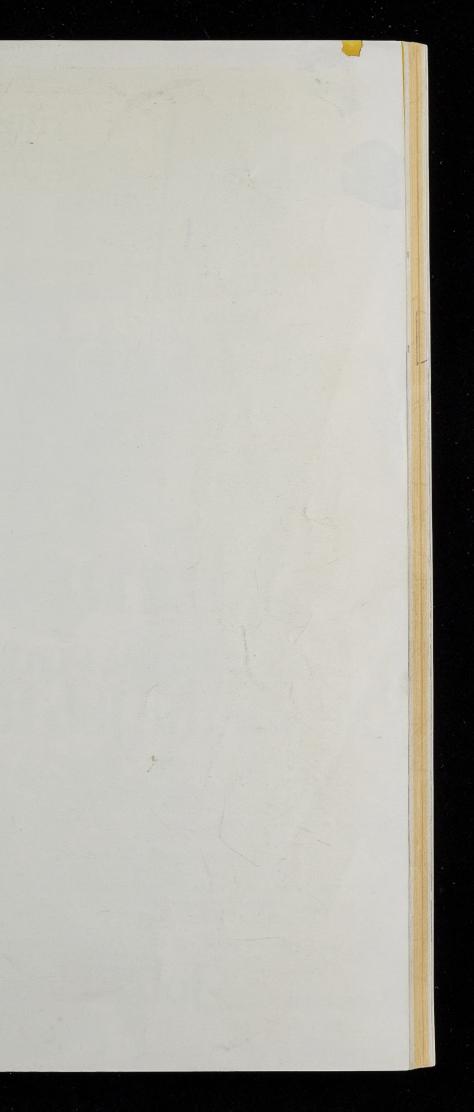
Any other test, whether standar-With plenty of readers on the Some education is obviously labour market, it is unlikely that pernecessary, but personnel managers sonnel managers will be much influ-

school leavers, and rehabilitated If information is required about a people for work, need to know what

References

- Warnock Report, Special education needs, HMSO, 1978.
- Guide No. 16, Dyslexia: specific disability, Employment Services Division мяс, 1976.
- Classification of Occupations and Directory of Occupational Titles; HMSO, 1972.
- Wright, P. and Barnard, P, "Just fill in this form", Applied Ergonomics 6.4, 213-220, 1975.

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Employers Tomorrow, you could be asked about the Job Release Scheme

You've probably seen the new Job Release Scheme advertisements, aimed at people who are approaching retirement. Whatever their reasons for applying for Job Release, you can be sure they've thought long and hard about it, but they need your agreement to go ahead.

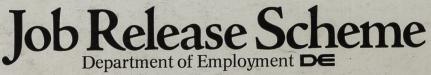
This would enable the men and women who join the Scheme to stop work up to a year before they would normally retire, on the understanding that you take on replacements from the unemployed register – though not necessarily for the same jobs.

Disabled men aged 60 to 63

Special provision has been made for disabled men (you've probably seen these advertisements too) and with your agreement to take on someone from the unemployed register (a disabled person, wherever possible), they would be able to stop work up to five years before they would normally retire.

So think of the opportunities to make promotions and bring in new blood, apart from making some people very happy.

Make sure you have all the facts about Job Release: ring Eileen Tingey on 01-213 5538, 01-213 6857, or write to her at P.O. Box 702. London SW20 8SZ.



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