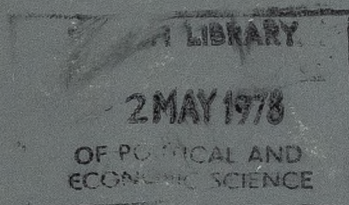




Department of

Employment Gazette

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April 1978

Measures to alleviate unemployment in the
medium term: work-sharing

Conflict or co-operation? — the growth of
industrial democracy

The Job Release Scheme

Equal pay and sex discrimination in 1977

Volume 86 No. 4

£1.25

Published monthly by Her Majesty's Stationery Office

Annual subscription, inclusive of postage, £17.64

DEPARTMENT OF EMPLOYMENT GAZETTE

April 1978 (pages 393-504)

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Annual subscription inclusive of postage £17.64
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For enquiries about latest figures etc., please ring 01-214 8748, 8440 or 8561.

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"We have no appetite for litigation" says conciliation service chairman

In a reference to a recent court case which the role of ACAS, the Advisory Conciliation and Arbitration Service, had been challenged by an employer, Mr Jim Mortimer, its chairman said, "ACAS has no appetite for litigation. In a legal action somebody has to win and somebody has to lose. That is never our approach." He said that he believed it was the role of ACAS to deal with industrial relations not by winning or losing but by conciliation.

Presenting the third annual report of the Service Mr Mortimer pointed out that despite the fact that the Grunwick case had shown that an employer was not legally bound to co-operate with ACAS this had not led to any falling off in the level of co-operation by employers generally.

Mr Mortimer said: "The annual report for 1977 underlines the vital part which collective bargaining plays in the constructive settlement of the many thousands of issues which arise in the relationship between employers and employees in British industry and commerce. The volume of work and the fact that we are able in so many cases to help towards a settlement indicate the usefulness of conciliation and our other services."

Settlements

Settlements were reached in 74 per cent of the disputes in which ACAS was involved in 1977. Requests for conciliation totalled 3,299 compared with 3,460 in 1976 and were 29 per cent up on those for 1975, the first full year of the Service's operation.

More than half

Pay and other terms and conditions of employment again accounted for more than half the cases in which ACAS was called in to conciliate. In addition over a thousand claims for extension of terms and conditions under schedule 11 of the Employment Protection Act were received by the Service. Of the 1,124 claims under schedule 11, 169 were settled or withdrawn, 727 were referred to the Central Arbitration Committee and 25 were rejected for various technical reasons. The majority of these claims were made by trade

unions—mainly in the midlands and south east regions, but the report makes the point that there were relatively few cases arising in Wales.

Of the requests for conciliation during the year, 54 per cent emanated from trade unions and 20 per cent from employers—proportionately similar to the previous year. Of the remaining cases, joint requests accounted for 23 per cent and in three per cent ACAS itself took the initiative.

Throughout the year ACAS continued

to provide employers and trade unions with advice and assistance on industrial relations and employment policies. Numbers of diagnostic surveys and advisory projects were carried out, nearly half of them relating to procedures, consultation and communication matters. As in the previous year the employment legislation was a major influence on advisory work with firms looking to revise personnel and industrial relations procedures to take account of the new rights for individuals.

Short-time plan proposes three quarters of pay in lieu

Proposals for a permanent scheme for compensating workers put on short-time have been published in a consultative document by the Department of Employment. Drawing on the experience of other European countries it proposes a scheme whereby an employer would be required to pay employees on short-time 75 per cent of their normal gross pay for each day's work lost provided there is not more than one week's continuous lay-off.

The employer would receive back 50 per cent of this sum from a fund to which employers and Government would contribute equally.

During periods of high unemployment, the document proposes the addition of a temporary tier to the scheme. Where an employer put his workers on short-time rather than making them redundant, he would be able to recover the whole of these payments to employees for workless days; 50 per cent from the fund and 50 per cent from the Government.

Copies of the consultative document may be obtained from Mr R. H. Woodcock, Department of Employment EP(M)BI, 8 St James's Square, London SW1Y 4JB. Any comments should be sent by June 30 1978.

Health and Safety Executive seek hearing aid

Views on when audiometry, the measurement of hearing ability, should be undertaken by management in industry are being sought by the Health and Safety Executive. A discussion document* including a report by a working group on audiometry which gives clear technical guidance on how audiometry should be carried out, has been published by the Executive who welcome comment on any part of the report.

The guidance sets out advice on procedures, equipment and techniques for measuring even acute hearing so that any loss of hearing ability can be quickly noticed and acted on. The report is concerned with helping industry's own medical

services to obtain this information before or during employment, or both, but not for the purpose of diagnosing ear disease, or for use in school or other clinics. It says that a self-recording audiometer is the preferable type, prescribes appropriate surrounding noise limits and describes the calibration and checking of equipment necessary. Five categories of hearing ability are identified, and the use of audiograms, or charts of hearing ability, within these categories, in making a decision on subsequent action is described.

* *Audiometry in industry*, HMSO, 50p plus postage.

News and Notes

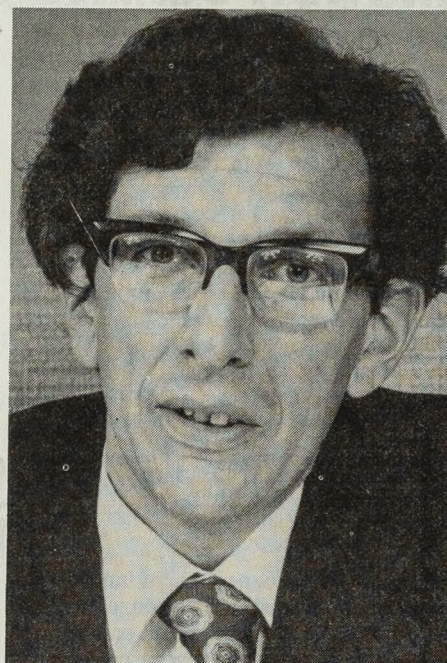
Major construction firm will go under safety spotlight

A major company operating on construction sites throughout the country has been warned by the Factory Inspectorate that its safety practices are to be singled out for special scrutiny by inspectors.

The chief inspector of factories, Mr Jim Hammer has refused to name the company publicly, but it is understood not to be a major site operator. "It is a company which contributes more than its share of accidents in the industry," Mr Hammer told journalists in London recently when he presented a special report on the construction industry*.

The report predicts that 2,000 men will be killed and a further 400,000 seriously injured in the construction industry alone over the next 10 years unless there is a radical change, particularly in the attitudes of management.

Mr Hammer pointed out that construction industry workers were four times as likely to be killed at work as workers in other industries. "If you are a steel erector," he added, "you are 20 times as likely to be killed."



Chief inspector Hammer

In addition to singling out one national company, local inspectors will be encouraged to report firms in their area who persistently cause safety problems. Mr Hammer said that they would be timing their visits to ensure they were on sites at the key times when accidents could happen. Particular attention will be paid to roof-work, industrial painting, routine shut-down for maintenance procedures, excavation work and dangers from overhead power lines.

Greater attention

Commenting on the need for managers and supervisors to pay greater attention to safety on construction sites, Mr Douglas Sill of the National Industry Group for Construction, said, "We know the problems and we know the solutions; we have to get the industry to apply them."

* *Construction Health and Safety 1976*. Health and Safety Executive. HMSO

"Union safety representatives know more than managers" says Hammer

Trade union safety representatives are becoming so well trained that they know more about shopfloor health and safety than some of their own managers. This was the view of the Chief Inspector of Factories, Mr Jim Hammer, at a press conference held on April 5 to mark the publication of a report* on the manufacturing and service industries.

Mr Hammer said, "Management is still not doing enough for its own line managers and supervisors and it is among their ranks that there is a widespread failure to comply adequately with the regulations of the Health and Safety at Work Act." He continued: "Far too many managers are less than well briefed and it is up to them to make their supervisors and foremen fully aware of the full legal rights of their own safety representatives. The initiative comes from the union and the response from the management. I must stress," added Mr Hammer, "that it is the medium

sized companies, not the household names, which have the most to do."

Asked for his views on local authorities as opposed to individual firms, Mr Hammer replied, "We have already prosecuted Strathclyde Regional Council as well as an individual officer of that Council and we will continue to devote as much attention towards the local authorities as we do towards individual companies."

The report itself speaks of the effort being made in trade union training of safety representatives, some 150,000 of whom are expected to be appointed by unions by 1980 under legislation coming into force on October 1 this year. Mr Hammer feels that if union representatives become disproportionately better informed about matters of health and safety than their superiors then the latter will be on the defensive, blaming their subsequent troubles either on safety representatives—

who will simply be getting down to the job—or alternatively on what they see as the unreasonable demands of factory inspectors.

The report reveals that too often inspectors found that management had not yet planned ahead to set up effective systems of work for particular processes or activities. These managements had not thought through what the Health and Safety at Work Act meant for them in practice.

Mr Hammer concluded, "Management does not only include those involved in industry and commerce; those in authority in the medical and educational worlds have also to be fully aware of the implications of the Act."

* *Health and Safety in Manufacturing and Service Industries 1976*, available from HMSO, price £2.50 plus postage.

Pension contributions refund planned

Amending regulation to enable the increase in the employee's national insurance contribution payable under the new pension scheme which began on April 6 to be refunded to those who reach pension age during the first year of the scheme is being introduced by the Government.

Publicity campaign

Explaining the reasons, Social Security Minister, Mr Stanley Orme, said, "Since we launched our publicity campaign to make everyone aware of the benefits of the new pension scheme, there has been some comment on the fact that those who reach pensionable age in the coming tax year will be paying higher contributions for the new scheme, but will not be able to enjoy any additional pension under it. This is because, although the new contributions begin to be paid in April, entitlement to the additional pension provided under the new scheme will not begin until April 1979, after a year's payment of contributions at the higher rate. So those who reach pension age before then will not be eligible."

"It has always been a feature of the national insurance scheme that only full years of contribution earn any pension: contributions for the part-year up to pensionable age have never earned pension entitlement, and this will continue to be the position in future years under the new pension scheme."

Cannot qualify

"But the Government recognise that the position in 1978/79, when the transition from the previous scheme to the new pension scheme is taking place, is exceptional. We do not want people who reach pensionable age next year but cannot qualify for the new scheme benefits, to feel any sense of unfairness. We are therefore taking steps to ensure, for this year only, that anyone who is paying Class I contributions as an employed person and is not contracted out will, if he reaches pensionable age during the year, be able to apply for a refund. The refund will correspond to the increase of 1/4 per cent in those contributions which will have been paid from April 6, 1978, onwards. People will be told how to apply when they are notified of their pension award."

CBI man's appointment



Mr Alan Swinden who has been appointed a director of the Institute of Manpower Studies with special responsibility for external relations. He has spent seven years with the CBI, and remains with the Confederation as a consultant. He was previously its Chief Adviser on Social Affairs.

The Institute of Manpower Studies was set up in 1970. It undertakes research, provides advice, publishes information, and carries out education and training activities.

Busiest ACAS office

The south east regional office of the Advisory, Conciliation and Arbitration Service (ACAS), which covers a working population of about eight million from the Wash to the Isle of Wight, is now the service's busiest regional office.

All aspects

Each working day the office handles nearly 400 enquiries by telephone or letter from employers, trade unions and individuals on all aspects of industrial relations. In a year this represents about a third of all ACAS's regional work throughout the country. About 80 per cent of enquiries concern unfair dismissal.

The office has recently moved to Clifton House, 83-117 Euston Road, London NW1 2RB, telephone 01-388 3041.

Democracy proposals for nationalised industries wanted

The Government has asked each of the chairmen of the nationalised industries to come up with proposals with their unions for further improvements in consultation and participation by August this year.

The White Paper* on the Nationalised Industries, published earlier this month, says that the proposals might range from worker representation at board levels and below, to further developments in consultative and participative procedures. It adds that any proposals which emerge are likely to be able to go ahead quickly under present legislation. But the Government could introduce legislation to amend an industry's statute to make way for an experiment, as has been done in the case of the Post Office.

Post Office

In the Post Office an experiment in industrial democracy lasting two years has been introduced. It involves a new board with seven management members, seven union members, five independent members and the chairman. In some of the other nationalised industries management and unions have chosen to put the emphasis on improving their existing consultative procedures rather than involvement at board level.

The White Paper says "the Government welcomes these initiatives and intends to encourage progress in introducing and improving schemes of industrial democracy at all levels in the nationalised industries."

* *The Nationalised Industries Cmnd 7131*. HMSO 75p net.

Arbitration appointment

Mr Raymond S. Sim has been made a deputy chairman of the Central Arbitration Committee. The appointment which took effect from April 1, 1978 is for three years. Mr Sim, who is principal lecturer in law at Manchester Polytechnic, is an experienced arbitrator and a member of five wages councils.

News and Notes

News and Notes

Equal opportunities advice sought for code of practice

The Equal Opportunities Commission (EOC) has published a booklet *Guidance on Equal Opportunity Policies and Practices in Employment* to meet the demand for guidance on the formulation and implementation of policies to achieve equal opportunities in employment.

In a foreword, Baroness Lockwood, EOC Chairman, says "Busy managers and trade union officials have had to come to terms with a great deal of complicated legislation affecting the work-place over recent years. At this stage therefore we are publishing this booklet as guidance only, but it is our intention to seek parliamentary approval for a Code of Practice in due course and in the light of the experience gained from this publication and others on related subjects."

Good business practice

The EOC suggests that it is good business practice, apart from questions of law or justice, to assist and encourage all employees to develop their economic and individual potential. The first steps in developing an equal opportunity policy should involve announcing the organisation's commitment at board level or equivalent to a policy of equal opportunity and its opposition to discrimination on grounds of sex or against married people. This commitment should be ensured by assigning responsibility to a senior executive for planning and monitoring the policy, for developing the necessary procedures, for putting them into effect and for reporting back to the board on progress.

Involving unions

Stressing the importance of involving recognised trade unions, the EOC suggests employees and their representatives should participate in the analysis, development and monitoring of the policy and that there should be an analysis within the organisation to show distribution of men and women by grade, skill and pay within each functional or administrative unit. Where the distributions are significantly different, the reasons for this should be examined. Personnel policies should also be reviewed to see if there is any good reason why only men, or only women, are engaged in a particular type of work and whether apparently equal policies are producing

unequal effects and could thus be indirectly discriminatory. The unnecessary insistence on mobility or shift working are quoted as examples.

Detailed guidance

Part II of the booklet gives more detailed guidance in specific areas and defines good practice as well as legal obligations. Topics covered include recruitment and selection, training and promotion, job evaluation and women returning to work. It concludes with a summary of the possible consequences of a discriminatory employment policy.

The booklet is available from the EOC's head office in Manchester (061-833 9244). Suggestions for improving the publication will be welcomed by the employment section who will consider these for inclusion in codes of practice in due course.

Safety in mines appointment



Mr William Shawcross of the British Association of Colliery Management, who has been appointed a new seat on the safety in mines research advisory board by the Health and Safety Commission.

Worthwhile results on underpayment, wages men told

More worthwhile results were being achieved now than perhaps ever before in dealing with the problems of underpayment of workers in wages councils industries, Mr John Grant, Parliamentary Under-Secretary for Employment, told last month's conference of senior wages inspectors.

They also heard from him that there is to be a 10 per cent increase in the size of the inspectorate. Referring to current issues in which the inspectorate was closely involved, Mr Grant mentioned the work being done to simplify wages orders and to produce simple guides. A pilot scheme in the use of questionnaires to identify possible underpayments was now under way, he said.

Blitz proved itself

On the recent "blitz" inspections Mr Grant said he thought it had proved itself. He recognised that there were some disadvantages but he expected it to continue alongside more traditional inspection methods.

The conference discussed progress on abolitions and mergers of various councils and heard of possibilities of some action for homeworkers and for other groups at present outside the scope of wages councils.

Unemployment benefit costs go up

For the 13 weeks ending February 24, 1978, expenditure on unemployment benefit in Great Britain (excluding cost of administration) amounted to approximately £180,339,000.00.

And in the 13 weeks ending November 25, 1977, the corresponding figure was £160,073,000.00. During the 13 weeks ending February 25, 1977, the figure was £161,948,000.00.

Britain's largest skillcentre opens in Birmingham



Lord Nelson of Stafford (pictured, centre), chairman of the General Electric Company and Chancellor of the University of Aston, opened Britain's largest skillcentre at Handsworth, Birmingham, last month. When fully operational, the centre will have 576 training places with a potential output of 700 trainees a year in 33 occupations.

Lord Nelson is shown in the typewriter repair section where he is talking to a young trainee.

Training boards in brief

- An Order, laid before Parliament by the Secretary of State for Employment, Mr Albert Booth, and which came into operation on April 12, 1978, requires employers within the scope of the Distributive Industry Training Board to pay a levy equal to 0.7 per cent of their payroll (less £7,000) during the present financial year. Employers whose total emoluments are less than £17,000 will not be assessed to levy.
- Employers within the scope of the Air Transport and Travel Industry Training Board are also to face a levy which came into force on April 12. The levy, equal to 1.0 per cent of payroll, is payable in one instalment due one month after the date of a notice requiring payment. However, em-

ployers who employ less than 16 persons are to be exempt from this levy.

● Mr Booth has reconstituted the Carpet Industry Training Board for a further three years from March 18, 1978. Mr S. F. Townsend, MC, BSc, has been re-appointed chairman, and Mr Booth has announced two new members, Mr J. C. Furniss and Mr G. Carter.

● Also reconstituted for another three years from March 18 is the Knitting Lace and Net Industry Training Board. The Secretary of State has re-appointed Mr G. R. Herrick as chairman and named two new members, Mr G. R. S. Bell and Mr J. C. Smith.

News and Notes

Textile industry will get boost from Social Fund

Britain's textile industry is to get a grant of nearly £1 million from the European Social Fund. This follows a successful application to the European Communities Commission in Brussels, by the Manchester-based Cotton and Allied Textiles Industry Training Board.

The grant aid—to help boost training in firms covered by the board—is for 1978/79, and the board wants to see it being made available to companies as quickly as possible. Full details of all the training programmes for which grants are available, and the conditions under which applications can be made, are being circulated to the industry.

People employed

About 162,000 people employed in spinning, weaving, dyeing and printing of cotton and allied textiles and the manufacture of a wide variety of household and industrial fabrics throughout the country could be covered.

The grant from the European Social Fund will be used to train individuals to be more versatile, or to continue their training as managers, supervisors or technicians.

Explosives licence goes up

From April 3, 1978, the maximum fee payable to local authorities for the licensing or the annual renewal of a licence for an explosives store will be £17.50. The increase, from £2.25 for initial licensing and 63p for renewal, is being made under Regulations laid before Parliament on March 9, 1978.

Anyone who keeps more than 60 lb of conventional explosives, or larger amounts of fireworks or other "low risk" explosives, must, keep them in stores licensed annually by local authorities unless he holds a licence from the Health and Safety Executive.

Manpower planning

Measures to alleviate unemployment in the medium term: work-sharing

THE DEPARTMENT OF EMPLOYMENT has been undertaking studies of various possible measures which have been suggested for alleviating unemployment in the medium term. In the March issue of *Employment Gazette* (pp 283-285) an article assessed the potential of reducing the retirement age as one method of achieving this.

This article investigates another approach to the same problem. In contrast to early retirement (see March issue of *Employment Gazette*), it looks at the possibility of sharing the available work more widely among the existing supply of labour—those who are at present unemployed as well as those in a job. Three ways to achieve this are looked at: reducing normal weekly hours of work; increasing annual holiday entitlements; and reducing the level of overtime working.

General considerations

Before looking at each scheme in more detail, some general points can be made on work-sharing measures. The rationale for such measures is that economic conditions determine the demand for goods and services; but the available work can be shared out among more people (provided the level of output per hour worked by each worker remains unchanged) by reducing the average number of hours worked by those in employment. Sharing the available work involves also sharing the available real national income. In circumstances where real national incomes were rising this might be achieved by those already in employment taking part of the benefit in the form of increased leisure. Otherwise labour costs per unit of output would rise and so firms would have to raise prices. That would reduce the value of money wages and so bring about a fall in real wages, involving some transfer of real income from those at present employed to those at present unemployed. It would also damage British firms' competitiveness in international markets and could harm long-term job prospects. To the extent that a reduction in hours was offset by an improvement in productivity these problems would be avoided, but it would generate no increase in employment.

There is further uncertainty about the effects of work-sharing measures in the short-term. The extent to which workers and employers would be willing to adopt new working

patterns (the "take-up rate") would depend on how attractive the schemes were. For example, there might be difficulties in altering work patterns in plants where shift systems were in operation; and small firms especially might not have the flexibility to implement work-sharing schemes. It is also uncertain what proportion of potential full-time jobs created would be filled by workers from the unemployment register (the "replacement rate").

Although at present firms have considerable spare plant capacity and there are over 1½ million people on the unemployment register, in the longer run when demand recovers sufficiently it is possible that both fixed capital and labour (especially particular skills in certain areas) could be in short supply. Work-sharing measures which could not be reversed when economic conditions improved could act as a constraint on future growth of output because more units of plant and machinery and more workers would be required to produce the same amount of goods and services than under present working patterns. This could make it more difficult to achieve the objective of a high output, high wage economy.

Reducing normal weekly hours of work

How far reducing normal hours would create extra jobs is highly uncertain, but the effect on unemployment could turn out lower than expected for a number of reasons:

- overtime working might increase—in the period 1964 to 1966, when the normal week for most manual workers fell from 44 hours to 40, almost half the potential for increasing jobs was taken up in this way.
- output per man-hour might rise, especially when productivity is below its trend level as at present.
- output might fall, although this is only likely to be a major effect if additional labour of the right type were not available.

The effect on unemployment is likely to be lower also when there is difficulty in grouping the "lost" hours into full-time job units (at the reduced level of hours) and when additional workers with the necessary skills are not readily available.

Estimates have been made of the effects on employment, labour costs and public expenditure of a general reduction

in normal hours to 35 or to 38 on varying assumptions about changes in overtime, output per man-hour, output and employment. The estimates, which are set out (see page 462), show that the effect on unemployment is very sensitive to variation in these assumptions. On this range of assumptions a reduction of normal weekly hours to 35 could reduce registered unemployment by anywhere between 100,000 and nearly 500,000. However, if weekly earnings were maintained it could increase total labour costs by between six per cent and eight per cent. There would be some net saving of Government expenditure, because savings on the cost of unemployment benefit and increasing tax revenue would more than outweigh the increase in public sector labour costs; but this net saving would be far outweighed by the increase in labour costs for the economy as a whole.

The inflationary effect of the increase in labour costs resulting from a fall in hours would weaken our competitive position and damage employment prospects beyond the short-term. The difficulties would be lessened if all our major international competitors implemented an equivalent reduction at the same time.

On similar assumptions a reduction in normal hours to 38 would have a smaller effect on labour costs, but the resultant fall in unemployment would be correspondingly smaller.

A standard reduction in normal hours would lower productive capacity and could therefore aggravate shortages of skilled labour when economic conditions improved.

Increasing annual holiday entitlements

There have been substantial improvements in holiday entitlements since 1970, with the main progress made in 1970-72 and 1974-75. The average minimum entitlement is now almost four weeks.

Extending holidays would have some impact on unemployment, but the effect would be relatively small. For the same reasons as applied to a reduction in weekly hours, many of the "lost" hours would probably be absorbed in increased overtime, or increased output per man-hour, or else output would be reduced. On the same range of assumptions as for reducing normal hours, increasing the annual paid holiday entitlement for all workers by one week could reduce registered unemployment by somewhere between 25,000 and over 100,000; but it would increase labour costs by about two per cent. However, the problems of transforming the hours of work "lost" by increased holidays into additional full-time jobs are likely to be greater than for normal hours reductions because holidays are unevenly distributed through the year; so these estimates probably overstate the potential effects on unemployment and labour costs.

An EEC Recommendation* issued in 1975 stated that member states should move towards four weeks' paid annual holiday for all workers. The great majority of workers in Britain are already at or near this, so extending a minimum of four weeks' holiday to all workers would have considerably less impact in total on unemployment and labour costs

Manpower planning

than a week's increase for all workers. The effect would be concentrated in particular sectors, especially agriculture, clothing and textiles, construction, and retail and catering sectors.

As with a reduction in normal hours, increasing holiday entitlements would in practice be irreversible.

Reducing overtime working

There is at least a superficial paradox in that, while there are more than 1½ million registered unemployed, over one quarter of manual men† in full-time employment work eight or more hours of overtime each week. Indeed, if all the overtime hours worked in manufacturing could be converted into full-time jobs this would provide enough work for all the registered unemployed in manufacturing.

If overtime hours were given up, together with the associated pay, and they could be parcelled into full-time job units at normal rates of pay, it would be possible in the right circumstances to reduce unemployment without any net increase in labour or other costs, or in Government expenditure. Although there are extra costs involved in recruiting and training additional employees, there would be a saving in that a smaller proportion of total hours would be paid for at premium rates. It is not possible to estimate accurately the potential number of jobs which could be created by reducing overtime working. But for purposes of illustration if half all hours at present worked by manual men in excess of 48 per week were instead worked by additional full-time workers, the unemployment register could be reduced by over 100,000. On the same assumptions, if half of all hours worked over 54 were used to provide full-time jobs the number of registered unemployed could fall by about 50,000.

There are practical difficulties involved in reducing overtime working:

- overtime is sometimes the only economic way of carrying out certain tasks, and employers may be reluctant to lose flexibility of working arrangements by taking on more full-time workers to replace overtime.
- the loss of overtime pay necessary to achieve the employment effect, would tend to fall more heavily on workers in particular industries; and there are also indications that a higher proportion of low-paid workers tend to work overtime.
- it may prove difficult to group the overtime hours "lost" into job units and, especially for particular skills in certain locations, to recruit suitable unemployed workers.

These difficulties do not rule out action to reduce over-

* The Government has supported this Recommendation on the basis that its progressive achievement is a matter for collective bargaining, subject to the requirements of counter-inflation policy. The other main element of the Recommendation, a 40-hour working week, was achieved for most workers in Britain in the 1960's.

† The bulk of overtime is worked by manual men.

Manpower planning

time working, but they do indicate the need to take into account the circumstances of particular industries and groups of workers. A legislative approach would be too rigid, and any action would best be obtained through voluntary negotiation at workplace level.

The social trend towards shorter hours and longer holidays will no doubt continue over future years, and discussions are in progress within the EEC on work-sharing. As a measure to reduce the current high levels of unemployment, however, reducing normal hours and extending holidays do not compare favourably with the special em-

ployment measures now being operated by the Government. The effect on unemployment of these approaches is highly uncertain, and they carry high risks of upsetting the major economic objectives of controlling inflation and maximising the rate of recovery on which the prospects for creating more permanent jobs depend; although the latter difficulty might be less if they were pursued on an international basis so as to limit the effects on competitiveness. A reduction in overtime working to open up more jobs for the unemployed, provided it does not increase industrial costs, is a more promising possibility.

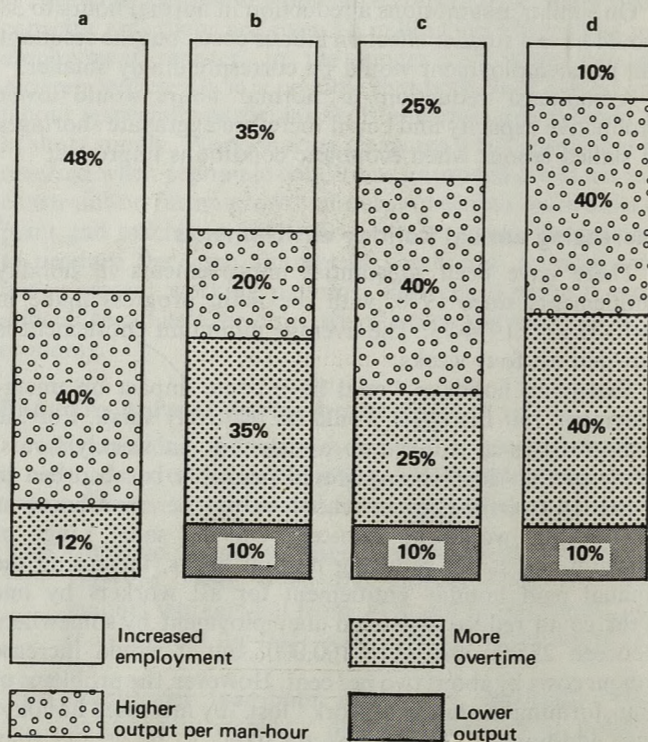
Effects of reducing normal weekly hours without corresponding loss of pay

Example	Reduction to 35 hours			Reduction to 38 hours		
	Registered unemployment '000's	Labour costs per cent	Government expenditure million	Registered unemployment '000's	Labour costs per cent	Government expenditure million
A Large employment effect	-480	+7.0	-£650	-200	+3.6	-£350
B Intermediate employment/low productivity	-350	+8.5	-£950	-210	+4.4	-£500
C Intermediate employment/high productivity	-250	+6.1	-£700	-150	+3.1	-£350
D Small employment effect	-100	+6.4	-£800	-60	+3.3	-£400

Note: Government expenditure is measured at 1977 prices and benefit levels.

These examples are designed to illustrate the range of effects which would be achieved under different assumptions about the response to reductions in normal hours. The details of the four examples are given opposite:

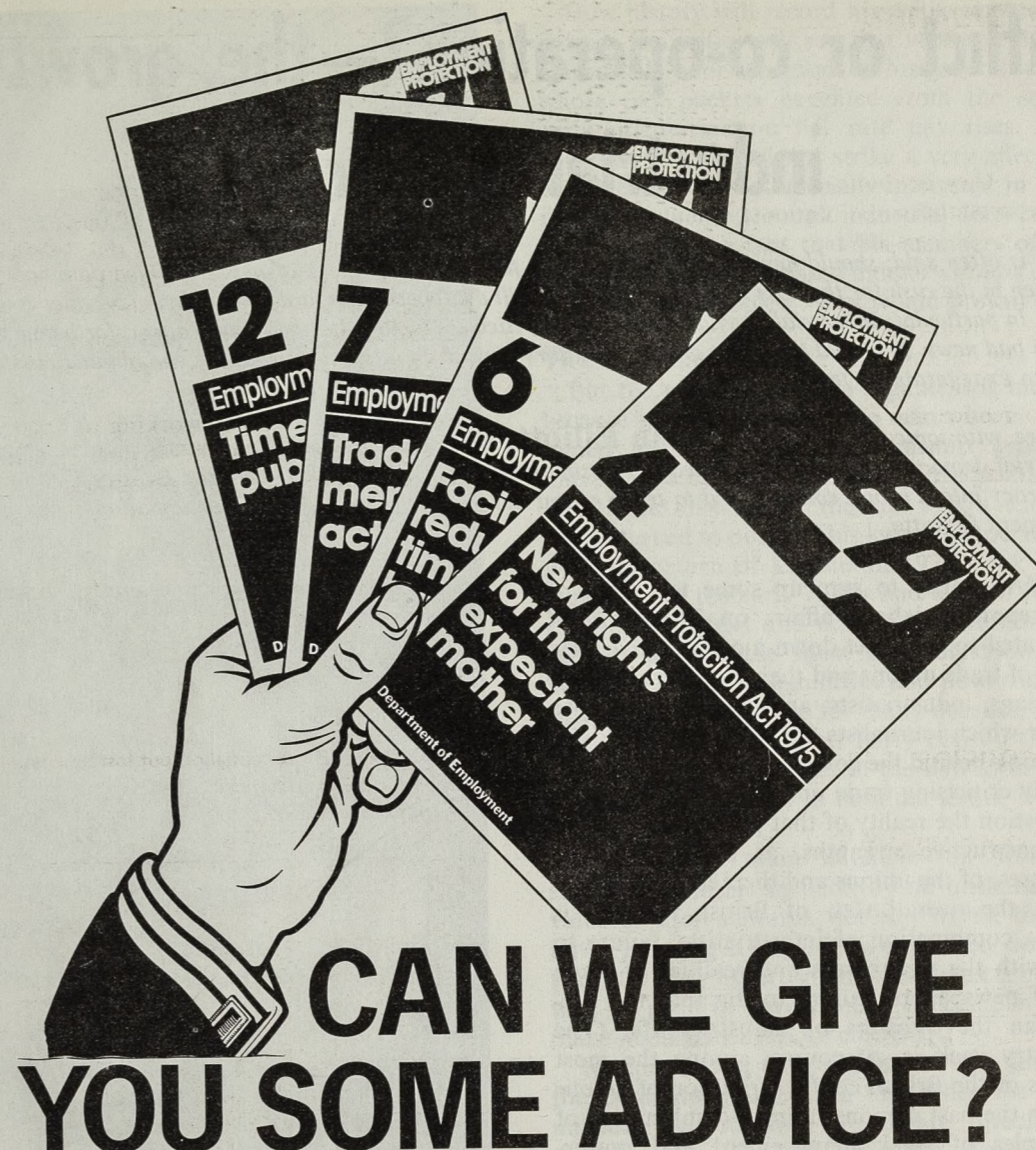
Proportion of the potential output lost by a reduction in hours which would be made up through:



Correction

Some of the figures in the chart on page 402, "Effects of reducing weekly hours without corresponding loss of pay", have been revised.

Under the general heading "Reduction to 38 hours", the figures for example A reading across should be: -200, +2.5, -£250; the figures for example B should read: -150, +3.0, -£350; the figures for example C should read: -100, +2.2, -£250; the figures for example D should read: -40, +2.2, -£300.



These leaflets are published by the Department of Employment and are available free of charge from local employment offices, jobcentres, unemployment benefit offices and from regional offices of the Department of Employment.

These leaflets may also be obtained from the address given below.

If you wish to know more about the provisions of the *Employment Protection Act* you will find the information you need in the series of leaflets listed here. A series of leaflets covering specific provisions of the *Employment Protection Act*:

No 1	Employment Protection Act - an outline	PL578
No 2	Procedure for Handling Redundancies	PL581
No 3	Employees Rights on Insolvency of Employer	PL582
No 4	New Rights for the Expectant Mother	PL580
No 5	Suspension on Medical Grounds under Health and Safety Regulations	PL583
No 6	Facing Redundancy? Time off for Job Hunting or to Arrange Training	PL584
No 7	Trade Union Membership and Activities	PL588

No 8	Itemised Pay Statement	PL587
No 9	Guarantee Payments	PL591
No 10	Terms and Conditions of Employment	PL592
No 11	Continuous Employment and a Week's Pay	PL593
No 12	Time off for Public Duties	PL595

(A supplement is also available on the extension of individual rights to part-time workers.)

Other Related Publications

Dismissal - Employees Rights
Contracts of Employment Act 1972
Employees' Rights on Insolvency of Employers. IL1
Insolvency of Employers. IL2
Trade Union and Labour Relations Acts 1974 and 1976
Recoupment Regulations - Guidance for Employers
 Guidance on procedure for recoupment of unemployment and supplementary benefit for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal.

A comprehensive list of leaflets available from the Department of Employment can be found on Pages 82/3 of the January 1978 issue.

Conflict or co-operation?—the growth of industrial democracy

Journalists, it is often said, should never write books. Their fleeting experiences of matters which dominate their newspapers are often forgotten in the rush for the next day's news. They are ill equipped, therefore, to tackle the broader issues of which good books are made. In particular, industrial journalists are often criticised, along with their newspapers, for being students of trouble and purveyors of bad news. It is said that they and their editors have little interest in what is good about British industry and are only concerned to exaggerate its troubles.

*It was, therefore, with some trepidation that **John Elliott**, industrial editor of *The Financial Times* set out in 1976 to write a book on industrial democracy which was aimed at putting both the social contract and the Bullock Committee of Inquiry on industrial democracy into a broad context, and to trace recent developments in employee participation*. He gave this personal view to *Employment Gazette*.*

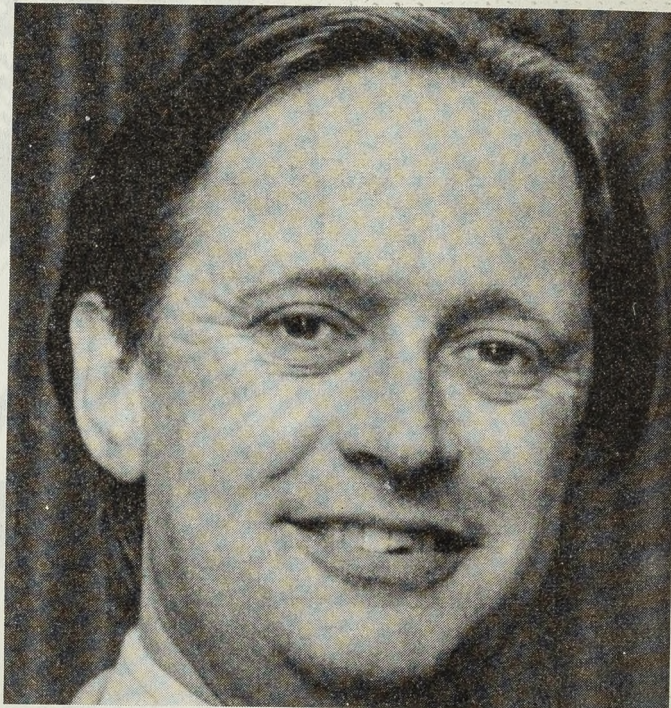
THE AIM WAS partly to sum up some ten years of experience reporting labour affairs on *The Financial Times*. I also wanted to try to set down a constructive view of the operation of trade unions and their members because too often politicians, industrialists, and managers fall into the same trap for which journalists are criticised. That is to say, they fail to look behind the conventional contemporary fashion of blindly criticising trade union power. They thus often do not question the reality of that power, or consider the potential constructive strengths, as opposed to the negative weaknesses, of the unions and their shop stewards.

Often, indeed, the overall view of British industry is made worse by a combination of industrialists' failure to come to terms with the weaknesses and realities of trade unionism and of newspapers' failure to dig into the successes rather than the disasters of industrial life. (The newspaper industry itself is, of course, among the most extreme examples of the British conflict tradition of labour relations, often in the past demonstrating a combination of the worst examples of weak management and power-hungry trade unions.)

But the problems of British industry are not confined to the strikes and other trouble spots that dominate the newspapers. The real problem areas are far wider and include those many businesses where, although there may hardly ever be any serious industrial action, there is an alienation to work, a lack of managerial confidence, coupled with negative attitudes among shop stewards and union officials. In many cases, efforts will be made by management and unions to improve the efficiency of such businesses. But there is still a need for a significant catalyst to speed up participative changes.

Living with the unions

The problems of how to live with trade unions has been a subject of continuous political controversy and debate since the unions first started developing more than a century ago. It has become more intense as technological and social developments, coupled with increasingly complex economic problems, have increased the influence of the unions. Politicians of all parties have consequently tried various methods of curbing these new "barons" as well, however, as sometimes encouraging them to shoulder greater responsibilities.



Elliott: constructive view of trade unions' operation

During the past 10 years in particular, the British Parliament and public have swung almost irrationally from one extreme to another in their views about the unions, as Governments have searched for incomes and other labour and economic policies. On the one hand there has been legislation covering the unions' and their members' actions, while on the other hand the same political parties and Governments have helped the unions to consolidate their position in industry by enacting laws enshrining what they have hitherto tried to win by negotiation on the shop floor.

So however determinedly Governments and individual employers have tried from time to time to "curb the power" of the unions they generally switch back, after a time, to trying to do deals. In the case of Governments this is because they have increasingly found themselves needing to implement

* *Conflict or Co-operation?—the growth of industrial democracy' by John Elliott. With a preface by Lord Bullock. Kogan Page. £4.95 paperback. £8.95 hardback.



Jones: major influence on country's affairs

incomes policies rather than wanting to face the unrest of monetarist or other restrictive policies that would increase unemployment.

This constructive approach of giving unions and their activists responsibilities, rather than trying to restrict them, can be set under the broad umbrella of industrial democracy. Here, their members, and their shop stewards and national officials, help to manage various parts of the country's industrial life. Such a trend has indeed replaced the restrictive strike-law approach of the late 1960's and early 1970's. It has been advocated by both past Conservative Governments (which, for example, created the National Economic Development Council in 1962, started the move towards hiving off tripartite-style agencies from the Department of Employment, and tried a national tripartite partnership with the Heath national talks of 1972 and 1973), and by Labour Governments (most notably through the social contract). Then there is the more basically industrial level of the subject with the possibility of employers sharing the information and decision-making power in companies that affect people's working lives.

Jack Jones' influence

The union leader most involved with these sorts of developments has been Jack Jones who has just retired from the general secretaryship of the Transport and General Workers' Union. Indeed, if one traces how the problems experienced by Governments in the 1960s and early 1970s led on to the social contract (as well as to the creation of the Bullock Committee of Inquiry on industrial democracy), one begins to realise the major influence exerted on the country's affairs by Jones.

How history will record his achievements cannot yet be judged. His critics will say that whatever he did was done almost solely for the good of his general worker members whose pay packets benefited from the social contract's early orientation on flat rate pay rises. And they will conclude that he did not strike a very effective deal. They will add that he was specially interested in spreading shop steward influence through industrial democracy because he believed that the fact that his members often vastly outnumber smaller craft-based unions within a company would mean that his people's views would prevail.

The social contract

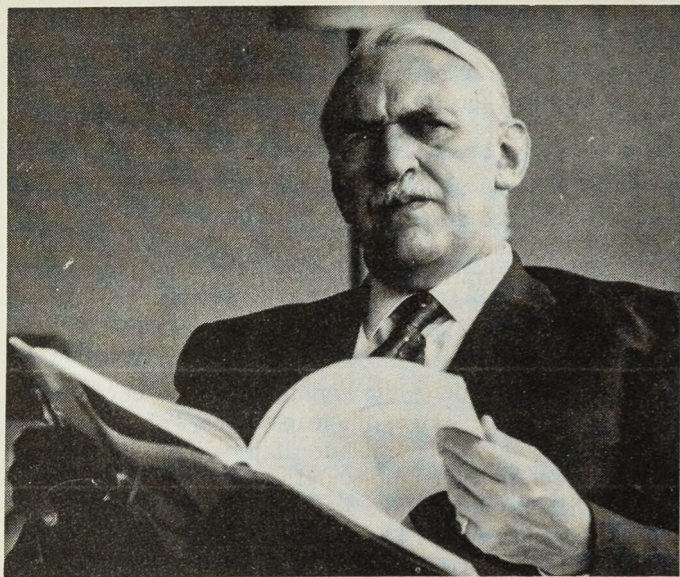
But the other side of the argument is more constructive because he can be seen as the man who in 1971 was determined to build a new relationship within the Labour movement so that the unions and the politicians would not repeat the mistakes of the late 1960's when Labour was next returned to power. This led to the social contract which, with the return of Labour in 1974, took over where the tripartism of the early 1970's had left off. It founded a new style of industrial and economic government and rapidly became one of the most misunderstood, most unfairly attacked, but most significant and powerful innovations on Britain's political scene for many decades. Its main institution was the TUC-Labour Party Liaison Committee which proved a significant force in the new-style partnership and its main achievement, in national terms, was in combating inflation.

Jones' other main initiative—on worker directors—stemmed from his instinctive and unshakable belief in the value of shop stewards, not only within their trade unions, but in industry at large. He is convinced, on a practical level, that they have expertise and skills which, effectively utilised with a positive involvement in company affairs, would make management more efficient.

Without Jones, and without the fact that Britain joined the Common Market at a time when the European Commission was starting to prepare directives on worker directors, the Bullock Committee may never have come about. Jones had been pushing worker director ideas from the time when he had been chairman of a Labour Party working party in 1967; but little might have happened if there had not been an apparent need to tell Brussels what Britain thought on the subject.

A definition

One of the problems, however, with this overall subject is that industrial democracy and employee participation mean different things to different people. The suggestion is made that it is a far wider and older issue than just worker directors, and that it possesses both political and industrial dimensions. Broadly it means workers (normally through their trade unions, although libertarian worries can be met with special arrangements) claiming rights to have a greater say over matters affecting their working lives. This involves running the country's economic and industrial affairs, which in turn involves those who are in positions of authority handing over some of their powers to the representatives of the workers. Such a broad concept of changing the balance of power in the nation generally, and at work in particular, fits in with what the unions have been about since their inception. It is therefore in line with their political ambitions.



Bullock: no more important task

But when it emerges in the form of the social contract or the debate about worker directors, it runs into two major problems. These problems were mainly responsible for the reception that the Bullock Report received when it was published.

The basic opposition—whether explicit or implicit—stems mainly from industrialists, politicians, and other sections of the population without union links. Such people do not like the idea of handing over some of their powers to workers' representatives, however fruitful such co-operation might be. Then there is the nature and history of the unions themselves which, firmly based on the adversary bargaining system of British industry, do not want to blur their lines of conflict through institutionalised co-operation, or to modernise their cumbersome structures. Such a reaction from the unions helps the industrialists and others to argue that there are sound practical, as well as philosophical and political arguments against industrial democracy. All that should happen, therefore, they argue, is that there should be slow moves towards greater communication and consultation with employees, stopping well short of full participation in decision making.

Originally highly sceptical about the practicalities of worker directors for these and other reasons I nevertheless eventually came to the conclusion that there was no other long-term effective way of recognising the rights of workers and of providing a catalyst for encouraging industrial reforms.

Forms of participation

But the opposing arguments led me firstly to look into how and why the tripartite agencies like ACAS and the MSC, involving co-operation with unions at a fairly high level, were first set up. Then I moved on to how the TUC and the CBI influence national affairs in different ways. Next I tried to separate out the different views among unions and managers and industrialists on the subjects before looking into what has been happening in recent years in some companies such as Ford, British Leyland and GEC, as well as nationalised industries such as steel, the Post Office and coal mining. And then of course, there are

other forms of employee participation such as profit sharing, workers' co-operatives and job design and enrichment, as well as controversial ideas such as 50-50 employer-employee control of pension funds.

Many sorts of participation received a significant boost as a result of the Bullock Committee's activities which spurred companies to reform some of their procedures—though unfortunately did not have such a catalytic effect on the unions themselves. But the single-minded way in which the Bullock terms of reference were drafted, and the report produced, helped to make the issue impractically controversial.

Need for legislation

The intensity of the Bullock debate should not however be allowed to obscure the strong case that can be made for introducing legislation which would, over a longish period, move towards workers, mainly through their unions, having a statutory right to boardroom representation. This is indeed a logical development from the generally less controversial idea that company directors should have to take equal account of the interests of both their shareholders and their employees when making company policy decisions.

The growth of workers' pension funds as a primary source of capital for industry also accentuates the basic problem of the ownership of industry and makes a reassessment of the responsibilities, allegiances, and accountability of company boardrooms (and consequentially of employees) an urgent matter. So the case for worker directors can be seen both as a development of workers' rights, and as a means of inducing a new legitimacy for the operations of unions, through their shop stewards, and for the function of management.

Such a development need not be rushed and a gradual programme could be worked out with the encouragement of all sorts of different forms of industrial democracy. While an eventual statutory right to worker directors would be the best catalyst, many groups of workers and their unions might well decide that their strong bargaining traditions make boardroom representation undesirable or impractical. Some might even just want one or two nominal boardroom seats to help them gather company information and keep an eye on what the directors are doing. Others will prefer the extended consultation and collective bargaining favoured by trade union critics of the Bullock approach. There are indeed a myriad of alternatives and one of the failings of the Bullock exercise is that it did not explore them sufficiently. But it would be a shame if that were to prevent some fairly rapid initiatives going beyond publication of White Papers.

So we are in a period of British political and industrial history that has been epoch making for the way in which trade unions have shouldered some new responsibilities. Future political and other developments will lead to variations in the attitudes which led to the social contract, especially when unions and their members feel the need, for political or industrial reasons, to fall back on their more traditional adversary tactics.

But as Lord Bullock says, it must be possible to find a better way to conduct industrial relations, and "there is no more important task than to start the process of debate and experimentation now."

The impact of redundancies on a local labour market

by Richard Pearson, *Institute of Manpower Studies* and John Greenwood (*UMIST*)

IN RECENT YEARS upwards of 300,000 people per year have been made redundant. In some instances only a few people being affected, in others many thousands. Numerous studies of the impact of redundancies on the workers concerned have been made but less attention has been given to the impact on the labour markets and the extent to which other workers and employers can be affected. To gain a clearer understanding of these aspects, the Department of Employment (DE) commissioned the Institute of Manpower Studies (IMS) to undertake a study* of the impact of the closure of an engineering plant on its local labour market and to try to examine any displacement effect as redundant workers were hired by other employers.

A number of redundancy studies have already been completed by other researchers. These have mostly been concerned with a follow-up of the subsequent job histories of redundant workers. Together they give a fairly consistent picture of such things as the reabsorption pattern, the strategies deployed in seeking re-employment, information channels on new jobs, the extent to which age affects the duration of unemployment. There are however, issues which remain largely unresearched, particularly the impact of redundancies on local employers and the local labour market. For example, in so far as the redundant workers may be more advantaged in such things as skill and age, they may be relatively easily re-absorbed into the labour market. However, this may be at the cost of less absorption of less advantaged workers such as the long-term unemployed, workers who change jobs frequently, and school leavers (this is termed the displacement effect). Similarly the extent to which the redundant workers may become net additions to other firms' labour forces and the resulting impact on firms' output and business performance is largely unknown.

Methodology evaluation

The study was also seen as a means of evaluating the methodology of employer based redundancy studies. The study incorporated three interrelated phases:

- (i) an analysis of the local labour market information including the background to the closure
- (ii) a follow-up survey of the redundant workers to help identify those firms who subsequently recruited them
- (iii) interviews and postal surveys of local employers

Interviews were held with 24 major local employers, all those approached agreeing to co-operate. A further 102 (out of 175 approached) responded to the postal survey.

This gave an overall response of 65 per cent of those approached.

The closure and the labour market

The redundancies occurred following a decision in late 1975 to close an engineering factory with a labour force of 550 including 407 hourly paid. Following the announcement an average of 17 people per week left the firm, the number falling to about six per week after March, when bonuses were paid to those remaining. The closure occurred in June, 1976, by which time only 360 staff, including 266 hourly paid, remained. The factory was located in a Travel-to-Work-Area with a working population of about 77,000. Of total employment in this area 60 per cent were in service industries, national and local government services being the biggest single employers. Manufacturing accounted for 28 per cent of employment (23,500). Since the last war unemployment has typically been lower than the national average, being 3.4 per cent in the first quarter of 1976, compared with 5.4 per cent for Great Britain as a whole.

Significant local event

While this closure was of the largest engineering firm in the area and was seen as a significant local event, it took place against the background of a spate of other smaller redundancies during the course of the year. Altogether 2,095 other redundancies were notified in that and a neighbouring area, but these resulted from smaller scale events, the average number made redundant in any one case being 45 with only six affecting more than 100 workers. In the case of closure studied, not only did one third of the labour force leave voluntarily during the first half of the year, many of the others continued to be paid, though not employed, for up to three months after the closure, thus further spreading across the year the impact of the closure on the local labour market. During the same period registered unemployment in the area ranged between 2,340 and 2,740 with a monthly turnover on the register of the order of 1,000. Total turnover in the labour market, representing the total flows of job seekers would, of course, have been higher than this.

It might be anticipated that a closure such as this, which takes place in a market characterised by large pre-existing flows of job seekers, will show little significant effect on labour market indicators. A theoretical consideration of a

* R. Pearson, J. Greenwood, *Redundancies and Displacement* GN104 Institute of Manpower Studies 1977.

redundancy would suggest a number of hypotheses that could be tested using existing ESA data. These are that redundancies will tend (i) to raise the ratio of unemployment to vacancies (ii) to shorten the average duration of vacancies and (iii) to increase the level and average duration of unemployment. Analyses were made of the ESA data to test these hypotheses but they showed no changes that could be attributed to the closure. The only significant change was a rise in notified vacancies just after closure, the opposite of what might be expected, but this could probably be explained by the opening of a new Jobcentre locally. Thus while in the case of a larger closure, analysis of ESA data might be productive, in this case the number of workers affected was too small in relation to existing flows and changes in the labour market for the resulting changes to be clearly identified.

The closure and local employers

The engineering firm was seen as a major employer of skilled labour in the locality. While the closure was seen as having a major negative impact in the area due to the loss of jobs, many local employers anticipated that the closure might be beneficial to their own recruitment since there were shortages of certain groups of skilled manpower in the area. These "benefits" were one aspect of the closure that were examined. Also when redundant workers filled jobs where no other suitable applicants were available, then this would be evidence that displacement did not occur. A prerequisite here was to assess the state of "demand" for manpower in the locality, in doing this there were two particular difficulties—first to define the nature of a vacancy and second to define and quantify the extent of any labour shortages.

The employer surveys revealed difficulty in defining a labour shortage. Many firms, for example, did not operate with the notion of a fixed staffing complement from which it would be possible to identify a "shortage" of staff at any one moment. Such firms, generally the smaller firms, made recruitment decisions on a day to day, informal basis. On the other hand, some firms revealed that they were prepared to recruit suitable applicants should they come forward even when there was no vacancies, if labour shortages were expected in the future. Again, a shortage of a particular type of staff to work in particular firms could arise for any one of several reasons, such as the transitional problems associated with increase in business, a high level of labour turnover, a lack of applicants prepared to work at the existing rates of pay and conditions, or, finally, because there was an absolute shortage in that insufficient people with the right skills are available anywhere in the labour market. A more fruitful approach than attempting to assess shortages was to identify firms with recruitment difficulties and examine the time taken to fill vacancies, for whatever reason.

Recruitment difficulties

The majority of firms expressed concern over recruitment difficulties. These were mainly for skilled engineering workers but also for unskilled process workers and school leavers for training schemes. These difficulties were affecting production and output in several of the firms while in

others they were able to cope only because demand for their output was low. The main response to these difficulties was to increase overtime, reorganise work schedules and use subcontractors. Generally firms tended to look for short term solutions when experiencing recruitment difficulties.

The redundant workers were favourably viewed by local employers, particularly given the good labour relations record of the plant. Also past recruits from that firm had been good employees. Other advantages of the redundant employees were that for semi-skilled jobs firms were able to reduce the training periods. On the negative side, several firms regarded the redundant workers as being over-graded. However, they were such a small part of any firm's total applicants or recruits that they rarely categorised them.

For example, of the 125 firms identified who had, by the end of 1976, recruited at least one of the redundant workers, only 12 had recruited five or more and in all the firms the redundant workers represented only a small proportion of the 2,900 people recruited during the year. Overall, despite high expectations, the availability of redundant workers had little impact on other firms' recruitment. There was however, one factor that militated against their large scale recruitment. Firms claimed that incoming groups of recruits had a tendency, if working near one another, to form "clans" and had the potential to disrupt the smooth running of the firm. This often came about through the recruits collectively trying to adopt the work pattern and system of their former employment, not from hostility to the new employer but rather a failure to be absorbed into the culture and ways of the new firm. Two of the firms were especially concerned about this possibility, and sought to integrate the recruits with their own work force as quickly as possible so that this did not act as a constraint on the recruitment. If however, larger numbers had wanted to start then they would have probably restricted the flow of such recruits to ensure they came over an extended time period and into different departments.

The closure and the employees

Obviously the main impact of the closure is on the workers involved, 550 of whom lost their jobs. Previous studies of redundancies[†] have given a fairly consistent picture of such things as job search experiences, duration of unemployment and the subsequent job experiences of the workers concerned. A subsidiary objective of this research was to see how these patterns might have changed and a brief follow-up survey of the redundant workers was carried out by Marplan Ltd. Although replies were only available from half the work force, and it would be wrong therefore, to generalise the results to the whole work force, the experience of the respondents were broadly in line with those of other reported redundancies in that

- two thirds of the respondent had found jobs within four months of the closure; the early leavers found jobs more quickly as did the younger workers. All the apprentices found jobs
- informal job search methods were most important for those finding jobs

(continued on page 411)

[†] For example, W. W. Daniel *Whatever Happened to the Workers of Woolwich* PEP July 1972

Employment people



Pressure groups are part of the accepted machinery of change in Government today. In the case of the development of better employment services for disabled people there is an official pressure group, the National Advisory Council for the Employment of Disabled People (NACEDP), which has had a major part to play in the important changes that are taking place in public policies at the moment. The National Advisory Council's chairman, recently appointed for the second time, is **Mr Geoffrey Gilbertson** (pictured in the garden of his Co. Durham home).

The best of his abilities

GEOFFREY GILBERTSON is a firm believer in the strengths rather than the weaknesses of disabled people. "Everybody is disabled in some way or another and what you have to do in this life is take your abilities and make the best of them," he argues. He himself is an example of what must seem to many people the apparent paradox of high efficiency side by side with permanent disability. Confined to a wheelchair for more than 20 years as the result of polio—"the last batch" he adds in that matter of fact way that hides the tragedy of the armistice day casualty—he certainly has not remained confined in his own activities or business life.

His frequent travelling on Advisory Council and other matters makes him difficult to find in one place long enough for an interview and makes it quite clear he is first and foremost a man with a job to do and a long way second a disabled person.

by the Editor

Mobility is a key factor in the integration of disabled people into ordinary working life as far as Gilbertson is concerned. "In Canada the first job they do with any disabled person is to train them to drive a car or a vehicle. The basis for that logic is that it is no good having a job if you cannot get there. I think that for the disabled person, the extra effort in all sorts of ways of having to get out and

use public transport is a huge deterrent to getting work." He is particularly worried by the Government decision to do away with the invalid tricycle which he thinks is going to stop some disabled people getting to work despite the introduction of the new mobility allowances, which he agrees, for the majority are a big step forward. Through the auspices of the organisation *Motability* it is possible for people to trade in their mobility allowance for a car, but this is not the whole answer as far as Gilbertson is concerned. He is concerned that there will be those who will be unable to drive a car or for whom the necessary special controls will be too expensive. He points out that in the 18 months since the demise of the invalid trike disabled school leavers have not been able to have cars under the scheme because of their age and this may have hindered them from getting to the right training or to jobs.

Yet it would be wrong to suggest that Geoffrey Gilbertson is one of those people who believes that the problems of getting disabled people into the right kind of employment is something that can be solved simply by Government hand-outs of one kind or another. He readily admits that probably the biggest obstacle to be overcome are the disabled people themselves. Often they have to demonstrate that they are twice as good at a job as an able-bodied person before an employer will take them on; and for someone who may have become institutionalised by a long spell in hospital and is trying to get back into the normal swim of life that poses an enormous problem. Gilbertson's

Employment people

recipe is not featherbedding through subsidies or employment quotas. "Our task must be always pushing, pushing, pushing to get people to stand on their own two feet, because that is the problem they have got to get over themselves."

Six months trial

The right approach, he feels, towards subsidies for—a view which has been reinforced in the Manpower Services Commission's development programme (see March *Employment Gazette*) is the scheme which allows an employer to take a disabled person on a six months' trial basis during which time he can become acclimatised to the job and the employer can see what changes or modifications could be made, again with special financial assistance, to make the job better suited to the disabled person. Gilbertson's view is that the employer must be made to feel that by employing a disabled person he is getting someone who is well able to do the job on an equal footing. Moreover, he says, the employer is getting someone who really wants to be there and who knows what it can be like sitting around at home unable to do anything.

Both Geoffrey Gilbertson and the Manpower Services Commission (MSC) realise that before such a philosophy becomes readily accepted by many employers, the training and matching of disabled people for jobs must be right. This is part and parcel of the process of letting disabled people make their own way successfully with help at the initial stages. Already Gilbertson thinks that perhaps the trend is far too many straight allowances and the balance should go the other way towards giving people assistance to get on with the job of living themselves, at no further cost to the community.

Cost-effective approach

This cost-effective approach to disabled people's employment problems is a recurrent theme in Geoffrey Gilbertson's thinking and one very much echoed by the MSC. He is particularly concerned with the cost-effectiveness of sheltered workshops, employing those disabled people who are unable to cope with open employment. There are about 12,000 people employed in this way throughout the country at present. With Remploy accounting for some 8,000 of those, the remaining establishments run by local authorities, charities, as well as the blind workshops, add up to a large group of rather small units. This poses problems of finding the right kind of contracts as well as the attendant marketing problems.

The priority suppliers policy for sheltered workshops, whereby they are given some advantage when tendering for public contracts, was one of the main considerations of the National Advisory Council during its last three years of office. Now, Gilbertson feels, there is

scope for increasing the amount of Government and local authority work going to the workshops by about three or four per cent. This would give them the chance of longer runs of work, more efficient working methods and the incentive to introduce new equipment where necessary as well as staff training. "Obviously" Gilbertson concedes, "open industry does not want to see a vast amount of those contracts, which today come to a very large amount, going to sheltered workshops, without feeling that they have a reasonable chance at them." On the other hand sheltered workshops are an expensive fact of life. "It is very bad for disabled people to feel that somebody is scratching around finding the rotten work in the district which nobody else wants when they could be doing, as some of them are, very good jobs."

Major progression

Talking to Geoffrey Gilbertson it becomes quite plain that there is no room for sentiment in his attitudes when it comes to employing disabled people. In his years with the National Advisory Council he regards the major progression in that time as being the shift of emphasis away from the idea that employers have a social duty to employ disabled people, epitomised in the quota obligations. The move, now summed up both in the MSC's strategy document and in *Positive Policies*, is to persuade employers disabled people can be employed competively on their own merits. After the second World War, says Gilbertson, it was clear that the quota obligation to employ three per cent disabled people was a good way of handling the problem of the larger numbers of physically handicapped people returning from the war. But in time nature of disability changed and in many ways the quota system became inappropriate. It only covers registered disabled people and many choose not to register. "I myself never registered as disabled", he says, "not for any particular reason but just because I did not find it necessary. I set out to find a job I did not feel registration would help me."

So did he think that the employer should no longer regard fulfilling his quota as being important?

"I think that for the time being we should keep the quota but keep an eye on it. At least it is a guide to areas that may need looking at. For instance when the survey was carried out into the numbers of disabled people employed in Government departments and local authorities, the information coming out showed that there were areas or authorities who were only employing 0.3 per cent or 0.1 per cent."

From that point of view Geoffrey Gilbertson would not like to see the quota abandoned yet although in his view there ought to be better methods of producing more comprehensive information about the level of employment of disabled people, whether they are registered for quota purposes or not. After all the quota is costing about £2½ million a year to administer—money he thinks could be better spent on other things. Nevertheless he sticks by the advice given to

Employment people

the Employment Secretary by the Advisory Council, that the quota, for all its shortcomings, should not be removed overnight. "We ought to show that we can produce a better policy before we get rid of the existing one and there are still pieces of information that come out of the quota that are worthwhile having."

As Geoffrey Gilbertson settles into his second three year spell as chairman of the National Advisory Council a number of special concerns are preoccupying him. A good deal of work has been carried out by the Council on the particular employment rehabilitation difficulties experienced by people who have been mentally ill. If the right kind of training is not available at the right time there is a danger of relapse—something which proves to be a major stumbling block with possible employers. There is a gap between hospital and work which needs to be filled and the Council has come up with proposals which are still under discussion. There are still major unanswered questions about preparing the mentally handicapped for open employment and characteristically Geoffrey Gilbertson says, "I think it is

quite wrong for us to be putting problems we have not yet solved on to the employer who is neither trained nor is it his job in society to deal with them".

Another preoccupation is the task of making doctors and medical schools more aware of the need for rehabilitation and for it to be a continuous process from hospital to work for the newly disabled person. Gilbertson is also concerned to see more national and local co-ordination of information about jobs opportunities and needs by creating closer links between the Advisory Council and the local Disablement Advisory Committees. He wants the National Council to be "much less of an ivory tower" and he wants to get the remit of the local committees right too. What he is concerned to achieve is "a very much better service for the country as a whole".

It is difficult to see how NACEDP could remain an ivory tower under Geoffrey Gilbertson but in that unlikely event one thing that is certain that he will not be spending much time in it. He will be on the move as usual giving the lie to his handicap and those of thousands like him. ■

The impact of redundancies on a local labour market (continued from page 407)

- over 125 different firms recruited the workers made redundant, only 12 of them recruited more than five redundant workers. One third went to engineering firms and just under half to service industries. Redundant workers represented less than five per cent of the total recruitment to these firms
- overall there was a net downgrading in skill and earnings. The majority of those finding employment went to similar jobs and about 12 per cent went to completely different jobs. Sixty per cent of the respondents indicated that they did not see their new job as of a permanent nature and were still looking for a new job although only about 10 per cent had moved on to a second job
- five per cent of the work force expressed an interest in retraining opportunities and less than two per cent applied for and received offers on retraining courses.

This was the first reported study to focus on employers rather than employees when trying to examine the displacement process. It proved to be a useful way of testing out various methods of looking at the effects of a redundancy on a local labour market and of trying to estimate displacement. Some of the important practical difficulties which stand in the way of such efforts and which would require

much thought if future studies were to try to overcome them, were highlighted. A particular problem with this study was that, when focussing on displacement the closure was found to be too small in relation to the movements in the local labour market for any displacement effects to be clearly visible. For example, the redundant workers represented less than 30 per cent of the flows on and off the unemployment register in any one month. However, by focussing on evidence of non-displacement, some conclusions could be drawn. It was clear that in the case of skilled workers finding similar jobs, extensive displacement was unlikely in view of the apparent local labour shortages. In the case of semi-skilled and unskilled workers displacement was more likely as a number of employers expressed preferences for the redundant workers.

The study did expose a need for a clearer understanding of the processes and decision-making of employers in a local labour market and their interaction with, and response to, "external" events as well as the training and placement services. In particular, there is a need to understand how employment levels are set, vacancies arise and recruitment decisions are taken in firms, together with their associated time horizons. Only by a better understanding of the activities of employers and the nature of "vacancies" can anything be said about demand in the labour market and hence about labour shortages and possible displacement. ■

Retail prices indices for one-person and two-person pensioner households: annual revision of weights

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 the *Gazette*.

In calculating the indices for 1978 the weighting patterns to be used are based on the expenditure of pensioner households in the three years ended June 1977 repriced at January 1978 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 310 of the March 1978 issue of the *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 1978 of the General Index of Retail Prices excluding housing are given below in table 2.

Table 1 Retail prices indices for one-person and two-person pensioner households

Group and section	One-person pensioner households	Two-person pensioner households
FOOD		
Bread	31	29
Flour	3	5
Other cereals	7	6
Biscuits	13	12
Cakes, buns, pastries, etc	14	11
Beef	25	36
Lamb	17	19
Pork	7	9
Bacon	14	16
Ham (cooked)	6	5
Other meat and meat products	31	33
Fish	18	20
Butter	17	16
Margarine	4	5
Lard and other cooking fats	4	4
Cheese	11	11
Eggs	14	13
Milk, fresh	45	40
Milk, canned, dried, etc	4	4
Tea	21	18
Coffee, cocoa, proprietary drinks	11	9
Soft drinks	6	6
Sugar	9	9
Jam, marmalade and syrup	6	5
Potatoes	9	10
Vegetables fresh, canned and frozen	22	21
Fruit, fresh, canned and dried	26	24
Sweets and chocolates	8	10
Ice cream	1	2
Other foods	20	19
Food for animals	8	6
Total, Food	432	433
ALCOHOLIC DRINK		
Beer	13	29
Spirits, wines, etc	9	13
Total, Alcoholic drink	22	42
TOBACCO		
Cigarettes	28	50
Tobacco	2	10
Total, Tobacco	30	60
FUEL AND LIGHT		
Coal	47	41
Smokeless fuels	12	10
Gas	41	28
Electricity	69	52
Oil and other fuel and light	11	7
Total, Fuel and light	180	138

Group and section	One-person pensioner households	Two-person pensioner households
DURABLE HOUSEHOLD GOODS		
Furniture	2	2
Radio, television, etc	5	3
Other household appliances	18	15
Floor coverings	5	1
Soft furnishings	8	9
Chinaware, glassware, etc	1	1
Hardware, ironmongery, etc	7	6
Total, Durable household goods	46	37
CLOTHING AND FOOTWEAR		
Men's outer clothing	3	9
Men's underclothing	2	8
Women's outer clothing	18	21
Women's underclothing	10	6
Children's outer clothing	1	1
Children's underclothing	—	—
Hose	5	5
Gloves, haberdashery, hats, etc	6	5
Clothing materials	1	1
Men's footwear	3	6
Women's footwear	14	7
Children's footwear	—	—
Total, Clothing and footwear	63	69
TRANSPORT AND VEHICLES		
Motoring and cycling	13	37
Rail transport	4	3
Bus, etc transport	15	17
Total, Transport and vehicles	32	57
MISCELLANEOUS GOODS		
Books	1	1
Newspapers and periodicals	29	26
Writing paper and other stationer's goods	6	5
Medicine and surgical, etc goods	7	8
Toilet requisites	15	8
Soap and other detergents	15	11
Soda, polishes, etc	5	5
Other household goods	—	—
Travel and sports goods, leather goods, jewellery, etc	6	5
Photographic and optical goods	1	1
Toys	1	1
Plants, flowers, horticultural goods, etc	3	7
Total, Miscellaneous goods	90	85
SERVICES		
Postage, etc	8	6
Telephone, telegrams, etc	11	9
Television licences and set rentals	32	22
Other entertainment	3	3
Domestic help	5	3
Hairdressing	12	13
Boot and shoe repairing	4	3
Laundry	5	3
Dry cleaning and miscellaneous services	6	6
Total, Services	86	68
MEALS BOUGHT AND CONSUMED OUTSIDE THE HOME	19	11
TOTAL, ALL ITEMS	1,000	1,000

Table 2 General Index of Retail Prices, excluding Housing

Food	262
Alcoholic drink	96
Tobacco	54
Fuel and light	67
Durable household goods	73
Clothing and footwear	90
Transport and vehicles	158
Miscellaneous goods	80
Services	63
Meals bought and consumed outside the home	57
Total	1,000

Quarterly estimates of employees in employment—December 1977

IN THE LAST QUARTER of 1977 the numbers in employment in Great Britain, seasonally adjusted, fell very slightly by 5,000 to 22,152,000. This followed a small fall, of 12,000, in the third quarter. There had been an increase totalling 125,000 in the previous five quarters. Compared with a year earlier, employment in December was 37,000 higher.

Employment in manufacturing industries, seasonally adjusted, fell by 21,000 during the fourth quarter, following a similar decline in the third quarter. During the first half of 1977 there had been a rise of 69,000, so that the net change over the year was an increase of 25,000. The monthly figures available for manufacturing show increases totalling 8,000 in the first two months of this year and this suggests that employment in manufacturing could be beginning to pick up again. The number employed in the production industries was virtually unchanged over the year, with the

increase in manufacturing employment of 25,000 being mainly offset by a fall of 18,000 in employment in construction. In the previous 12 months (December 1975 to December 1976) there had been a fall in employment in production industries of nearly 50,000, which was mainly attributable to a decrease of 33,000 in construction.

The following tables (which have not been seasonally adjusted) show that employment in the service industries last year increased by about 45,000 (0.4 per cent), with an increase of 61,000 (0.9 per cent) in female employment and a decrease of 17,000 (0.3 per cent) in male employment. For the previous year (December 1975 to December 1976) the pattern had been similar with an increase of 50,000 being made up of an increase of 58,000 in female employment and a decrease of 8,000 for males. These rates of increase in employment in the service industries were appreciably smaller than in the preceding four years.

Table 1 Quarterly series of employees in employment: Great Britain

Industry (Standard Industrial Classification 1968)	December 1976*			September 1977*			December 1977*		
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Total, all industries and services †	13,128	9,048	22,176	13,145	9,082	22,227	13,094	9,120	22,214
Agriculture, forestry and fishing	288.3	87.7	376.0	296.9	92.0	388.9	280.2	88.0	368.2
Index of production industries ‡	6,856.0	2,289.9	9,146.0	6,853.0	2,303.8	9,157.0	6,846.8	2,300.6	9,147.3
of which, manufacturing industries	5,101.1	2,106.2	7,207.4	5,121.3	2,120.4	7,241.8	5,115.6	2,116.9	7,232.4
Service industries ††	5,983.3	6,670.3	12,653.8	5,994.9	6,686.2	12,681.1	5,966.7	6,731.5	12,698.3
Agriculture, forestry and fishing	288.3	87.7	376.0	296.9	92.0	388.9	280.2	88.0	368.2
Agriculture and horticulture	268.7	85.8	354.5	277.3	90.1	367.4	260.6	86.1	346.7
Mining and quarrying	329.2	14.4	343.6	326.9	14.4	341.3	326.4	14.4	340.8
Coal mining	285.6	9.9	295.5	283.3	9.9	293.2	282.8	9.9	292.7
Food, drink and tobacco	419.7	285.4	705.0	420.9	285.5	706.3	418.6	283.0	701.6
Grain milling	16.2	4.7	21.0	16.4	5.0	21.4	16.5	5.1	21.6
Bread and flour confectionery	63.9	36.9	100.8	65.2	36.9	102.1	64.1	37.0	101.1
Biscuits	16.3	26.6	42.9	16.2	26.8	43.0	15.9	26.2	42.2
Bacon curing, meat and fish products	54.6	50.6	105.2	55.2	50.9	106.0	54.0	50.5	104.4
Milk and milk products	41.0	14.5	55.5	41.3	15.4	56.7	41.0	15.0	56.0
Sugar	10.7	3.5	14.1	10.8	3.0	13.8	10.5	3.2	13.8
Cocoa, chocolate and sugar confectionery	32.5	39.4	71.9	32.9	39.5	72.5	33.1	40.2	73.3
Fruit and vegetable products	29.1	34.6	63.7	28.9	33.3	62.3	28.9	33.5	62.3
Animal and poultry foods	21.8	4.9	26.8	21.5	5.1	26.6	21.6	5.0	26.6
Vegetable and animal oils and fats	5.7	1.5	7.1	5.7	1.4	7.1	5.7	1.4	7.2
Food industries not elsewhere specified	19.9	14.6	34.5	20.4	15.0	35.3	20.0	14.4	34.4
Brewing and malting	55.7	13.0	68.8	56.7	13.1	69.8	56.2	13.1	69.3
Soft drinks	17.0	10.0	27.0	17.0	10.0	27.0	16.1	8.9	25.1
Other drink industries	20.1	13.3	33.5	20.0	13.5	33.5	20.2	13.3	33.4
Tobacco	14.9	17.3	32.2	14.7	16.5	31.2	14.6	16.3	30.9
Coal and petroleum products	33.4	4.0	37.4	33.3	4.1	37.4	33.0	4.0	37.0
Coke ovens and manufactured fuel	10.6	0.4	11.1	10.7	0.5	11.2	10.5	0.4	11.0
Mineral oil refining	17.1	2.1	19.2	16.7	2.1	18.8	16.6	2.1	18.7
Lubricating oils and greases	5.7	1.5	7.2	5.9	1.5	7.4	5.8	1.5	7.3
Chemicals and allied industries	306.3	119.6	425.9	308.6	121.9	430.5	307.9	122.7	430.6
General chemicals	112.0	21.5	133.5	113.9	22.1	136.0	113.9	22.1	136.0
Pharmaceutical chemicals and preparations	39.8	31.2	71.0	40.5	31.6	72.0	40.4	31.9	72.3
Toilet preparations	8.7	14.4	23.0	8.8	14.8	23.7	8.7	14.8	23.6
Paint	19.3	7.3	26.6	19.6	7.2	26.8	19.6	7.2	26.8
Soap and detergents	10.9	6.5	17.4	10.4	6.6	17.0	10.6	6.7	17.3
Synthetic resins and plastics materials and synthetic rubber	43.4	8.5	51.9	43.0	8.3	51.3	42.9	8.7	51.6
Dyestuffs and pigments	18.9	3.4	22.3	19.2	3.5	22.7	19.0	3.5	22.5
Fertilizers	10.2	1.7	11.9	9.6	1.6	11.2	9.6	1.6	11.2
Other chemical industries	43.1	25.1	68.2	43.5	26.2	69.6	43.1	26.2	69.3

Table 1 (continued) Quarterly series of employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	December 1976*			September 1977*			December 1977*		
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Metal manufacture	423.4	53.9	477.3	424.2	54.7	478.9	421.6	54.2	475.8
Iron and steel (general)	216.6	19.5	236.1	217.6	20.4	238.0	214.7	20.2	234.9
Steel tubes	44.7	6.8	51.5	44.3	6.9	51.2	43.5	6.8	50.3
Iron castings, etc	68.7	7.6	76.4	67.4	7.1	74.5	68.1	7.1	75.2
Aluminium and aluminium alloys	41.8	7.4	49.2	42.9	7.8	50.7	43.0	7.6	50.7
Copper, brass and other copper alloys	33.7	8.3	42.0	34.2	8.2	42.3	34.2	8.2	42.4
Other base metals	17.9	4.3	22.2	17.9	4.3	22.2	18.1	4.3	22.3
Mechanical engineering	779.5	143.5	923.0	787.8	144.7	932.5	787.7	145.9	933.6
Agricultural machinery (except tractors)	25.3	3.9	29.2	25.6	4.0	29.6	25.7	4.1	29.9
Metal working machine tools	54.7	9.1	63.8	56.0	9.0	65.0	56.5	9.3	65.8
Pumps, valves and compressors	69.5	14.7	84.2	70.1	14.7	84.9	70.7	14.8	85.4
Industrial engines	25.4	4.0	29.4	25.7	4.1	29.8	25.9	4.1	30.0
Textile machinery and accessories	21.4	4.0	25.5	20.8	3.8	24.6	20.2	3.7	23.9
Construction and earth-moving equipment	38.0	4.4	42.3	39.0	4.6	43.6	39.0	4.6	43.5
Mechanical handling equipment	52.0	8.2	60.2	53.1	8.5	61.6	53.0	8.4	61.4
Office machinery	16.8	6.9	23.7	16.1	6.6	22.7	16.0	6.6	22.6
Other machinery	177.5	35.5	213.0	181.0	35.9	216.9	180.1	36.2	216.3
Industrial (including process) plant and steelwork	141.9	16.9	158.8	139.1	16.8	155.9	139.9	17.1	157.0
Ordnance and small arms	17.1	4.4	21.5	17.4	4.5	21.8	17.4	4.5	21.9
Other mechanical engineering not elsewhere specified	140.0	31.4	171.5	144.0	32.2	176.2	143.4	32.5	175.9
Instrument engineering	95.4	53.2	148.6	96.6	53.6	150.2	96.2	53.2	149.4
Photographic and document copying equipment	8.8	3.1	11.9	9.0	3.2	12.2	8.9	3.1	12.1
Watches and clocks	5.7	6.5	12.2	5.6	6.4	12.0	5.5	6.4	12.0
Surgical instruments and appliances	16.1	11.9	28.0	15.9	11.4	27.3	15.9	11.3	27.2
Scientific and industrial instruments and systems	64.9	31.7	96.5	66.2	32.6	98.7	65.8	32.4	98.2
Electrical engineering	467.1	274.9	742.0	466.3	275.2	741.5	467.3	276.5	743.8
Electrical machinery	102.3	32.5	134.8	101.6	33.3	134.9	101.1	33.1	134.1
Insulated wires and cables	32.3	12.3	44.7	32.0	12.8	44.8	31.6	12.6	44.2
Telegraph and telephone apparatus and equipment	45.3	26.0	71.3	41.7	24.4	66.1	41.4	24.3	65.7
Radio and electronic components	62.6	66.2	128.7	63.6	66.0	129.7	63.8	66.2	130.0
Broadcast receiving and sound reproducing equipment	25.5	28.7	54.2	24.7	27.4	52.1	25.0	27.6	52.7
Electronic computers	30.6	11.0	41.6	32.2	11.4	43.6	32.8	12.0	44.8
Radio, radar and electronic capital goods	66.2	25.2	91.4	66.7	26.1	92.8	67.5	26.4	93.9
Electric appliances primarily for domestic use	40.7	21.2	61.9	41.6	21.3	62.9	41.2	21.4	62.6
Other electrical goods	61.6	51.9	113.5	62.1	52.5	114.6	62.9	52.9	115.7
Shipbuilding and marine engineering	163.6	12.7	176.3	164.0	13.1	177.1	162.7	13.2	175.8
Vehicles	662.9	90.6	753.5	673.7	93.2	766.9	677.2	94.3	771.5
Wheeled tractor manufacturing	33.0	2.6	35.6	33.4	2.7	36.1	33.7	2.7	36.4
Motor vehicle manufacturing	409.4	55.9	465.3	423.2	58.4	481.6	426.3	59.0	485.4
Motor cycle, tricycle and pedal cycle manufacturing	10.1	2.9	13.0	10.5	3.1	13.6	10.6	3.4	13.9
Aerospace equipment manufacturing and repairing	169.2	26.8	196.0	165.1	26.8	191.9	164.8	26.9	191.7
Locomotives and railway track equipment	17.2	1.1	18.3	17.2	1.1	18.3	17.3	1.1	18.3
Railway carriages and wagons and trams	24.0	1.2	25.3	24.3	1.2	25.5	24.4	1.2	25.7
Metal goods not elsewhere specified	380.6	149.7	530.6	387.7	152.2	539.9	387.9	151.7	539.6
Engineers' small tools and gauges	48.5	12.0	60.5	49.5	12.3	61.7	49.6	12.6	62.2
Hand tools and implements	12.9	6.2	19.2	13.2	6.5	19.7	13.3	6.4	19.6
Cutlery, spoons, forks and plated tableware, etc	7.4	5.1	12.4	7.5	5.1	12.6	7.7	4.9	12.7
Bolts, nuts, screws, rivets, etc	24.0	10.1	34.2	24.3	9.9	34.2	24.4	10.0	34.4
Wire and wire manufactures	30.2	7.8	38.0	29.7	8.0	37.7	29.6	7.9	37.6
Cans and metal boxes	17.2	13.4	30.5	17.9	13.6	31.5	18.0	13.6	31.5
Jewellery and precious metals	13.7	8.0	21.7	14.5	8.5	23.1	14.8	8.4	23.2
Metal industries not elsewhere specified	226.6	87.1	313.7	231.1	88.4	319.5	230.5	87.9	318.4
Textiles	266.8	219.0	485.8	261.5	217.1	478.5	259.4	215.3	474.7
Production of man-made fibres	28.9	5.0	33.9	27.5	4.6	32.1	26.9	4.2	31.1
Spinning and doubling on the cotton and flax systems	29.6	22.1	51.7	28.4	21.3	49.7	28.0	21.3	49.3
Weaving of cotton, linen and man-made fibres	23.4	16.3	39.7	23.4	15.9	39.2	23.1	15.7	38.8
Woolen and worsted	45.8	35.8	81.6	46.0	35.9	81.9	44.8	35.5	80.3
Jute	5.3	2.7	8.0	5.1	2.5	7.6	5.2	2.5	7.7
Rope, twine and net	2.6	3.0	5.5	2.6	3.0	5.6	2.6	3.0	5.6
Hosiery and other knitted goods	38.4	77.7	116.1	38.6	79.0	117.7	39.1	79.1	118.2
Lace	2.3	2.7	5.0	2.3	2.7	5.0	2.4	2.6	5.0
Carpets	23.3	12.1	35.4	22.2	11.6	33.8	21.7	11.7	33.4
Harrow fabrics (not more than 30cm wide)	6.1	7.0	13.1	6.0	7.0	13.0	5.8	6.9	12.6
Made-up textiles	9.2	14.7	23.9	8.2	14.0	22.2	8.2	13.4	21.6
Textile finishing	33.3	14.1	47.4	32.6	13.8	46.4	32.9	13.9	46.8
Other textile industries	18.7	5.9	24.6	18.5	5.7	24.3	18.8	5.6	24.4
Leather, leather goods and fur	22.8	17.3	40.1	22.8	17.4	40.2	23.0	17.5	40.6
Leather (tanning and dressing) and fellmongery	14.8	4.3	19.1	14.5	4.1	18.6	14.6	4.1	18.7
Leather goods	5.8	11.1	17.0	6.2	11.5	17.7	6.4	11.9	18.2
Fur	2.2	1.9	4.1	2.2	1.8	3.9	2.0	1.6	3.6
Clothing and footwear	88.9	280.1	369.1	88.4	280.4	368.8	88.3	279.9	368.2
Weatherproof outerwear	3.6	14.6	18.2	3.5	14.5	18.0	3.6	14.5	18.0
Men's and boys' tailored outerwear	16.7	55.3	72.0	15.8	54.6	70.3	15.5	54.6	70.2
Women's and girls' tailored outerwear	10.9	30.0	40.8	10.7	29.9	40.6	10.5	29.5	40.0
Overalls and men's shirts, underwear, etc	5.5	31.5	36.9	5.6	32.2	37.8	5.5	31.6	37.1
Dresses, lingerie, infants' wear, etc	13.1	78.5	91.6	12.7	78.1	90.8	13.0	79.2	92.2
Hats, caps and millinery	1.3	3.5	4.9	1.5	3.6	5.0	1.4	3.5	4.9
Dress industries not elsewhere specified	5.8	25.0	30.8	5.9	25.2	31.0	5.9	24.6	30.5
Footwear	32.1	41.8	73.9	32.9	42.4	75.2	32.9	42.4	75.3
Bricks, pottery, glass, cement, etc	201.1	60.4	261.5	200.7	62.6	263.3	200.8	62.9	263.7
Bricks, fireclay and refractory goods	38.2	4.3	42.5	38.8	4.2	43.0	38.6	4.2	42.8
Pottery	29.7	28.3	58.0	30.9	30.0	60.9	31.3	30.1	61.4
Glass	51.6	15.6	67.2	53.2	16.2	69.4	53.3	16.2	69.5
Cement	11.7	1.1	12.8	12.2	1.1	13.3	12.2	1.1	13.3
Abrasives and building materials, etc not elsewhere specified	69.9	11.2	81.0	67.6	11.1	78.8	68.0	11.2	79.2
Timber, furniture, etc	213.5	50.7	264.2	209.4	49.2	258.6	210.0	49.5	259.5
Timber	77.6	11.5	89.1	75.7	11.9	87.6	76.0	12.0	88.0
Furniture and upholstery	74.4	17.6	92.0	72.2	16.4	88.6	73.1	16.9	90.0
Bedding, etc	10.3	9.9	20.2	10.0	9.1	19.1	10.0	9.0	18.9
Shop and office fitting	24.8	3.9	28.7	24.7	4.0	28.8	24.0	4.0	28.0
Wooden containers and baskets	11.8	3.6	15.4	12.0	3.6	15.6	12.0	3.5	15.5
Miscellaneous wood and cork manufactures	14.6	4.2	18.8	14.7	4.3	19.0	14.9	4.1	19.1

Table 1 (continued) Quarterly series of employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	December 1976*			September 1977*			December 1977*		
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Paper, printing and publishing	365.6	170.6	536.2	364.2	174.9	539.1	363.2	174.6	537.8
Paper and board	52.6	10.7	63.3	52.4	10.9	63.3	52.2	10.6	62.7
Packaging products of paper, board and associated materials	51.4	30.3	81.7	51.6	30.3	81.9	51.3	29.9	81.2
Manufactured stationery	19.5	15.6	35.1	19.6	16.0	35.7	19.7	16.1	35.7
Manufactures of paper and board not elsewhere specified	15.0	9.4	24.5	15.0	9.6	24.6	14.9	9.6	24.5
Printing, publishing of newspapers	59.9	16.8	76.7	59.5	17.2	76.7	59.1	17.4	76.5
Printing, publishing of periodicals	41.6	18.8	60.5	41.2	19.2	60.4	41.1	19.7	60.8
Other printing, publishing, bookbinding, engraving, etc	125.6	68.9	194.5	124.7	71.7	196.4	125.0	71.4	196.4
Other manufacturing industries	210.5	120.6	331.1	211.4	120.7	332.1	210.9	118.3	329.2
Rubber	85.3	25.1	110.4	86.7	25.3	112.0	86.5	24.7	111.1
Linoleum, plastics floor-covering, leathercloth, etc	11.7	2.6	14.3	11.4	2.6	14.1	11.3	2.6	

Table 2 Quarterly series of employees in employment: regional analysis

THOUSANDS

	Total, all industries and Services†	Males	Females	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal petroleum and chemical products	Metal manufacture
South East and East Anglia								
December 1976*	7,974	4,660	3,315	119.2	14.3	204.4	147.4	32.9
March 1977*	7,907	4,621	3,286	108.3	14.4	200.6	147.4	33.7
June 1977*	7,952	4,640	3,311	121.4	14.5	204.1	147.2	33.7
September 1977*	7,986	4,669	3,317	127.4	14.3	205.5	147.5	34.1
December 1977*	7,995	4,652	3,343	116.5	14.4	204.7	147.7	34.1
South West								
December 1976*	1,503	890	613	46.1	11.1	58.0	16.2	7.4
March 1977*	1,494	885	609	47.9	11.1	57.8	16.1	7.5
June 1977*	1,536	902	634	48.6	11.1	59.2	16.5	7.7
September 1977*	1,536	904	632	49.7	11.1	59.2	16.6	7.8
December 1977*	1,514	894	619	46.4	11.2	58.2	16.6	8.1
West Midlands								
December 1976*	2,208	1,339	869	30.9	25.7	54.8	21.0	119.2
March 1977*	2,194	1,333	860	27.6	25.7	53.9	21.2	119.3
June 1977*	2,201	1,329	873	32.3	25.7	55.3	21.2	119.9
September 1977*	2,207	1,337	870	31.4	25.5	55.0	21.3	119.8
December 1977*	2,218	1,340	878	29.8	25.4	55.0	21.3	119.1
East Midlands								
December 1976*	1,513	906	607	36.1	71.2	51.4	27.4	39.3
March 1977*	1,499	899	601	30.7	71.8	49.9	27.6	39.3
June 1977*	1,512	904	608	35.3	73.2	51.3	27.5	39.2
September 1977*	1,515	908	607	36.1	71.9	51.6	28.4	39.5
December 1977*	1,516	903	613	34.9	71.9	50.9	28.0	39.5
Yorkshire and Humberside								
December 1976*	1,992	1,206	787	34.8	82.2	85.3	38.9	93.2
March 1977*	1,978	1,199	779	33.4	83.2	84.4	39.2	91.9
June 1977*	1,991	1,202	789	34.8	84.0	83.7	39.2	91.5
September 1977*	1,991	1,205	787	35.0	82.0	85.8	39.9	92.3
December 1977*	1,995	1,201	794	33.6	81.7	85.0	39.8	92.5
North West								
December 1976*	2,652	1,545	1,107	18.1	14.5	106.7	104.0	20.5
March 1977*	2,635	1,530	1,104	17.2	14.3	104.3	103.9	20.1
June 1977*	2,636	1,530	1,106	17.3	14.3	105.3	103.9	20.1
September 1977*	2,649	1,541	1,109	17.7	14.4	105.9	104.6	20.1
December 1977*	2,649	1,533	1,116	17.3	14.4	104.9	104.6	20.1
North								
December 1976*	1,265	769	496	17.3	48.9	32.1	54.7	47.1
March 1977*	1,254	762	492	17.7	48.7	30.3	54.7	46.7
June 1977*	1,261	766	494	16.8	48.8	31.7	54.9	48.2
September 1977*	1,264	768	496	16.9	48.5	31.3	55.3	48.3
December 1977*	1,265	768	497	16.4	48.6	31.6	55.5	47.8
Wales								
December 1976*	995	609	386	24.4	40.5	19.8	22.1	78.2
March 1977*	997	610	387	26.0	40.6	19.4	22.0	78.1
June 1977*	1,006	616	390	25.2	41.1	19.4	22.1	78.2
September 1977*	1,001	611	390	25.0	39.9	19.5	22.4	78.6
December 1977*	994	605	389	24.7	39.6	19.5	22.3	77.1
Scotland								
December 1976*	2,073	1,204	868	49.1	34.9	92.6	31.5	39.5
March 1977*	2,051	1,191	860	49.6	34.8	91.2	31.3	39.0
June 1977*	2,077	1,202	875	48.8	33.9	91.7	31.8	38.6
September 1977*	2,077	1,203	874	49.5	33.7	92.5	31.9	38.3
December 1977*	2,069	1,196	872	48.6	33.6	91.8	31.8	37.6
Great Britain								
December 1976*	22,176	13,128	9,048	376.0	343.6	705.0	463.3	477.3
March 1977*	22,008	13,031	8,977	358.3	344.9	691.7	463.3	475.8
June 1977*	22,172	13,091	9,081	380.6	346.9	701.8	464.2	476.1
September 1977*	22,227	13,145	9,082	388.9	341.3	706.3	467.9	478.9
December 1977*	22,214	13,094	9,120	368.2	340.8	701.6	467.6	475.8

See notes to table 1. The figures for Wales do not include about 6,000 employees in the Welsh sector of the Chester employment office area who are included in the figures for the North West region.

For all industries combined, the long-term decline in male employment, which started in the mid-1960s, has continued; seasonally adjusted there were falls of 9,000 in the fourth quarter of 1977 and 32,000 (0.2 per cent) over the

year as a whole. Female employment continues to increase, although at a slower rate, a rise of 4,000 in the last quarter of 1977 bringing the total increase for the year to 69,000 (0.8 per cent). The decrease in male employment during

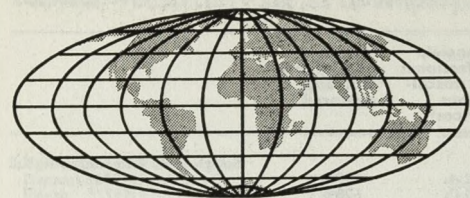
Table 2 Quarterly series of employees in employment: regional analysis (continued)

THOUSANDS

Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services†	Public administration and defence||
South East and East Anglia								
1,039.8	123.8	531.4	404.6	116.7	653.0	1,066.4	2,881.4	639.0
1,040.0	123.8	526.3	394.7	116.4	648.8	1,042.3	2,881.0	628.6
1,040.6	123.8	527.6	396.6	116.4	647.8	1,052.0	2,895.0	631.0
1,050.9	123.5	528.7	398.0	116.8	649.8	1,052.5	2,905.8	631.7
1,053.0	123.6	526.6	398.7	116.4	645.5	1,070.0	2,919.9	624.3
South West								
221.7	37.0	89.3	91.4	30.1	80.5	206.9	496.0	111.5
221.8	37.0	89.3	89.1	30.0	80.8	202.1	492.0	111.4
223.5	36.9	90.1	89.5	29.8	83.2	208.6	518.9	111.8
226.2	36.9	91.2	89.8	30.0	82.4	206.2	517.1	111.7
226.4	37.2	91.4	90.0	29.6	82.2	209.0	497.4	110.0
West Midlands								
588.5	46.0	166.6	105.8	29.8	95.8	239.2	564.0	121.3
591.6	45.1	167.2	103.2	29.7	95.5	233.6	557.9	122.2
591.0	45.3	166.9	103.7	29.5	94.9	231.6	564.5	120.5
595.4	44.8	168.0	104.0	29.7	94.4	231.9	564.7	121.1
599.8	44.7	168.5	104.2	29.4	93.9	235.2	570.8	121.1
East Midlands								
212.9	172.9	93.0	77.2	24.3	70.8	167.7	371.1	97.3
212.4	172.2	92.9	75.3	24.3	70.5	165.6	369.5	97.5
214.0	175.1	93.9	75.7	24.2	70.8	163.4	371.1	97.4
216.4	172.9	94.1	75.9	24.4	71.4	165.3	369.4	97.7
216.5	173.4	94.2	76.1	24.3	70.4	168.7	370.6	96.6
Yorkshire and Humberside								
246.8	147.9	110.1	109.1	33.1	108.5	230.8	553.1	118.5
246.7	147.8	109.6	106.4	33.0	109.8	220.9	552.1	119.5
247.4	148.4	110.0	106.9	32.8	108.7	220.8	561.9	120.6
249.7	147.0	110.8	107.3	33.2	108.7	223.2	555.2	121.2
248.5	146.7	111.0	107.5	32.8	108.2	224.4	563.1	120.0
North West								
403.0	191.3	190.7	133.2	39.4	169.0	319.2	771.6	171.0
402.0	189.6	189.4	129.9	39.3	168.1	313.6	769.9	172.9
404.0	189.9	189.1	130.5	39.2	166.7	315.9	767.2	172.8
407.3	187.7	188.5	131.0	39.6	170.3	314.0	774.1	173.3
409.2	186.0	188.4	131.2	39.5	167.7	319.4	773.6	172.3
North								
190.3	52.5	62.3	94.6	19.9	64.9	151.5	337.2	91.7
189.8	52.8	60.8	92.1	19.7	64.4	145.8	337.4	92.5
190.8	53.7	60.7	92.6	19.5	63.9	147.5	339.0	92.6
191.6	52.6	60.6	92.9	19.6	65.3	147.9	340.4	92.7
190.5	51.9	60.9	93.2	19.7	65.2	150.8	340.2	92.4
Wales								
110.4	30.3	50.8	68.3	19.2	58.3	102.1	286.4	83.7
110.6	30.2	50.3	66.6	19.4	58.0	101.2	289.9	84.8
110.2	29.2	50.1	66.9	19.2	57.5	102.1	299.8	85.4
112.2	28.5	49.6	67.2	19.3	57.3	102.8	292.3	86.1
112.3	28.1	49.2	67.2	19.1	56.6	105.4	287.4	85.4
Scotland								
259.8	93.4	98.8	169.0	29.4	133.9	240.5	648.1	152.0
256.8	94.7	98.7	164.6	29.2	132.8	236.0	644.6	148.2
255.6	94.6	100.4	165.6	28.9	134.3	240.4	661.7	150.6
258.5	93.5	101.1	166.1	29.0	133.4	237.7	662.3	149.8
257.5	91.8	100.0	166.5	28.9	132.9	244.9	653.1	149.8
Great Britain								
3,273.7	895.0	1,393.0	1,253.2	341.8	1,434.7	2,724.3	6,908.8	1,586.0
3,272.3	893.1	1,384.7	1,222.0	341.0	1,428.4	2,661.2	6,894.0	1,577.6
3,277.1	897.0	1,388.6	1,228.0	339.5	1,427.8	2,682.2	6,979.3	1,582.7
3,308.1	887.5	1,393.1	1,232.3	341.6	1,433.3	2,681.5	6,980.8	1,585.5
3,313.7	883.4	1,390.2	1,234.7	339.5	1,422.6	2,727.8	6,976.1	1,571.8

1977 was associated with an increase in male unemployment. On the other hand, in addition to the rise in the number of females with jobs there was an increase in the numbers registered as unemployed, showing that the female

working population continued to grow during the year. The estimates in this article are provisional; they will be revised in due course when results of the 1977 and, later, the 1978 censuses of employment, become available.



World employment

International labour review

THE MARCH ISSUE of *Employment Gazette* contained a round-up of economic and labour news in 1977 from a number of European countries. This article reviews the situation for last year in a further six countries.

DENMARK

During 1977 the weekly average number of people registered as unemployed was 154,000 (7.3 per cent of the employed population), but the number out of work—except in the last week of December—ranged between 131,000 (6.2 per cent) and 184,000 (nearly 8.8 per cent). In the last week of December, 232,000 people (11.3 per cent) were registered as unemployed, and in the first four weeks of 1978 the number was only once below 200,000 (a rate of 9.5 per cent).

In spite of increasing unemployment, the number of people in employment also rose. A census of employment carried out in October 1977 showed that the employed population (people in employment and people seeking work) had increased by 48,000 over the previous 12 months, and that although unemployment was higher than ever before there were more people at work than any time previously. Of the additional people who came on to the labour market—most of whom were women—25,000 were working; 23,000 accounted for some of the increase in unemployment.

The Government's three-year employment plan was approved in September. Measures to combat unemployment among young people were its main feature (about one third of the people who were unemployed were between 16 and 24 years old). These measures included courses to provide technical and commercial training and qualifications, work preparation courses, the continuation and expansion of special local and regional projects and the continuation of "useful works" projects. Employment in the building and construction industry was to be increased by measures to stimulate investment in industry and agriculture, by grants for the insulation of homes and industrial buildings, and by the authorising of some special projects. State orders were to provide work for shipyards. The plan proposed as well that employment should be created in the public sector by the conversion of overtime into full-time or part-time jobs.

The "August 1976 Agreement" (which the government had negotiated with three other parties and which was

supported by a fourth party) introduced an incomes policy in the Spring of 1977 which was intended to restrain wages and incomes in new two-year collective agreements which were to be made. The policy limited increases in wages and other incomes in each of the two wage-agreement years to six per cent including "automatic" cost-of-living increases of four per cent a year. The maximum average yearly increase in wages which was negotiable therefore was two per cent.

In spite of the constraints imposed by the incomes policy settlement average wages increased during the year by about 10 per cent, mainly because of wage drift. For the first time for many years, however, many people experienced a reduction in real income because of inflation (which increased from just under eight per cent in 1976 to 12.2 per cent in 1977).

A new Working Environment Act came into force on July 1. It consolidated earlier safety, health and welfare laws, but it was intended as well to create a basis on which enterprises themselves should be able to solve their safety and health problems through co-operation between employers and workers and the active participation of safety representatives, groups and committees.

GREECE

The employment situation in Greece is somewhat different to other countries in western Europe. Statistically about two per cent are regarded as unemployed. Furthermore, only 32 per cent of the urban population and 36 per cent of the rural population are considered as economically active labour potential (the total population of Greece in a 1976 survey was given as 9,162,000).

Greece is a country where the private businessman is traditional. There are over 100,000 employers and about 440,000 people working on their own account with another 100,000 or so, mainly women, who assist their relatives without payment. Of the total labour force, probably not more than 45 per cent are wage and salary earners including agriculture with only about five per cent (70,000).

In spite of non-wage earners out-numbering wage earners, wages were rising faster than productivity at the beginning of 1977 and the government was determined to keep down inflation. A new collective agreement concluded by the GSEE (General Confederation of Labour) at the beginning of the year gave minimum wage increases of 15 per cent, payable in two parts. Claims of up to 90 per cent were followed by an opening demand for 40 per cent, scaled down later to 22 per cent and finally acquiescing to the government's enforced ceiling.

In addition, for the first time since 1974, an automatic five per cent was added for all workers on minimum wage after three years with the same employer. In effect, a relatively small percentage of workers are on basic wage, but as actual wages tend to follow movements on the basic scale, minimum rates are a good guide as to general movement. Mandatory bonuses, up to two months salary, are also payable.

A significant increase in vocational training has taken place in the past two years and the Development Programme for 1976-80 envisaged even more. The capacity for apprentice training will be increased from 10,500 to 14,500 places by 1980. The main target as far as training of workers is concerned is to increase the strength and improve the quality of the labour force, that is, those below the professional level. Directed towards this aim is Law 709 of September 27, 1977 providing for substantial incentives to attract larger numbers of people to vocational education and further training.

These measures include, apart from allowances and expenses for trainees, incentives to employers to encourage them to set up training schools within their enterprises and to train personnel within the framework of official programmes. Technical assistance would also be given for the training of people as instructors and the Minister of Labour has been made aware of the functions and activity of the Training Services Agency in Britain. Senior officials in the Organisation for Employment and Manpower have been given material about UK activity in training of personnel.

ISRAEL

Average retail prices (according to the index) had risen by the end of 1977 by some 41 per cent, nearly half of the increase having occurred since the announcement of the new government's economic policy. The Bank of Israel forecast that the average price level in 1978 would be 50 per cent higher than in 1977.

Towards the end of the year, agreement was reached between the Histadrut (the Israeli equivalent to the TUC in Britain) and the Manufacturers' Association for the April cost of living allowance to be advanced to January, but there was strong disagreement as to the amounts to be paid—the Histadrut wanting to take account of the price increases from October to December and demanding 12.5 per cent against the manufacturers' offer of 8.5 per cent. But there was agreement that increases which occurred from January to March 1978 should be taken into account

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in the April 1978 settlement. The Histadrut also sought annual collective agreements to supersede the two-year practice.

Almost every branch of the public service experienced industrial action of some sort, stemming from the policy agreed between the government and the Histadrut of allowing higher wages in the industrial sector than in the service sector. In January, a "balance" was almost restored; then in March the Secretary-General of the Histadrut proposed a two-month freeze on wages and prices, precipitating a rush of immediate wage demands and a two-day strike throughout the civil service. Not only was the proposal dropped, but a 10-12 per cent pay increase was given to the whole public service. Nevertheless, public service workers still remained somewhat worse off than their counterparts in private industry, and the main aim of getting service workers into industry failed.

On October 28 the government brought out its new economic policy of devaluation, reduced subsidies, etc. without prior consultation with the Histadrut and provoked it into calling for nationwide stoppages and protest meetings. VAT at eight per cent had been introduced by the Labour Alignment in July 1976. A subsequent attempt to raise it to 10 per cent had been successfully blocked by the Histadrut. Now it had been increased to 12 per cent without warning. What might have developed following these measures was overshadowed by the historic visit of President Sadat with which the whole country became totally absorbed.

SPAIN

The consumer price index rose by 26.4 per cent during the year, although at one time it appeared that the increase might exceed 30 per cent. However, with rises of 1.3, 1.5, 0.9 and 0.8 per cent for the last four months of the year, the final total was well below that expected earlier.

The statutory minimum wage, which is linked to the price index, went up twice—by 15.8 per cent in April to 440 *pesetas* a day (£1 = 150 *pesetas*) and by 13.63 per cent on October 1 to 500 *pesetas* a day or 15,000 *pesetas* a month. About 800,000 workers, many of whom are in agriculture, are covered by the minimum wage.

Unemployment has been a serious and growing problem, having increased by about 14 per cent during 1977. The latest figures from the Ministry of Labour quote a total of 630,000 people out of work (from a working population of 13,200,000 which includes less than nine million wage earners) while the National Institute of Statistics puts the figure somewhat higher at 831,000. However, informed observers of the labour scene say the number of persons seeking jobs is at least one million or 7.5 per cent of the working population. In addition, a recent survey of youth unemployment revealed that 54 per cent of the total unemployed were in the 18-25 year old age group.

The most important feature of Spanish labour affairs during the year was trade union reform. The Law of Freedom of Trade Union Association of April 1 enabled workers to form or join trade unions of their choice and

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came into force at the same time as the government's ratification of ILO Conventions 87 and 98 on basic trade union freedoms. In June representatives of democratic workers' organisations from within Spain attended the ILO Conference in Geneva for the first time in 40 years. On June 17, freedom of association for civil servants was granted by royal decree and from July 1 workers no longer had to be members of the state trade union organisation and their contribution to its maintenance ceased.

The right to strike was greatly extended by decree on March 4. Although some restrictions remain on the nature of strikes permitted. For a strike to be considered legal, workers need to have majority support and give the employer and the labour authority five days notice in writing (ten days for a public service company). Working to rule is prohibited, as are strikes which are politically motivated or those held to support stoppages elsewhere, unless the sympathy strikers have a professional interest directly related to those of the workers with those strike they are in sympathy. It is also illegal if the aim of the strike is to alter the terms of a collective agreement or an arbitration award while it is still current.

During the first half of 1977, the number of those who took part in industrial stoppages was similar to a year earlier when the figures were exceptionally high; disputes in the construction being particularly prominent. However, later in the year, the figures dropped off appreciably and altogether there was a reduction of 62 per cent in the number of working hours lost from September to December 1977 compared with a year earlier.

UNITED STATES

The United States would appear to have few problems in the labour area of its economy. In 1977 consumer prices rose by less than seven per cent while earnings increased by about eight per cent. Unemployment fell during the course of the year from 7.9 per cent at the beginning of 1977 to 6.4 per cent in December. The growth in economic activity generated about four million new jobs, predominantly in the service industries.

However, the fall in unemployment conceals a disturbing problem which could have serious social consequences. The 6.4 per cent of unemployment represents over 6.5 million people unemployed. Black unemployment remained throughout the year at 13.4 per cent of the black labour force and the national average unemployment among black teenagers was nearly 40 per cent. This fact resulted in government efforts to provide further employment and training through the Comprehensive Employment and Training Act (CETA).

In spite of inflation being well within single figures, the US government and the business community were concerned that it has remained constant at the present rate for some time. The President announced a programme of voluntary wage and price restraint which does not provide specific guidelines but suggests that both wage and price increases in 1978 ought to be lower than the average for the preceding two years. Also on the wages front, Congress

passed a bill increasing the statutory minimum wage. This provides for an increase of the national minimum wage to be phased over the next four years. The minimum is to rise to \$2.65 per hour in the first year, \$2.90 in the second, \$3.10 in the third and reaching \$3.35 per hour by the beginning of January 1981. Efforts by the business lobby to provide for a lower minimum wage for youth (to be known as the youth differential) was narrowly defeated in Congress.

In November the President announced his endorsement of the Full Employment and Balanced Growth Bill 1977 (Humphrey-Hawkins Bill) which will be considered by Congress this year. The Bill requires the government to achieve a reduction of the overall unemployment rate to four per cent within three years, and a rate of three per cent for workers aged 20 and over. It does not require the government to undertake any specific job creation measures but states that primary emphasis should be placed on expanding job opportunities in the private sector. There is also provision for the government to amend the above targets in some circumstances.

In addition, the Bill has some mandatory provisions which would require the Administration and the Federal Reserve Board to present and justify their policies for the economy to Congress. It also has measures which would require the various bodies concerned with managing the different parts of the economy to co-ordinate their plans. If this part of the Bill is passed and is successful in operation it should provide a measure of co-ordinated centralized economic planning.

WEST GERMANY

The average number of people working for gain during 1977 was 24,800,000. Allowing for an average number of 200,000 unfilled vacancies, the total job potential remained around 25 million for a working population of around 26 million (of a total population of 62 million). During the year there was a drop of around 500,000 in the number of self-employed within the above figures; this represented significant numbers of small business closures, either through insolvency, retirement or absorption. On the other hand, the proportion of people in white-collar work continued to increase and now represents the majority of all people at work (51 per cent).

In May the government introduced a package of limited measures costing 600 million DM to stimulate employment, mainly in the construction industry and in the public services. The main measures comprised: the employment of an additional 1,600 people in labour offices in order to provide a better placement and guidance service; the employment of an additional 20,000 part-time workers in social services; the building of 45,000 to 50,000 new local authority flats to safeguard 60,000 jobs in the construction industry; improvements in unemployment pay when unemployment follows from a temporary lower paid job; and a tightening of measures to prevent "moonlighting". By the end of 1977 unemployment at 4.6 per cent was just beginning to rise again, but at that time it was too early to

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say to what extent the measures had curtailed an even greater increase.

The general level of unemployment pay is 68 per cent of average earnings (after one year it becomes unemployment help at 58 per cent) and as this escapes taxation and social security contributions, the financial strain of shorter periods of unemployment is very limited indeed. It is felt most severely by those younger people who have not progressed beyond minimum salary levels and who, but for unemployment, might have expected to improve their incomes relatively quickly.

In 1977, 582,300 young people applied for apprenticeships. The government considered this too few and have projected the need for 650,000 places per year over the next few years. Both industry and the publicly provided vocational training centres will therefore have to develop additional capacities. Efforts are being made to encourage sufficient young people (including a greater number of young women) to apply for such training, particularly in those regions where there has already been a shortfall in applications.

The average level of tariff agreements in 1977 was 6.6 per cent for both white-collar and blue-collar workers, while the average level of increased earnings overall was seven per cent. Tariff settlements ranged from 5.3 per cent in the public services to 7.3 per cent in the chemical industry. With inflation dropping from 4.4 per cent to 3.7 per cent by the end of the year, one of the basic aspirations of the trade union movement and working people generally—that of a real growth in disposable incomes—was fulfilled.

Throughout the year social security contributions (pensions, health, injury, unemployment) were split evenly between employers and employees, each paying 16 per cent of basic gross salary. West German pensions and other benefits are proportionately much higher than British benefits, for example pensions, largely untaxable, can be as much as 75 per cent of final earnings.

Finally, the actual conditions of employment for those at work continued to improve within the agreements of the 1977 tariff round. Now 95 per cent of the workforce are on a 40-hour week and 97 per cent enjoy four weeks' holiday a year.

Disabled people

Returns of Unemployed Disabled People at February 9, 1978

Section 1	Males	Females	Total
Registered	55,342	8,025	63,367
Unregistered	55,622	13,862	69,484
Section 11	Males	Females	Total
Registered	8,820	1,674	10,494
Unregistered	3,226	833	4,059

Placings of Unemployed Disabled People from January 7, 1978 to February 3, 1978

		Males	Females	Total
Registered Disabled people	Section 1	2,154	427	2,581
	Section 11	181	59	240
Unregistered* disabled people	Section 1	1,498	454	1,952
Total of placings		3,833	940	4,773

* Only registered disabled people are placed in sheltered (Section 11) employment.
Notes: (a) Section 1 classifies those disabled people suitable for ordinary or open employment. Section 11 classifies those disabled people unlikely to obtain employment other than under special or sheltered conditions.
(b) At April 18, 1977, the number of persons registered under the Disabled Persons (Employment) Act 1944 and 1958 was 532,402.
(c) Unregistered disabled people are those who satisfy the eligibility conditions for registration, but have chosen not to register under the Disabled Persons (Employment) Act 1944 (registration is voluntary).

The Job Release Scheme

THE JOB RELEASE SCHEME (JRS) was introduced on January 3, 1977 as part of the special temporary measures undertaken by the Government to alleviate the high level of unemployment. Under the scheme, workers within one year of the National Insurance pension age (that is men of 64 and women of 59) are offered a tax-free allowance if they agree to withdraw prematurely from the labour market.

The scheme was restricted to the Assisted Areas for the first 15 months of its operation—until March 1978—but now applies to the whole country. Originally the scheme applied to both employed and unemployed persons but following its review in June 1977 it was restricted to the employed only. It is a condition of the scheme that the applicant's employer agrees to recruit someone from the unemployment register when the applicant leaves his job. The scheme allows for internal promotions or transfers so that the replacement does not have to go directly into the job vacated. The applicant receives an allowance, currently £26.50 per week (it was increased from £23.00 in November 1977 in line with the general increase in social security payments), but from July 1, 1978 there will be a dual rate: married applicants will be able to claim £35.00 per week providing the income of their husband or wife is not more than £8.50 per week after tax, otherwise they will continue to receive £26.50 which will remain the allowance for single people. The current scheme is due to run until March 31, 1979.

Existing job

By reducing the labour supply the scheme reduces the level of unemployment. Under present arrangements, since only workers in employment are eligible, this is achieved by bringing unemployed people into already existing jobs which are vacated by those who leave work early; the "replacement condition" ensures that this occurs. When unemployed applicants were included within the scope of the scheme, JRS directly reduced unemployment by reducing the number of people registered as seeking work. The objective of the scheme is to allow older workers to leave the labour force and to be replaced by those otherwise unemployed in a time of recession. It reduces the labour supply temporarily unlike the labour subsidy schemes which operate on the demand for labour and thereby increase the number of jobs available.

There are several important features of the scheme; firstly it is entirely voluntary: the initiative for leaving the labour force rests with the individual applicant, although the applicant will have to obtain the agreement of his employer who must be willing to recruit someone from the unemployment register. Also any trade union concerned must know

about and agree with the application. Secondly the scheme is reversible in the sense that it can be run for a limited period without altering existing arrangements for retirement or seriously disrupting other employment practices. The scheme can also be used selectively, as it has been to date, by being restricted to certain geographical areas and to particular age bands.

Characteristics of the applicants

The number of applications for the scheme which had been approved by March 7, 1978 totalled 24,303 of which 13,250 were from employed people and 11,053 were from unemployed people who had applied before June 30, 1977. The number of new applications received has remained fairly constant since July 1977 at over 200 a week. Initially the unemployed applicants outnumbered the employed by 4 : 1. This was not surprising as the unemployed person was more likely to hear of the scheme at an early stage (through

Table 1 An industrial analysis of a sample of JRS employed applicants

Industry	Males %	Females %	Total %
Agriculture, forestry and fishing	0.4	0.1	0.3
Mining and quarrying	0.3	0.1	0.2
Food, drink and tobacco	5.1	7.2	5.7
Coal and petroleum products	0.2	0.2	0.2
Chemicals and allied industries	3.4	2.2	3.0
Metal manufacture	2.7	0.7	2.0
Mechanical engineering	6.7	2.3	5.3
Instrument engineering	1.4	1.3	1.4
Electrical engineering	3.3	7.1	4.5
Shipbuilding and marine engineering	1.4	0.2	1.0
Vehicles	2.6	1.6	2.3
Metal goods not elsewhere specified	3.5	3.6	3.5
Textiles	9.0	13.3	10.4
Leather, leather goods and fur	0.3	0.4	0.4
Clothing and footwear	1.8	12.9	5.4
Bricks, pottery, glass, cement, etc	0.9	0.2	0.7
Timber, furniture, etc	1.6	0.9	1.4
Paper, printing and publishing	2.6	2.2	2.4
Other manufacturing industries	3.6	4.6	3.9
Total manufacturing	50.1	60.9	53.5
Construction	4.2	0.2	2.9
Gas, electricity and water	2.0	1.2	1.7
Transport and communication	3.9	1.4	3.1
Distributive trades	9.2	12.6	10.3
Insurance, banking, finance and business services	1.4	1.2	1.3
Professional and scientific services	5.4	8.3	6.3
Miscellaneous services	4.7	5.3	4.9
Public administration and defence	18.6	8.7	15.4
Total	100	100	100

Note: Based on the first 3,000 JRS applicants from employment.

Table 2 Industrial distribution of males aged 60-64 and females aged 55-59

Industry	Males %	Females %	Total %
Agriculture, forestry and fishing	3.5	1.6	2.8
Mining and quarrying	2.8	0.2	1.8
Food, drink and tobacco	2.5	3.0	2.7
Coal and petroleum products	0.3	—	0.2
Chemicals and allied industries	1.7	1.3	1.6
Metal manufacture	3.4	0.8	2.4
Mechanical engineering	5.0	1.8	3.7
Instrument engineering	0.4	0.4	0.4
Electrical engineering	3.2	2.8	3.0
Shipbuilding and marine engineering	1.2	0.2	0.8
Vehicles	4.2	1.2	3.0
Metal goods not elsewhere specified	2.3	1.9	2.1
Textiles	2.1	3.6	2.7
Leather, leather goods and fur	0.2	0.3	0.3
Clothing and footwear	1.1	4.0	2.3
Bricks, pottery, glass, cement, etc	1.3	0.9	1.1
Timber, furniture, etc	1.6	0.6	1.2
Paper, printing and publishing	2.7	2.0	2.4
Other manufacturing industries	1.0	1.3	1.1
Total manufacturing	34.2	26.1	31.0
Construction	8.7	0.9	5.6
Gas, electricity and water	10.5	0.6	6.6
Transport and communication	7.8	2.8	5.8
Distributive trades	10.2	20.2	14.2
Insurance, banking, finance and business services	2.4	2.9	2.6
Professional and scientific services	6.3	21.9	12.5
Miscellaneous services	6.1	16.8	10.3
Public administration and defence	7.5	5.9	6.8
Total	100	100	100

Source: Census of Population 1971. (These are the most recent reliable data available.)

the local offices of the Department of Employment) and had a relatively greater financial incentive to apply. However, even before the scheme had been restricted to employed persons this ratio had narrowed to 2 : 1.

In terms of marital status and sex the characteristics of the employed applicants compare closely with those of the employed population in the age group 55-64—about 75 per cent of applicants were married and about 65 per cent were male. About seven per cent of all applicants from employment between January 1 and June 30 were registered disabled people compared with about 1.5 per cent of all workers employed within firms subject to the disablement quota. An industrial distribution of the jobs vacated by the first 3,000 employed people to apply for the scheme is shown in table 1 and can be compared with the industrial distribution of older workers from the 1971 Census in table 2. This information suggests that JRS attracts a relatively high proportion of male applicants from manufacturing industries (and textiles in particular) and from public administration and defence. Female applicants from employment were relatively concentrated in manufacturing—61 per cent of applicants as compared with 26 per cent of the 55-59 age group in 1971—and in particular in textiles, clothing and footwear and electrical engineering.

Survey evidence

As in the case of more general early retirement schemes*, the effect of the scheme in reducing unemployment will depend on the take-up of the scheme and the proportion

of jobs vacated which are filled from the unemployment register.

It is a requirement of the scheme that replacement of those leaving employment by a worker from the register occurs within a reasonable time. The replacement condition means that the net costs of the scheme are less than half the gross costs due to the savings in unemployment benefits.

The take-up of the scheme has been less than was originally expected and a survey was carried out to identify influences which affected the number of applications made. The survey, which was carried out by Opinion Research Centre (ORC), looked at attitudes towards early retirement amongst those who were eligible for the scheme but had not applied.

Survey coverage

The ORC survey covered 465 employed and 59 unemployed persons in the appropriate age groups in Assisted Areas who were interviewed in April/May 1977:

Knowledge of the scheme. The survey showed that 85 per cent of the respondents had heard of the scheme. Only two per cent mentioned lack of knowledge about it, as a reason for not applying. The extensive publicity given to the scheme was shown to be effective not only in the extent of the coverage but also in its quality since most respondents had accurately understood the conditions of the scheme. Television, mentioned by 60 per cent of the respondents, was the most common source of knowledge. Other major sources were the national press and to a lesser extent the regional press and also workmates. It therefore appears that there is no substantial lack of awareness of the scheme amongst eligible people.

Size of the allowance. The survey showed that a major explanation for the relatively low take-up was that the level of allowance was insufficient to persuade people to alter their retirement plans; 45 per cent of respondents identified the low level of allowance (£23 a week at that time) as an inhibiting factor. More men than women thought that the allowance was inadequate; just over half the male respondents and a quarter of the female gave this reason for not applying for the scheme. The difference is probably due to the generally higher incomes of the men (47 per cent of men interviewed earned over £40 net per week compared with only 15 per cent of the women). Obviously the level of allowance is an important influence and many respondents indicated that they would have been interested in the scheme had the level of allowance been higher.

Other reasons for not applying for the scheme. Twenty-four per cent of respondents did not apply for JRS because they enjoyed their work too much; while fear of a reduction in either state or occupational pension inhibited 10 per cent of respondents. Some respondents felt that it was not worth bothering to apply since they were nearly at National Insurance pension age; this applied to 12 per cent of those who had become eligible since the scheme began (and thus could have received the allowance for a full year) and this again may reflect the low level of allowance or a feeling that

Continued on page 425

* For a general discussion of early retirement schemes see *Employment Gazette*, March 1978.

Youth Employment Subsidy—some survey results

THE YOUTH EMPLOYMENT Subsidy (YES) was introduced in October 1976 to encourage employers to recruit young people aged under 20 who had been continuously unemployed for six months or more. It offered employers throughout Great Britain in the private sector of industry and commerce and the nationalised industries a subsidy of £10 per week for up to 26 weeks for each eligible young person recruited for full-time work. The scheme was originally introduced to run for the six month period October 1, 1976 to March 31, 1977 but was extended to August 31, 1977. In June 1977 ministers decided that it should be extended again from September 1, 1977 to March 31, 1978 but should then end with the introduction of the Manpower Services Commission's Youth Opportunities Programme.

In July 1976 there were approximately 44,000 young people aged under 20 and unemployed for six months or more in Great Britain. By January 1977, due to the large numbers of school leavers in the summer of 1976 this figure had risen to nearly 63,000. By the end of February 1978 some 38,000 applications for the subsidy had been approved at an estimated cost of £8.7 million. At the same date 80 per cent of the subsidies had been paid for the full 26 weeks; in the remainder of cases the young person had left the subsidised employment within 26 weeks. The table below shows the take-up of YES by industry:

Table 1 Youth: Employment Subsidy: October 1, 1976—February 28, 1978

SIC Order	Industry	Workers involved		
		Males	Females	Total
I	Agriculture, forestry, fishing	695	112	807
II	Mining and quarrying	448	23	471
III	Food, drink and tobacco	848	832	1,680
IV	Coal and petroleum products	31	17	48
V	Chemicals and allied industries	296	256	552
VI	Metal manufacture	653	178	831
VII	Mechanical engineering	1,258	507	1,765
VIII	Instrument engineering	176	175	351
IX	Electrical engineering	714	775	1,489
X	Shipbuilding and marine engineering	158	38	196
XI	Vehicles	387	132	519
XII	Metal goods not elsewhere specified	1,221	529	1,750
XIII	Textiles	568	527	1,095
XIV	Leather, leather goods and fur	135	117	252
XV	Clothing and footwear	422	1,665	2,087
XVI	Bricks, pottery, glass, cement, etc	448	141	589
XVII	Timber, furniture, etc	967	228	1,195
XVIII	Paper, printing and publishing	550	553	1,103
XIX	Other manufacturing industries	549	478	1,027
XX	Construction	2,942	288	3,230
XXI	Gas, electricity and water	53	42	95
XXII	Transport and communication	653	379	1,032
XXIII	Distributive trades	4,144	5,309	9,453
XXIV	Insurance, banking, finance and business services	186	529	715
XXV	Professional and scientific services	259	817	1,076
XXVI	Miscellaneous services	2,823	2,266	5,089
Totals		21,584	16,913	38,497

To establish the impact of YES on the recruitment of long-term unemployed young people it was necessary to go beyond the normal monitoring of numbers of applications,

withdrawals, etc, carried out by the Department of Employment. Some recruitment of long-term unemployed young people clearly would have continued during the period without the subsidy, and the Department wished to find out how much of the subsidised recruitment was induced by the scheme. The Department also wished to find out if a different rate or length of subsidy would have had a greater effect on recruitment. For these reasons it was decided to survey a sample of young people for whom subsidy was claimed. Employers of the young people in our sample were asked for their opinions on a number of questions the most important of which was whether the young person would have been recruited regardless of the subsidy. As the survey only asked for the opinions of employers participating in the scheme and did not sample employers who did not claim the subsidy the results presented below must be treated with caution. It should also be noted that no account is taken of possible employment effects elsewhere.

The surveys

Research and Planning Division of the Department of Employment carried out a preliminary survey over the three week period July 25-August 12, 1977. The questionnaires were sent to the employers of 1,600 young people whose payment period had ended or prematurely ended. In September 1977 a follow-up survey was conducted of the 80 per cent who had replied to the preliminary questionnaire. The results discussed below are based on the 68 per cent who responded to both questionnaires.

The surveys were designed around the following key questions related to a particular individual for whom the employer had received the subsidy:

(i) *If the subsidy had not been available would you have taken on the long-term unemployed young person?*

Employers stated that 75 per cent of the subsidised young people would have entered their employment regardless of the subsidy. It therefore appears that the subsidy had some effect in inducing the recruitment in one out of every four young people engaged. There were no significant differences between the results for males and females. However it is interesting to note that the greatest inducement seems to have occurred in small companies with 0-10 employees where two out of every five subsidised young people would not have been employed. This effect declined as the size of the company increased until only one out of every 10 subsidised young people, in companies with 250 or more employees owed his job to the subsidy.

(ii) *If the young person would not have been taken on without the subsidy would you have recruited some other person*

instead for the same job?

Of the 25 per cent of subsidised young people who would not have been taken on without the subsidy nearly half were filling jobs which would not have gone to some other person. This indicates that approximately one in eight of the subsidised jobs in the firms surveyed had been created as a result of the subsidy while another one in eight were existing jobs for which the particular long-term unemployed young person would not have been recruited without the subsidy. Approximately three-quarters of these jobs would normally have gone to some older and or more experienced worker while a further one-sixth would have gone to school leavers and the remainder to workers with more qualifications.

(iii) *Is the young person still employed by your company?*

Just over three-quarters of the young people were still with their employer at the end of the 26 week payment period and nearly all (99 per cent) were expected to have their employment continued. The survey suggests that only 10 per cent of all subsidised young people were dismissed. The corresponding results for young people who would not have been employed without the subsidy were similar. This appears to suggest that a subsidy of this kind has an effect beyond that of the payment period in "launching" young people into permanent full-time employment.

(iv) *Is/was the job skilled, semi-skilled or unskilled?*

When the Youth Employment Subsidy scheme was set up, concern was expressed as to the type of job which would be offered to these unemployed young people. The answers considerably allay this concern as 60 per cent of young people were regarded as being in skilled or semi-skilled jobs. The corresponding figure for young people who would not have been employed without the subsidy was similar.

(v) *Was the long-term unemployed young person as useful or as productive as other young persons in your employment*

The Job Release Scheme (continued from page 423)

payment for only one year is not a sufficient incentive. Some respondents (13 per cent) said they were concerned over possible unfavourable reaction from their employers, although only a few of this group had actually discussed the subject with their employer. Out of those who had approached their employer, about one half had gone on to apply. This ratio was similar for other steps taken to get into the scheme (for example an enquiry at a local office). It would therefore appear that people feel their employer will react more unfavourably to the scheme than might possibly be the case.

It is apparent that adequate information on the existence of the scheme has been available and that those who have been eligible have had sufficient information to enable them

on comparable work who did not qualify for the subsidy?

It is often said that those who are unemployed for long periods of time tend not to be so productive. The survey shows, where a comparison was made, that 85 per cent of subsidised young people were considered as productive as other young people who did not qualify for the subsidy. The corresponding figure for young people who would not have been employed without the subsidy was slightly smaller with 75 per cent being as productive.

(vi) *If the subsidy had been higher, say £15 per week, would you have employed less/same/more long-term unemployed young people?*

Just over 20 per cent of employers stated that they would have recruited more long-term unemployed young people if the rate of subsidy had been increased to £15 per week.

(vii) *If the subsidy had covered a longer time period, say one year, would you have employed less/same/more long-term unemployed young people?*

Nearly one-quarter of employers stated that they would have recruited more long-term unemployed young people if the payment period was extended to one year.

Effectiveness of scheme

The surveys suggest that in its main aim, to encourage employers to give preference to long-term unemployed young people, the scheme had some effect, and in addition led to the creation of some employment which did not exist before. The surveys also suggest that subsidised workers do not tend to be employed only in unskilled jobs and that they were as productive as other young workers. There is also evidence that the subsidy had an effect in "launching" young people into permanent full-time employment.

A comprehensive report containing the results of the full analyses of the two surveys is available to readers on request from Research and Planning Division, RPA6, Department of Employment, Almack House, 26-28 King Street, London SW1 6RB. ■

to take advantage of the scheme. In making decisions about changing their retirement plans, it appears that people weigh up their financial position against several other factors, for example health, attitude to work and family commitments and obviously the higher the allowance the more likely it is to influence a person's decision taking. One of the reasons why the number of applications was not higher was that the original level of allowance of £23 was insufficiently attractive; the current allowance is £26.50 and from July 1, 1978 there will be a higher allowance of £35 available to married people with a dependent spouse.

The principal advantages of JRS as compared with general early retirement schemes are that it is flexible, voluntary, and ensures replacement from the unemployment register of those who retire. It offers flexibility of response to changing economic conditions and is relatively cost effective. ■

Labour force projections: further estimates

REVISED PROJECTIONS of the labour force for each year to 1981 and for 1986 were published in an article in the June 1977 issue of the *Employment Gazette* (pp 587-592). Since then there has been a demand for information for the years between 1981 and 1986 and also for later years. Using similar methodology and assumptions (see June

article) annual projections up to 1991 have now been made and are given in the tables.

The projections to 1981 take account of the pattern of recent year-on-year changes and expected changes in the factors underlying the projections which were described in the June 1977 *Gazette* pp. 587-592 for years after 1981. The pro-

Table 1 Activity rates (including students) at June each year* 1971-1991. Great Britain

	per cent																					
	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
Males	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	99.0	99.0	99.0	99.0	99.0	
16-19	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	98.8	
20-24	97.5	97.5	97.5	97.4	97.4	97.6	97.5	97.5	97.5	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	
25-34	98.3	98.2	98.3	98.1	98.0	98.3	98.2	98.2	98.1	98.1	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	98.0	
35-44	97.6	97.6	97.6	97.5	97.5	97.6	97.6	97.6	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	97.5	
45-54	95.3	95.0	95.3	94.9	94.8	95.0	95.0	94.9	94.9	94.9	94.8	94.8	94.8	94.8	94.8	94.8	94.8	94.8	94.8	94.8	94.8	
55-59	86.6	85.7	86.6	84.6	85.1	86.6	86.0	85.4	84.9	84.5	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	84.2	
60-64	30.6	28.5	30.6	24.5	25.6	26.5	25.8	25.0	24.3	23.5	22.5	22.2	21.8	21.5	21.1	20.7	20.6	20.4	20.2	20.0	19.8	
65-69	11.0	9.5	11.0	7.5	8.0	8.4	8.0	7.7	7.5	7.3	7.1	6.9	6.7	6.6	6.4	6.3	6.2	6.1	6.0	6.0	5.9	
70+																						
All ages	85.8	85.2	85.4	84.3	84.3	84.5	84.3	84.1	84.0	83.8	83.7	83.8	83.9	84.0	83.9	83.7	83.7	83.7	83.7	83.7	83.6	
Married females	44.2	44.4	48.0	51.0	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	51.9	
16-19	46.7	48.3	51.3	53.5	54.3	54.6	54.9	55.1	55.3	55.5	55.7	55.7	55.7	55.7	55.7	55.7	55.7	55.7	55.7	55.7	55.7	
20-24	38.4	39.3	43.6	46.5	47.2	47.8	48.8	49.3	49.4	49.5	49.6	49.9	50.3	50.8	51.1	51.5	51.7	52.0	52.2	52.4	52.7	
25-34	54.5	55.2	60.1	63.5	64.2	66.4	68.0	69.1	69.5	70.3	70.3	71.1	71.9	72.6	73.3	73.8	74.1	74.4	74.6	74.9	75.1	
35-44	57.0	57.8	62.6	63.8	64.1	66.3	68.1	69.4	70.1	70.8	70.9	71.9	72.9	74.0	75.0	76.0	76.5	76.8	77.2	77.5	77.9	
45-54	45.5	45.8	47.6	48.5	48.8	49.8	50.8	51.8	52.8	53.8	54.8	55.6	56.4	57.1	57.9	58.7	59.0	59.3	59.6	59.9	60.2	
55-59	25.2	25.4	25.6	25.8	26.0	26.6	27.1	27.6	28.1	28.6	29.1	29.4	29.7	30.1	30.3	30.6	30.8	31.0	31.2	31.3	31.5	
60-64	6.5	6.0	5.7	5.4	5.2	5.4	5.6	5.8	5.9	6.0	6.1	6.2	6.3	6.5	6.6	6.8	6.8	6.9	7.0	7.1	7.1	
65+																						
All ages	42.3	42.8	46.0	47.7	47.9	49.0	50.0	50.8	51.3	51.7	51.9	52.5	53.2	53.9	54.4	54.9	55.1	55.4	55.7	56.0	56.2	
Non-married females	97.7	97.6	97.5	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	97.4	
16-19	94.4	94.0	93.7	93.3	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	93.1	
20-24	80.8	80.4	80.1	79.7	79.4	79.1	78.8	78.5	78.2	77.9	77.7	77.4	77.1	76.9	76.6	76.3	76.0	75.7	75.5	75.2	74.9	
25-34	80.0	79.7	79.4	79.1	78.9	78.7	78.6	78.5	78.4	78.3	78.2	78.1	78.0	77.8	77.7	77.6	77.5	77.4	77.2	77.1	77.0	
35-44	78.1	78.0	77.8	77.7	77.5	77.5	77.5	77.5	77.5	77.4	77.4	77.4	77.4	77.4	77.4	77.4	77.4	77.4	77.4	77.3	77.3	
45-54	67.2	67.0	66.9	66.8	66.7	66.5	66.2	66.1	66.0	65.9	65.8	65.7	65.6	65.4	65.3	65.2	65.0	64.9	64.8	64.7	64.7	
55-59	33.7	33.3	33.0	32.7	32.3	32.0	31.7	31.4	31.2	31.0	30.8	30.6	30.3	30.1	29.8	29.6	29.4	29.1	28.9	28.6	28.4	
60-64	6.3	6.0	5.6	5.0	4.5	4.5	4.5	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.3	4.3	4.3	
65+																						
All ages	51.5	51.0	50.7	50.5	50.3	50.4	50.6	50.8	51.1	51.2	51.3	51.4	51.4	51.4	51.1	50.9	50.8	50.6	50.4	49.7	49.2	
Total females	91.7	91.9	91.8	92.8	93.0	93.2	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	93.3	
16-19	66.0	67.0	69.0	70.5	71.0	71.5	72.0	72.5	72.8	73.0	73.2	73.2	73.2	73.3	73.3	73.3	73.3	73.3	73.3	73.3	73.3	
20-24	44.0	44.9	48.8	51.3	52.0	52.7	53.6	54.0	54.2	54.3	54.5	54.8	55.2	55.6	55.8	56.1	56.3	56.5	56.6	56.7	56.8	
25-34	57.5	58.0	62.3	65.3	66.0	67.9	69.3	70.3	70.7	71.3	71.3	72.0	72.7	73.3	73.9	74.3	74.6	74.8	75.0	75.2	75.4	
35-44	60.6	61.2	65.2	66.1	66.3	68.2	69.7	70.8	71.3	71.9	72.0	72.8	73.6	74.5	75.4	76.2	76.6	76.9	77.2	77.5	77.8	
45-54	51.1	51.3	52.6	53.2	53.3	53.9	54.6	55.3	56.0	56.8	57.5	58.0	58.6	59.1	59.7	60.2	60.5	60.6	60.8	61.0	61.2	
55-59	28.2	28.2	28.2	28.2	28.2	28.4	28.7	28.9	29.2	29.4	29.7	29.8	29.9	30.1	30.1	30.3	30.4	30.4	30.5	30.5	30.5	
60-64	6.4	6.0	5.6	5.1	4.8	4.8	4.9	4.9	4.9	5.0	5.0	5.0	5.0	5.1	5.1	5.2	5.2	5.3	5.2	5.3	5.3	
65+																						
All ages	45.6	45.6	47.6	48.7	48.8	49.5	50.3	50.8	51.2	51.5	51.7	52.1	52.5	53.0	53.2	53.4	53.5	53.6	53.7	53.7	53.7	
Activity rates (excluding students)																						
Males	69.7	67.4	67.1	64.6	65.8	64.7	64.0	63.5	63.2	63.0	62.8	62.7	62.6	62.5	62.4	62.2	62.2	62.3	62.3	62.2	62.3	
16-19	89.9	89.4	89.1	89.2	88.9	88.5	88.2	88.2	88.5	88.6	88.6	88.6	88.6	88.6	88.5	88.5	88.5	88.4	88.4	88.5	88.4	
20-24																						
All ages	82.6	81.7	81.9	80.6	80.6	80.6	80.2	79.9	79.7	79.5	79.3	79.4	79.5	79.7	79.5	79.5	79.5	79.6	79.7	79.8	79.9	
Non-married females	65.6	63.3	61.9	56.1	60.2	58.8	57.7	57.2	56.9	56.7	56.6	56.4	56.2	56.1	56.0	55.8	55.9	55.8	55.7	55.6	55.5	
16-19	81.2	79.6	78.2	78.0	77.0	76.7	76.8	77.4	77.8	77.7	77.7	77.6	77.6	77.6	77.6	77.6	77.6	77.6	77.6	77.6	77.6	
20-24																						
All ages	44.4	43.4	42.8	41.5	41.8	41.6	41.4	41.4	41.6	41.6	41.6	41.6	41.6	41.7	41.5	41.4	41.3	41.2	41.0	40.8	40.6	
Total females	63.0	61.3	60.2	55.6	59.4	58.2	57.2	56.7	56.4	56.3	56.2	56.0	55.8	55.7	55.6	55.5	55.5	55.4	55.4	55.2	55.2	
16-19	60.1	61.2	62.5	64.0	64.1	64.3	65.1	65.5	65.9	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	66.0	
20-24																						
All ages	43.0	43.0	44.9	45.5	45.7	46.3	46.9	47.4	47.7	47.9	48.0	48.4	48.9	49.3	49.6	49.8	50.0	50.2	50.3	50.5	50.6	

* See footnotes to Table 2.

Table 2 Labour force estimates (excluding students) at June each year* § 1971-1991. Great Britain

	Thousands																				
	1971†	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
Males	1,070	1,045	1,051	1,027	1,075	1,080	1,113	1,134	1,158	1,171	1,174	1,170	1,149	1,129	1,105	1,090	1,074	1,039	997	942	
16-19	1,890	1,787	1,741	1,726	1,713	1,715	1,730	1,756	1,788	1,833	1,879	1,926	1,966	2,010	2,049	2,062	2,066	2,048	2,023	1,983	1,960
20-24	3,343	3,478	3,577	3,641	3,694	3,767	3,809	3,831	3,844	3,848	3,866	3,794	3,773	3,786	3,821	3,885	3,958	4,031	4,110	4,199	4,265
25-34	3,134	3,118	3,120	3,112	3,101	3,083	3,080	3,121	3,175	3,224	3,264	3,403	3,499	3,568	3,625	3,689	3,734	3,756	3,768	3,777	3,794
35-44</																					

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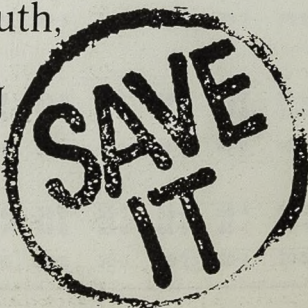
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DEPARTMENT OF ENERGY

Issue of work permits continues to decline

THE SUBSTANTIAL reduction in the number of work permits issued in recent years continued in 1977. The drop from 33,045 in 1974 to 18,414 in 1977 has been due partly to the reductions in permits available (where quotas apply) and partly, reflecting the economic situation and the higher level of unemployment, because employers have been applying for fewer overseas workers. In 1973 38,688 applications were dealt with but the figure had dropped to 21,589 in 1977.

The present work permit scheme has been in operation since January 1, 1973, when the Immigration Act 1971 came fully into force. Since then work permits have been issued on a common basis for foreign nationals (other than EEC nationals) and Commonwealth citizens living abroad to come to work in this country. There is also provision for permission to be given for people already here (such as visitors) to take work on the same common basis.

Nationals of member states of the EEC may come here to work without permits, but if they stay for more than six months they need residence permits which are issued by the Home Office.

Work permits are issued in respect of a specific post with a specific employer, but, in general, only for work requiring a professional qualification, skill or experience and where the employment of an overseas worker is necessary. The main exceptions to this occupational standard are work in hotels and catering (permits are available for semi-skilled as

Table 1 Annual comparisons of work permits issued'

	1973	1974	1975	1976 ^a	1977
Foreign workers (Non-EEC)					
Permits	22,229	20,814	19,405	13,401	11,975
Permissions	4,231	3,695	2,438	1,506	1,236
Total	26,460	24,509	21,843	14,907	13,211
Commonwealth workers					
Permits	2,876	3,612	4,221	2,660	2,021
Permissions	3,503	4,924	4,014	2,903	3,182
Total	6,379	8,536	8,235	5,563	5,203
Grand total	32,839	33,045	30,078	20,470	18,414
Estimated unanalysed due to industrial action				2,150	
Total estimated				22,620	

Notes: 1. Excludes foreign student employees and Commonwealth trainees.
2. As explained in the May 1977 issue of the Department of Employment Gazette (col 478), about 2,150 (correct to nearest 50) permits and permissions were not analysed.

well as skilled work) and resident domestic work. Annually determined quotas apply to the exceptions. Work permits are not issued if suitable resident labour is available to fill the post offered nor if the wages and conditions offered are less favourable than those obtaining in the area for similar work. The maximum period for which they are issued is 12 months (long-term permits) but they can be issued for such shorter periods as are required (short-term permits). Permit holders can apply to the Home Office for leave to remain beyond the period of the permit.

Table 2 Annual analysis of work permits issued by country issuing passport January-December 1977

COMMONWEALTH WORKERS

Country issuing passport	Permits			Permissions			Totals			Grand total	Commonwealth trainees	
	Long-term	Short-term	Total	Long-term	Short-term	Total	Long-term	Short-term	Men			Women
Australia	208	100	308	129	25	154	337	125	361	101	462	46
Bangladesh	21	1	22	8	6	14	29	7	33	3	36	21
Canada	175	172	347	50	20	70	225	192	324	93	417	35
Caribbean territories	28	91	119	281	69	350	309	160	140	329	469	38
Cyprus	21	21	42	9	14	23	30	35	48	17	65	59
East Africa	28	8	36	47	12	59	75	20	52	43	95	123
Hong Kong	332	8	340	102	35	137	434	43	395	82	477	65
India	176	105	281	47	22	69	223	127	299	51	350	132
Malaysia	70	50	120	733	387	1,120	803	437	352	888	1,240	330
Malta	45	5	50	16	4	20	61	9	44	26	70	21
Mauritius	24	4	28	392	73	465	416	77	292	201	493	18
New Zealand	46	18	64	40	6	46	86	24	75	35	110	20
Singapore	22	12	34	33	30	63	55	42	49	48	97	71
Sri Lanka	81	21	102	155	106	261	236	127	252	111	363	90
West Africa	38	59	97	150	81	231	188	140	206	122	328	132
Dependent territories excluding Hong Kong	11	3	14	69	12	81	80	15	26	69	95	17
Others	13	4	17	13	6	19	26	10	19	17	36	9
Total	1,339	682	2,021	2,274	908	3,182	3,613	1,590	2,967	2,236	5,203	1,227

Notes: (1) "Long-term" permits or permissions are those given for the maximum period of 12 months. "Short-term" refers to those given for periods of less than 12 months.
(2) Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.
(3) "Student employees" are young foreign nationals who come for employment in industry and commerce in order to improve their English and widen their occupational experience.

Table 3 Annual analysis of work permits issued by country issuing passport January-December 1977
FOREIGN WORKERS (NON EEC)

Country issuing passport	Permits			Permissions			Totals					Student employees
	Long-term	Short-term	Total	Long-term	Short-term	Total	Long-term	Short-term	Men	Women	Grand total	
Austria	64	158	222	11	2	13	75	160	197	38	235	57
Egypt	63	235	298	23	3	26	86	238	230	94	324	167
Japan	582	130	712	41	2	43	623	132	664	91	755	112
Philippines	1,416	83	1,499	273	32	305	1,689	115	316	1,488	1,804	4
Portugal	233	28	261	42	4	46	275	32	214	93	307	17
South Africa	169	105	274	57	25	82	226	130	269	87	356	61
Spain	220	212	432	49	11	60	269	223	356	136	492	73
Sweden	134	234	368	15	4	19	149	238	279	108	387	105
Switzerland	176	139	315	19	3	22	195	142	220	117	337	361
USA	1,837	2,847	4,684	174	53	227	2,011	2,900	4,283	628	4,911	171
Others	1,100	1,810	2,910	302	91	393	1,402	1,901	2,532	771	3,303	809
Total	5,994	5,981	11,975	1,006	230	1,236	7,000	6,211	9,560	3,651	13,211	1,937

See footnotes to table 2.

The categories of workers for whom work permits are issued include the professionally qualified, administrative and executive workers; skilled craft-workers; specialised clerical and secretarial staff; hotel and catering workers;

entertainers and sportsmen and women; resident domestic workers.

Permits are also available for Commonwealth trainees coming for a fixed period of on-the-job training, and for

Table 5 Annual analysis of work permits issued by industrial group and country issuing passport January-December 1977

COMMONWEALTH WORKERS

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV	Country issuing passport
	Agriculture mining and oil	Food	Coal and chemical products	Metal engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufacturers	Construction and public utilities	Transport and communication	Distribution	Insurance, banking and finance	
Australia	17	4	13	49	1	7	5	8	10	41	
Bangladesh	—	—	—	2	—	—	—	2	—	11	
Canada	32	—	14	29	2	1	2	3	19	49	
Caribbean territories	3	—	—	3	—	—	—	—	3	6	
Cyprus	1	—	—	1	1	—	3	—	5	6	
East Africa	—	—	2	7	—	1	—	2	5	14	
Hong Kong	1	2	1	14	1	1	2	4	134	10	
India	15	3	6	13	2	5	11	16	29	29	
Malaysia	5	23	4	27	—	2	3	5	24	27	
Malta	1	1	—	1	—	—	—	3	3	7	
Mauritius	—	—	—	3	1	1	1	—	2	6	
New Zealand	1	1	—	5	4	2	—	5	8	9	
Singapore	1	—	—	5	1	1	—	1	2	21	
Sri Lanka	2	1	3	15	3	2	6	2	9	100	
West Africa	5	4	2	4	—	3	—	2	11	29	
Dependent territories (excluding Hong Kong)	—	—	2	3	2	—	1	—	1	3	
Others	3	—	1	2	—	—	—	—	1	2	
Total	87	39	50	183	19	28	23	50	253	370	

See footnotes to table 2.

Table 6 Annual analysis of work permits issued by industrial group and country issuing passport January-December 1977

FOREIGN WORKERS (NON-EEC)

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV	Country issuing passports
	Agriculture mining and oil	Food	Coal and chemical products	Metal engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufacturers	Construction and public utilities	Transport and communication	Distribution	Insurance, banking and finance	
Austria	1	2	4	12	1	3	—	—	7	7	
Egypt	6	—	—	1	1	10	1	—	7	24	
Japan	3	1	3	28	1	3	—	38	161	217	
Philippines	—	—	3	2	—	1	—	—	5	3	
Portugal	3	—	1	4	—	—	—	3	4	4	
South Africa	11	3	8	26	2	6	2	16	20	47	
Spain	39	1	4	17	—	—	1	5	5	18	
Sweden	10	2	8	26	3	8	1	26	22	33	
Switzerland	7	4	13	21	3	3	1	8	32	43	
USA	368	16	103	639	5	62	48	22	103	410	
Others	92	33	40	110	8	31	30	96	144	239	
Total	540	62	187	886	24	129	84	216	510	1,045	

See footnotes to table 2.

Table 4 Annual summary of work permits issued and applications refused January-December 1977

	Commonwealth workers			Foreign workers (non-EEC)		
	Men	Women	Total	Men	Women	Total
Permits Issues	1,154	185	1,339	4,246	1,748	5,994
Short-term	553	129	682	4,730	1,251	5,981
Total	1,707	314	2,021	8,976	2,999	11,975
Refusals	301	112	413	870	930	1800
Permissions Issues	831	1,443	2,274	448	558	1,006
Long-term	429	479	908	136	94	230
Short-term	—	—	—	—	—	—
Total	1,260	1,922	3,182	584	652	1,236
Refusals	208	162	370	284	308	592
Total Issues	1,985	1,628	3,613	4,694	2,306	7,000
Short-term	982	608	1,590	4,866	1,345	6,211
Long-term	—	—	—	—	—	—
Total	2,967	2,236	5,203	9,560	3,651	13,211
Refusals	509	274	783	1,154	1,238	2,392
Commonwealth Trainees Issues	1,005	222	1,227	—	—	—
Refusals	5	3	8	—	—	—
Student Employees Issues	—	—	—	1,532	405	1,937
Refusals	—	—	—	4	2	6

See footnotes to table 2.

student employees, who are young foreign nationals coming for a short period of employment in industry and commerce in order to improve their English and widen their occupational experience. The conditions applying to the issue of these permits are different from those for ordinary work permits; and Commonwealth trainees and student employees are not permitted to transfer to ordinary employment. Permits issued for them are not included in the totals of work permits issued but figures relating to them appear in separate columns in tables 2-4.

Statistics of work permits issued are published annually, analysed by country of origin and sex of workers, by duration of permit and whether permit or permission, and by industrial classification of the work (according to the Standard Industrial Classification). The following tables for 1977 include for the first time an occupational analysis by major and minor groups (Classification of Occupations and Directory of Occupational Titles). Information is given separately for Commonwealth and foreign workers.

The term "work permits" includes permissions, unless otherwise indicated. The tables distinguish between permits for people abroad and permissions for those already here, except in the analyses by industrial classification and occupational group where the figures relate to permits and permissions taken together.

(continued on page 438)

Table 5 COMMONWEALTH WORKERS

XXV	XXVI					XXVII	Grand total	SIC order			
Professional and scientific services	Miscellaneous services					Public administration and defence		Country issuing passport			
Educational services	Medical and dental services	Other professional and scientific services	Total	Entertainment	Hotel and catering	Private domestic service					
71	57	62	190	85	7	—	13	105	462	Australia	
7	2	1	10	—	7	1	1	9	36	Bangladesh	
34	31	22	87	165	4	1	3	173	6	Canada	
3	342	5	350	90	5	4	4	103	1	Caribbean territories	
4	7	1	12	16	14	1	1	32	—	Cyprus	
7	35	9	51	2	4	3	3	12	1	East Africa	
23	60	10	130	4	198	3	8	213	1	Hong Kong	
74	40	23	137	73	26	6	6	111	2	India	
20	928	18	966	6	134	7	3	150	4	Malaysia	
1	6	2	9	11	25	2	4	42	2	Malta	
2	449	4	455	1	10	10	3	24	—	Mauritius	
15	20	18	53	13	5	1	2	21	1	New Zealand	
10	32	8	50	1	12	2	—	15	—	Singapore	
12	131	7	150	17	15	26	11	69	1	Sri Lanka	
8	171	8	187	42	37	2	—	81	—	West Africa	
—	71	1	72	5	4	2	—	11	—	Dependent Territories (excluding Hong Kong)	
3	9	4	16	—	5	5	1	11	—	Others	
294	2,391	203	2,888	531	512	76	63	1,182	31	5,203	Total

See footnotes to table 2.

Table 6 FOREIGN WORKERS (NON-EEC)

XXV	XXVI					XXVII	Grand total	SIC order			
Professional and scientific services	Miscellaneous services					Public administration and defence		Country issuing passport			
Educational services	Medical and dental services	Other professional and scientific services	Total	Entertainment	Hotel and catering	Private domestic service					
9	2	2	13	151	29	4	1	185	—	235	Austria
10	2	3	15	231	19	4	2	256	1	324	Egypt
32	3	22	57	128	103	5	6	242	1	755	Japan
27	303	—	330	4	535	908	13	1,460	—	1,804	Philippines
24	15	1	40	10	193	43	—	246	—	307	Portugal
28	37	41	106	96	4	3	4	107	2	356	South Africa
9	16	6	62	131	181	23	5	340	—	492	Spain
19	23	5	37	197	8	1	3	209	2	387	Sweden
267	15	12	46	69	81	2	4	156	—	337	Switzerland
135	112	64	311	2,633	22	1	12	2,668	11	4,911	USA
—	—	—	—	1,701	374	62	28	2,165	4	3,303	Others
600	559	314	1,473	5,351	1,549	1,056	78	8,034	21	13,211	Total

Table 7 EEC nationals in Great Britain: residence permits issued

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV
Country issuing passport	Agriculture, mining and oil	Food	Coal and chemical products	Metal, engineering and vehicles	Textiles leather and clothing	Bricks, timber and other manufacturers	Construction and public utilities	Transport and communication	Distribution	Insurance, banking and finance
Belgium	5	3	6	12	1	3	—	2	4	8
Denmark	17	5	2	20	4	8	1	9	27	28
France	47	14	25	68	21	25	8	52	80	130
West Germany	45	21	17	94	15	28	12	37	56	125
Italy	32	33	30	103	51	46	13	33	73	78
Luxembourg	1	—	—	—	—	—	—	—	—	—
Netherlands	76	3	14	34	9	7	5	18	25	55
Total	223	79	94	331	101	117	39	151	265	424

Note: There are some minor discrepancies between these figures and those published by the Home Office.

Table 8 Annual analysis of work permits issued by occupational

Country issuing passport	COMMONWEALTH WORKERS													
	CODOT Major Groups I													
	MAJOR GROUPS													
	II	III				IV		V						
Managerial occupations (general management)	Professional and related occupations supporting management and administration				Professional and related occupations in education, welfare and health			Literary, artistic and sports occupations		Professional and related occupations in science, engineering technology and similar fields				
Minor Group	Minor Groups				Minor Groups			Minor Groups		Minor Groups				
00	03	04	05	Others	09	11	Others	17	Others	21	22	25	Others	
Directors & general managers etc	Company secretaries, accountants etc	Personnel & management specialists etc	Marketing & public relations specialists etc	Legal, buying & PA occupations etc	Teachers and instructors	Health diagnosing and treating occupations	Welfare occs etc	Performers etc	Sportsmen etc	Natural sciences researchers, consultants etc	Engineering researchers, designers etc	Prof occs (incl Architects etc)	Aircraft & ships officers, technologists etc	
Australia	7	55	20	20	12	31	50	18	60	27	52	38	14	5
Bangladesh	—	3	1	—	—	3	2	—	—	—	4	5	—	—
Canada	25	34	14	14	4	22	31	4	162	2	18	43	5	2
Caribbean territories	1	4	1	1	—	2	342	—	70	20	2	6	—	—
Cyprus	1	6	1	1	1	2	6	—	17	1	1	1	1	1
East Africa	1	3	7	—	—	4	34	1	2	—	5	7	6	—
Hong Kong	—	4	9	1	1	4	59	1	1	1	9	20	3	2
India	10	21	8	4	3	29	39	2	57	17	44	25	10	7
Malaysia	1	12	7	6	2	7	929	2	3	4	14	25	6	2
Malta	—	—	—	—	1	—	5	2	1	—	1	—	—	—
Mauritius	—	2	3	—	—	—	452	—	—	—	1	3	1	—
New Zealand	3	16	3	6	1	5	15	3	4	6	10	5	3	1
Singapore	—	13	3	3	1	1	32	—	—	—	3	5	4	—
Sri Lanka	1	10	4	—	2	6	128	—	—	2	22	5	5	—
West Africa	1	12	—	2	—	4	167	3	37	4	4	2	6	—
Dependent Territories (excluding Hong Kong)	—	1	1	—	—	—	71	—	—	4	1	—	—	—
Others	2	2	1	1	—	—	9	—	—	1	4	—	—	—
Total	53	198	83	59	28	120	2,371	36	418	87	174	212	64	25

See footnotes for table 2.

Table 9 Annual analysis of work permits issued by occupational

Country issuing passport	FOREIGN WORKERS (NON-EEC)													
	CODOT Major Groups I													
	MAJOR GROUPS													
	II	III				IV		V						
Managerial occupations (general management)	Professional and related occupations supporting management and administration				Professional and related occupations in education, welfare and health			Literary, artistic and sports occupations		Professional and related occupations in science, engineering technology and similar fields				
Minor Group	Minor Groups				Minor Groups			Minor Groups		Minor Groups				
00	03	04	05	Others	09	11	Others	17	Others	21	22	25	Others	
Directors & general managers etc	Company secretaries, accountants etc	Personnel & management specialists etc	Marketing & public relations specialists etc	Legal, buying & PA occupations etc	Teachers and instructors	Health diagnosing and treating occupations	Welfare occs etc	Performers etc	Sportsmen etc	Natural sciences researchers, consultants etc	Engineering researchers, designers etc	Prof occs (incl Architects etc)	Aircraft & ships officers, technologists etc	
Austria	4	8	2	7	1	7	2	—	149	3	4	4	1	2
Egypt	9	7	1	3	1	3	2	3	226	10	7	4	3	—
Japan	63	98	16	18	14	17	—	—	122	10	18	34	15	7
Philippines	1	—	1	2	1	—	283	—	3	2	1	3	1	—
Portugal	—	3	—	3	—	2	2	—	10	1	1	4	1	—
South Africa	9	63	12	19	3	22	44	4	82	18	9	13	5	1
Spain	3	11	6	5	2	11	3	—	124	8	8	9	5	2
Sweden	15	20	15	23	2	7	19	1	178	26	2	3	13	2
Switzerland	7	22	9	9	2	3	10	7	73	6	12	7	9	1
USA	272	306	138	154	69	203	25	19	2,576	48	138	511	122	18
Others	39	120	57	64	30	58	78	4	1,627	85	58	136	33	11
Total	422	658	257	307	125	333	468	33	5,170	217	258	728	208	44

See footnotes for table 2.

Table 7 by industrial group and country issuing passport in 1977

XXV				XXVI				XXVII	Grand total	SIC order
Professional and scientific services				Miscellaneous services				Public administration and defence		
Educational services	Medical and dental services	Other professional and scientific services	Total	Entertainment	Hotel and catering	Private domestic service	Other miscellaneous services	Total	Country issuing passport	
1	2	7	10	1	7	—	2	10	Belgium	
6	23	13	42	3	26	3	10	42	Denmark	
52	28	42	122	9	304	5	49	367	France	
35	20	42	97	9	93	2	36	140	West Germany	
28	45	35	108	4	596	5	36	641	Italy	
—	—	—	—	—	2	—	1	3	Luxembourg	
12	19	28	59	5	27	2	20	54	Netherlands	
134	137	167	438	31	1,055	17	154	1,257	Total	

Table 8 group and country issuing passport January-December 1977

Country issuing passport	COMMONWEALTH WORKERS												
	CODOT Major Groups												
	MAJOR GROUPS												
	VI	VII				X				VIII, IX and XI to XVIII			
Managerial occupations (excluding general management)	Clerical and related occupations				Catering, cleaning, hairdressing and other personal service occupations				All other occupations				
Minor Groups	Minor Groups				Minor Groups				Minor Groups				
27	28	31	32	Others	43	44	Others	43	44	Others	43	44	Others
Managers (industrial)	Managers (services) (eg retail, catering office etc)	Clerical occupations	Shorthand, typewriting & related secretarial occupations	Office machine operators etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc
5	15	13	3	—	4	1	1	11	462	Australia			
—	3	4	—	2	1	7	—	1	36	Bangladesh			
13	11	2	—	—	1	4	1	5	417	Canada			
1	2	—	2	—	4	6	1	4	469	Caribbean territories			
1	2	2	1	1	4	9	—	5	65	Cyprus			
—	4	3	3	—	2	6	—	7	95	East Africa			
—	4	8	8	—	266	58	5	13	477	Hong Kong			
3	13	7	1	1	22	10	1	16	350	India			
—	2	6	2	—	8	135	4	63	1,240	Malaysia			
—	—	11	3	—	3	25	2	16	70	Malta			
—	—	—	—	—	5	15	1	10	493	Mauritius			
2	7	3	4	—	3	1	1	8	110	New Zealand			
—	10	—	—	2	1	13	—	97	97	Singapore			
1	5	6	3	—	9	38	8	105	363	Sri Lanka			
8	5	4	1	4	5	35	2	22	328	West Africa			
—	—	3	1	1	—	6	—	5	95	Dependent territories (excluding Hong Kong)			
—	—	—	1	—	—	10	—	1	36	Others			
34	75	82	33	11	338	379	27	296	5,203	Total			

Table 9 group and country issuing passport January-December 1977

Country issuing passport	FOREIGN WORKERS (NON-EEC)												
	CODOT Major Groups												
	MAJOR GROUPS												
	VI	VII				X				VIII, IX and XI to XVIII			
Managerial occupations (excluding general management)	Clerical and related occupations				Catering, cleaning, hairdressing and other personal service occupations				All other occupations				
Minor Groups	Minor Groups				Minor Groups				Minor Groups				
27	28	31	32	Others	43	44	Others	43	44	Others	43	44	Others
Managers (industrial)	Managers (services) (eg retail, catering office etc)	Clerical occupations	Shorthand, typewriting & related secretarial occupations	Office machine operators etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc	Cooks, waiters etc	House-keepers, personal service attendants etc	Hairdressers, caretakers etc
1	1	—	—	—	22	12	—	5	235	Austria			
2	4	4	—	—	14	7	4	10	324	Egypt			
12	129	22	6	1	99	11	5	38	755	Japan			
—	—	10	—	—	367	1,120	1	8	1,804	Philippines			
2	1	2	—	—	168	103	—	5	307	Portugal			
5	9	2	3	1	115	13	2	16	356	South Africa			
—	5	3	1	—	115	127	2	42	492	Spain			
6	8	7	1	—	23	5	—	11	387	Sweden			
4	7	13	9	—	48	56	3	25	337	Switzerland			
107	75	15	7	—	10	22	2	74	4,911	USA			
32	80	39	35	5	345	213	13	141	3,303	Others			
171	319	116	62	7	1,195	1,707	31	375	13,211	Total			

Equal pay and sex discrimination

Outcome of applications to industrial tribunals in 1977

INFORMATION is now available on the outcome of applications to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975, covering cases completed during the period from January 1, 1977 to December 31, 1977. Information on cases completed during the first 12 months of the operation of the Acts, from December 29, 1975 to December 31, 1976 was given in the May 1977 issue of the *Gazette*.

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

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

Equal pay act 1970

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

As expected there was a substantial reduction in the number of applications to Industrial Tribunals in 1977. Seven hundred and fifty-one cases were completed during the year compared with 1,742 in 1976.

Applicants

Table 1 analyses the age and sex of the 751 individuals whose cases were completed during the year. Of the appli-

Table 1 Applicants analysed by age and sex

	Males	Females	Total	Per cent
Under 18	3	11	14	1.9
18-24	4	65	69	9.2
25-34	7	109	116	15.4
35-44	5	139	144	19.2
45-54	6	163	169	22.5
55-60	4	53	57	7.6
Over 60	8	21	29	3.8
Not known	35	118	153	20.4
Total	72	679	751	100.0

Table 2 Applicants analysed by region and sex

	Males	Females	Total	Per cent
South Eastern	39	167	206	27.4
South Western	6	24	30	4.0
Midlands	6	173	179	23.8
Yorkshire and Humberside	3	35	38	5.1
North Western	8	128	136	18.1
Northern	1	64	65	8.7
Wales	—	18	18	2.4
Scotland	9	70	79	10.5
Total	72	679	751	100.0

cants 72 (9.6 per cent) were men, compared with 58 (3.3 per cent) in 1976. There were 411 (54.7 per cent) women in the age groups between 25 and 54.

Table 2 shows the regional distribution of the applicants.

Table 3 Applicants analysed by occupational group and sex

	Males	Females	Total	Per cent
Managerial occupations (general management)	—	3	3	0.4
Professional and related occupations supporting management and administration	—	1	1	0.1
Professional and related occupations in education, welfare and health	—	5	5	0.7
Literary, artistic and sports occupations	—	4	4	0.5
Professional and related occupations in science engineering technology and similar fields	—	14	14	1.9
Managerial occupations (excluding general management)	2	19	21	2.8
Clerical and related occupations	15	146	161	21.4
Selling occupations	—	10	10	1.3
Security and protective service occupations	36	6	42	5.6
Catering, cleaning, hairdressing and other personal service occupations	—	84	84	11.2
Farming, fishing and related occupations	—	—	—	—
Materials processing occupations (excluding metal)	2	78	80	10.7
Making and repairing occupations (excluding metal and electrical)	6	51	57	7.6
Processing, making repairing and related occupations (metal and electrical)	6	135	141	18.8
Painting, repetitive assembling, product inspecting, packaging and related occupations	—	73	73	9.7
Construction, mining and related occupations not elsewhere classified	1	1	2	0.3
Transport operating, materials moving and storing and related occupations	2	20	22	2.9
Miscellaneous occupations	2	13	15	2.0
Not known	—	16	16	2.1
Total	72	679	751	100.0

The occupations of the applicants have been analysed by the 18 major groups of the Department of Employment's Occupational Classification (CODOT). Table 3 shows that the highest number of applicants—161 (21.4 per cent) were employed in clerical and related occupations, followed by 141 (18.8 per cent) in metal and electrical processing, making and repairing occupations. These two categories account for a total of 302 applications (40.2 per cent) in 1977. In 1976 the highest number of applications were made by employees in the same two occupational groups (47.4 per cent). There were few applications 48 (6.4 per cent) by people in the managerial, professional, literary and artistic groups and only two of the applicants were men.

Table 4 analyses the applications by the size of the respondent's firm and table 5 by industry. The industries of the respondents have been analysed by the Industry Order of the Standard Industries Classification 1968. The highest number of applications by industry were by employees in mechanical engineering (23 per cent). The engineering group as a whole accounted for 39.5 per cent of all applications compared with 36 per cent in 1976.

Table 4 Applicants analysed by size of firm

Number of employees	Males	Females	Total	Per cent
Less than 20	2	13	15	2.0
20-49	—	10	10	1.3
50-99	2	60	62	8.3
100-249	4	96	100	13.3
250-499	6	55	61	8.1
500-999	9	94	103	13.7
1,000 and over	44	236	280	37.3
Not known	5	115	120	16.0
Total	72	679	751	100.0

Table 5 Applicants analysed by industry

	Males	Females	Total	Per cent
Agriculture, forestry, fishing	—	3	3	0.4
Mining and quarrying	—	3	3	0.4
Food, drink, tobacco	1	41	42	5.6
Coal, and petroleum products	—	2	2	0.3
Chemicals	—	71	71	9.4
Metal manufacture	1	23	24	3.2
Mechanical engineering	42	131	173	23.0
Instrument engineering	10	35	45	6.0
Electrical engineering	4	75	79	10.5
Shipbuilding, and marine engineering	—	—	—	—
Vehicles	1	7	8	1.1
Metal goods not elsewhere specified	—	5	5	0.7
Textiles	—	24	24	3.2
Leather, leather goods, fur	—	12	12	1.6
Clothing and footwear	1	19	20	2.7
Bricks, pottery, glass, cement etc	1	8	9	1.2
Timber, furniture, etc	1	30	31	4.1
Paper, printing and publishing	—	13	13	1.7
Other manufacturing industries	3	83	86	11.4
Construction	—	6	6	0.8
Gas, electricity, water	—	1	1	0.1
Transport and communication	1	10	11	1.5
Distributive trades	1	16	17	2.3
Insurance, banking, finance	—	12	12	1.6
Professional and scientific services	2	6	8	1.1
Miscellaneous services	1	32	33	4.4
Public administration and defence	2	11	13	1.7
Total	72	679	751	100.0

Table 6 is an analysis of the basic weekly wage of the applicants. 61.7 per cent of the women were earning a basic weekly wage of between £31 and £50. No applications were received from men earning a basic weekly wage of more than £70.

Table 6 Applicants analysed by basic weekly wage

Wage £	Males	Females	Total	Per cent
Under £20	2	35	37	4.9
21-25	7	59	66	8.9
26-30	2	68	70	9.3
31-35	4	131	135	18.0
36-40	5	112	117	15.6
41-50	12	176	188	25.0
51-60	39	27	66	8.8
61-70	1	8	9	1.2
71-80	—	4	4	0.5
81-90	—	2	2	0.3
91-100	—	1	1	0.1
Over 100	—	1	1	0.1
Not known	—	55	55	7.3
Total	72	679	751	100.0

Nature and outcome of complaints

Seven hundred and five (93.9 per cent) of the 751 applications were made on the grounds of doing the same or broadly similar work as a person of the opposite sex. The balance of 46 (6.1 per cent) related to work rated as equivalent under job evaluation. Table 7 gives a breakdown of the outcome of the 751 cases completed during the period.

Conciliation

Just over half—387 (51.5 per cent)—either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services had been used. The corresponding figure for 1976 was 55 per cent. Only one case was withdrawn without an attempt at conciliation but the reason for the withdrawal is not known.

Tribunal hearings

Of the 363 cases heard by tribunals, decisions in 91 (25 per cent) were in favour of the applicant. This figure compares

Table 7 Outcome of applications

	Males	Females	Total	Per cent
Settled by Conciliation and withdrawn where conciliation attempted				
Settled by conciliation	5	51	56	7.5
Withdrawn				
private settlement*	3	93	96	12.8
reasons not known	9	226	235	31.3
Others withdrawn				
private settlement*	—	—	—	—
reasons not known	1	—	1	0.1
Heard by tribunal				
Complaints upheld	35	56	91	12.1
Complaints dismissed				
not like or equivalent work	1	133	134	17.8
not same employment	—	2	2	0.3
material differences	7	79	86	11.5
other reasons	11	39	50	6.6
Total	72	679	751	100.0

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

Table 8 Material differences

	Males	Females	Total
Part-time work	—	—	—
Night work	—	1	1
Length of service	—	3	3
Age	—	1	1
Merit	—	3	3
Mark-time payments	—	27	27
Others	7	44	51
Total	7	79	86

with 30 per cent in 1976. 35 (64.8 per cent, of the 54 applications by men were upheld by tribunals compared with only 56 (18.1 per cent) of the 309 women's cases heard. Tribunals dismissed 134 cases (36.9 per cent of cases heard) on the grounds that the individual applicant was not doing the same or broadly similar work as a person of the opposite sex or work rated as equivalent. In 86 other dismissed cases tribunals ruled that there was a material difference other than the difference of sex, between the applicant's case and that of a person of the opposite sex with whom comparison was being made. Table 8 is an analysis of the material differences specified by tribunals in these cases.

Sex Discrimination Act 1975

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

Over the period January 1 to December 31, 1977 action was completed in respect of 229 applications to industrial tribunals (compared with 243 in 1976) in relation to complaints arising under the employment provisions of the Sex Discrimination Act.

The following paragraphs describe the types of discrimination involved, some characteristics of the applicants and respondents, the area of complaints and the outcome of the applications.

Types of discrimination

The Act defines five types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the ground of his or her sex, than a person of the opposite

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

	Males	Females	Total	Per cent
On grounds of sex				
Direct	58	124	182	79.5
Indirect	9	26	35	15.3
Against married persons				
Direct	—	7	7	3.1
Indirect	—	3	3	1.2
Victimisation	—	2	2	0.9
Total	67	162	229	100.0

Table 2 Applications analysed by age and sex of applicant

	Males	Females	Total	Per cent
Under 18	5	1	6	2.6
18-24	14	36	50	21.8
25-34	22	33	55	24.0
35-44	8	30	38	16.6
45-54	8	29	37	16.2
55-60	3	11	14	6.1
Over 60	3	16	19	8.3
Not known	4	6	10	4.4
Total	67	162	229	100.0

Table 3 Applications analysed by region and by sex of applicant

	Males	Females	Total	Per cent
South Eastern	34	64	98	42.8
South Western	5	13	18	7.9
Midlands	7	26	33	14.4
Yorkshire and Humberside	2	5	7	3.0
North Western	8	18	26	11.3
Northern	4	15	19	8.3
Wales	3	7	10	4.4
Scotland	4	14	18	7.9
Total	67	162	229	100.0

Table 4 Analysis by occupation (held or applied for)

	Males	Females	Total	Per cent
Managerial occupations (general management)	—	5	5	2.2
Professional and related occupations supporting management and administration	—	3	3	1.3
Professional and related occupations in education, welfare and health	3	14	17	7.4
Literary, artistic and sports occupations	1	4	5	2.2
Professional and related occupations in science, engineering, technology and similar fields	1	1	2	0.9
Managerial occupations (excluding general management)	1	7	8	3.5
Clerical and related occupations	13	33	46	20.1
Selling occupations	2	12	14	6.1
Security and protective service occupations	2	3	5	2.2
Catering, cleaning, hairdressing and other personal service occupations	22	19	41	17.9
Farming, fishing and related occupations	—	5	5	2.2
Materials processing occupations (excluding metal)	3	3	6	2.6
Making and repairing occupations (excluding metal and electrical)	3	2	5	2.2
Processing, making repairing and related occupations (metal and electrical)	6	3	9	3.9
Painting, repetitive assembling, product inspecting, packaging and related occupations	1	16	17	7.4
Construction, mining and related occupations not elsewhere classified	—	1	1	0.4
Transport operating, materials moving and storing and related occupations	5	16	21	9.2
Miscellaneous occupations	4	11	15	6.6
Not known	—	4	4	1.7
Total	67	162	229	100.0

sex is or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional) and which cannot be shown to be justified. In the employment field direct and indirect discrimination against married persons as compared with unmarried persons of the same sex are defined in similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act. Table 1 shows that alleged direct sex discrimination continued to be the main reason for complaint in the cases completed.

The applicants

Table 2 below analyses the applications by the age and sex of the applicant and shows that about 30 per cent of the applicants were male. Nearly two-thirds of male applicants were under 35 years of age and about three-quarters were under 45. Among female applicants a higher proportion than males were in the middle age groups with over three-quarters up to the age of 55.

Table 3 shows the regional distribution of the applicants. In table 4 the occupations of the applicants or, in cases of complaints about recruitment the job applied for, have been analysed by the 18 major groups of the Department of Employment's Occupational Classification (CODOT).

The respondents and complaints

The coverage of the employment provisions includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers' associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation. As table 5 shows, nearly all the applications made during the year related to alleged discrimination by employers. Nearly half of male applicants and about one-fifth of female applicants were seeking employment. About one-third of each sex were complaining about dismissal. Nearly half of the applications from females

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

	Males	Females	Total	Per cent
By applicants for employment against employers regarding:				
Arrangements made by employers for recruitment	7	3	10	4.4
Terms offered	2	2	4	1.8
Refusal to engage or to offer employment	23	24	47	20.6
By employees regarding access to opportunities for:				
Promotion	3	25	28	12.2
Training	—	1	1	0.4
Transfer	3	—	3	1.3
Other benefits	7	26	33	14.4
By employees in respect of dismissal	20	53	73	31.9
Other unfavourable treatment	2	26	28	12.2
By complainants against respondents other than employers	—	2	2	0.8
Total	67	162	229	100.0

related to treatment while they were employed. For complaints against employers, table 6 analyses the applications by the size of the firms involved.

Table 6 Applications analysed by size of firm

Number of employees	Total	Per cent
Under 20	29	12.7
20-49	14	6.1
50-99	13	5.7
100-249	18	7.8
250-499	15	6.6
500-999	12	5.2
1000 and over	80	34.9
Not known	48	21.0
Total	229	100.0

In table 7 the industry of respondents has been analysed by the Industry orders of the Standard Industrial Classification 1968.

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

	Males	Females	Total	Per cent
Agriculture, forestry, fishing	—	6	6	2.6
Mining and quarrying	—	5	5	2.2
Food, drink, tobacco	8	11	19	8.3
Coal and petroleum products	—	2	2	0.9
Chemicals	2	1	3	1.3
Metal manufacture	1	—	1	0.4
Mechanical engineering	4	6	10	4.4
Instrument engineering	1	1	2	0.9
Electrical engineering	1	4	5	2.2
Shipbuilding and marine engineering	—	1	1	0.4
Vehicles	—	5	5	2.2
Metal goods not elsewhere specified	1	1	2	0.9
Textiles	—	5	5	2.2
Leather, leather goods and fur	1	2	3	1.3
Clothing and footwear	3	2	5	2.2
Bricks, pottery, glass, cement etc	—	—	—	—
Timber, furniture etc	2	5	7	3.1
Paper, printing and publishing	—	4	4	1.7
Other manufacturing industries	2	8	10	4.4
Construction	—	3	3	1.3
Gas, electricity, water	—	2	2	0.9
Transport and communication	5	12	17	7.4
Distributive trades	5	15	20	8.7
Insurance, banking and finance	—	6	6	2.6
Professional and scientific services	3	11	14	6.1
Miscellaneous services	19	30	49	21.4
Public administration and defence	9	14	23	10.0
Total	67	162	229	100.0

Table 8 Outcome of applications

	Males	Females	Total	Per cent
Cases cleared without a tribunal hearing				
Conciliated settlement	24	39	63	27.5
Withdrawn by applicant	4	9	13	5.7
Private settlement	—	—	—	—
Reasons not known*	23	53	76	33.2
Tribunal decisions				
Order declaring rights	1	5	6	2.6
Awards of compensation	2	6	8	3.5
Recommended course of action	1	2	3	1.3
Dismissal	12	48	60	26.2
Total	67	162	229	100.0

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

Table 9 Compensation

	Agreed at conciliation	Awarded by tribunal
£1-£49	16	—
£50-£99	13	3
£100-£149	8	1
£150-£199	3	—
£200-£299	9	—
£300-£399	3	1
£400-£499	4	1
£500-£749	—	—
£750-£999	1	1
£1,000 and over	—	1
Total	57	8

Issue of work permits continues to decline

(continued from page 431)

Table 2 lists Commonwealth countries, almost all separately; table 3 shows the 10 principal foreign countries involved. On a global basis, countries issuing the passports of people for whom the largest numbers of permits were issued were United States of America (4,911—27 per cent), the Philippines (1,804—10 per cent), Malaysia (1,240—7 per cent), Japan (755—4 per cent), Mauritius (493—3 per cent), Spain (492—3 per cent), Hong Kong (Commonwealth) (477—3 per cent), Caribbean Territories (469—3 per cent), and Australia (462—3 per cent).

Of the total of 18,414 work permits issued in 1977, the short-term numbered 7,801 that is 42 per cent, the same percentage as in 1976, compared with 38 per cent in 1975. The number of permits issued for women in 1977 was 5,887, i.e. 32 per cent, compared with 35 per cent in 1976 and 38 per cent in 1975. The number of refusals of work permits in 1977 was 3,175, representing 15 per cent of all applications dealt with; the corresponding percentages for 1976 and 1975 were 16 and 17 respectively.

The outcome of applications

Table 8 shows that three-quarters of the applications from males and nearly two-thirds of applications from females were cleared without the need for a tribunal hearing. One half of male applicants and over a third of female applicants either reached a settlement (in conciliation or privately) or had their applications upheld by a tribunal. Table 9 analyses applications by the amount of compensation agreed at conciliation or awarded by a tribunal.

Industries attracting the largest numbers of work permits in 1977 were entertainment (5,882—32 per cent), medical and dental services (2,950—16 per cent), hotel and catering (2,061—11 per cent), insurance, banking and finance (1,415—8 per cent), and private domestic service (1,132—6 per cent).

The principal industries for which residence permits were issued for EEC nationals were hotel and catering (1,055—30 per cent), insurance, banking and finance (424—12 per cent), metal, engineering and vehicles (331—9 per cent), and distribution (265—7 per cent).

The principal occupational groups (minor) for which work permits were issued in 1977 were performers (5,588—30 per cent), health diagnosing and treating occupations (mainly nurses) (2,839—15 per cent), housekeepers and personal service attendants (mainly resident domestics) (2,086—11 per cent), cooks and waiters, etc (1,533—8 per cent), engineering researchers, designers and consultants, etc (940—5 per cent), company secretaries, accountants, etc (856—5 per cent).

Accidents at work—fourth quarter 1977

BETWEEN October 1 and December 31 last year 63,516 accidents at work, of which 88 were fatal, were notified to HM Factory Inspectorate. These included 54,156 (51 fatal) involving persons engaged in factory processes, 6,375 (27 fatal) to persons engaged on building operations and works of engineering construction, 970 (4 fatal) in work at docks, wharves and quays other than shipbuilding, and 191 (none fatal) in inland warehouses.

Table 1 analyses all fatal and non-fatal accidents according to the area in which they were notified, and table 2 is an analysis of the accidents by process.

An accident occurring in a place subject to the Factories Act is notified to HM Factory Inspectorate if it causes either loss of life or disables an employed person for more than three days from earning full wages from the work on which he was employed. For statistical purposes each injury or fatality is recorded as one accident.

Recent annual reports of HM Chief Inspector of Factories have drawn attention to the various limitations of accident statistics based on a given length of absence from work. These views are supported in the report of the Committee on Safety and Health at Work (see the *Gazette*, July 1972, page 611). A relevant discussion is contained in an explanatory note on accidents notified under the Factories Act obtainable from the Health and Safety Executive, Statistical Services Branch SSB2, Baynards House, Chepstow Place, London W2 4TF.

Factory accidents—summary of accidents

Table 1 Quarter ended December 1977

Area	Fatal accidents	Total accidents
South West	3	2,662
South	6	2,563
South East	2	2,116
London N.W.	2	1,491
London N.E.	3	1,514
London S.	1	1,293
East Anglia	6	2,362
Northern H. C.	1	2,292
East Mids	2	2,157
West Mids	10	3,860
Wales	4	4,335
The Marches	3	2,613
North Mids	1	3,378
South Yorks	7	4,553
N & W Yorks	4	3,836
Greater Manchester	4	3,662
Merseyside	4	4,065
North West	3	2,621
North East	6	5,358
Scotland E	7	3,094
Scotland W	8	3,504
Thames House*	—	55
Chapel Street*	—	32
Nll Liverpool*	1	100
Total accidents	88	63,516

*Reported to Nuclear Installations Inspectorate under Factories Act.

Fatal and non-fatal accidents in Great Britain by process

Table 2 Quarter ended December 1977

Area	Fatal accidents	Total
Textile and connected processes		
Cotton spinning processes		447
Cotton weaving processes	1	264
Weaving of narrow fabrics		62
Woolen spinning processes		301
Worsted spinning processes		255
Weaving of woollen and worsted cloths		78
Flax, hemp and jute processing		104
Hosiery, knitted goods and lace manufacture		356
Carpet manufacture		264
Rope, twine and net making		31
Other textile manufacturing processes		179
Textile, bleaching, dyeing, printing and finishing		335
Job dyeing, cleaning and other finishing		23
Laundries		111
Total	1	2,810

Table 2 (continued) Quarter ended December 1977

Process	Fatal accidents	Total accidents
Clay, Minerals, etc		
Bricks, pipes and tiles		412
Pottery	1	406
Other clay products		167
Stone and other minerals		147
Lime		180
Cement		120
Asphalt and bitumen products		22
Boiler insulation materials		18
Tile slabbing		9
Articles of cast concrete and cement, etc.		221
Total	1	1,702
Metal processes		
Iron extraction and refining	1	447
Iron conversion	5	901
Aluminium extraction and refining		236
Magnesium extraction and refining		13
Other metals, extraction and refining	1	343
Metal rolling:		
Iron and steel	2	892
Non-ferrous metals		143
Tin and terne plate, etc. manufacture		107
Metal forging		496
Metal drawing and extrusion	1	471
Iron founding	1	1,587
Steel founding	1	353
Die casting		158
Non-ferrous metal casting		347
Metal plating		115
Galvanising, tinning, etc.		55
Enamelling and other metal finishing		98
Total	12	6,762
General engineering		
Locomotive building and repairing		313
Railway and tramway plant manufacture and repair		327
Engine building and repairing		767
Boiler making and similar work		413
Constructional engineering		775
Motor vehicle manufacture		2,309
Non-power vehicle manufacture	1	314
Vehicle repairing	1	2,120
Shipbuilding and shipbreaking:		
Work in shipyards and dry docks	4	1,516
Work in wet docks or harbours		261
Aircraft building and repairing		360
Machine tool manufacture		352
Miscellaneous machine making		2,229
Tools and implements		630
Miscellaneous machine repairing and jobbing engineering	3	1,250
Industrial appliances manufacture	1	703
Sheet metal working		1,016
Metal pressing	1	500
Other metal machining	1	817
Miscellaneous metal processes (not otherwise specified)	4	1,110
Miscellaneous metal manufacture (not otherwise specified)	2	984
Railway running sheds		5
Cutlery		42
Silverware and stainless substitution for silver		11
Iron and steel wire manufacture	1	215
Wire rope manufacture		59
Total	19	19,158
Electrical engineering		
Electric motor, generator, transformer and switchgear manufacture and repair		768
Electrical accumulator and battery manufacture and repair		141
Radio and electronic equipment and electrical instrument manufacture and repair		625
Radio, electronic and electrical component manufacture		320
Cable manufacture		363
Electric light bulb and radio valve manufacture and repair		132
Other electrical equipment manufacture and repair		590
Total		2,939
Wood and cork working processes		
Saw milling for home grown timbers		278
Saw milling for imported timbers		50
Plywood manufacture		29
Chip and other building board manufacture		37
Wooden Box and packing case making		111
Coopering		35
Wooden furniture manufacture and repair		342
Spraying and polishing of wooden furniture		22
Engineers pattern making		27
Joinery	1	812
Other wood and cork manufacture and repair		261
Total	1	2,004
Chemical Industries		
Heavy chemicals		429
Fine and pharmaceutical chemicals		473
Other chemicals		526
Synthetic dyestuffs		120
Oil refining		215
Explosives		147
Plastic material and man-made production		420
Soap, etc.		99
Paint and varnish	1	163
Coal gas		82
Coke oven operation	1	220
Gas and coke oven works by-product separation		49
Patent fuel manufacture		54
Total	2	2,997

Fatal and non-fatal accidents in Great Britain by process

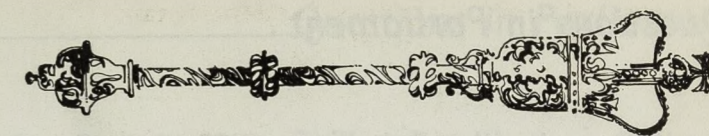
Table 2 (continued) Quarter ended December 1977

Process	Fatal accidents	Total accidents
Wearing apparel		
Tailoring		206
Other clothing		374
Hatmaking and millinery		9
Footwear manufacture		198
Footwear repair		2
Total		789
Paper and printing trades		
Paper making	1	897
Paper staining and coating		198
Cardboard, paper box and fibre container manufacture		442
Bag making and stationery		234
Printing and bookbinding	1	801
Engraving		13
Total	2	2,585
Food and allied trades		
Flour milling	1	77
Coarse milling	1	127
Other milling		41
Bread, flour confectionery and biscuits	1	1,259
Sugar confectionery	1	565
Food preserving	1	1,060
Milk processing	1	433
Edible oils and fats		93
Sugar refining		128
Slaughter houses		359
Other food processing		1,722
Alcoholic drink	1	956
Non-alcoholic drink		211
Total	7	7,031
Miscellaneous		
Electrical stations	1	660
Plant using atomic reactors	1	106
Other use of radioactive materials		3
Tobacco		178
Tanning		168
Manufacture and repair of articles made from leather (not otherwise specified)	1	39
Manufacture and repair of articles mainly of textile materials (not otherwise specified)		88
Rubber		1,134
Linoleum		20
Cloth coating		44
Manufacture of articles from plastics (not otherwise specified)		1,006
Glass		745
Fine instruments, jewellery, clocks and watches, other than high precision work		177
Upholstery, making up of carpets and of household textiles		115
Abrasives and synthetic industrial jewels		63
General assembly and packing (not otherwise specified)		200
Processes associated with agriculture	1	62
Match and firelighter manufacture		8
Water purification		75
Factory processes not otherwise specified	2	488
Total	6	5,379
Total, all factory processes	51	54,156

Table 2 (continued) Quarter ended December 1977

Process	Fatal accidents	Total accidents
Construction Processes under Section 127 of Factories Act 1961		
Building operations		
Industrial building:		
Construction	5	1,104
Maintenance	5	254
Demolition	3	41
Commercial and public building:		
Construction	2	1,097
Maintenance	4	398
Demolition		23
Blocks of flats:		
Construction	1	157
Maintenance		81
Demolition		4
Dwelling houses:		
Construction	1	1,544
Maintenance	3	913
Demolition		18
Other building operations:		
Construction	1	453
Maintenance	2	264
Demolition		24
Total	27	6,375
Works of engineering construction operations at:		
Tunnelling, shaft construction etc		86
Dams and reservoirs (other than tunnelling)		36
Bridges, viaducts and aqueducts (other than tunnelling)	1	57
Pipe lines and sewers (other than tunnelling)	1	393
Docks, harbours and inland navigations		26
Waterworks and sewage works (other than tunnelling)		61
Work on steel and reinforced concrete structures		12
Sea defence and river works		40
Works on roads or airfields	4	763
Other works		350
Total	6	1,824
Total, all construction processes	33	8,199
Processes under section 125 of Factories Act 1961		
Work at docks, wharves and quays (other than ship-building)	4	970
Work at inland warehouses		191
Total	4	1,161
GRAND TOTAL	88	63,516

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of the *Gazette* between February 28 and April 4 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

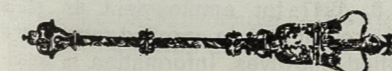
Job changes

Mr Adam Butler (Bosworth) asked the Secretary of State for Employment, how many hundreds of thousands of job changes amongst employed persons had taken place in each of the last eight years.

Mr Golding: Precise information on the number of job changes among employed persons is not available. An indication of the number of terminations of employment with an employer is given by the numbers of P45s issued each year by the Inland Revenue. Figures are given below for the eight years up to the fiscal year 1976-77. Changes of jobs not involving a change of employer are not included. The number of terminations of employment within a year does not necessarily equal the number of engagements because of changes in employment. About half of the terminations shown are made by people who had at least two employers during the year. The balance is made up of those who had only one employer during the year and who retired or who, for other reasons, were not employed at the end of the year. (March 3)

Annual estimates of P45s issued: United Kingdom

Fiscal year	Millions
1969-70	11.3
1970-71	10.6
1971-72	9.4
1972-73	9.7
1973-74	10.8
1974-75	10.6
1975-76	8.9
1976-77	8.4



Employment Transfer Scheme

Mr Max Madden (Sowerby) asked the Secretary of State for Employment, what changes were proposed in the operation of the Employment Transfer Scheme.

Mr Golding: Following recommendations from the Manpower Services Com-

Department of Employment Ministers

Rt. Hon. Albert Booth M.P., Secretary of State

Harold Walker M.P., Minister of State

John Golding M.P., Parliamentary Under-Secretary of State

John Grant M.P., Parliamentary Under-Secretary of State

mission I have approved the following changes.

- Applications for financial assistance under the Employment Transfer Scheme (ETS) in future must be made before the date of starting work in the new area.
- People aged 19 and over taking up employment within six months of successfully completing a full-time course of higher education will not be eligible for ETS assistance. This exclusion will not apply to mature students.
- Entitlement to the enhanced payments for rehousing for those moving from an assisted area and for those successfully completing a TOPS course will be established in two stages, six months and a year after beginning work.
- The abolition of the little used Nucleus Labour Force Scheme.

The change relating to students will come into effect on January 1, 1979, and the other changes are planned to come into effect by early July. Revised rules will be placed in the Library. The changes are the outcome of the first stage of a

review of mobility assistance. Any modifications stemming from the second stage will be notified later in the year. (March 10)

Unemployment

Mr Max Madden (Sowerby) asked the Secretary of State for Employment, how many people within the United Kingdom had currently been unemployed for more than one year.

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, how many unemployed had been on the dole for at least 12 months; and if he will make a statement.

Mr Booth: The number of people in Great Britain unemployed for more than 12 months at January 12, was 333,917. In Northern Ireland, the latest information is for December when there were 16,716 unemployed for more than a year. Most of these were in receipt of benefit.

I would urge trade unions and employers to help to achieve a rapid build-up of the Special Temporary Employment Programme which will assist the long term unemployed. (April 4)*

Questions in Parliament

Youth Opportunities Scheme

Mr Barney Heyhoe (Hounslow, Brentford, Isleworth) asked the Secretary of State for Employment whether the six week waiting rule to qualify for help under the Youth Opportunities scheme could be suspended when local conditions indicate that suitable jobs were not available for school leavers.

Mr Golding: I am informed by the Manpower Services Commission that exceptions to the six week rule can be justified only where it is evident that the young people concerned stand no chance of finding employment within six weeks. Decisions to relax the six week rule are reserved to the MSC's Special Programmes Board in response to specific applications from individual Area Boards. Normally relaxations will be allowed only when there is no waiting list of young people who have served six weeks on the register for whom the opportunity would be suitable. (March 23)

Mr Hal Miller (Bromsgrove and Redditch) asked the Secretary of State for Employment, what was the basis for the calculation of £19.50 to be paid weekly free of tax to those taking advantage of the Youth Opportunities Scheme.

Mr Walker: I am informed by the Manpower Services Commission that the weekly allowance of £19.50 paid to those taking advantage of the Youth Opportunities Programme was calculated after careful consideration of current levels of supplementary and unemployment benefit, of allowances payable under existing schemes and of normal remuneration levels for young people in employment. (April 4)*

MSC, they will not have the status of employees and the consequent benefits of the Employment Protection Act. It is important therefore that any decision to dismiss should be jointly agreed between the sponsor and the MSC. (March 6)

Young people

Mr David Penhaligon (Truro) asked the Secretary of State for Employment, how many apprenticeships had been offered by the private engineering sector for 1972 and the latest year for which figures were available.

Mr Golding: I am informed by the Manpower Services Commission that information on the number of apprenticeships offered is not available. However, I understand that, in the training year which commenced on September 1, 1972, 15,260 craft and technician trainees were registered with the Engineering Industry Training Board as carrying out approved first year off-the-job training and that the comparable figure for 1976 was 21,470. These figures relate to establishments in scope to the Engineering Industry Training Board and exclude central and local government and, for the most part, the nationalised industries.

In 1972 there were an additional 1,528 trainees sponsored by the Engineering Industry Training Board under its Training Award Scheme and in 1976 an additional 3,008 Award Scheme trainees. (February 28).

Job Creation

Mr Michael Brotherton (Louth) asked the Secretary of State for Employment, what powers workshop managers would have to dismiss youth employed under the scheme of the Manpower Services Commission to train unemployed teenagers.

Mr Golding: I am informed by the Manpower Services Commission that managers of training workshops funded under the Youth Opportunities Programme will be able to dismiss young people after consultation with the MSC Area Office. As young people in workshops will be paid an allowance by the

Mr Golding: I am advised by the Manpower Services Commission that 3.4 per cent of Job Creation Programme funds have been allocated to projects sponsored by the National Health Service and 51.3 per cent to local authorities. (March 10)

Contracts of employment

Mrs Audrey Wise (Coventry South West) asked the Secretary of State for Employment, what was his policy regarding employers who gave contracts of employment for only one year at a time, and whose contracts sought to exclude the employee from rights which were dependent on having more than one year's employment.

Mr Walker: The conditions relating to a contract of employment, including its term, are a matter for the parties alone to decide, and not a matter for Government intervention. Provided that there is no break in service, a number of fixed term contracts will be aggregated for the purposes of the employment rights legislation. (March 16)

Labour force

Mr George Rodgers (Chorley) asked the Secretary of State for Employment, if he would make a statement showing the extent of the increases or decline in the labour force employed in the coal and petroleum products, chemicals and allied industry during the last 10 years for which figures were available.

Mr Grant: Between June 1967 and June 1977 the number of employees in employment in Great Britain in coal and petroleum products decreased by 4,000 and in the chemical and allied industries by 17,000—a total decrease for both groups of about 21,000. (April 4)

Nursing

Mr John Lee (Birmingham, Handsworth) asked the Secretary of State for Employment, how many nurses, qualified as SRN and SEN, respectively, had been registered as unemployed at the last available date; and how many had been so registered in each of the different regions in England.

Mr Golding: The following table gives the numbers of unemployed people registered at employment offices in Great Britain and the English regions at December 8, 1977 for employment as state registered and state enrolled nurses and certified midwives. Information is available for these categories collectively but not separately. (March 16)

Great Britain	4,635
South East	1,164
East Anglia	124
South West	533
West Midlands	313
East Midlands	206
Yorkshire and Humberside	412
North West	518
North	401

Factory inspectors

Mr Michael Grylls (North West Surrey) asked the Secretary of State for Employment, how many Factory Inspectors there were as at January 1 in 1973, 1974, 1975, 1976, 1977 and 1978.

Mr Grant: I am informed by the chairman of the Health and Safety Commission that the number of factory inspectors in post at January 1, 1973, 1974, 1975, 1976, 1977 and 1978 were 647, 642, 692, 737, 826 and 910 respectively. (March 14)

Lung damage

Mr James Prior (Lowestoft) asked the Prime Minister, whether he would ensure that the Department of Health and Social Security and the Department of Employment co-ordinate their research on the subject of damage to lungs caused by welding practices particularly in the shipbuilding industry; whether he was satisfied with the work being undertaken to overcome welders lung and if he would support the restoration of mobile x-ray units to attend shipyards at least once each year.

Mr Booth: I have been asked to reply. The prime responsibility within Government for commissioning or undertaking research into matters of Occupational Health rests with the Health and Safety Executive on behalf of the Health and Safety Commission.

I am advised that "Welder's Lung" is not a clearly defined medical term. It may be applied purely to the condition—generally regarded as benign—where iron oxide particles are deposited in the lungs (ie siderosis) or, more colloquially, to any respiratory complaints suffered by welders. Although a number of toxic conditions can be produced by gas and fumes generated during welding processes, the prevalence of any longer term damage to the lungs, leading to excessive morbidity or mortality, is difficult to determine due to a number of factors such as smoking habits and previous employment records.

The Employment Medical Advisory Service is conducting a study of welders in the North East to help clarify this and I understand that the Institute of Naval Medicine is also carrying out a series of studies in naval dockyards.

In addition, the Health and Safety Executive is represented on the Welding Institute project into the generation and

control of welding fume and is concerned to promote progress in the development of adequate ventilation, which it considers to be the effective solution to most welding problems. In view of these initiatives, it seems that adequate work is being undertaken to encourage a healthy working environment for welders. The evidence available does not appear to support the need for annual chest X-rays of welders. (April 5)

Asbestos

Mr John Evans (Newton) asked the Secretary of State for Employment, if he would publish in the Official Report, the names, addresses and industrial, commercial and medical connections and qualifications of the EEC Advisory Committee of the Asbestos International Association.

Mr Grant: The Asbestos International Association is not a Government sponsored body, its EEC Advisory Committee has no official Community status and I am therefore unable to provide the information requested. I am, however, advised that the Committee consists of nominees from the asbestos industry in each of the Member States. It is based at Boulevard Faile Jacquain 162, B.T.E. 37N, 1000 Brussels. Its chairman is Mr Thiele of Denmark and its secretary is Mr Van Herle of Belgium. The UK representative is Mr Wilfred Penny, who is also director general of the Asbestos Information Centre Ltd, London. (March 1).

Questions in Parliament

Skillcentres

Mr Michael McNair-Wilson (Newbury) asked the Secretary of State for Employment, how many places were available in Skillcentres in England and Wales; and what proportion were occupied region by region.

Mr Golding: I am informed by the Manpower Services Commission that there are 15,881 places available in Skillcentres in England and Wales. The number in each region and the percentage occupied at the end of January 1978 is given below. The percentages ranged from 69.4 per cent in the Midlands to 85.1 per cent in the North West. (April 4)

Region	Places available	Percentage occupied
North West	2,210	85.1
London	2,255	84.1
South East	2,871	79.7
Wales and West	2,683	77.0
North East	2,908	70.8
Midlands	2,954	69.4
	15,881	77.1

Employment subsidy

Mr Ioan Evans (Aberdare) asked the Secretary of State for Employment, in view of development of structural unemployment, what consideration was being given to methods of employment subsidy on a long-term basis.

Mr Walker: For the present we prefer to keep employment subsidy schemes subject to periodic review as being designed primarily to support jobs during the recession. (April 4)*

Disabled people

Mr Jack Ashley (Stoke-on-Trent South) asked the Secretary of State for Employment how many applications had been made to date by employers for payment of the Job Introduction Allowance for potential disabled employees; how many of these applications had been turned down; if he would make a statement.

Mr Grant: I am informed by the Manpower Services Commission that the Job Introduction Scheme is designed to encourage employers to give certain disabled people a six weeks trial period of employment. It is applied selectively where, in the judgement of the Disablement Resettlement Officer, the disabled

person is *prima facie* suitable for the job but the employer has reasonable reservations about their ability to do it satisfactorily. It is for Disablement Resettlement Officers to suggest the use of the scheme as they think appropriate; employers do not apply for the scheme themselves. I am also informed that, by the end of February, 296 disabled people had been helped by the scheme.

The scheme commenced on July 4, 1977 and is being run initially for an experimental period of 12 months. Progress of the scheme is being monitored and an interim evaluation is now being made. (March 23)

Questions in Parliament

European Social Fund

Sir Anthony Meyer (West Flint) asked the Secretary of State for Employment, how much was expected to be applied for and received in £ sterling in grants in the United Kingdom from the EEC Social Fund in 1978 and 1979 on current projections of the development of the Fund.

Mr Grant: Applications totalling £166 million for 1978 and £23 million for 1979 have already been submitted to the EEC Commission. Against these, allocations of about £20 million for 1978 and almost £2 million for 1979 have so far been made. Most of these applications, however, await the Commission's decision. Further applications will be submitted during

1978 and 1979. The type and total volume of UK applications for 1978 and 1979 are expected to be similar to those of previous years.

Since there are no predetermined national quotas for the distribution of Social Fund grants, it is not possible to predict in advance the level of allocations to the UK either for the current year or for any future years. We do, however, hope that the UK's final totals of allocations for 1978 and 1979 will not fall below our previous minimum share, which would give a figure for 1978 of approaching £90 million. The 1979 budget for the Fund has not yet been decided. (March 8).

Race relations

Mr Sydney Bidwell (Ealing and Southall) asked the Secretary of State for Employment, what subjects had been discussed to date by the Race Relations Employment Advisory Group.

Mr Grant: The Race Relations Employment Advisory Group provides a high level forum under my chairmanship which seeks to improve coordination between organisations and groups which are significantly involved in the promotion of good race relations in employment. Membership comprises senior representatives from employers and trade unions, the main agencies concerned with employment, the Commission for Racial Equality, the local authorities and representatives of the ethnic minorities.

The Group has now held two meetings. At the first meeting in October 1977, it

examined a paper on *Racial Disadvantage in Employment* which had been prepared by the Department of Employment for consideration by the Home Secretary's Standing Advisory Council on Race Relations. At that meeting the Group decided to concentrate its attention on finding practical solutions to specific problems which arise in multi-racial employment situations.

At the second meeting in February 1978, the Group discussed the future development of industrial language training, the difficulties encountered by employers and employees in meeting the requirements of Muslim religious observance, and guidelines which are being prepared by the Commission for Racial Equality on equal opportunity in employment (February 28).

Work permits

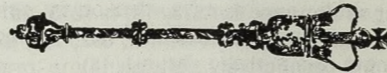
Miss Jo Richardson (Barking) asked the Secretary of State for Employment, how many work permits have been issued since January 1, 1977 to citizens of each of the following countries: Bangladesh, Egypt, India, Israel, Jordan, Japan, Kuwait, Lebanon, Pakistan, Portugal, Saudi Arabia, South Yemen, Spain and the United Arab Emirates.

Mr Grant: During the period January 1, 1977 to September 30, 1977 in respect of the countries concerned the numbers of work permits issued for workers overseas and permissions given to those already in this country were as follows:

Bangladesh	28
Egypt	223
India	265
Israel	108
Jordan	16
Japan	585
Kuwait	5
Lebanon	120
Pakistan	119
Portugal	253
Saudi Arabia	6
North and South Yemen	4
Spain	390
United Arab Emirates	7

Separate figures are not available for South Yemen.

The statistics for the full year 1977 are not yet available, nor are those for this year. (March 14)



Miss Richardson also asked what criteria are used in deciding whether to issue work permits to citizens of each of the following countries: Bangladesh, Egypt, India, Israel, Japan, Jordan, Kuwait, Lebanon, Pakistan, Portugal, Saudi Arabia, South Yemen, Spain and the United Arab Emirates.

Mr Grant: The basic criteria for the issue of work permits for overseas workers remain as given in the statement to the House of Commons on January 25, 1973 (Official Report Vol 849 Cols 220-221) when a copy of the more detailed arrangements was placed in the House of Commons library. These provide that permits will be issued only for work requiring a professional qualification, skill or experience and where the employment of an overseas worker is necessary. A work permit will not be issued if suitable resident labour is available to fill the post offered nor if the wages and conditions offered are less favourable than those obtaining in the area for similar work.

Work permits for hotel and catering workers and for resident domestics and nursing auxiliaries, however, are subject to numerical limitations fixed annually. The numbers for 1978 are 1,500 for hotel and catering workers and 1,500 for resident domestics and nursing auxiliaries.

Modifications have been made from time to time to the detailed arrangements. A press statement of August 4, 1977 indicated that my Department would no longer accept applications for work permits for nationals of countries outside Europe as resident domestic workers in private households, hospitals, schools and similar institutions and as nursing auxiliaries; and in reply to a question on December 16, 1977 about changes in arrangements for the issue of work permits I said that this limitation would from January 1, 1978 apply also to resident domestic workers for the hotel and catering industry. (Official Report Vol 941 Cols 431-434). These changes affected all the countries mentioned except Spain and Portugal. (March 10)

Taxes

Mr John Pardoe (North Cornwall) asked Mr Chancellor of the Exchequer, if he would list all those taxes which were included in the retail price index and all those taxes which were not included; and if he would estimate the impact on the retail price index of including income tax.

Mr Golding: I have been asked to reply. The retail prices index measures the change from month to month in the prices paid by households for the goods and services they buy. All current taxes levied by Government are included in the index to the extent that they are recovered from consumers and affect, either directly or indirectly, the prices actually paid for goods and services.

Payments of personal income tax as such are excluded from the retail prices index on the recommendation of the Retail Prices Index Advisory Committee. In the absence of any defined basis for their inclusion it is not possible to estimate the effect of this on the index. (March 9)

Means test

Mrs Audrey Wise (Coventry South West) asked the Secretary of State for Employment, whether he would list in the Official Report any means-tested grants or benefits which test the income of a person or persons from whom the claimant had no legal right to demand financial support.

Mr Golding: I am informed by the Man-

Questions in Parliament

Equal opportunities promotion in employment

Mr Robert Hughes (Aberdeen North) asked the Secretary of State for Employment, what further action the Government was taking to promote equal opportunities in employment.

Mr Grant: This Government has brought into force the Equal Pay Act 1970 and has carried through the Sex Discrimination Act 1975 and the Race Relations Act 1976. The Equal Opportunities Commission and the Commission for Racial Equality have been established to keep the legislation I have mentioned under review.

I have recently set up a Race Relations Employment Advisory Group and there is also a long-standing Advisory Committee on Women's Employment, which has recently been reconstituted.

My department's Race Relations Employment Advisory Service provides guidance on problems arising in a multi-racial workforce; this is now being expanded. Advice about the equal pay and sex discrimination legislation is provided by the Advisory, Conciliation and Arbitration Service. (April 4)

Bank holidays

Mr Michael Neubert (Havering, Romford) asked the Secretary of State for Employment, what action he had taken to advise workers and employers, entitled to make alternative arrangements rather than to observe designated bank holidays, of their right to do so; and what evidence he had this was adequately understood.

Mr Walker: It is obvious that some people do not understand that in general there is no statutory obligation to observe bank holidays designed under the provisions of the Banking and Financial Dealing Act 1971 and that employers and employees are not precluded from making their own arrangements. I have tried to make this clear in a series of statements about bank holidays in the last two years. (March 21)

power Services Commission that although the personal allowance of a trainee under the Commission's Training Opportunities Scheme (TOPS) is not means-tested, the assessment of any additional allowances for the spouse and children is dependent upon the current earnings of the spouse. Similar provisions apply to allowances paid to people on employment rehabilitation courses and to grants paid to disabled people undergoing professional training. Payments under the Fares-to-Work scheme similarly take account of total family income. (March 23)

Hours of employment of women and young people in factories: special exemption orders, February 1978

THE Factories Act 1961 and related legislation restrict the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on February 28, 1978, according to the type of exemption granted* were:

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		Total
		males	females	
Extended hours†	20,317	1,221	1,462	23,000
Double day shifts‡	38,080	3,040	2,487	43,607
Long spells	9,163	356	1,132	10,651
Night shifts	59,096	1,854	135	61,085
Part-time work§	13,064	88	198	13,350
Saturday afternoon work	4,368	273	248	4,889
Sunday work	45,979	1,257	1,471	48,707
Miscellaneous	5,708	334	133	6,175
Total	195,775	8,423	7,266	211,464

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

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

‡Includes 17,111 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Health and Safety Executive Publications

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. Guidance Notes are not listed here but these are available from HMSO, price 30p each. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from the General Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456 ext 734).

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* Free of charge

Monthly Statistics

Summary

Employment in production industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-February 1978 was 9,085,100 (6,804,900 males and 2,280,400 females). The total included 7,186,500 (5,090,100 males and 2,096,500 females) in manufacturing industries, and 1,218,300 (1,116,400 males and 101,900 females) in construction. The total in these production industries was 4,400 lower than that for January 1978 and 3,900 lower than in February 1977. The total in manufacturing industries was 4,400 lower than in January 1978 and 6,700 higher than in February 1977. The number in construction was 300 lower than in January 1978 and 5,200 lower than in February 1977. The seasonally adjusted index for the production industries (av 1970 = 100) was 88.8 (88.7 at mid-January 1978) and for manufacturing industries 88.0 (87.9 at mid-January 1978).

Unemployment

The number of unemployed, excluding school leavers in Great Britain on March 9, 1978 was 1,361,341. After adjustment for normal seasonal variations, the number was 1,340,300, representing 5.7 per cent of all employees, compared with 1,350,200 in February 1978. In addition, there were 37,639 unemployed school leavers so that the total number unemployed was 1,398,980, a fall of 46,883 since February 1978. This total represents 6.0 per cent of all employees. Of the number unemployed in March 1978, 344,689 (24.6 per cent) had been on the register for up to 8 weeks, 188,812 (13.5 per cent) for up to 4 weeks, and 99,539 (7.1 per cent) for up to 2 weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on March 3, 1978 was 184,173; 14,015 higher than on February 3, 1978. After adjustment for normal seasonal variations, the number was 193,900, compared with 185,200 in February 1978. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on March 3, 1978 was 24,101; 5,225 higher than on February 3, 1978.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on March 9, 1978 was 16,930 a rise of 3,334 since February 9, 1978.

Overtime and short-time

In the week ended February 11, 1978 the estimated number of operatives working overtime in manufacturing industries, was 1,823,300. This is about 35.0 per cent of all operatives. Each operative worked an average of 8.6 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 16.01 millions (16.03 millions in January).

In the same week the estimated number of short-time in these industries was 44,900 or about 0.9 per cent of all operatives, each losing 15.4 hours on average.

Average earnings

In February 1978 the "new series" index of average earnings of employees in all industries in Great Britain was 10.4 per cent higher than in February 1977. The seasonally adjusted "older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 310.6 (January 1970 = 100) compared with 306.5 in January 1978 and was 11.4 per cent higher than in February 1977.

Basic rates of wages

At March 31, 1978, the index of basic weekly rates of wages of manual workers was 5.7 per cent higher than at March 31, 1977, this increase reflects that normally-negotiated rates for engineering workers have not changed since February 1976. The index was 236.6 (July 31, 1972 = 100).

An article on recent movements in these indices was published in the May 1977 *Employment Gazette*, page 463.

Index of retail prices

The index of retail prices for all items for March 14, 1978 was 191.8 (January 15, 1974 = 100). This represents an increase of 0.6 per cent on February 1978 (190.6) and of 9.1 per cent on March 1977 (175.8).

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in March which came to the notice of the Department of Employment was 150, involving approximately 53,300 workers. During the month approximately 72,800 workers were involved in stoppages, including some which had continued from the previous month, and 311,000 working days were lost, including 142,000 lost through stoppages which had continued from the previous month.

Industrial analysis of employees in employment

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-February 1978, for the two preceding months and for February 1977.

The term employees in employment includes persons temporarily laid off but still on employers' payrolls and persons unable to work because of short-term sickness. Part-time workers are included and counted as full units.

For manufacturing industries, the returns rendered monthly by employers under the Statistics of Trade Act, 1947 have been used to provide a ratio of change since June 1976. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

Employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	February 1977*			December 1977*			January 1978*			February 1978*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Total, Index of Production Industries†		6,813.0	2,276.1	9,089.0	6,846.8	2,300.6	9,147.3	6,808.9	2,280.7	9,089.5	6,804.9	2,280.4	9,085.1
Total, all manufacturing industries‡		5,087.6	2,092.3	7,179.8	5,115.6	2,116.9	7,232.4	5,094.1	2,096.8	7,190.9	5,090.1	2,096.5	7,186.5
Mining and quarrying	II	330.0	14.4	344.4	326.4	14.4	340.8	326.4	14.4	340.8	326.7	14.4	341.1
Coal mining	101	286.4	9.9	296.3	282.8	9.9	292.7	282.8	9.9	292.7	283.1	9.9	293.0
Food, drink and tobacco	III	414.9	278.1	693.0	418.6	283.0	701.6	416.4	277.8	694.1	412.9	275.9	688.8
Grain milling	211	16.6	4.8	21.4	16.5	5.1	21.6	16.5	5.0	21.5	16.4	5.1	21.5
Bread and flour confectionery	212	63.7	36.1	99.8	64.1	37.0	101.1	64.1	36.4	100.4	63.9	36.3	100.2
Biscuits	213	16.2	25.9	42.1	15.9	26.2	42.2	16.0	26.1	42.2	15.8	26.2	42.0
Bacon during, meat and fish products	214	53.7	49.7	103.3	54.0	50.5	104.4	53.8	49.7	103.5	53.0	49.2	102.2
Milk and milk products	215	41.0	14.4	55.4	41.0	15.0	56.0	40.8	14.8	55.6	41.1	14.9	56.0
Sugar	216	9.2	3.0	12.2	10.5	3.2	13.8	10.4	3.2	13.6	8.5	2.9	11.4
Cocoa, chocolate and sugar confectionery	217	32.3	38.3	70.6	33.1	40.2	73.3	33.1	39.4	72.5	33.1	38.8	71.9
Fruit and vegetable products	218	28.5	32.6	61.1	28.9	33.5	62.3	28.4	32.3	60.7	28.2	31.8	60.0
Animal and poultry foods	219	21.9	5.0	26.9	21.6	5.0	26.6	21.6	4.9	26.5	21.4	4.8	26.2
Vegetable and animal oils and fats	221	5.8	1.4	7.2	5.7	1.4	7.2	5.7	1.4	7.1	5.7	1.4	7.1
Food industries not elsewhere specified	229	20.1	14.9	35.1	20.0	14.4	34.4	19.9	13.9	33.8	19.8	13.9	33.8
Brewing and malting	231	53.0	12.8	65.8	56.2	13.1	69.3	55.9	13.0	68.9	55.7	13.0	68.7
Soft drinks	232	16.4	9.2	25.6	16.1	8.9	25.1	15.7	8.7	24.4	15.7	8.6	24.3
Other drinks industries	239	19.9	12.7	32.6	20.2	13.3	33.4	20.1	12.9	32.9	20.2	13.0	33.1
Tobacco	240	14.7	17.1	31.9	14.6	16.3	30.9	14.6	16.1	30.6	14.6	16.1	30.7
Coal and petroleum products	IV	33.4	4.0	37.3	33.0	4.0	37.0	33.1	4.0	37.1	33.0	4.0	37.0
Coke ovens and manufactured fuel	261	10.6	5	11.1	10.5	5	11.0	10.5	5	10.9	10.4	5	10.8
Mineral oil refining	262	17.0	2.1	19.1	16.6	2.1	18.7	16.7	2.1	18.8	16.7	2.1	18.7
Lubricating oils and greases	263	5.7	1.5	7.2	5.8	1.5	7.3	5.9	1.5	7.4	5.9	1.5	7.4
Chemicals and allied industries	V	306.8	119.5	426.3	307.9	122.7	430.6	306.8	121.2	428.0	306.6	121.7	428.3
General chemicals	271	112.2	21.7	133.9	113.9	22.1	136.0	113.9	22.0	135.9	113.7	22.0	135.8
Pharmaceutical chemicals and preparations	272	39.9	31.1	71.0	40.4	31.9	72.3	40.5	31.6	72.1	40.6	31.9	72.5
Toilet preparations	273	8.7	14.1	22.8	8.7	14.8	23.6	8.6	14.2	22.9	8.7	14.2	22.9
Paint	274	19.2	7.2	26.4	19.6	7.2	26.8	19.5	7.2	26.7	19.6	7.3	26.8
Soap and detergents	275	11.0	6.3	17.3	10.6	6.7	17.3	10.4	6.5	16.9	10.4	6.6	17.0
Synthetic resins and plastics materials and synthetic rubber	276	43.5	8.6	52.1	42.9	8.7	51.6	42.7	8.6	51.3	42.6	8.6	51.2
Dyestuffs and pigments	277	19.0	3.5	22.5	19.0	3.5	22.5	18.9	3.5	22.4	18.8	3.5	22.3
Fertilizers	278	10.0	1.7	11.7	9.6	1.6	11.2	9.6	1.6	11.2	9.6	1.6	11.2
Other chemical industries	279	43.3	25.3	68.6	43.1	26.2	69.3	42.7	25.9	68.6	42.5	26.0	68.6
Metal manufacture	VI	422.6	53.8	476.4	421.6	54.2	475.8	419.1	53.5	472.7	418.6	53.4	472.1
Iron and steel (general)	311	215.6	19.4	235.0	214.7	20.2	234.9	212.4	20.0	232.4	211.0	19.9	230.9
Steel tubes	312	44.6	6.8	51.3	43.5	6.8	50.3	42.9	6.9	49.8	42.9	6.8	49.7
Iron castings etc.	313	68.1	7.4	75.5	68.1	7.1	75.2	69.0	6.9	75.9	69.8	6.9	76.7
Aluminium and aluminium alloys	321	42.6	7.8	50.4	43.0	7.6	50.7	42.8	7.6	50.4	43.0	7.7	50.6
Copper, brass and other copper alloys	322	34.0	8.3	42.2	34.2	8.2	42.4	33.9	8.1	42.1	34.1	8.2	42.2
Other base metals	323	17.8	4.1	22.0	18.1	4.3	22.3	18.1	4.0	22.1	18.0	4.0	22.0
Mechanical engineering	VII	777.7	143.1	920.8	787.7	145.9	933.6	785.5	146.2	931.7	783.8	145.4	929.2
Agricultural machinery (except tractors)	331	25.5	4.0	29.5	25.7	4.1	29.9	25.7	4.1	29.8	25.9	4.1	30.0
Metal-working machine tools	332	54.6	9.0	63.6	56.5	9.3	65.8	56.2	9.4	65.6	55.9	9.4	65.3
Pumps, valves and compressors	333	69.1	14.5	83.7	70.7	14.8	85.4	70.5	14.7	85.2	70.3	14.7	84.9
Industrial engines	334	25.6	4.0	29.6	25.9	4.1	30.0	25.9	4.1	30.0	25.7	4.2	29.9
Textile machinery and accessories	335	21.2	4.0	25.3	20.2	3.7	23.9	20.3	3.7	24.0	20.4	3.7	24.1
Construction and earth-moving equipment	336	38.4	4.5	42.9	39.0	4.6	43.5	39.0	4.5	43.6	38.8	4.5	43.3
Mechanical handling equipment	337	51.1	8.1	59.1	53.0	8.4	61.4	52.9	8.4	61.4	53.1	8.4	61.5
Office machinery	338	16.8	6.9	23.7	16.0	6.6	22.6	15.9	6.6	22.5	15.9	6.5	22.4
Other machinery	339	177.7	35.4	213.2	180.1	36.2	216.3	179.9	36.7	216.7	179.9	36.0	214.9
Industrial (including process) plant and steelwork	341	140.7	16.7	157.5	139.9	17.1	157.0	138.8	17.0	155.8	139.0	17.1	156.1
Ordnance and small arms	342	17.1	4.5	21.6	17.4	4.5	21.9	17.3	4.4	21.7	17.3	4.4	21.7
Other mechanical engineering not elsewhere specified	349	139.8	31.5	171.3	143.4	32.5	175.9	143.1	32.4	175.5	142.7	32.4	175.1
Instrument engineering	VIII	95.4	53.2	148.6	96.2	53.2	149.4	96.0	52.8	148.9	96.1	52.9	149.0
Photographic and document copying equipment	351	8.8	3.2	12.0	8.9	3.1	12.1	8.9	3.1	12.0	9.0	3.2	12.2
Watches and clocks	352	5.5	6.3	11.8	5.5	6.4	12.0	5.5	6.4	11.9	5.5	6.5	12.0
Surgical instruments and appliances	353	16.0	11.8	27.8	15.9	11.3	27.2	15.8	11.2	27.0	15.9	11.1	27.0
Scientific and industrial instruments and systems	354	65.0	31.9	97.0	65.8	32.4	98.2	65.8	32.1	97.9	65.7	32.1	97.7
Electrical engineering	IX	465.2	272.3	737.5	467.3	276.5	743.8	465.4	275.1	740.5	467.0	274.6	741.6
Electrical machinery	361	101.9	32.6	134.5	101.1	33.1	134.1	101.0	33.1	134.1	101.0	33.1	134.0
Insulated wires and cables	362	32.0	12.4	44.4	31.6	12.6	44.2	31.4	12.5	43.9	31.5	12.5	43.9
Telegraph and telephone apparatus and equipment	363	44.1	24.9	69.0	41.4	24.3	65.7	41.3	24.3	65.6	41.3	24.6	65.9
Radio and electronic components	364	62.7	66.1	128.7	63.8	66.2	130.0	63.4	65.7	129.1	63.5	65.0	128.5
Broadcast receiving and sound reproducing equipment	365	25.1	27.7	52.9	25.0	27.6	52.7	24.8	27.3	52.1	24.7	26.6	51.3
Electronic computers	366	30.6	10.9	41.5	32.8	12.0	44.8	32.3	11.9	44.2	33.0	12.2	45.2
Radio, radar and electronic capital goods	367	9.9	25.1	35.0	9.9	26.4	36.3	9.9	26.3	36.2	9.9	26.5	36.1
Electric appliances primarily for domestic use	368	41.3	21.1	62.4	41.2	21.4	62.6	41.1	21.1	62.1	41.5	21.0	62.5
Other electrical goods	369	61.6	51.5	113.1	62.9	52.9	115.7	62.5	53.0	115.5	63.0	53.2	116.2

* See footnote* at end of table.
 † Industries included in Index of Production, namely Orders II-XXI of the Standard Industrial Classification (1968).
 ‡ Order III-XIX.
 § Under 1,000.

Employees in employment: Great Britain (continued)

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	February 1977*			December 1977*			January 1978*			February 1978*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Shipbuilding and marine engineering	X	163.1	12.7	175.8	162.7	13.2	175.8	161.7	13.1	174.8	162.0	13.1	175.1
Vehicles	XI	667.3	90.5	757.8	677.2	94.3	771.5	675.1	93.6	768.7	675.7	93.8	769.5
Wheeled tractor manufacturing	380	33.1	2.6	35.7	33.7	2.7	36.4	33.5	2.7	36.2	33.4	2.7	36

Area statistics of unemployment

The following table shows the numbers unemployed in the assisted areas, certain local areas and counties, together with their percentage rates of unemployment. The composition of the assisted areas changed from April 14, 1977. A full description of the assisted areas as they were prior to April 14 is given on page 1021 of the November 1974 issue of the *Gazette* and an article on page 578 of the June 1977 issue of *Employment Gazette* describes the changes which took effect on April 14.

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at March 9, 1978

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS†									
South Western DA	13,380	5,204	18,584	11.1	*Luton	4,744	2,103	6,847	5.2
Hull and Grimsby DA	16,224	4,389	20,613	8.0	*Maidstone	2,210	809	3,019	3.8
Whitby and Scarborough DA	2,020	755	2,775	9.0	*Newport (IoW)	2,402	948	3,350	8.2
Merseyside SDA	58,619	23,743	82,362	10.9	*Oxford	4,883	2,491	7,374	4.1
Northern DA	84,870	33,289	118,159	8.7	*Portsmouth	8,411	3,301	11,712	6.2
North East SDA	58,786	21,611	80,397	9.6	*Ramsgate	1,629	479	2,108	7.5
West Cumberland SDA	2,885	1,778	4,663	7.8	*Reading	4,449	1,387	5,836	3.5
Welsh DA	53,879	22,085	75,964	8.2	*Slough	2,282	729	3,011	2.5
North West Wales SDA	4,409	1,653	6,062	11.5	*Southampton	6,987	2,504	9,491	5.3
South Wales SDA	13,149	6,191	19,340	8.5	*Southend-on-Sea	9,989	3,254	13,243	6.8
Scottish DA	127,334	58,763	186,097	8.9	*St Albans	1,624	569	2,193	2.4
Dundee and Arbroath SDA	6,685	3,039	9,724	9.1	*Stevenage	2,227	674	2,901	3.6
Girvan SDA	426	158	584	13.8	*Tunbridge Wells	1,072	440	1,512	3.9
Glenrothes SDA	837	650	1,487	7.9	*Watford	2,690	801	3,491	2.8
Leven and Methil SDA	1,196	471	1,667	10.0	*Weybridge	1,920	568	2,488	2.7
Livingston SDA	964	711	1,675	10.0	*Worthing	2,071	576	2,647	4.5
West Central Scotland SDA	68,667	30,780	99,447	10.2	East Anglia				
Total all Development Areas	356,326	148,228	504,554	9.0	Cambridge	1,705	633	2,338	2.8
Of which, Special Development Areas	216,623	90,785	307,408	10.0	Great Yarmouth	2,210	678	2,888	7.8
Northern Ireland	44,008	17,978	61,986	11.4	*Ipswich	3,204	1,069	4,273	4.3
INTERMEDIATE AREAS‡									
South Western	7,240	3,235	10,475	8.3	Lowestoft	1,286	445	1,731	6.1
Oswestry	707	238	945	7.1	*Norwich	4,954	1,385	6,339	5.0
High Peak	977	364	1,341	3.3	Peterborough	2,530	1,158	3,688	5.4
North Lincolnshire	2,769	876	3,645	9.3	South West				
North Midlands	7,038	2,232	9,270	5.0	Bath	1,974	658	2,632	5.7
York and Humberside	70,502	26,923	97,425	5.4	*Bournemouth	6,300	2,079	8,379	6.6
North West	89,956	33,110	123,066	5.9	Bristol	15,389	4,474	19,863	6.2
North Wales	3,227	1,228	4,455	11.2	Cheltenham	2,490	854	3,344	5.3
South East Wales	5,703	2,357	8,060	7.4	*Exeter	3,394	1,033	4,427	6.1
Aberdeen	3,599	1,342	4,941	3.9	Gloucester	2,319	1,016	3,335	5.0
Total all intermediate areas	191,718	71,905	263,623	5.8	*Plymouth	6,962	3,145	10,107	8.3
LOCAL AREAS (by region)									
South East					*Salisbury	1,510	722	2,232	5.8
*Aldershot	1,089	462	1,551	3.3	Swindon	3,651	1,817	5,468	6.9
Aylesbury	868	357	1,225	2.8	Taunton	1,449	467	1,916	4.7
Basingstoke	1,189	432	1,621	3.5	*Torbay	5,338	1,936	7,274	10.8
Bedford	1,864	879	2,743	3.8	*West Wiltshire	1,545	729	2,274	4.3
*Braintree	1,079	555	1,634	4.6	*Yeovil	1,557	654	2,211	5.5
*Brighton	7,637	2,067	9,704	7.1	West Midlands				
*Canterbury	1,848	628	2,476	6.3	*Birmingham	29,667	10,176	39,843	5.9
Chatham	3,680	1,878	5,558	6.6	Burton-upon-Trent	1,024	503	1,527	4.1
*Chelmsford	1,784	711	2,495	3.7	Cannock	1,361	491	1,852	7.2
*Chichester	2,089	714	2,803	5.9	*Coventry	9,614	5,323	14,937	6.1
*Colchester	2,035	874	2,909	5.0	*Dudley	4,579	1,532	6,111	3.9
*Crawley	1,304	363	1,667	2.6	Hereford	1,490	608	2,098	5.8
*Eastbourne	2,711	967	3,678	2.5	*Kidderminster	1,691	739	2,430	6.1
1,686	406	2,092	5.1	Leamington	1,418	730	2,148	4.3	
*Guildford	2,788	1,015	3,803	5.2	*Oakengates	2,904	1,537	4,441	9.0
*Harlow	1,850	821	2,671	4.0	Redditch	1,293	516	1,809	5.4
*Hastings	2,622	750	3,372	7.8	Rugby	967	610	1,577	5.1
*Hertford	603	195	798	2.1	Shrewsbury	1,505	454	1,959	4.7
*High Wycombe	1,608	491	2,099	2.3	*Stafford	1,199	552	1,751	3.1
*Letchworth	1,038	437	1,475	3.3	*Stoke-on-Trent	5,805	1,741	7,546	3.7
					Tamworth	1,781	877	2,658	7.4
					*Walsall	4,417	1,652	6,069	4.8
					*West Bromwich	4,148	1,736	5,884	4.4
					*Wolverhampton	5,840	2,621	8,461	5.8
					*Worcester	2,049	757	2,806	5.2
					East Midlands				
					*Chesterfield	3,325	1,140	4,465	5.5
					Coalville	684	182	866	2.6
					Corby	1,766	915	2,681	8.7
					Derby	4,213	1,633	5,846	4.4
					Kettering	982	284	1,266	4.2
					Licencester	8,280	3,225	11,505	4.9
					Lincoln	2,741	1,347	4,088	6.5
					Loughborough	1,043	466	1,509	3.4
					Mansfield	2,554	938	3,492	5.7
					*Nottingham	2,917	874	3,791	4.1
					*Nottingham	3,331	1,585	4,916	5.3
					Sutton-in-Ashfield	1,113	230	1,343	3.8
					Yorkshire and Humberside				
					*Barnsley	3,568	1,239	4,807	6.0
					*Bradford	8,306	2,612	10,918	6.5
					*Castleford	2,921	1,013	3,934	6.3
					*Dewsbury	2,932	801	3,733	5.7
					*Doncaster	5,058	2,769	7,827	7.1
					Grimsby	4,129	1,069	5,198	6.8
					*Halifax	2,076	695	2,771	4.4
					Harrogate	1,039	367	1,406	4.1
					Huddersfield	2,463	1,291	3,754	4.2
					*Hull	12,095	3,320	15,415	8.5
					Keighley	1,122	423	1,545	5.2
					*Leeds	13,038	4,405	17,443	5.7
					*Mexborough	1,887	930	2,817	9.3
					*Rotherham	3,165	1,292	4,457	7.3
					*Scunthorpe	2,314	1,269	3,583	5.6
					*Sheffield	8,746	2,953	11,699	4.1
					Wakefield	1,819	632	2,451	4.0
					York	2,545	1,120	3,665	4.4

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at March 9, 1978 (continued)

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
LOCAL AREAS (by region)—continued					COUNTIES (by region)§				
North West					South East				
*Accrington	1,116	486	1,602	5.4	Bedfordshire	6,625	3,007	9,632	4.6
*Ashton-under-Lyne	3,546	1,320	4,866	5.1	Berkshire	7,673	2,484	10,157	3.3
*Blackburn	3,004	1,208	4,212	6.2	Buckinghamshire	4,349	1,784	6,133	3.4
*Blackpool	6,301	2,547	8,848	8.2	East Sussex	11,724	3,203	14,927	6.9
*Bolton	4,764	1,656	6,420	5.8	Essex	19,893	7,040	26,933	5.6
*Burnley	1,616	633	2,249	4.5	Greater London	118,323	36,385	154,708	4.0
*Bury	1,988	799	2,787	4.4	Hampshire	20,828	7,676	28,504	5.0
Chester	2,374	990	3,364	5.6	Hertfordshire	9,031	3,107	12,138	2.9
*Crewe	1,343	743	2,086	3.8	Isle of Wight	2,402	948	3,350	8.2
*Lancaster	2,532	962	3,494	7.4	Kent	21,833	8,201	30,034	5.7
*Leigh	1,752	766	2,518	5.8	Oxfordshire	5,894	3,018	8,912	4.3
*Liverpool	51,935	20,226	72,161	11.3	Surrey	7,253	2,010	9,263	2.7
*Manchester	33,249	9,365	42,614	6.0	West Sussex	6,497	2,106	8,603	3.6
*Mancun	1,018	385	1,403	5.4					
*Nelson	1,454	632	2,086	5.2	East Anglia				
*Northwich	3,466	1,121	4,587	4.6	Cambridgeshire	7,180	2,693	9,873	4.5
*Oldham	5,019	2,410	7,429	5.1	Norfolk	12,697	3,828	16,525	6.4
*Preston	2,063	663	2,726	5.2	Suffolk	8,126	2,732	10,858	4.8
Rochdale	2,199	907	3,106	9.4					
Southport	3,323	1,610	4,933	8.1	South West				
St Helens	2,691	1,456	4,147	5.3	Avon	19,502	6,007	25,509	6.3
*Warrington	3,361	1,907	5,268	9.6	Cornwall	11,049	4,350	15,399	11.6
*Widnes	4,241	2,131	6,372	8.6	Devon	20,754	7,909	28,663	8.6
*Wigan					Dorset	9,522	3,340	12,862	6.7
					Gloucestershire	7,153	3,135	10,288	5.1
North					Somerset	5,874	2,314	8,188	5.5
*Bishop Auckland	3,011	1,303	4,314	8.7	Wiltshire	7,293	3,552	10,845	5.7
Carlisle	2,065	812	2,877	5.7					
*Chester-le-Street	2,699	1,014	3,713	9.3	West Midlands				
*Consett	2,326	971	3,297	10.5	West Midlands Metropolitan	55,990	21,673	77,663	5.5
*Darlington									

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on March 9, 1978 was 16,930

These workers were suspended by their employers on the understanding that they would shortly resume work. They are regarded as still having jobs, and are not included in the unemployment statistics.

Number of temporarily stopped workers claiming benefits on March 9, 1978: regional analyses

Region	Males	Females	Total
South East	1,042	425	1,467
Greater London	172	115	287
East Anglia	276	103	379
South West	1,113	73	1,186
West Midlands	5,530	1,604	7,134
East Midlands	611	132	743
Yorkshire and Humberside	1,142	97	1,239
North West	668	247	915
North	1,040	80	1,120
Wales	558	128	686
Scotland	1,822	239	2,061
Great Britain	13,802	3,128	16,930

Note: Industrial analyses of these figures are made in respect of February, May, August and November.

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on March 3, 1978 was 184,173; 14,015 higher than on February 3, 1978.

The seasonally adjusted figure of notified vacancies at employment offices on March 3, 1978 was 193,900; 8,700 higher than that for February 3, 1978 and 30,900 higher than on December 2, 1977.

The number of vacancies notified to careers offices and remaining unfilled on March 3, 1978 was 24,101; 5,225 higher than on February 3, 1978.

The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on March 3, 1978 and are not a measure of total vacancies. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Notified vacancies remaining unfilled on March 3, 1978: regional analysis

Region	At employment offices*	At careers offices*
South East	77,902	12,560
Greater London	42,625	6,731
East Anglia	5,496	853
South West	10,787	1,136
West Midlands	11,761	2,192
East Midlands	11,856	1,690
Yorkshire and Humberside	12,931	1,835
North West	14,884	1,550
North	10,144	683
Wales	8,401	408
Scotland	20,011	1,194
Great Britain	184,173	24,101

Note: Industrial analyses of these figures are made in respect of February, May, August and November.

* Vacancies notified to employment offices include some that are suitable for young persons and those notified to careers offices include some that are suitable for adults. Because of possible duplication the two series should not be added together.

Monthly index of average earnings: new series

New monthly series of indices of average earnings of employees in Great Britain have been introduced, based on average earnings in January 1976 = 100, as described in an explanatory article in the April 1976 issue of the *Gazette*.

The latest available values of the principal new index, covering virtually the whole economy, are given in the table, together with corresponding indices for the various industry groups (Order groups of the Standard Industrial Classification).

There are three sets of industry groups:

Type A: those for which the indices published in table 127 have been rebased on January 1976, by scaling:

Type B: those for which indices were not available before 1976:

Type C: those for which indices were available before 1976 but with narrower coverage than those now available.

These new figures will be subject to seasonal movements, but it will not be possible to estimate their normal pattern for some years. Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of the underlying trend in average earnings than movements in the seasonally adjusted index given in table 127 and the new table 129 relating mainly to the production industries. The complete series from January 1976 of the whole economy index is also given in table 129.

Table 127 continues to give indices for type A and C industry groups on an unchanged basis (January 1970 = 100 and coverage as in 1970); it also includes, in both unadjusted and seasonally adjusted forms, indices for all manufacturing industries and for all industries covered by the monthly inquiries before their recent extension.

SIC Order	Type		LATEST FIGURES (January 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING					
			January 1978	February* 1978	March 1977	June 1977	September 1977	December 1977	January 1978	February* 1978
I to XXVII	B	WHOLE ECONOMY	121.5	122.6	10.8	8.2	7.7	9.4	9.5	10.4
I	C	Agriculture and forestry†	116.6	not available	7.1	4.9	19.5	5.9	6.6	not available
II	A	Mining and quarrying	118.7	129.5	10.1	7.0	7.3	7.7	6.9	16.9
III to XIX	C	ALL MANUFACTURING INDUSTRIES	125.1	126.2	11.5	8.9	8.8	11.2	11.3	12.0
III	A	Food, drink and tobacco	125.2	125.4	11.3	8.9	9.2	10.8	12.4	12.8
IV	A	Coal and petroleum products	124.1	125.5	9.1	8.8	7.1	8.8	12.3	13.7
V	A	Chemicals and allied industries	125.1	124.7	10.5	7.5	7.6	15.6	13.3	12.5
VI	A	Metal manufacture	124.2	126.1	12.5	9.3	9.8	9.1	7.7	7.6
VII	C	Mechanical engineering	126.1	127.3	12.1	10.0	10.2	12.9	12.6	12.9
VIII	A	Instrument engineering	127.8	129.0	13.0	10.2	8.8	14.8	13.3	13.3
IX	A	Electrical engineering	124.1	125.0	11.1	6.2	6.9	9.1	11.1	11.3
X	C	Shipbuilding and marine engineering	120.9	118.3	7.0	9.5	5.1	4.3	6.3	4.8
XI	A	Vehicles	123.1	124.6	8.4	7.3	4.1	11.7	10.9	15.1
XII	A	Metal goods not elsewhere specified	128.4	128.3	13.4	9.3	4.3	12.3	13.0	12.3
XIII	A	Textiles	124.5	125.7	11.8	8.5	8.9	10.1	10.1	10.5
XIV	A	Leather, leather goods and fur	124.6	122.8	14.1	13.2	10.1	10.2	10.6	11.9
XV	A	Clothing and footwear	128.4	127.8	12.7	11.4	13.6	11.5	13.8	10.9
XVI	A	Bricks, pottery, glass, cement, etc	123.6	123.6	10.1	9.6	8.3	11.3	13.7	12.5
XVII	A	Timber, furniture, etc	122.6	126.1	10.9	7.3	9.5	8.8	11.0	12.8
XVIII	C	Paper, printing and publishing	124.4	127.2	12.3	9.6	8.4	10.5	10.4	13.1
XIX	A	Other manufacturing industries	123.2	127.1	11.0	7.7	8.8	7.7	8.6	10.6
XX	C	Construction	122.3	123.2	13.8	11.6	10.0	9.5	10.0	9.2
XXI	A	Gas, electricity and water	117.4	118.7	10.8	8.6	4.7	6.6	5.1	4.9
XXII	C	Transport and communication	116.6	117.0	9.6	4.7	8.2	9.7	7.2	9.4
XXIII	B	Distributive trades	128.1	127.7	14.8	11.2	9.2	11.0	11.9	12.4
XXIV	B	Insurance, banking and finance	117.2	117.2	12.8	9.3	7.4	11.5	11.1	9.7
XXV	B	Professional and scientific services	117.7	118.8	8.6	4.9	4.4	4.4	6.3	7.4
XXVI	B	Miscellaneous services	124.6	123.8	11.7	11.1	8.8	10.9	12.2	10.9
XXVII	C	Public administration	115.8	118.0	7.4	7.2	5.0	9.0	8.8	10.3

Note: Some relatively small industries are not covered; for example, fishing in Order I, sea transport in Order XXII and business services in Order XXIV.

*Provisional

†England and Wales only.

Monthly index of wages and salaries per unit of output

This series was introduced in an article on page 360 of the April 1971 issue of the *Gazette*.

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of the *Employment Gazette*, page 500.

Index of wages and salaries per unit of output in manufacturing industries

1970 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1970	94.5	95.6	96.3	97.4	98.6	99.6	100.9	102.0	102.6	103.4	104.3	105.1
1971	106.1	107.7	108.3	108.2	107.3	108.0	108.8	109.7	110.2	110.5	110.2	110.4
1972	110.9	*	112.6	112.5	112.6	113.2	114.1	114.8	114.9	115.0	114.3	114.0
1973	113.8	114.4	116.0	117.8	119.6	120.3	121.1	122.2	123.7	125.8	129.0	131.2
1974	132.5	134.0	134.9	139.3	142.1	146.8	149.5	153.9	158.9	164.7	170.7	173.8
1975	176.2	178.1	182.7	188.5	192.5	196.5	200.2	203.3	205.0	205.4	208.9	211.5
1976	213.9	214.5	215.3	216.1	218.1	219.9	223.4	223.8	225.0	224.9	228.1	230.3
1977	232.4	233.6	237.0	240.1	245.0	245.5	246.9	245.4	248.8	253.4	258.6	261.9

*In the absence of earnings data for February 1972 due to the effects of the coalmining dispute, no index of wages and salaries per unit of output has been calculated for that month. The indices calculated for January and March 1972 are less reliable than usual.

Basic rates of wages and normal hours of work—manual workers

The statistical tables in this article relate to changes in basic rates of wages or minimum entitlements and reductions in normal weekly hours, where these 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, e.g. at district, establishments or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to full-time manual workers only.

Indices

At March 31, 1978, the indices of weekly rates, of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with the previous five months, were:

ALL INDUSTRIES AND SERVICES

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1977					
October 31	229.4	99.4	230.8	5.1	5.1
November 30	231.1	99.4	232.5	5.4	5.4
December 31	232.8	99.4	234.2	5.7	5.7
1978					
January 31	235.4	99.4	236.8	5.8	5.8
February 28	236.4	99.4	237.9	5.8	5.8
March 31	236.6	99.4	238.1	5.7	5.7

Notes: 1. The full index numbers and explanatory notes are given in table 131.
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the Gazette for February 1957, September 1957, April 1958, February 1959 and September 1972.
3. As explained in an article in the May 1977 issue of the Gazette (page 463), recent movements in the indices have been influenced considerably by nationally-negotiated rates of wages for engineering workers remaining unchanged since February 1976.

Principal changes reported in March

Brief details of the principal changes, with operative dates, are:

Paint, varnish and lacquer manufacture—United Kingdom: Increases in national minimum rates of £4 a week for workers 18 (previously 20) and over, after part consolidation of the phase I supplement and consolidation of the phase II supplement into basic rates. Juveniles receive proportional amounts (January 1).

Iron and steel manufacture—England and Wales and certain works in Scotland: An increase of 10 per cent in rates. Weekly supplement to continue as 5 per cent of total earnings with the minimum of £2.50 and the maximum of £4 a week increased by 10 per cent to £2.75 and £4.40 respectively (January 1).

Paper making, paper coating, paper board and building board making—United Kingdom: General increases of varying amounts related to individual Mill Basic Rates ranging upwards from 12.25p an hour for craftsmen and 10.25p an hour for mates on maintenance work, according to shift worked; of varying amounts ranging upwards from 9.75p an hour for process and general workers according to grade and shift worked, together with consolidation of the 5 per cent of total earnings supplement (minimum of £2.50 a week and maximum of £4 a week). Apprentices and juveniles proportional amounts (February 3).

Road Passenger Transport (National Council Omnibus undertakings)—Great Britain: Increases of £3.13 or £3.60 a week for drivers, £3.06 for conductors, £3.85 for skilled maintenance workers governed by the Model Agreement, £3.08, £3.18 or £3.27, according to grade, for semi-skilled and unskilled maintenance workers at garages and running sheds, with proportional amounts for apprentices. The existing phase I non-enhanceable supplement increased by 10 per cent. Limits for the phase II non-enhanceable supplements increased by 10 per cent (First full pay week containing March 1).

Retail food trade—Scotland: Increase of £4 a week after consolidation of previous pay supplements into basic rates for managers and managersesses, other workers 21 and over and certain transport workers of all ages. Young workers receive proportional amounts (December 5, 1977).

Retail meat trade—England and Wales: Increase of varying amounts according to area and occupation for workers 21 and over, after consolidation of previous supplements into basic rates. Young workers receive proportional amounts (Pay week beginning February 20).

Full details of changes reported during the month are given in the separate publication *Changes in Rates of Wages and Hours of Work*.

The changes in monetary amounts represent the increase in basic full-time weekly rates of wages or minimum entitlements only, based on the normal working week, that is excluding short-time or overtime.

Estimates of the changes reported in March indicate that the basic weekly rates of wages or minimum entitlements of some 405,000 workers were increased by a total of £1,665,000, but as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or minimum rates. The total estimates referred to above include figures

relating to those changes which were reported in March with operative effect from earlier months (320,000 workers and £1,330,000 in weekly rates of wages). Of the total increase of £1,665,000 about £855,000 resulted from direct negotiations between employers' associations and trade unions, £580,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £230,000 from statutory wages orders. A report received in March indicated that in October 1977 about 1,700 workers had their normal weekly hours reduced by one hour.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to March 1978, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of 13 months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	260,000	1,395,000	—	—
Mining and quarrying	235,000	1,430,000	—	—
Food, drink and tobacco	75,000	250,000	—	—
Coal and petroleum products	5,000	30,000	—	—
Chemicals and allied industries	12,000	50,000	—	—
Metal manufacture				
Mechanical engineering	120,000	460,000	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles	130,000	435,000	—	—
Leather, leather goods and fur	—	—	—	—
Clothing and footwear	120,000	375,000	—	—
Bricks, pottery, glass, cement, etc.	5,000	15,000	—	—
Timber, furniture, etc.	80,000	680,000	—	—
Paper, printing and publishing	45,000	220,000	—	—
Other manufacturing industries	2,000	15,000	—	—
Construction	75,000	210,000	—	—
Gas, electricity and water	—	—	—	—
Transport and communication	120,000	570,000	—	—
Distributive trades	95,000	340,000	—	—
Public administration and professional services	—	—	—	—
Miscellaneous services	50,000	170,000	—	—
Totals—January-March 1978	1,430,000	6,645,000	—	—
Totals—January-March 1977	2,815,000	7,070,000	—	—

Table (b)

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours	
	(000's)	(000's)	(£000's)	(000's)	(000's)
1977					
March	370	—	905	—	—
April	680	—	1,720	—	—
May	445	—	1,110	—	—
June	1,260	—	3,155	—	—
July*	770	—	2,125	—	—
August*	190	—	775	—	—
September	245	—	1,040	—	—
October*	330	—	1,540	3	4
November*	1,545	50	6,240	—	—
December*	670	—	2,570	—	—
1978					
January*	970	—	4,315	—	—
February*	375	—	1,995	—	—
March	85	—	335	—	—

* Figures revised to take account of changes reported subsequently, or with retrospective effect.

Retail prices, March 14, 1978

The index of retail prices for all items for March 14, 1978 was 191.8 (January 15, 1974 = 100). This represents an increase of 0.6 per cent on February 1978 (190.6) and of 9.1 per cent on March 1977 (175.8). The index for March 1978 was published on April 14, 1978.

The rise in the index during the month was due mainly to increases in the prices of alcoholic drinks, cars, some foods (particularly vegetables) and to small increases over a wide range of goods and services.

Table 1
Recent movements in the all-items index and in the index excluding seasonal foods:

	All items			All items except seasonal foods			
	Index Jan 15 1974 = 100	Percentage change over			Index Jan 15 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1977							
September	185.7	+0.5	+5.6	+15.6	186.2	+0.7	+6.8
October	186.5	+0.4	+3.4	+14.1	187.3	+0.6	+4.8
November	187.4	+0.5	+3.1	+13.0	188.2	+0.5	+4.3
December	188.4	+0.5	+2.6	+12.1	189.0	+0.4	+3.6
1978							
January	189.5	+0.6	+3.1	+9.0	190.2	+0.6	+3.7
February	190.6	+0.6	+3.2	+9.5	191.4	+0.6	+3.5
March	191.8	+0.6	+3.3	+9.1	192.4	+0.5	+3.3

The principal changes in the groups in the month were:

Food: The food index rose by about one half of one per cent to 198.4, compared with 197.3 in February. The prices of tea and margarine fell but there were increases in the prices of many other foods, particularly tomatoes and other vegetables, beef, chicken and eggs. The index for foods whose prices show significant seasonal variations rose by about 2½ per cent to 179.0, compared with 174.5 in February.

Alcoholic drink: Increases in the prices of some beers, whisky and gin, caused the group index to rise by two per cent to 194.8, compared with 191.0 in February.

Housing: A fall in the index for mortgage interest payments, reflecting the residual effects of the reduction in mortgage interest rates from 9½ per cent to 8½ per cent, was marginally offset by small increases in the costs of materials for repairs and maintenance and in some rents.

Durable household goods: There were increases in the prices of furniture, floor coverings, soft furnishings, hardware and some

domestic appliances, causing the group index to rise by one per cent to 178.8, compared with 177.1 in February.

Transport and vehicles: An increase in the level of prices of cars and cycles was partially offset by a further slight fall in petrol prices causing the group index to rise by rather less than one half of one per cent.

Services: There were increases in charges for hairdressing, newspaper advertisements and passports, causing the group index to rise by about one half of one per cent to 188.8, compared with 187.7 in February.

Meals bought and consumed outside the home: Increases in the charges for meals in cafes, restaurants and canteens, caused the group index to rise by one half of one per cent to 201.7, compared with 200.6 in February.

Table 2
Percentage changes in the main components of the index over the month and over the last twelve months:

	Indices (January 15, 1974 = 100)		Percentage change over	
	March 14, 1978	1 month	12 months	
All items	191.8	+0.6	+9.1	
All items excluding food	189.9	+0.6	+10.0	
Food	198.4	+0.6	+6.4	
Seasonal food	170.0	+2.6	+17.0	
Other food	202.2	+0.2	+11.7	
Alcoholic drink	194.8	+2.0	+8.6	
Tobacco	222.8	+0.0	+15.0	
Housing	162.3	+0.1	+4.2	
Fuel and light	222.0	+0.4	+11.7	
Durable household goods	178.8	+1.0	+10.4	
Clothing and footwear	167.9	+0.5	+9.4	
Transport and vehicles	201.8	+0.3	+10.6	
Miscellaneous goods	200.5	+0.4	+10.8	
Services	188.8	+0.6	+12.3	
Meals out	201.7	+0.5	+14.3	

Retail prices Index March 14, 1978

Detailed figures for various groups, sub-groups and sections:

	Index January 1974 = 100	Percentage change over 12 months		Index January 1974 = 100	Percentage change over 12 months
I Food: Total	198.4	+6	VI Durable household goods: Total	178.8	+10
Bread, flour, cereals, biscuits and cakes	199.4	+17	Furniture, floor coverings and soft furnishings	181.9	+11
Bread	189.0	+16	Radio, television and other household appliances	169.7	+8
Flour	206.7	+29	Pottery, glassware and hardware	197.4	+13
Other cereals	213.2	+11			
Biscuits	221.1	+19	VII Clothing and footwear: Total	167.9	+9
Meat and bacon	165.7	+7	Men's outer clothing	172.9	+10
Beef	179.7	+10	Men's underclothing	208.2	+18
Lamb	167.4	+6	Women's outer clothing	152.2	+5
Pork	163.0	+12	Women's underclothing	181.3	+9
Bacon	158.2	+10	Children's clothing	180.9	+12
Ham (cooked)	146.7	+7	Other clothing, including hose, haberdashery, hats and materials	162.6	+12
Other meat and meat products	159.2	+4	Footwear	166.2	+10
Fish	184.4	+16			
Butter, margarine, lard and other cooking fat	223.8	+1	VIII Transport and vehicles: Total	201.8	+11
Butter	251.7	-2	Motoring and cycling	197.2	+10
Margarine	195.3	+10	Purchase of motor vehicles	201.6	+16
Lard and other cooking fat	179.2	+8	Maintenance of motor vehicles	213.6	+17
Milk, cheese and eggs	191.7	+14	Petrol and oil	187.5	-3
Cheese	213.1	+14	Motor licences	199.0	+25
Eggs	116.4	+2	Motor insurance	185.1	+12
Milk, fresh	226.8	+19	Fares	233.4	+14
Milk, canned, dried, etc	219.2	+9	Rail transport	246.6	+15
Tea, coffee, cocoa, soft drinks, etc	271.0	+23			
Tea	310.3	+42	IX Miscellaneous goods: Total	200.5	+11
Coffee, cocoa, proprietary drinks	357.9	+29	Books, newspapers and periodicals	224.8	+14
Sugar, preserves and confectionery	254.5	+14	Books	225.8	+27
Sugar	245.4	+6	Newspapers and periodicals	224.3	+11
Jam, marmalade and syrup	218.0	+13	Medicines, surgical etc goods and toiletries	178.5	+8
Sweets and chocolates	250.9	+16	Soap, detergents, polishes, matches, etc	223.4	+14
Vegetables, fresh, canned and frozen	203.2	-31	Soap and detergents	208.9	+14
Potatoes	216.3	-47	Soda and polishes	239.7	+17
Other vegetables	189.8	-20	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	189.1	+9
Fruit, fresh, dried and canned	206.5	+16			
Other food	209.0	+13	X Services: Total	188.8	+12
Food for animals	194.6	+16	Postage and telephones	205.2	+2
			Postage	247.6	+9
II Alcoholic drink: Total	194.8	+9	Telephones, telegrams, etc	191.7	-1
Beer	210.0	+11	Entertainment	157.8	+14
Spirits, wines, etc	174.0	+5	Entertainment (other than TV)	185.7	+16
			Other services	213.9	+18
III Tobacco: Total	222.8	+15	Domestic help	231.8	+10
Cigarettes	222.2	+15	Hairdressing	212.6	+16
Tobacco	228.3	+12	Boot and shoe repairing	209.6	+14
			Laundering	198.4	+15
IV Housing: Total	162.3	+4			
Rent	154.0	+13	XI Meals bought and consumed outside the home	201.7	+14
Owner-occupiers' mortgage interest payments	113.0	-21			
Rates and water charges	193.9	+12	All items	191.8	+9
Materials and charges for repairs and maintenance	210.2	+12			
V Fuel and light: Total (including oil)	222.0	+12			
Coal and smokeless fuels	221.0	+15			
Coal	223.1	+15			
Smokeless fuels	213.7	+14			
Gas	176.0	+10			
Electricity	249.7	+13			

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, i.e. at sub-group and group levels.

Average retail prices of items of food

Average retail prices on March 14, 1978 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items. An indication of these variations is given in the last column of the following table, which shows the ranges of prices within which at least four-fifths

of the recorded prices fell.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 227 of the February 1978 issue of the *Employment Gazette*.

Average prices (per lb unless otherwise stated) of certain foods

Item	Number of quotations March 14, 1978	Average price March 14, 1978	Price range within which 80 per cent of quotations fell	Item	Number of quotations March 14, 1978	Average price March 14, 1978	Price range within which 80 per cent of quotations fell
Beef: Home-killed				Fresh vegetables			
Chuck	777	92.3	84-100	Potatoes, old loose			
Sirloin (without bone)	746	146.9	120-174	White	468	4.4	4-5
Silverside (without bone)*	798	123.2	114-136	Red	291	5.0	4-6
Back ribs (with bone)*	543	85.7	70-100	Potatoes, new loose	321	12.2	10-15
Fore ribs (with bone)	633	83.2	70-96	Tomatoes	683	47.4	38-58
Brisket (without bone)	744	82.9	70-98	Cabbage, greens	520	9.0	5-14
Rump steak*	797	163.7	140-180	Cabbage, hearted	573	6.7	4-8
				Cauliflower or broccoli	319	21.8	12-30
Lamb: Home-killed				Brussels sprouts	612	12.1	10-16
Loin (with bone)	576	111.9	98-130	Carrots	733	6.5	5-10
Breast*	545	36.1	28-48	Onions	747	7.2	5-10
Best end of neck	499	82.9	50-110	Mushrooms, per 1/2 lb	694	17.3	15-20
Shoulder (with bone)	552	75.7	64-100				
Leg (with bone)	583	105.1	94-120	Fresh fruit			
				Apples, cooking	709	20.8	15-25
Lamb: Imported				Apples, dessert	765	22.9	18-28
Loin (with bone)	416	83.9	71-95	Pears, dessert	680	23.1	18-28
Breast*	457	27.0	20-35	Oranges	625	17.1	12-21
Best end of neck	396	66.2	46-82	Bananas	726	21.4	20-24
Shoulder (with bone)	500	57.3	48-66				
Leg (with bone)	463	87.5	82-95	Bacon			
				Collar*	435	72.9	62-82
Pork: Home-killed				Gammon*	499	97.0	82-110
Leg (foot off)	723	73.5	62-94	Middle cut, smoked*	351	84.4	76-100
Belly*	724	56.5	50-64	Back, smoked	347	97.7	88-112
Loin (with bone)	791	90.7	84-116	Back, unsmoked	428	90.6	84-110
				Streaky, smoked	284	68.2	64-88
Pork sausages	792	47.9	42-56	Ham (not shoulder)	638	122.8	98-148
Beef sausages	668	42.1	37-50	Pork luncheon meat, 12 oz can	564	31.2	23-37
				Canned (red) salmon, per half-size can	641	88.3	79-100
Roasting chicken (broiler) frozen (3lb)	575	41.6	37-45	Milk, ordinary, per pint	—	12.5	—
Roasting chicken, fresh or chilled 4lb oven ready	493	48.0	43-57				
				Butter			
Fresh and smoked fish				Home-produced	535	55.2	49-60
Cod fillets	406	89.9	80-100	New Zealand	590	52.2	48-56
Haddock fillets	405	94.6	80-106	Danish	611	59.8	55-64
Haddock, smoked whole	320	90.2	80-110				
Plaice fillets	394	97.4	84-120	Margarine			
Herrings	264	53.6	40-60	Standard quality, per 1/2 lb	157	14.7	12-16
Kippers, with bone	424	70.0	58-80	Lower priced, per 1/2 lb	128	14.0	12-15
				Lard	774	24.4	21-29
Bread				Cheese, cheddar type	726	68.6	59-76
White, per 1 1/2 lb wrapped and sliced loaf	727	24.1	20-27				
White, per 1 1/2 lb unwrapped loaf	441	26.4	23-29	Eggs			
White, per 14oz loaf	536	17.1	15-19	Size 2 (65-70 g), per dozen	532	58.9	54-64
Brown, per 14oz loaf	611	18.4	18-19	Size 4 (55-60 g), per dozen	579	50.7	46-55
				Size 6 (45-50 g), per dozen	96	42.3	36-50
Flour				Sugar, granulated, per kg	798	27.1	26-29
Self-raising, per 1 1/2 kg	681	34.9	29-40	Pure coffee instant, per 4 oz	650	112.1	108-118
				Tea			
				Higher priced, per 1/2 lb	222	27.7	26-33
				Medium priced, per 1/2 lb	1,304	25.7	23-29
				Lower priced, per 1/2 lb	769	23.6	22-28

* Or Scottish equivalent.

Stoppages of work

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics. More information about definitions and qualifications is given in a report on the statistics for the year 1976 on pages 579 to 586 of the June 1977 issue of the Gazette.

The number of stoppages beginning in March* which came to the notice of the department, was 150. In addition, 63 stoppages which began before March were still in progress at the beginning of the month.

The appropriate number of workers involved at the establishments where these stoppages occurred is estimated at 72,800 consisting of 53,300 involved in stoppages which began in March and 19,500 involved in stoppages which had continued from the previous month. The latter figure includes 2,500 workers involved for the first time in March in stoppages which began in earlier months. Of the 53,300 workers involved in stoppages which began in March, 27,800 were directly involved and 25,500 indirectly involved.

The aggregate of 311,000 working days lost in March includes 142,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during March

At an offshore oil platform construction yard in Scotland over 1,500 men stopped work following their objection to the replacement of a two shift system by one of three eight hour periods. The eight week stoppage ended when work was resumed on March 6 on the two shift system for a 14-day period to allow a new agreement over three shift working to be negotiated.

A three week stoppage of work ended on March 17 at three factories of a Lincoln power-brake manufacturer. Over 600 production workers walked out in protest against the introduction of a new incentive scheme and their action caused the progressive lay off of about 550 other workers.

Five Tyneside shipbuilding yards were closed and 9,000 workers were laid off on March 6 following industrial action taken by the company's security staff. The 80 guards had been imposing sanctions involving an overtime ban and reduced flexibility of working in support of their claim for a 10 per cent pay increase and a reduction of six hours in their working week. Work was resumed on March 8 following discussions between management and union representatives.

Stoppages of work in the first three months of 1978 and 1977

Industry group Standard Industrial Classification 1968	January to March 1978			January to March 1977		
	No. of stoppages beginning in period	Workers involved	Working days lost	No. of stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	1	†	†
Coal mining	67	22,800	39,000	66	22,100	31,000
All other mining and quarrying	4	300	1,000	1	500	2,000
Food, drink and tobacco	27	11,500	95,000	29	8,400	45,000
Coal and petroleum products	2	300	2,000	2	100	1,000
Chemicals and allied industries	13	2,700	15,000	19	7,300	157,000
Metal manufacture	35	11,500	86,000	48	14,300	118,000
Engineering	77	27,400	238,000	122	36,900	317,000
Shipbuilding and marine engineering	11	10,900	38,000	15	7,500	45,000
Motor vehicles	43	43,800	535,000	63	112,100	887,000
Aerospace equipment	9	3,600	35,000	9	4,900	11,000
All other vehicles	8	4,000	14,000	6	12,300	219,000
Metal goods not elsewhere specified	36	12,300	42,000	41	9,700	76,000
Textiles	17	5,000	22,000	15	2,300	10,000
Clothing and footwear	5	800	2,000	11	3,900	11,000
Bricks, pottery, glass, cement, etc	13	6,100	41,000	13	1,300	7,000
Timber, furniture, etc	10	1,800	9,000	3	1,000	2,000
Paper, printing and publishing	27	3,700	26,000	13	2,900	16,000
All other manufacturing industries	17	4,700	42,000	29	14,100	51,000
Construction	37	7,800	81,000	100	11,300	105,000
Gas, electricity and water	4	700	2,000	9	1,800	8,000
Port and inland water transport	10	8,000	41,000	26	5,300	13,000
Other transport and communication	29	6,300	16,000	39	5,900	28,000
Distributive trades	12	2,200	12,000	24	2,300	18,000
Administrative, financial and professional services	14	32,100	317,000	42	13,800	60,000
Miscellaneous services	5	700	3,000	6	800	19,000
Total	527	230,900	1,755,000	750†	302,900	2,255,000

Causes of stoppages

Principal cause	Beginning in March 1978		Beginning in the first three months of 1978	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	95	18,900	311	62,700
—extra-wage and fringe benefits	7	800	20	7,400
Duration and pattern of hours worked	3	300	24	7,400
Redundancy questions	—	—	2	600
Trade union matters	4	500	18	2,200
Working conditions and supervision	6	300	37	4,700
Manning and work allocation	21	4,700	66	12,000
Dismissal and other disciplinary measures	14	2,500	49	7,700
Miscellaneous	—	—	—	—
Total	150	27,800	527	104,500

Duration of stoppages ending in March

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	28	2,700	5,000
Over 1 and not more than 2 days	20	3,500	20,000
Over 2 and not more than 3 days	19	3,300	30,000
Over 3 and not more than 6 days	45	7,400	45,000
Over 6 and not more than 12 days	30	4,100	46,000
Over 12 days	36	5,800	251,000
Total	178	29,900	396,000

*The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 498 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

†Less than 50 workers or 500 working days.

‡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.

Statistical series

Tables 101-134 in this section of the Gazette give the principal statistics compiled regularly by the department in the form of time series, including the latest available figures together with comparable figures for preceding dates and years.

They are arranged in subject groups, covering the working population, employment, unemployment, unfilled vacancies, hours worked, earnings, wage rates and hours of work, retail prices and stoppages of work resulting from industrial disputes. Some of the main series are shown as charts. Brief definitions of the terms used are at the end of this section.

The national statistics relate either to Great Britain or the United Kingdom, and regional statistics to the standard Regions for Statistical Purposes (see the Gazette, June 1974, page 533) which conform generally to the Economic Planning Regions.

Working population. The changing size and composition of the working population of Great Britain at quarterly dates is in table 101, and more detailed analyses of the employment and unemployment figures are in subsequent tables.

Employment. As it is not practicable to estimate short-term changes in the numbers of self-employed persons, the group of employment tables relates only to employees. Monthly estimates are given for broad groups of industries covered by the Index of Industrial Production, and quarterly estimates are now given for other groups (table 103). Quarterly estimates for all industries and services, agriculture, Index of Production industries and service industries are separately analysed by region in table 102.

Unemployment. Tables 104-113 give analyses of the unemployed at the monthly counts. People are included in the counts if they are registered for employment at a local employment or careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Adult students seeking temporary employment during a vacation, and severely disabled people who are considered unlikely to obtain work other than under special conditions, are also excluded. The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence of unemployment.

Separate figures are given in the tables for young people under the age of 18 seeking their first employment, who are described as school leavers. The numbers unemployed excluding school leavers are adjusted for seasonal variations. Detailed analysis of the unemployed by region, industry, occupation, age, duration and by entitlement to benefit, are summarised as time series. Also included, is a table of unemployment, total and seasonally adjusted, for selected countries: there are, however, varying methods in the compilation of these statistics.

Temporarily stopped workers who register to claim benefit but have jobs to which they expect to return are not included in the unemployment count, but are counted separately.

Unfilled vacancies. The vacancy statistics shown for the United Kingdom and analysed by regions in table 118 relate to vacancies notified by employers to local employment and careers offices, and which, at the date of the count remain unfilled. They are not a measure of total vacancies. Because of possible duplication the figures for employment offices and careers offices should not be added together. Seasonally adjusted figures at employment offices are given in Table 119.

Hours worked. This group of tables provides additional information about the level of industrial activity. Table 120 gives estimates of overtime and short-time working by operatives in manufacturing industries; table 121 the total hours worked and the average hours worked per operative per week in broad

industry groups in index form. Average weekly hours of employees are included in tables in the following groups.

Earnings and wage rates. Average weekly and hourly earnings and hours of manual workers in the United Kingdom in industry groups covered by the regular (October) enquiries are given in tables 122 and 123; averages for full-time men and women are given by industry group in table 122. Average earnings of all non-manual workers in Great Britain in all industries, and in all manufacturing industries, are shown in table 124 in index form. Table 125 is a comparative table of annual percentage changes in hourly earnings and hourly wage rates of full-time manual workers. New Earnings Survey (April) estimates of average weekly and hourly earnings and weekly hours of various categories of employees in Great Britain are given in table 126. Table 127 shows, by industry group and in index form, average earnings of all employees in Great Britain, derived from a monthly survey; the indices for all manufacturing and all industries covered are also given adjusted for seasonal variations. These seasonally adjusted series are also given in table 129 together with a new (unadjusted) series for the whole economy. Average earnings of full-time manual men in the engineering, shipbuilding and chemical industries are given by occupation in table 128, in index form. Indices of basic weekly and hourly wage rates and normal hours are given by industry group and for all manufacturing and all industries in table 131 (Table 130 has been discontinued.)

Retail prices. Table 132 gives the all-items and broad item group figure for the official General Index of Retail Prices. Quarterly all-items (excluding housing) indices for pensioner households are given in tables 132(a) and 132(b).

Industrial stoppages. Details of the number of stoppages of work due to industrial disputes, the number of workers involved and days lost are in table 133.

Output per head and labour costs. Table 134 provides annual and quarterly indices of output, employment and output per person employed for the whole economy, the Index of Production and manufacturing sectors, and for selected industries where output and employment can be reasonably matched. Annual and quarterly indices of total domestic incomes per unit of output are given for the whole economy, with separate indices for the largest component—wages and salaries. Annual indices of labour costs per unit of output (including all items for which regular data is available) are shown for the whole economy and for selected industries. A full description is given in the Gazette, October 1968, pages 810-803.

Conventions. The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1958 or 1968 edition as indicated)

A line across a column between two consecutive figures indicates that the figure above and below the line have been compiled on a different basis, and are not wholly comparable, or that they relate to different groups for which totals are given in the table.

Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown.

Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc., by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

EMPLOYMENT
working population

TABLE 101

Quarter	THOUSANDS								
	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Males	Females	Total						
A. UNITED KINGDOM									
Numbers unadjusted for seasonal variation									
1973	September	13,850	8,902	22,752	1,942	358	25,052	556	25,608
	December	13,819	8,953	22,773	1,937	354	25,064	512	25,576
1974	March	13,620	8,997	22,617	1,931	349	24,897	618	25,515
	June	13,659	9,131	22,790	1,925	345	25,060	542	25,602
	September	13,726	9,209	22,935	1,915	347	25,197	650	25,847
	December	13,643	9,229	22,871	1,905	343	25,119	†	†
1975	March	13,534	9,094	22,629	1,895	338	24,862	803	25,665
	June	13,532	9,174	22,707	1,886	336	24,929	866	25,795
	September	13,545	9,172	22,717	1,886*	340	24,943	1,145	26,088
	December	13,453	9,198	22,651	1,886*	339	24,876	1,201	26,077
1976	March	13,342	9,070	22,412	1,886*	337	24,635	1,285	25,920
	June	13,388	9,151	22,539	1,886*	336	24,761	1,332	26,093
	September	13,447	9,171	22,618	1,886*	338	24,842	1,456	26,298
	December	13,419	9,248	22,667	1,886*	334	24,887	1,371†	26,258
1977	March	13,322	9,178	22,500	1,886*	330	24,716	1,383	26,099
	June	13,383	9,281	22,664	1,886*	327	24,877	1,450	26,327
	September	13,436	9,283	22,719	1,886*	328	24,933	1,609	26,542
	December	13,385	9,321	22,705	1,886*	324	24,915	1,481	26,396
Numbers adjusted for seasonal variation									
1973	September	13,816	8,887	22,703	1,942	358	25,003		25,538
	December	13,783	8,956	22,739	1,937	354	25,030		25,540
1974	March	13,682	9,022	22,704	1,931	349	24,984		25,580
	June	13,671	9,120	22,791	1,925	345	25,061		25,656
	September	13,681	9,198	22,879	1,915	347	25,141		25,753
	December	13,614	9,214	22,828	1,905	343	25,076		†
1975	March	13,599	9,134	22,733	1,895	338	24,966		25,757
	June	13,545	9,164	22,709	1,886	336	24,931		25,846
	September	13,490	9,162	22,652	1,886*	340	24,878		25,974
	December	13,429	9,166	22,595	1,886*	339	24,820		26,029
1976	March	13,410	9,126	22,536	1,886*	337	24,759		26,042
	June	13,400	9,139	22,539	1,886*	336	24,761		26,137
	September	13,388	9,162	22,550	1,886*	338	24,774		26,171
	December	13,399	9,207	22,606	1,886*	334	24,826		26,210
1977	March	13,391	9,243	22,634	1,886*	330	24,850		26,236
	June	13,393	9,268	22,661	1,886*	327	24,874		26,370
	September	13,377	9,273	22,650	1,886*	328	24,864		26,408
	December	13,367	9,277	22,644	1,886*	324	24,854		26,350
B. GREAT BRITAIN									
Numbers unadjusted for seasonal variation									
1973	September	13,556	8,713	22,269	1,879	358	24,506	527	25,033
	December	13,525	8,761	22,286	1,874	354	24,514	484	24,998
1974	March	13,325	8,802	22,127	1,869	349	24,345	590	24,935
	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,431	9,010	22,441	1,854	347	24,642	618	25,260
	December	13,349	9,029	22,377	1,844	343	24,564	†	†
1975	March	13,240	8,894	22,135	1,834	338	24,307	768	25,075
	June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
	September	13,253	8,971	22,224	1,825*	340	24,389	1,097	25,486
	December	13,161	8,997	22,158	1,825*	339	24,322	1,152	25,474
1976	March	13,050	8,870	21,920	1,825*	337	24,082	1,235	25,317
	June	13,097	8,951	22,048	1,825*	336	24,209	1,278	25,487
	September	13,156	8,970	22,126	1,825*	338	24,289	1,395	25,684
	December	13,128	9,048	22,176	1,825*	334	24,335	1,316†	25,651
1977	March	13,031	8,977	22,008	1,825*	330	24,163	1,328	25,491
	June	13,091	9,081	22,172	1,825*	327	24,324	1,390	25,714
	September	13,145	9,082	22,227	1,825*	328	24,380	1,542	25,922
	December	13,094	9,120	22,214	1,825*	324	24,363	1,420	25,783
Numbers adjusted for seasonal variation									
1973	September	13,522	8,699	22,221	1,879	358	24,458		24,964
	December	13,488	8,764	22,252	1,874	354	24,480		24,963
1974	March	13,387	8,827	22,214	1,869	349	24,432		24,999
	June	13,375	8,922	22,297	1,864	345	24,506		25,071
	September	13,386	8,999	22,385	1,854	347	24,586		25,168
	December	13,319	9,014	22,333	1,844	343	24,520		†
1975	March	13,305	8,933	22,238	1,834	338	24,410		25,167
	June	13,253	8,963	22,216	1,825	336	24,377		25,254
	September	13,198	8,962	22,160	1,825*	340	24,325		25,376
	December	13,137	8,965	22,102	1,825*	339	24,266		25,428
1976	March	13,118	8,926	22,044	1,825*	337	24,206		25,437
	June	13,109	8,939	22,048	1,825*	336	24,209		25,531
	September	13,097	8,961	22,058	1,825*	338	24,221		25,561
	December	13,108	9,007	22,115	1,825*	334	24,274		25,602
1977	March	13,100	9,041	22,141	1,825*	330	24,296		25,627
	June	13,101	9,068	22,169	1,825*	327	24,321		25,755
	September	13,085	9,072	22,157	1,825*	328	24,310		25,792
	December	13,076	9,076	22,152	1,825*	324	24,301		25,734

1. From June 1976 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.
 2. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.
 * Estimates are assumed unchanged until later data become available.
 † Estimates of the registered unemployed are not available for December 1974. The figures for December 1976 were estimated. See footnote to table 104.
 ‡ Employment estimates after June 1976 are provisional.

EMPLOYMENT
employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)						Regional indices of employment (June 1974 = 100)				
		All industries and services			Agriculture, forestry and fishing	Index* of Production industries	of which manufacturing industries	Service industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1976	June	35-90	7,916	4,648	3,269	122	2,588	2,047	5,205	93-3	92-0	101-5
	September	35-85	7,932	4,656	3,275	129	2,601	2,063	5,201	93-8	92-7	101-4
	December	35-96	7,974	4,660	3,315	119	2,615	2,080	5,240	94-3	93-4	102-2
1977	March	35-93	7,907	4,621	3,286	108	2,598	2,072	5,201	93-7	93-1	101-4
	June	35-87	7,952	4,640	3,311	121	2,605	2,077	5,226	93-9	93-3	101-9
	September	35-93	7,986	4,669	3,317	127	2,619	2,090	5,240	94-5	93-9	102-2
	December	35-99	7,995	4,652	3,343	117	2,619	2,090	5,260	94-5	93-9	102-6
South West												
1976	June	6-87	1,514	894	619	49	554	420	910	94-6	93-7	103-1
	September	6-84	1,514	896	618	48	559	426	907	95-4	95-0	102-7
	December	6-78	1,503	890	613	46	562	430	895	96-0	95-9	101-3
1977	March	6-79	1,494	885	609	48	560	430	896	95-6	95-8	100-4
	June	6-93	1,536	902	634	49	564	434	923	96-4	96-8	104-5
	September	6-91	1,536	904	632	50	569	438	917	97-1	97-7	109-8
	December	6-82	1,514	894	619	46	569	438	899	97-1	97-7	101-8
West Midlands												
1976	June	9-91	2,186	1,325	861	32	1,141	979	1,013	91-8	90-5	104-3
	September	9-92	2,194	1,335	859	33	1,151	989	1,010	92-6	91-5	104-0
	December	9-97	2,208	1,339	869	31	1,157	996	1,020	93-1	92-2	105-1
1977	March	9-96	2,194	1,333	860	28	1,157	998	1,009	93-1	92-4	104-0
	June	9-93	2,201	1,329	873	32	1,158	999	1,012	93-1	92-4	104-2
	September	9-93	2,207	1,337	870	31	1,164	1,004	1,012	93-6	92-9	104-3
	December	9-98	2,218	1,340	878	30	1,167	1,008	1,021	93-9	93-3	105-2
East Midlands												
1976	June	6-79	1,497	900	597	35	761	587	701	96-5	95-2	106-8
	September	6-81	1,506	904	602	37	768	594	702	97-4	96-4	107-1
	December	6-82	1,513	906	607	36	770	597	707	97-6	96-8	107-8
1977	March	6-81	1,492	899	601	31	766	594	703	97-1	96-4	107-2
	June	6-82	1,512	904	608	35	774	601	703	98-2	97-5	107-2
	September	6-82	1,515	908	607	36	775	603	704	98-3	97-8	107-3
	December	6-										

UNEMPLOYMENT
summary analysis: United Kingdom

TABLE 104

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||						
				Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended	Males		Females
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	
1973	March 12	3.1	717.2	594.4	122.9	5.6	711.6	673.6	2.9	-28.0	-30.4	558.5	115.1	0.1
	April 9	2.9	680.8	564.2	116.6	4.7	676.1	650.0	2.8	-23.6	-30.5	538.3	111.7	47.6
	May 14	2.7	621.7	519.7	102.0	3.8	617.9	634.0	2.7	-16.0	-22.6	528.4	105.6	—
	June 11	2.5	574.6	483.0	91.6	4.1	570.5	620.0	2.7	-14.0	-17.8	516.3	103.7	1.6
	July 9	2.4	567.0	473.7	93.3	9.3	557.7	601.2	2.6	-18.8	-16.3	501.7	99.5	22.2
	August 13	2.5	582.3	483.3	100.0	23.1	559.2	577.7	2.5	-23.5	-18.8	483.7	94.0	21.7
	September 10	2.4	556.2	461.7	94.5	14.3	542.0	557.6	2.4	-20.1	-20.8	467.8	89.8	21.7
	October 8	2.3	533.8	444.8	89.0	5.9	527.9	539.2	2.3	-18.4	-20.6	454.8	84.4	3.4
	November 12	2.2	520.4	435.8	84.6	2.8	517.6	522.0	2.2	-17.2	-18.6	442.6	79.4	—
	December 10	2.2	511.5	431.6	79.9	2.0	509.3	513.0	2.2	-9.0	-14.9	434.2	78.8	2.0
1974	January 14	2.7	627.5	528.1	99.4	5.0	622.5	563.4	2.4	+50.4	+8.1	475.7	87.7	8.4
	February 11	2.7	628.8	529.8	99.0	3.4	625.4	577.7	2.5	+14.3	+18.6	488.8	88.9	—
	March 11	2.7	618.4	523.4	95.0	2.3	616.1	582.5	2.5	+4.8	+23.1	494.1	88.4	0.1
	April 8	2.6	607.6	510.3	97.3	5.8	601.8	581.9	2.5	-0.6	+6.2	489.6	92.3	72.8
	May 13	2.4	561.6	475.4	86.2	5.5	556.1	574.2	2.5	-7.7	-1.2	483.5	90.7	—
	June 10	2.3	541.5	459.8	81.7	6.0	535.5	588.6	2.5	+14.4	+2.1	493.9	94.7	1.6
	July 8	2.5	574.3	481.6	92.7	17.5	556.8	595.0	2.5	+6.4	+4.3	499.7	95.3	27.2
	August 12	2.8	661.0	540.7	120.3	59.6	601.4	616.5	2.6	+21.5	+14.1	516.7	99.8	30.5
	September 9	2.8	649.7	532.0	117.7	36.3	613.4	627.6	2.7	+11.1	+13.0	523.8	103.8	32.9
	October 14†	2.7	640.8	529.3	111.5	15.1	625.7	638.1	2.7	+10.5	+14.4	534.7	103.4	2.6
	November 11†	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	+10.8	+10.8	542.2	106.7	—
	December 9†	..	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	3.3	771.8	635.1	136.7	9.1	762.7	703.1	3.0	..	..	581.2	121.9	4.6
	February 10	3.4	791.8	650.2	141.6	9.3	782.4	733.8	3.1	+30.7	..	605.2	128.6	—
	March 10	3.4	802.6	657.7	144.9	6.7	795.9	768.8	3.3	+35.0	..	630.2	138.6	0.1
	April 14	3.6	845.0	690.2	154.9	21.8	823.2	812.1	3.4	+43.3	+36.3	663.7	148.4	94.8
	May 12	3.6	850.3	693.9	156.4	15.8	834.5	858.5	3.6	+46.4	+41.6	698.2	160.3	—
	June 9	3.7	866.1	706.6	159.4	19.9	846.1	905.0	3.8	+46.5	+45.4	733.2	171.8	3.8
	July 14	4.2	990.1	784.5	205.6	62.1	927.9	960.5	4.1	+55.5	+49.5	775.5	185.0	97.8
	August 11	4.9	1,151.0	885.2	265.8	165.6	985.4	993.2	4.2	+32.7	+44.9	798.8	194.4	99.3
	September 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,030.1	4.4	+36.9	+41.7	826.0	204.1	103.8
	October 9‡	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.6	+58.6	+42.7	865.9	222.8	18.1
	November 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,129.4	4.8	+40.7	+45.4	895.4	234.0	—
	December 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,166.5	4.9	+37.1	+45.5	923.1	243.4	10.7
1976	January 8§	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,196.9	5.0	+30.4	+36.1	942.8	254.1	127.1
	February 12	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,224.6	5.1	+27.7	+31.7	958.5	266.1	—
	March 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,238.1	5.2	+13.5	+23.9	964.6	273.5	0.1
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,251.5	5.2	+13.4	+18.2	971.6	279.9	179.3
	May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,260.1	5.3	+8.6	+11.8	976.2	283.9	0.3
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,270.5	5.3	+10.4	+10.8	979.5	291.0	6.0
	July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,285.6	5.4	+15.1	+11.4	983.5	302.1	108.8
	August 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,304.5	5.5	+18.9	+14.8	989.9	314.6	122.7
	September 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,310.3	5.5	+5.8	+13.3	990.4	319.9	131.8
	October 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,305.9	5.5	-4.4	+6.8	984.1	321.8	9.1
	November 11†	..	..	..	..	..	..	..	..	..	..	..	..	..
	December 9†	5.7	1,371.0	..	..	51.0	1,320.0	1,320.3	5.5	..	..	..	..	..
1977	January 13	6.1	1,448.2	1,074.1	374.1	51.0	1,397.2	1,329.9	5.6	+9.6	..	994.6	335.3	10.3
	February 10	6.0	1,421.8	1,055.5	366.3	41.8	1,380.0	1,330.0	5.6	+0.1	..	994.1	335.9	—
	March 10	5.8	1,383.5	1,028.5	355.0	33.3	1,350.1	1,328.5	5.6	-1.5	+2.7	992.0	336.5	—
	April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,338.7	1,333.8	5.6	+5.3	+1.3	994.1	339.7	92.8
	May 13	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,323.8	5.5	-10.0	-2.1	985.3	338.5	0.9
	June 9	6.1	1,450.1	1,050.8	399.2	149.0	1,301.1	1,364.3	5.7	+40.5	+11.9	1,010.0	354.3	6.7
	July 14	6.8	1,622.4	1,132.7	489.6	253.4	1,369.0	1,398.5	5.9	+34.2	+21.6	1,023.9	374.6	133.4
	August 11	6.9	1,635.8	1,143.5	492.3	231.4	1,404.4	1,410.3	5.9	+11.8	+28.8	1,029.5	380.8	130.3
	September 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,434.9	6.0	+24.6	+23.5	1,042.9	392.0	145.2
	October 13	6.4	1,518.3	1,070.8	447.6	98.6	1,419.7	1,431.5	6.0	-3.4	+11.0	1,039.7	391.8	13.4
	November 10	6.3	1,499.1	1,063.2	435.9	73.5	1,425.6	1,429.6	6.0	-1.9	+6.4	1,038.1	391.5	—
	December 8	6.2	1,480.8	1,060.7	420.1	58.4	1,422.4	1,422.3	6.0	-7.3	-4.2	1,033.5	388.8	3.0
1978	January 12	6.5	1,548.5	1,114.8	433.8	61.1	1,487.4	1,419.2	5.9	-3.1	-4.1	1,030.9	388.3	16.3
	February 9	6.3	1,508.7	1,089.6	419.1	49.7	1,459.0	1,409.0	5.9	-10.2	-6.9	1,025.1	383.9	0.6
	March 9	6.1	1,461.0	1,058.4	402.6	40.2	1,420.7	1,400.0	5.9	-9.0	-7.4	1,020.0	380.0	0.2

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year. The mid-1976 estimate (23,871,000) has been used to calculate the percentage rates from January 1976 onwards.
 † Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made for December 1974, and for January 1975 an estimate was made based on simplified procedures.
 ‡ From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—were notified during the four days following the date of the count were discontinued (see Gazette, September 1975, page 906).
 § In January 1976, unemployment returns from eight employment offices in the West Midlands showed only combined figures for males and females. The male and female figures shown include estimates.
 || The seasonally adjusted series from January 1975 onwards has been calculated as described on page 279 of the March 1978 issue of the Gazette.
 ¶ Because of industrial action by some staff in the Department of Employment Group, figures for November 1976 are not available. Figures for December 1976 are estimates.

UNEMPLOYMENT
summary analysis: Great Britain

TABLE 105

		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
		Percentage rate*	Total number	of which:		School leavers included in total	Actual number	Seasonally adjusted||						
				Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended	Males		Females
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1973	March 12	3.0	682.6	568.9	113.8	5.0	677.6	640.2	2.8	-27.7	-29.8	534.2	106.0	—
	April 9	2.9	647.8	540.2	107.6	4.2	643.6	617.8	2.7	-22.4	-29.9	515.0	102.8	44.1
	May 14	2.6	591.0	497.2	93.8	3.3	587.7	602.8	2.7	-15.0	-21.7	505.6	97.2	—
	June 11	2.4	545.0	461.0	83.9	3.6	541.4	589.0	2.6	-13.8	-17.1	493.4	95.6	1.0
	July 9	2.4	535.4	450.8	84.5	7.7	527.7	571.2	2.5	-17.8	-15.5	479.7	91.5	19.8
	August 13	2.4	551.6	460.1	91.5	21.6	530.0	548.5	2.4	-22.7	-18.1	462.1	86.4	19.2
	September 10	2.3	526.9	440.5	86.4	13.0	513.9	529.1	2.3	-19.4	-20.0	446.6	82.5	18.5
	October 8	2.2	506.8	425.2	81.6	5.1	501.6	511.9	2.3	-17.2	-19.8	434.5	77.4	2.8
	November 12	2.2	49											

UNEMPLOYMENT

regional analysis

TABLE 106

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
		Percentage rate*	Total number	Of which:		Actual number	Seasonally adjusted†		Change since previous month	Average change over 3 months ended	Males		Females	
				Males	Females		per cent	per cent						(000's)	(000's)
		per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)		
SOUTH EAST														
1977	March 10	4.3	325.1	249.3	75.8	3.9	321.3	316.1	4.2	-2.0	..	242.8	73.3	—
	April 14	4.3	326.5	250.8	75.7	7.5	319.0	316.7	4.2	+0.6	-1.0	243.5	73.2	20.9
	May 12	4.2	314.0	241.4	72.5	6.7	307.3	315.1	4.2	-1.6	-1.0	242.8	72.3	0.5
	June 9	4.4	332.0	250.8	81.2	23.9	308.1	323.7	4.3	+8.6	-2.5	247.3	76.4	0.4
	July 14	4.9	371.3	270.3	101.0	45.5	325.8	333.9	4.4	+10.2	+5.7	251.7	82.2	29.1
	August 11	5.0	375.6	272.9	102.7	42.0	333.6	333.9	4.4	—	+6.3	251.1	82.8	29.2
	September 8	4.9	371.5	270.1	101.4	30.7	340.8	339.3	4.5	+5.4	+5.2	254.1	85.2	32.1
	October 13	4.6	347.7	254.3	93.4	15.1	332.6	334.8	4.4	-4.5	+0.3	250.7	84.1	3.2
	November 10	4.5	339.8	249.7	90.1	10.1	329.7	331.2	4.4	-3.6	-0.9	248.1	83.1	—
	December 8	4.4	332.7	247.1	85.6	7.5	325.2	327.3	4.3	-3.9	-4.0	245.4	81.9	1.4
1978	January 12	4.6	348.9	260.0	88.9	6.8	342.1	325.3	4.3	-2.0	-3.2	243.5	81.8	5.8
	February 9	4.4	335.2	250.1	85.1	5.6	329.7	317.0	4.2	-8.3	-4.7	237.4	79.6	0.2
	March 9	4.3	323.3	242.3	81.0	4.4	318.9	313.9	4.2	-3.1	-4.5	235.7	78.2	0.1
EAST ANGLIA														
1977	March 10	5.3	37.0	28.6	8.3	0.5	36.5	34.7	4.9	+0.4	..	26.8	7.9	—
	April 14	5.3	37.0	28.5	8.5	1.0	36.0	34.8	5.0	+0.1	+0.3	26.9	7.9	2.2
	May 12	5.0	35.1	26.9	8.2	1.0	34.1	34.0	4.9	-0.8	-0.1	26.2	7.8	—
	June 9	5.3	37.2	28.0	9.2	3.3	33.9	35.6	5.1	+1.6	+0.3	27.3	8.3	0.1
	July 14	5.7	39.9	28.8	11.2	5.4	34.5	36.4	5.2	+0.8	+0.5	27.5	8.9	2.7
	August 11	5.7	40.4	29.2	11.2	4.9	35.4	36.7	5.2	+0.3	+0.9	27.7	9.0	2.6
	September 8	5.6	39.7	28.6	11.1	3.5	36.2	37.4	5.3	+0.7	+0.6	28.1	9.3	2.7
	October 13	5.4	37.9	27.4	10.5	1.9	36.0	36.9	5.2	-0.5	+0.2	27.6	9.3	0.1
	November 10	5.3	37.2	27.3	9.9	1.4	35.8	36.6	5.2	-0.3	—	27.4	9.2	—
	December 8	5.3	37.0	27.4	9.6	1.0	36.0	36.0	5.1	-0.6	-0.5	26.9	9.1	0.2
1978	January 12	5.4	38.3	28.6	9.7	0.9	37.4	35.1	5.0	-0.9	-0.6	26.2	8.9	0.4
	February 9	5.5	38.6	29.0	9.6	0.7	37.9	35.5	5.0	+0.4	-0.4	26.5	9.0	—
	March 9	5.3	37.3	28.0	9.3	0.6	36.7	35.1	5.0	-0.4	-0.3	26.2	8.9	—
SOUTH WEST														
1977	March 10	6.8	109.1	81.9	27.2	1.9	107.2	102.5	6.4	-0.1	..	77.6	24.9	—
	April 14	6.7	107.5	80.6	26.9	3.1	104.3	102.1	6.3	-0.4	-0.3	77.1	25.0	6.8
	May 12	6.3	101.3	76.3	24.9	2.5	98.8	101.4	6.3	-0.7	-0.4	76.3	25.1	—
	June 9	6.6	106.4	79.3	27.1	9.2	97.2	104.5	6.5	+3.1	+0.7	78.6	25.9	0.1
	July 14	7.2	115.3	82.9	32.4	15.0	100.3	105.9	6.6	+1.4	+1.3	78.5	27.4	8.7
	August 11	7.2	115.8	83.2	32.6	13.6	102.2	106.8	6.6	+0.9	+1.8	79.0	27.8	8.9
	September 8	7.2	116.2	83.3	32.9	10.7	105.5	109.4	6.8	+2.6	+1.6	80.4	29.0	10.1
	October 13	7.2	115.7	82.7	33.0	5.5	110.2	111.1	6.9	+1.7	+1.7	81.4	29.7	0.4
	November 10	7.2	116.0	82.7	33.3	4.7	111.3	109.3	6.8	-1.8	+0.8	80.1	29.2	—
	December 8	7.1	114.2	82.2	32.0	3.7	110.4	107.9	6.7	-1.4	-0.5	79.1	28.8	0.4
1978	January 12	7.4	119.2	85.9	33.3	3.4	115.8	108.2	6.7	+0.3	-1.0	78.9	29.3	1.2
	February 9	7.2	116.0	83.6	32.4	2.8	113.2	107.0	6.6	-1.2	-0.8	77.8	29.2	—
	March 9	6.9	111.8	81.1	30.6	2.3	109.5	104.7	6.5	-2.3	-1.1	76.6	28.1	—
WEST MIDLANDS														
1977	March 10	5.3	123.0	90.8	32.2	2.6	120.4	120.4	5.2	-0.1	..	89.1	31.3	—
	April 14	5.4	125.9	92.2	33.7	5.4	120.5	121.8	5.3	+1.4	+0.1	89.8	32.0	8.3
	May 12	5.3	121.7	89.0	32.7	4.1	117.6	121.1	5.2	-0.7	-0.2	88.9	32.2	0.1
	June 9	5.4	125.0	90.7	34.3	8.0	117.0	122.0	5.3	+0.9	+0.5	89.8	32.2	0.3
	July 14	6.7	154.9	105.3	49.6	29.2	125.7	126.0	5.4	+4.0	+1.4	91.5	34.5	14.0
	August 11	6.7	156.0	106.5	49.4	26.7	129.2	126.9	5.5	+0.9	+1.9	92.1	34.8	14.0
	September 8	6.6	152.5	103.4	49.0	20.5	132.0	128.7	5.6	+1.8	+2.2	92.8	35.9	15.0
	October 13	6.0	137.8	94.9	42.8	10.5	127.2	126.8	5.5	-1.9	+0.3	91.4	35.4	1.6
	November 10	5.7	131.7	91.4	40.3	7.4	124.3	124.5	5.4	-2.3	-0.8	89.5	35.0	—
	December 8	5.5	127.7	90.3	37.4	5.7	121.9	123.2	5.3	-1.3	-1.8	88.9	34.3	0.1
1978	January 12	5.7	130.8	93.0	37.8	5.2	125.6	121.8	5.3	-1.4	-1.7	87.9	33.9	1.4
	February 9	5.5	126.9	90.6	36.3	4.1	122.8	120.7	5.2	-1.1	-1.2	87.2	33.6	—
	March 9	5.3	123.7	88.5	35.2	3.1	120.6	120.8	5.2	+0.1	-0.8	86.8	34.0	—

* † See footnotes at end of table.

UNEMPLOYMENT

regional analysis

TABLE 106 (continued)

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
		Percentage rate*	Total number	Of which:		Actual number	Seasonally adjusted†		Change since previous month	Average change over 3 months ended	Males		Females	
				Males	Females		per cent	per cent						(000's)	(000's)
		per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)		
EAST MIDLANDS														
1977	March 10	4.8	75.0	56.2	18.8	0.9	74.2	72.9	4.6	+1.0	..	54.4	18.5	—
	April 14	4.8	75.6	56.7	19.0	2.4	73.3	72.9	4.6	—	+0.5	54.6	18.3	6.5
	May 12	4.6	72.1	53.8	18.2	1.8	70.2	71.9	4.6	-1.0	—	53.5	18.4	—
	June 9	5.1	80.3	58.4	22.0	10.0	70.3	74.0	4.7	+2.1	+0.4	55.3	18.7	0.2
	July 14	5.6	88.3	61.8	26.5	13.8	74.5	75.7	4.8	+1.7	+0.9	55.9	19.8	8.1
	August 11	5.7	89.5	63.0	26.5	11.5	78.0	77.1	4.9	+1.4	+1.7	56.8	20.3	8.0
	September 8	5.5	87.1	61.9	25.2	8.1	79.0	77.7	4.9	+0.6	+1.2	57.4	20.3	8.7
	October 13	5.1	80.4	57.2	23.2	3.8	76.5	77.9	5.0	+0.2	+0.7	57.1	20.8	0.8
	November 10	5.0	79.2	57.1	22.1	2.7	76.5	77.7	4.9	-0.2	+0.2	57.0	20.7	—
	December 8	5.0	78.2	56.8	21.3	2.0	76.2	77.0	4.9	-0.7	-0.2	56.4	20.6	0.1
1978	January 12	5.2	82.2	60.1	22.1	1.8	80.4	76.9	4.9	-0.1	-0.3	56.2	20.7	0.9
	February 9	5.2	81.2	59.8	21.4	1.4	79.8	77.2	4.9	+0.3	-0.2	56.7	20.5	—
	March 9	5.0	79.1	58.5	20.6	1.2	77.9	76.6	4.9	-0.6	-0.1	56.6	20.0	—
YORKSHIRE AND HUMBERSIDE														
1977	March 10	5.3	109.5	82.4	27.1	1.7	107.7	105.7	5.1	-1.0	..	79.7	26.0	—
	April 14	5.3	110.9	82.9	28.0	5.0	105.9	105.7	5.1	—	-0.1	79.7	26.0	9.1
	May 12	5.1	107.2	79.8	27.3	3.7	103.4	106.3	5.1	+0.6	-0.1	79.9	26.4	—
	June 9	5.6	117.7	84.8	32.9	14.4	103.3	109.0	5.2	+2.7	+1.1	81.2	27.8	0.5
	July 14	6.5	134.9	92.8	42.2	24.9	110.1	113.3	5.4	+4.3	+2.5	83.1	30.2	13.5
	August 11	6.5	135.6	93.8	41.8	21.6	114.0	115.4	5.5	+2.1	+3.0	84.9	30.5	13.0
	September 8	6.4	134.1	93.5	40.6	16.1	118.0	117.9	5.7	+2.5	+3.0	86.7	31.2	14.4
	October 13	6.0	125.9	89.1	36.8	8.2	117.7	117.9	5.7	—	+1.5	86.5	31.4	0.6
	November 10	5.9	122.7	87.9	34.9	5.9	116.9	117.0	5.6	-0.9	+0.5	85.8	31.2	—
	December 8	5.9	122.2	88.4	33.8	4.4	117.7	117.0	5.6	—	-			

UNEMPLOYMENT

regional analysis

Table 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†				Males		Females	
			Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended				Males	Females
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
WALES														
1977	March 10	7.4	79.0	57.7	21.3	2.2	76.8	75.5	7.1	—	..	55.6	19.9	—
	April 14	7.5	80.5	58.4	22.0	4.2	76.3	76.0	7.1	+0.5	+0.2	55.8	20.2	6.5
	May 12	7.3	77.6	56.2	21.3	3.9	73.7	75.3	7.0	-0.7	-0.1	55.2	20.1	—
	June 9	7.4	79.6	57.4	22.3	5.8	73.8	78.2	7.3	+2.9	+0.9	57.1	21.1	0.1
	July 14	8.6	92.0	63.2	28.8	15.3	76.7	79.4	7.4	+1.2	+1.1	57.5	21.9	9.6
	August 11	8.8	94.5	64.9	29.6	15.4	79.2	80.9	7.6	+1.5	+1.9	58.2	22.7	8.8
	September 8	8.8	94.6	64.6	30.0	12.3	82.3	83.3	7.8	+2.4	+1.7	59.5	23.8	9.9
	October 13	8.6	91.4	62.9	28.5	7.4	84.0	84.0	7.9	+0.7	+1.5	59.8	24.2	0.7
	November 10	8.5	91.1	63.4	27.7	5.9	85.3	84.7	7.9	+0.7	+1.3	60.6	24.1	—
	December 8	8.5	90.8	63.7	27.1	4.9	85.9	84.4	7.9	-0.3	+0.4	60.4	24.0	—
1978	January 12	8.7	93.1	66.0	27.1	4.8	88.3	83.6	7.8	-0.8	+0.1	60.1	23.5	1.1
	February 9	8.5	90.8	64.6	26.2	3.6	87.2	84.3	7.9	+0.7	+0.1	60.5	23.8	—
	March 9	8.3	88.5	62.8	25.7	3.0	85.4	84.2	7.9	-0.1	-0.1	60.5	23.7	—
SCOTLAND														
1977	March 10	7.9	175.4	123.3	52.2	9.8	165.7	162.2	7.3	+1.0	..	115.2	47.0	—
	April 14	7.7	170.2	119.6	50.6	7.5	162.7	162.3	7.3	+0.1	+0.9	114.7	47.6	12.5
	May 12	7.4	164.2	114.7	49.5	6.3	157.9	161.5	7.3	-0.8	+0.1	113.5	48.0	0.2
	June 9	8.4	186.2	126.4	59.8	25.0	161.2	167.7	7.6	+6.2	+1.8	117.2	50.5	3.0
	July 14	8.8	194.3	131.1	63.2	27.8	166.5	169.7	7.7	+2.0	+2.5	118.2	51.5	12.0
	August 11	8.9	196.3	132.6	63.7	24.7	171.6	171.6	7.7	+1.9	+3.4	119.0	52.6	12.1
	September 8	8.5	189.1	127.4	61.7	18.1	171.0	174.4	7.9	+2.8	+2.2	120.4	54.0	14.3
	October 13	8.3	183.9	124.3	59.6	12.4	171.5	175.2	7.9	+0.8	+1.8	120.6	54.6	1.6
	November 10	8.4	185.2	125.5	59.7	9.4	175.8	176.5	8.0	+1.3	+1.6	121.6	54.9	—
	December 8	8.4	186.2	127.4	58.8	7.8	178.4	177.8	8.0	+1.3	+1.1	122.8	55.0	—
1978	January 12	9.2	203.6	139.5	64.1	15.1	188.5	178.3	8.0	+0.5	+1.0	123.5	54.8	1.8
	February 9	8.9	196.8	134.9	61.9	12.7	184.1	177.4	8.0	-0.9	+0.3	123.1	54.4	0.3
	March 9	8.6	191.0	130.9	60.1	10.5	180.5	177.1	8.0	-0.3	-0.2	122.8	54.3	—
NORTHERN IRELAND														
1977	March 10	10.1	55.4	39.0	16.4	2.0	53.3	53.6	9.8	+0.4	+0.2	37.8	15.8	—
	April 14	10.4	56.6	39.8	16.8	3.2	53.4	53.9	9.9	+0.3	+0.2	37.9	16.0	1.8
	May 12	10.3	56.0	39.7	16.3	3.0	52.9	54.1	9.9	+0.2	+0.3	38.3	15.8	—
	June 9	10.9	59.7	41.4	18.2	6.3	53.4	55.1	10.1	+1.0	+0.5	38.9	16.2	1.3
	July 14	12.6	68.9	45.4	23.5	11.8	57.1	56.8	10.4	+1.7	+1.0	39.3	17.5	6.3
	August 11	12.6	68.8	45.6	23.2	11.1	57.8	56.6	10.4	-0.2	+0.8	39.4	17.2	5.7
	September 8	12.3	67.2	44.7	22.5	9.4	57.8	57.0	10.4	+0.6	+0.7	39.6	17.4	6.8
	October 13	11.3	61.8	42.1	19.7	6.0	55.7	56.6	10.4	-0.4	+0.1	39.7	16.9	1.8
	November 10	11.2	61.1	41.7	19.4	4.9	56.3	56.6	10.4	—	—	39.6	17.0	—
	December 8	11.2	61.1	42.2	18.9	4.0	57.1	57.6	10.5	+1.0	-0.2	40.4	17.2	—
1978	January 12	11.7	63.9	44.6	19.3	3.7	60.2	58.2	10.7	+0.6	+0.5	40.9	17.3	0.3
	February 9	11.5	62.8	44.4	18.4	3.1	59.7	58.7	10.8	+0.5	+0.7	41.7	17.1	—
	March 9	11.4	62.0	44.0	18.0	2.6	59.4	59.7	10.9	+1.0	+0.7	42.4	17.3	—

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1976: South East 7,555,000, East Anglia 703,000, South West 1,611,000, West Midlands 2,313,000, East Midlands 1,571,000, Yorkshire and Humberside 2,083,000, North West 2,837,000, North 1,359,000, Wales 1,069,000, Scotland 2,215,000 and Northern Ireland 546,000.

† The seasonally adjusted series has been calculated as described on page 279 of the March 1978 issue of *Employment Gazette*.

UNEMPLOYMENT

simplified analysis by duration and age

TABLE 107

		GREAT BRITAIN*					UNITED KINGDOM*				
		Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†
1973	March 12	124	8	451	107	690	129	8	479	109	725
	April 9	129	8	415	104	656	134	8	441	106	689
	May 14	109	7	380	102	598	114	7	404	104	629
	June 11	103	7	344	97	551	108	7	367	99	581
	July 9	124	8	314	96	542	130	8	337	98	573
	August 13	137	8	319	95	559	143	8	342	97	590
	September 10	124	8	309	93	534	130	8	330	95	563
	October 8	127	9	286	92	514	132	9	306	94	541
	November 12	112	8	288	91	499	117	8	309	92	526
	December 10	106	7	285	91	489	111	7	306	92	516
1974	January 14§	..	..	..	..	610	..	..	..	..	640
	February 11§	..	..	..	..	606	..	..	..	..	636
	March 11§	..	..	..	..	598	..	..	..	..	627
	April 8	140	8	346	93	587	144	8	367	95	614
	May 13	120	7	325	91	543	125	7	345	93	570
	June 10	113	7	313	89	522	118	7	332	91	548
	July 8	151	8	303	87	549	159	8	325	89	581
	August 12	198	9	344	88	639	205	9	367	90	671
	September 9	163	9	366	90	628	171	9	388	92	660
	October 14‡	166	9	354	91	620	172	9	377	93	651
	November 11‡	154	9	372	92	627	160	9	397	94	660
	December 9‡	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	..	..	..	..	738	..	..	..	..	773
	February 10	174	10	485	96	765	180	10	512	98	800
	March 10	162	9	509	97	777	168	9	535	99	811
	April 14	182	9	540	98	829	191	9	568	100	868
	May 12	167	9	547	100	823	174	9	576	102	861
	June 9	167	9	561	101	838	173	9	591	103	876
	July 14	243	11	594	102	950	254	11	627	104	996
	August 11	322	12	679	104	1,117	332	12	716	106	1,166
	September 8†	227	12	767	109	1,115	237	12	805	111	1,165
	October 9†	231	12	746	110	1,099	239	12	787	112	1,150
	November 13	213	12	783	112	1,120	221	12	822	114	1,169
	December 11	198	11	826	118	1,153	205	11	865	120	1,201
1976	January 8	196	11	923	122	1,252	202	11	973	124	1,310
	February 12	202	11	918	122	1,253	209	11	960	124	1,304
	March 11	182	10	921	122	1,235	189	10	962	124	1,285
	April 8	199	11	899	122	1,231	206	11	940	124	1,281
	May 13	178	9	911	122	1,220	185	9	954	124	1,272
	June 10	260	9	886	123	1,278	270	9	928	125	1,332
	July 8	345	11	923	123	1,402	359	11	968	125	1,463
	August 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
	September 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
	October 14	240	10	946	125	1,321	248	10	992	127	1,377
	November 11†	..	..	..	..	..	..	..	..	..	..
	December 9†	..	..	..	..	..	..	..	..	..	..
1977	January 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
	February 10	201	10	1,028	126	1,365	208	10	1,076	128	1,422
	March 10	183	10	1,010	125	1,328	190	10	1		

UNEMPLOYMENT
industrial analysis (excluding school leavers):* Great Britain

TABLE 108

	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Total unemployed†
	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Total number (thousands)											
1973 November	9.6	17.3	129.6	75.6	5.9	32.7	42.8	86.3	30.2	67.0	491.2
1974 February	12.4	17.9	159.9	112.9	6.1	37.1	56.6	98.9	31.8	69.3	596.1
1974 May	10.0	15.9	146.5	95.8	5.7	32.7	49.8	83.4	32.3	65.8	530.4
1974 August	10.1	15.9	158.4	100.6	5.8	31.9	53.1	90.0	34.1	82.7	572.7
1974 November	12.2	15.7	165.7	111.7	5.8	35.9	56.0	107.9	37.0	71.2	613.4
1975 February	15.9	15.7	217.1	144.2	5.9	43.6	74.0	123.8	40.2	76.7	748.7
1975 May	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
1975 August	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
1975 November†	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976 February	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.9	56.6	141.8	1,185.3
1976 August	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 November**	..	..	..	..	..	..	..	..	..	..	..
1977 February	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 August	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 November	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 February	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
Percentage rate‡											
1973 November	2.2	4.6	1.7	5.3	1.7	2.1	1.6	1.3	1.9	..	2.2
1974 February	3.0	4.9	2.0	8.2	1.8	2.4	2.1	1.5	2.0	..	2.4
1974 May	2.4	4.4	1.9	6.9	1.7	2.2	1.8	1.3	2.0	..	2.3
1974 August	2.5	4.4	2.0	7.3	1.7	2.1	1.9	1.4	2.2	..	2.5
1974 November	3.0	4.3	2.1	8.1	1.7	2.4	2.0	1.6	2.3	..	2.7
1975 February	4.0	4.3	2.9	10.1	1.7	2.8	2.6	1.8	2.4	..	3.2
1975 May	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	..	3.5
1975 August	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	..	4.1
1975 November†	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	..	4.7
1976 February	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	..	5.3
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	..	5.1
1976 August	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1976 November**	..	..	..	..	..	..	..	..	..	..	..
1977 February	6.6	4.7	4.6	15.5	2.7	4.2	5.1	3.3	4.3	..	5.7
1977 May	5.9	4.6	4.4	13.9	2.6	3.9	4.7	3.0	4.2	..	5.3
1977 August	5.7	5.8	4.6	13.3	2.7	3.8	4.9	3.2	4.5	..	5.8
1977 November	6.4	6.1	4.5	13.8	2.6	4.1	4.9	3.6	4.8	..	5.9
1978 February	7.2	6.3	4.6	15.1	2.5	4.2	5.2	3.5	4.9	..	6.0
Total number, seasonally adjusted (thousands)§											
1973 November	9.5	17.1	137.7	80.4	5.9	32.8	45.0	79.7	29.4	66.3	495.2
1974 February	10.3	17.5	151.3	98.7	6.0	33.3	51.7	89.9	30.2	70.7	549.8
1974 May	10.7	16.4	145.6	97.2	5.8	33.3	50.5	90.1	33.4	70.8	547.5
1974 August	11.6	16.0	159.7	108.3	5.8	34.9	54.5	97.3	35.2	74.8	588.0
1974 November	12.2	15.6	174.4	116.8	5.8	36.2	58.9	101.4	36.1	71.5	618.5
1975 February	13.7	15.3	208.5	129.0	5.7	39.8	68.3	113.6	38.8	79.3	701.2
1975 May	15.6	16.1	248.7	149.8	6.4	45.5	82.3	134.9	42.6	94.9	821.6
1975 August	18.3	16.5	292.8	172.4	6.9	51.3	96.2	156.8	46.4	108.8	952.3
1975 November†	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1976 February	22.2	17.2	348.6	205.9	8.5	60.7	122.9	198.1	55.4	140.0	1,176.8
1976 May	22.7	17.8	354.3	207.8	8.8	61.0	127.5	203.7	58.2	155.3	1,210.0
1976 August	23.4	16.9	349.0	203.1	9.3	61.6	132.0	211.8	62.0	181.7	1,252.4
1976 November**	..	..	..	..	..	..	..	..	..	..	..
1977 February	24.4	16.7	333.8	211.1	9.4	60.3	134.9	223.8	68.4	196.1	1,276.8
1977 May	24.4	17.3	331.6	205.3	9.4	60.4	133.7	222.8	70.4	202.3	1,269.7
1977 August	24.6	20.9	340.9	205.7	9.4	60.9	138.7	232.4	74.5	243.2	1,353.7
1977 November	25.8	22.0	346.2	208.5	9.2	62.1	141.0	242.9	77.1	241.8	1,373.0
1978 February	26.5	22.4	336.3	205.2	8.7	60.5	139.7	238.6	78.7	235.6	1,350.2

* Classified by industry in which last employed. Excludes adult students registered for vacation employment.
 † The figures of total unemployment before November 1975 in this table, are adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date—notified on the four days following the date of the count. Subsequent figures, and all the industry figures are not adjusted.
 ‡ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.
 § The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, that for mid-1976 has been used to calculate percentage rates from 1976 onwards.
 ¶ The seasonally adjusted series have been calculated as described on page 279 of the March 1978 issue of the Gazette.
 ** Because of industrial action by some staff in the Department of Employment Group, figures are not available for November 1976.

UNEMPLOYMENT
occupational analysis: numbers registered at employment offices in Great Britain

TABLE 109

	Managerial and professional	Clerical and related†	Other non-manual occupations‡	Craft and similar occupations, including foremen, in processing, production, repairing, etc§	General labourers	Other manual occupations||	Total: all occupations
MALES							
1974 September	36,611	56,327	11,211	55,102	238,112	104,523	501,886
1974 December¶	..	..	..	..	..	..	..
1975 March	39,611	60,357	15,150	89,931	269,213	146,304	620,566
1975 June	40,958	61,530	16,015	98,019	287,686	157,656	661,864
1975 September	51,489	76,294	19,248	112,510	377,729	195,076	832,346
1975 December*	56,460	72,949	21,667	133,461	360,540	222,717	867,794
1976 March	58,289	76,242	24,054	150,256	378,769	244,129	931,739
1976 June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
1976 September	65,013	83,773	24,860	137,903	374,066	231,679	917,294
1976 December¶	..	..	..	..	..	..	..
1977 March	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 September	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 December	77,250	82,035	27,720	145,715	391,649	241,241	965,610
Percentage of total number unemployed							
1974 September	7.3	11.2	2.2	11.0	47.4	20.8	100.0
1974 December¶	..	..	..	..	..	..	..
1975 March	6.4	9.7	2.4	14.5	43.4	23.6	100.0
1975 June	6.2	9.3	2.4	14.8	43.5	23.8	100.0
1975 September	6.2	9.2	2.3	13.5	45.4	23.4	100.0
1975 December*	6.5	8.4	2.5	15.4	41.5	25.7	100.0
1976 March	6.3	8.2	2.6	16.1	40.7	26.2	100.0
1976 June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
1976 September	7.1	9.1	2.7	15.0	40.8	25.3	100.0
1976 December¶	..	..	..	..	..	..	..
1977 March	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 September	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 December	8.0	8.5	2.9	15.1	40.6	25.0	100.0
FEMALES							
1974 September	8,944	31,251	9,015	2,385	26,648	22,251	100,494
1974 December¶	..	..	..	..	..	..	..
1975 March	9,199	38,908	14,645	3,351	28,518	29,065	123,686
1975 June	8,894	41,739	15,308	4,137	32,869	31,044	133,991
1975 September	14,600	70,924	22,523	5,270	65,968	44,253	223,538
1975 December*	16,161	70,173	26,324	6,320	47,590	47,043	213,611
1976 March	17,124	80,113	32,350	7,363	53,477	53,972	244,399
1976 June	16,216	77,624	31,488	7,765	53,526	52,596	239,215
1976 September	24,011	97,455	36,021	8,168	60,539	59,024	285,218
1976 December¶	..	..	..	..	..	..	..
1977 March	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 September	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1977 December	35,328	110,914	46,951	9,266	69,871	74,534	346,864
Percentage of total number unemployed							
1974 September	8.9	31.1	9.0	2.4	26.5	22.1	100.0
1974 December¶	..	..	..	..	..	..	..
1975 March	7.4	31.5	11.8	2.7	23.1	23.5	100.0
1975 June	6.6	31.2	11.4	3.1	24.5	23.2	100.0
1975 September	6.5	31.7	10.1	2.4	29.5	19.8	100.0
1975 December*	7.6	32.9	12.3	3.0	22.3	22.0	100.0

UNEMPLOYMENT

detailed analysis by age: Great Britain

TABLE 110 THOUSANDS

	Under 18	18 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Total‡
MALES								
1972 January*	33.9	51.7	202.6	134.3	120.7	113.0	123.6	779.8
July	35.0	47.1	168.2	106.8	101.1	100.3	117.5	676.0
1973 January	28.1	44.9	163.7	103.4	97.9	101.5	121.1	660.6
July	16.5	28.7	106.4	68.1	68.7	77.7	103.7	469.8
1974 January†	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
July	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
1975 January†	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
July	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
1976 January‡	57.5	73.0	297.5	168.5	130.0	123.2	131.6	981.3
July	146.6	70.3	276.8	158.9	124.3	121.3	132.5	1,030.7
1977 January	62.9	72.5	307.6	181.3	136.8	134.3	138.6	1,034.0
July	166.2	76.8	286.6	170.8	128.7	130.7	127.5	1,087.3
1978 January	67.0	75.4	313.8	193.1	141.3	142.0	137.6	1,070.2
Percentage of total number unemployed								
1972 January*	4.3	6.6	26.0	17.2	15.5	14.5	15.8	100.0
July	5.2	7.0	24.9	15.8	15.0	14.8	17.4	100.0
1973 January	4.3	6.8	24.8	15.6	14.8	15.4	18.3	100.0
July	3.5	6.1	22.6	14.5	14.6	16.5	22.1	100.0
1974 January†	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
July	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
1975 January†	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
July	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
1976 January‡	5.9	7.4	30.3	17.2	13.3	12.6	13.4	100.0
July	14.2	6.8	26.9	15.4	12.1	11.8	12.9	100.0
1977 January	6.1	7.0	29.8	17.5	13.2	13.0	13.4	100.0
July	15.3	7.1	26.4	15.7	11.8	12.0	11.7	100.0
1978 January	6.3	7.0	29.3	18.0	13.2	13.3	12.9	100.0
FEMALES								
1972 January*	22.0	21.8	44.4	13.6	17.5	24.8	0.7	144.7
July	21.9	21.2	42.2	11.9	14.9	22.0	0.6	134.7
1973 January	18.9	22.8	43.4	11.9	15.0	22.8	0.6	135.4
July	10.5	14.3	30.6	8.0	10.1	17.6	0.4	91.5
1974 January†	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
July	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
1975 January†	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
July	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
1976 January‡	48.6	45.5	91.4	26.8	25.5	31.7	1.1	270.5
July	121.8	51.5	102.7	30.8	29.2	34.5	1.3	371.8
1977 January	59.5	57.4	125.4	37.8	34.4	40.4	1.4	356.2
July	146.5	66.7	134.0	40.9	35.9	40.8	1.4	466.2
1978 January	67.9	64.6	150.8	45.6	38.8	45.4	1.4	414.5
Percentage of total number unemployed								
1972 January*	15.2	15.1	30.7	9.4	12.1	17.1	0.5	100.0
July	16.3	15.7	31.3	8.8	11.1	16.3	0.4	100.0
1973 January	14.0	16.8	32.0	8.8	11.1	16.8	0.4	100.0
July	11.5	15.6	33.4	8.8	11.0	19.2	0.4	100.0
1974 January†	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
July	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
1975 January†	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
July	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
1976 January‡	18.0	16.8	33.8	9.9	9.4	11.7	0.4	100.0
July	32.8	13.8	27.6	8.3	7.8	9.3	0.3	100.0
1977 January	16.7	16.1	35.2	10.6	9.6	11.3	0.4	100.0
July	31.4	14.3	28.7	8.8	7.7	8.8	0.3	100.0
1978 January	16.4	15.6	36.4	11.0	9.4	11.0	0.3	100.0

* Up to January 1972, the figures were adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date— notified during the four days following the date of the count. Subsequent figures are not so adjusted.
† Information was not collected in January 1974 because of the energy crisis and in January 1975 because of industrial action at local offices of the Employment Service Agency.
‡ Adult students are excluded from the figures from January 1976 but are included in the figures for earlier dates. From January 1976 the count was made on a Thursday instead of a Monday.
§ Before January 1976, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

UNEMPLOYMENT

detailed analysis by duration: Great Britain*

TABLE 111 THOUSANDS

	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	Total‡
TOTAL, MALES AND FEMALES								
1974 July	123.0	60.0	68.5	52.3	76.6	69.4	123.9	573.6
October	105.1	69.7	88.8	70.9	88.3	72.0	127.7	622.6
1975 January†	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
April	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
July	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
October‡	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976 January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
July	213.4	142.9	206.7	142.7	223.6	243.5	229.8	1,402.5
October	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977 January	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,533.5
October	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978 January	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
Percentage of total number unemployed								
1974 July	21.4	10.5	11.9	9.1	13.3	12.1	21.6	100.0
October	16.9	11.2	14.3	11.4	14.2	11.6	20.5	100.0
1975 January†	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
April	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
July	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
October‡	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976 January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
July	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0
October	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977 January	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
July	12.2	12.9	14.8	11.4	15.0	15.6	19.8	100.0
October	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978 January	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
MALES								
1974 July	93.8	48.2	56.5	43.4	65.0	60.7	112.7	480.3
October	81.4	54.5	70.0	57.0	74.7	62.8	115.9	516.3
1975 January†	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
April	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
July	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
October‡	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976 January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
April	89.0	66.8	111.9	111.3	190.2	203.6	186.2	959.1
July	135.0	94.8	142.1	102.7	165.2	189.1	201.8	1,030.7
October	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977 January	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
October	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978 January	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
FEMALES								
1974 July	29.2	11.8	12.0	8.8	11.6	8.7	11.2	93.3
October	23.7	15.2	18.8	13.9	13.6	9.2	11.9	106.3
1975 January†	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
April	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
July	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
October‡	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976 January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
April	31.1	23.7	40.5	40.5	59.2	53.1	24.8	272.1
July	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8
October	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977 January	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
October	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978 January	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5

* All the figures in this table are unadjusted in respect of amendments notified on the four days following the count.
† Information is not available for January 1975 because of industrial action at local offices of the Employment Service Agency.
‡ From October 1975 onwards the figures exclude adult students. Also from October 1975 the count was made on a Thursday instead of a Monday.
§ Before October 1975, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

UNEMPLOYMENT

unemployed persons by entitlement to benefit: Great Britain

TABLE 112 THOUSANDS

		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973	February	236	75	261	145	718
	May	186	55	223	126	591
	November	150	41	180	122	494
1974	February*	..	..	..	..	599
	May	172	58	186	119	535
	November	209	67	201	144	621
1975	February	271	91	236	159	757
	May	303	96	252	162	813
	November	421	124	373	202	1,120
1976	February	483	152	416	202	1,253
	May	454	143	420	203	1,220
	November†	..	..	..	..	..
1977	February	469	144	535	217	1,365
	May	427	136	511	211	1,286
	November	470	129	574	265	1,438

Notes: (1) The analysis by entitlement to benefit is made on the first Monday in the month. Estimates based on this analysis are made for a date later in the month, currently the second Thursday, when the numbers unemployed are counted.
 (2) The group "others registered for work" includes those who at the operative date had been unemployed for only a short time and whose claims were still being examined. Also included are those who are registered for employment but not claiming benefits (e.g. those married women who are not entitled to benefit, some school leavers, some retired people who are again seeking employment, and some people who have been disqualified from receiving unemployment benefit or who have received all the unemployment benefit to which they are entitled in their current spell of unemployment).
 * Detailed information for February 1974 was not collected because of an energy crisis.
 † Because of industrial action by some staff in the Department of Employment Group, figures for November 1976 are not available.

UNEMPLOYMENT

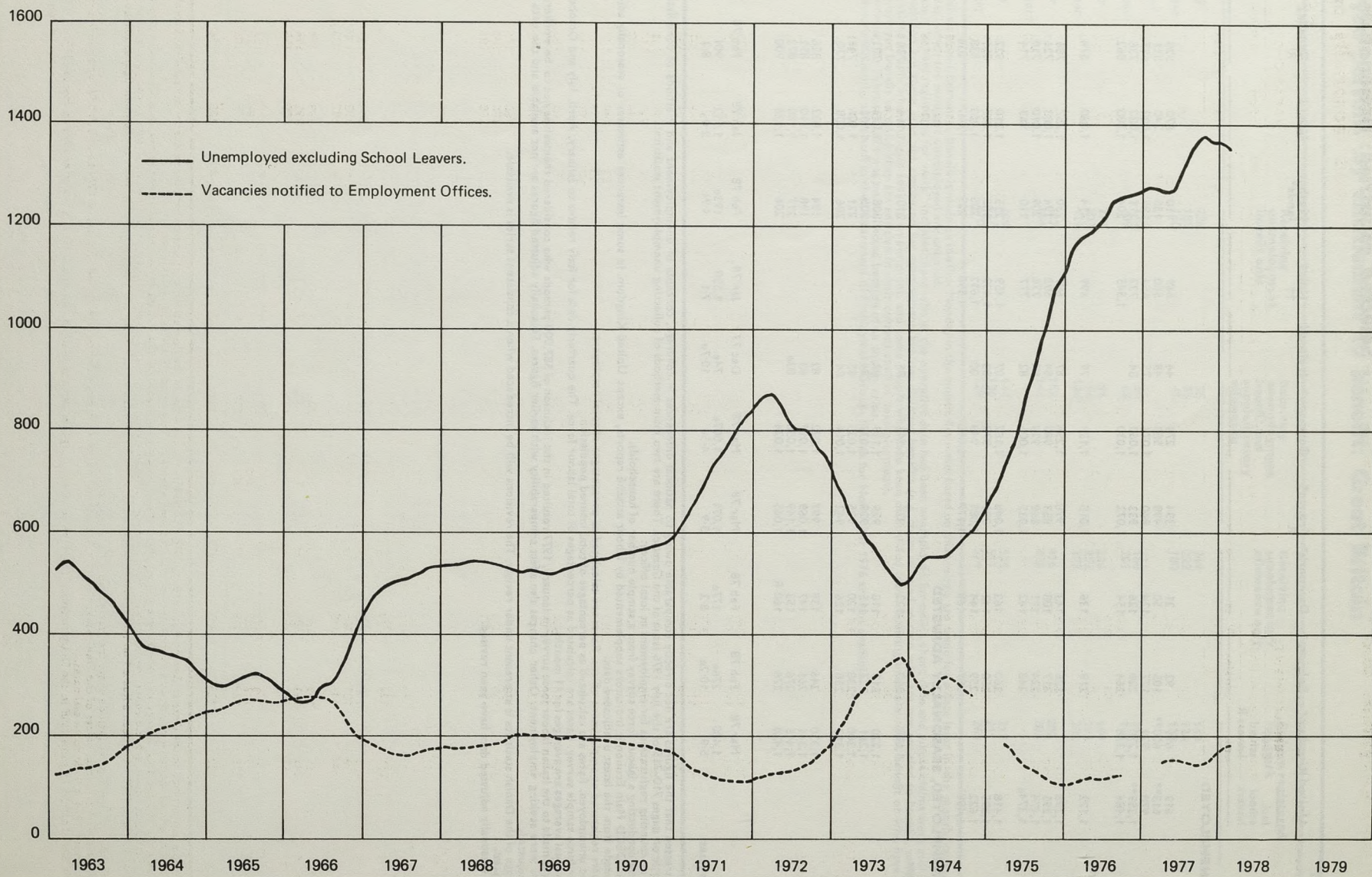
Selected countries: national definitions

TABLE 113 THOUSANDS

	United Kingdom*	Belgium†	Denmark*	France*	Germany*	Ireland†	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡	
	Incl. school leavers	Excl. school leavers R		R			††			R	R	
NUMBERS UNEMPLOYED												
Annual averages												
1973	619	611	92	21	394	274	44	669	110	670	520	4,305
1974	615**	600**	105	50	498	583	48	560	135	740	521	5,076
1975	978	929	177	124	840	1,074	75	654	195	1,000	697	7,830
1976	1,359**	1,270	229	126	933	1,060	84	732	211	1,080	736	7,288
1977	1,484	1,378	264	154	1,072	1,030	1,545	204	1,100	862	621	6,856
Quarterly averages												
1975 4th	1,172		218	136	1,015	1,133	79	699	214	1,030	674	7,223
1976 1st	1,298		226	143	978	1,296	87	681	230	1,257	786	7,911
2nd	1,295		217	108	853	989	84	693	194	1,083	726	6,950
3rd	1,474		224	111	868	928	82	776	209	1,010	718	7,309
4th	1,374e		248	142	1,035	1,006	82	777	210	963	714	6,983
1977 1st	1,418		260	163	1,048	1,182	87	1,459	215	1,210	922	7,838
2nd	1,395		250	142	981	972	83	1,432	185	1,087	851	6,724
3rd	1,622		259	144	1,081	949	80	1,692	205	1,053	838	6,712
4th	1,499		287	169	1,177	1,016	1,598	209	1,047	836	614	6,149
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1975 4th		1,128	210	123	924	1,142	81		210	1,114	726	7,729
1976 1st		1,220	213	118	929	1,139	82		208	1,072	703	7,224
2nd		1,261	227	115	928	1,033	84		208	1,102	728	7,111
3rd		1,300	238	120	925	1,035	85		221	1,101	748	7,363
4th		1,313	238	126	942	1,014	84		206	1,038	770	7,443
1977 1st		1,330	246	139	997	1,022	82		194	1,032	826	7,161
2nd		1,341	261	147	1,069	1,017	83		198	1,110	852	6,889
3rd		1,415	276	153	1,149	1,058	83e		217	1,150	873	6,736
4th		1,428	276	160 R	1,065	1,024			206	1,126	900	6,554
Latest data												
Month		Mar 78	Feb 78	Feb 78	Mar 78	Mar 78	Dec 77	Jan 78	Feb 78	Jan 78	Feb 78	Mar 78
Number		1,400	276e	177e	1,071	1,007e	74e	1,520	193e	1,112	901	6,148
Percentage rates		5.9	10.2e	8.2	5.9	4.5e	10.7e	7.1	4.9e	2.0	8.3	6.2

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 710-715 of the July 1976 issue of the Gazette). There are two main methods of collecting unemployment statistics:
 (1) by counting registrations for employment at local offices;
 (2) by conducting a labour force survey from a sample number of households.
 2 Source: OECD Main Economic Indicators supplemented by labour attaché reports, except United Kingdom. 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.
 † Insured unemployed. Rates are calculated as percentages of total insured population.
 ‡ Labour force sample survey. Rates are calculated as percentages of total labour force. The quarterly data for Italy relates to January, April, July and October.
 ** The annual averages are averages for 11 months.
 †† Changes made to the Italian labour force survey in January, 1977 resulted in the inclusion of 587,000 persons who considered themselves not to be workers, but who nevertheless were seeking employment. Other changes also affect comparability with earlier figures. Seasonally adjusted figures are not available and the data for January, 1978 is unadjusted.
 § Coverage of the Danish statistics is at present under review. The revisions will be introduced when a consistent series is available.
 e Estimated.
 R Some seasonally adjusted data have been revised.

Unemployed and vacancies: Great Britain



Three-month moving average: seasonally adjusted THOUSANDS

UNEMPLOYMENT AND VACANCIES

flows* of unemployment and vacancies at employment offices in Great Britain, standardised and seasonally adjusted†

THOUSANDS

TABLE 117

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow (10)	Outflow (11)	Excess of inflow over outflow (12)
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)			
1971	April 5	251	81	332	233	78	311	18	4	22	158	167	-9
	July 12	248	78	326	227	75	302	21	3	24	157	162	-6
	October 11	250	81	332	236	78	314	15	3	18	157	159	-2
1972	January 10	245	84	329	232	81	313	13	3	16	160	157	3
	April 10	230	78	308	228	78	306	2	—	2	163	159	4
	July 10	228	80	308	245	82	327	-17	-2	-19	174	172	2
	October 9	227	78	304	234	78	312	-7	-1	-8	180	174	5
1973	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
	April 9	210	76	286	232	80	312	-22	-4	-26	235	213	22
	July 9	210	74	283	223	77	300	-13	-4	-17	232	217	15
	October 8	206	73	278	219	76	295	-13	-4	-17	233	222	11
1974	January 14	214	74	288	213	73	286	2	1	2	207	219	-12
	February 11	221	75	296	210	72	281	11	3	15	194	214	-20
	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8§	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	—	—	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	August 12	238	86	323	230	83	313	8	3	11	212	219	-6
	September 9||	239	86	325	231	83	314	8	3	11	208	216	-8
	October 14||	238	86	324	229	84	313	9	3	12	204	213	-9
	November 11||	240	87	327	232	85	317	8	2	10	201	211	-10
1975	December 9||	..	..	..	..	..	..	..	..	..	..	..	..
	January 20||	..	..	..	..	..	..	..	..	..	..	..	..
	February 10||	..	..	..	..	..	..	..	..	..	..	..	..
	March 10||	..	..	..	..	..	..	..	..	..	..	..	..
	April 14||	..	..	..	..	..	..	..	..	..	..	..	..
	May 12||	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	August 11	264	113	377	230	100	330	34	13	47	160	167	-8
	September 8	266	117	383	236	104	340	30	13	43	163	167	-4
	October 9	264	118	383	239	108	347	25	11	36	161	165	-5
	November 13	260	119	379	235	109	344	25	10	35	155	161	-6
1976	December 11	254	116	371	226	106	332	29	11	39	148	154	-5
	January 8	246	112	357	215	99	314	31	12	43	146	147	-1
	February 12	242	110	352	217	99	315	25	12	37	148	144	4
	March 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	August 12	248	128	376	248	118	367	—	9	9	180	176	4
	September 9	244	129	373	245	119	364	-1	10	9	186	180	6
	October 14	242	129	371	246	124	370	-4	5	1	188	185	3
	November 11**	..	..	..	..	..	..	..	..	..	..	..	..
1977	December 13**	..	..	..	..	..	..	..	..	..	..	..	..
	January 13**	..	..	..	..	..	..	..	..	..	..	..	..
	February 10**	..	..	..	..	..	..	..	..	..	..	..	..
	March 10**	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	231	122	354	236	122	358	-5	—	-5	..	..	..
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	—
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	August 11	245	139	384	237	129	366	8	10	17	193	195	-2
	September 8	245	141	386	241	131	372	5	10	14	192	194	-2
	October 13	245	141	386	243	137	379	2	4	6	199	198	1
	November 10	248	145	393	243	141	384	4	4	9	196	196	—
1978	December 8	245	143	388	244	143	387	1	—	1	198	193	5
	January 12	229	129	358	229	129	357	1	—	1	195	185	10
	February 9	222	125	347	227	126	353	-5	-1	-6	200	186	15

* The flow statistics are described in the Gazette, September 1976, pp. 976-987. While the coverage of the flow statistics is somewhat different 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 4 or 5 week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier (5 days in the period before October 1975).

‡ The figures prior to June, 1976 have been adjusted on an estimated basis to exclude adult students registering for vacation employment. Subsequent figures exclude adult students, as collected.

§ From April 1974 the vacancy figures include some that are suitable for young persons.

|| Because of industrial action at local offices of the Employment Service Agency no counts were made during the period November 1974 to March 1975 and the figures for the period September to November 1974 include some estimates.

** Because of industrial action by some staff in the Department of Employment Group, figures are not available for the period November 1976 to March 1977.

VACANCIES

notified vacancies remaining unfilled: regional analysis

TABLE 118 THOUSANDS

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Numbers notified to employment offices													
1976 January 2	33.8	2.5	5.1	4.5	5.7	5.9	8.0	5.8	3.8	11.6	86.8	2.0	88.8
February 6	37.7	2.7	6.2	5.1	5.7	7.1	8.9	6.8	4.1	12.9	97.2	2.3	99.5
March 5	40.7	3.2	7.4	5.6	6.3	7.8	9.8	7.3	4.5	14.4	106.9	2.1	109.0
April 2	44.6	3.4	8.7	6.0	6.9	9.3	10.2	7.8	5.4	15.0	117.4	2.3	119.7
May 7	46.2	3.8	9.4	6.1	6.9	10.1	10.6	7.6	5.6	15.6	122.0	2.4	124.4
June 4	48.9	3.8	9.5	6.1	7.0	9.7	10.9	7.9	5.3	15.7	124.8	2.2	127.0
July 2	50.1	4.0	9.1	6.4	7.2	10.4	11.0	8.6	5.7	14.5	127.1	2.0	129.1
August 6	50.3	3.9	8.9	6.4	7.7	10.4	11.1	8.5	5.5	14.9	128.0	1.8	129.8
September 3	54.7	4.0	9.7	8.3	8.5	11.1	12.3	8.8	6.3	15.8	139.3	2.3	141.6
October 8	57.0	4.1	7.9	8.0	8.7	11.2	11.9	8.5	5.5	14.8	137.7	2.1	139.8
November 5†	..	..	..	..	..	..	..	..	..	..	..	1.9	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	1.7	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	1.8	..
February 4	54.0	3.3	7.1	8.8	9.2	10.8	11.5	8.8	5.5	13.0	132.1	1.8	133.9
March 4	57.4	3.6	8.8	9.2	9.7	11.5	12.2	9.3	5.9	15.0	142.5	1.8	144.3
April 6	62.1	4.0	9.8	9.2	10.8	12.3	12.6	9.3	6.7	17.1	153.9	1.8	155.7
May 6	68.2	4.4	10.3	9.4	10.9	13.7	13.3	9.8	6.6	17.0	163.6	1.8	165.4
June 1	69.4	4.7	11.0	9.3	10.6	13.8	13.7	9.2	7.1	18.0	166.8	2.0	168.8
July 8	66.6	5.4	9.7	9.2	10.7	13.2	13.6	9.2	6.7	16.9	161.2	2.0	163.2
August 5	63.6	5.2	9.3	9.8	10.3	12.4	12.8	9.1	6.1	16.9	155.5	2.0	157.5
September 2	64.0	5.5	9.2	10.6	10.3	12.6	12.8	9.6	6.2	18.1	159.0	2.1	161.0
October 7	70.6	5.0	8.9	10.9	11.3	13.0	13.3	9.3	6.4	18.3	166.9	2.1	169.1
November 4	69.2	4.8	8.2	10.1	10.6	12.4	12.6	8.8	5.8	15.4	157.9	2.0	159.9
December 2	65.3	4.8	8.1	10.4	10.2	11.6	12.6	7.9	5.9	15.7	152.6	1.8	154.4
1978 January 6	66.2	4.7	8.5	11.4	10.4	12.1	13.2	8.8	6.3	15.7	157.2	1.8	159.0
February 3	73.2	4.8	9.7	11.5	11.6	12.4	14.1	9.1	6.5	17.1	170.2	1.9	172.1
March 3	77.9	5.5	10.8	11.8	11.9	12.9	14.9	10.1	8.4	20.0	184.2	1.9	186.1
Numbers notified to careers offices													
1976 January 2	7.1	0.6	1.0	1.5	1.3	1.5	1.7	0.9	0.6	1.8	17.9	0.6	18.5
February 6	7.1	0.6	1.0	1.6	1.2	1.5	1.8	0.9	0.6	1.4	17.6	0.6	18.3
March 5	8.3	1.0	1.5	2.0	2.0	1.9	2.0	0.8	0.6	1.3	21.2	0.6	21.9
April 2	9.8	1.0	1.4	2.2	2.0	1.9	2.1	1.1	0.7	1.4	23.6	0.7	24.3
May 7	11.7	1.2	1.8	3.8	2.5	2.2	2.0	1.2	0.7	1.7	28.7	0.7	29.3
June 4	12.0	0.9	1.2	4.2	1.6	1.9	1.3	1.6	0.7	2.3	27.7	0.5	28.2
July 2	11.7	0.8	1.2	3.7	1.5	2.1	1.2	1.3	0.8	1.7	26.0	0.5	26.5
August 6	11.3	0.7	1.3	3.5	1.6	1.7	1.4	0.9	0.8	1.6	24.8	0.5	25.4
September 3	11.7	0.7	1.4	3.6	1.7	1.9	1.8	1.0	0.7	1.1	25.6	0.7	26.3
October 8	10.3	0.7	1.3	2.7	1.6	1.8	1.7	0.8	0.7	1.1	22.7	0.6	23.3
November 5†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
December 3†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
1977 January 7†	..	..	..	..	..	..	..	..	..	..	..	0.5	..
February 4	7.9	0.6	0.9	2.1	1.3	1.5	1.3	0.7	0.5	0.8	17.4	0.5	17.9
March 4	10.5	0.9	1.3	2.2	1.9	2.2	1.7	0.8	0.5	1.0	22.9	0.5	23.4
April 6	11.9	1.1	1.3	2.5	1.9	2.4	1.8	1.0	0.6	0.9	25.4	0.5	25.9
May 6	13.8	1.1	1.7	5.5	2.1	3.2	2.0	1.1	0.5	1.5	32.4	0.6	33.0
June 1	12.0	0.6	1.0	5.1	1.6	2.3	1.4	0.9	0.5	1.6	27.0	0.6	27.6
July 8	8.5	0.6	1.0	3.9	1.3	1.9	1.1	1.0	0.5	1.2	20.8	0.4	21.2
August 5	8.4	0.6	1.1	3.7	1.2	1.8	1.2	0.9	0.5	1.2	20.4	0.4	20.8
September 2	8.9	0.7	1.0	3.5	1.4	1.5	1.2	1.0	0.6	1.2	21.1	0.6	21.6
October 7	9.1	0.6	0.8	2.3	1.3	1.4	1.1	0.8	0.4	0.9	18.8	0.5	19.3
November 4	9.4	0.5	0.7	2.0	1.3	1.2	0.9	0.6	0.4	0.8	18.0	0.4	18.4
December 2	8.9	0.5	0.6	1.7	1.1	1.1	1.0	0.5	0.3	0.9	16.7	0.3	17.1
1978 January 6	9.0	0.5	0.7	1.6	1.1	1.2	1.1	0.5	0.3	0.8	16.9	0.4	17.2
February 3	10.0	0.5	0.9	1.7	1.3	1.4	1.2	0.6	0.4	0.8	18.9	0.4	19.2
March 3	12.6	0.9	1.1	2.2	1.7	1.8	1.6	0.7	0.4	1.2	24.1	0.3	24.4

Notes: The figures represent only the numbers of vacancies notified to local employment offices and careers offices and remaining unfilled on the day of the count. They are not a measure of total vacancies. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.
 † Because of industrial action by some staff in the Department of Employment Group, information for Great Britain is not available for November and December 1976 and January 1977.

VACANCIES

vacancies notified to employment offices and remaining unfilled: regional analysis, seasonally adjusted*

TABLE 119 THOUSANDS

	South East†	East Anglia	South West†	West Midlands	East Midlands†	Yorkshire and Humberside†	North West†	North†	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
1972 September 6	72.8	5.0	12.9	9.2	9.5	10.4	11.1	5.9	5.0	6.8	151.2	2.1	153.3
October 4	76.7	5.6	13.8	10.2	10.3	11.5	10.9	6.5	5.0	7.9	161.5	2.3	163.8
November 8	81.7	6.2	14.9	11.9	11.5	12.9	12.6	7.7	5.3	8.9	176.3	2.3	178.6
December 6	88.0	6.8	16.2	13.6	12.4	13.9	14.0	8.3	5.7	10.0	190.8	2.4	193.2
1973 January 3	94.7	7.4	17.4	14.7	13.3	14.7	15.9	9.2	6.2	10.9	204.6	2.4	207.0
February 7	105.9	8.1	19.7	17.3	14.8	16.2	18.3	10.8	7.1	13.5	232.3	2.7	235.0
March 7	117.2	9.0	21.3	19.3	16.3	17.5	20.6	11.9	7.3	14.8	255.6	2.9	258.5
April 4	125.6	9.9	23.0	21.1	18.0	18.8	22.0	12.8	8.0	16.1	275.6	3.2	278.8
May 9	134.0	11.0	24.3	23.1	19.8	20.5	23.9	13.3	8.6	17.3	296.0	3.2	299.2
June 6	141.5	11.5	24.9	24.1	19.9	21.6	25.3	13.3	8.9	17.5	308.5	3.0	311.5
July 4	149.4	12.1	26.2	25.6	21.0	22.5	26.3	14.2	9.2	18.3	324.8	2.9	327.7
August 8	152.6	12.3	26.8	26.1	21.1	22.9	27.1	14.1	9.0	18.8	330.9	3.1	334.0
September 5	156.1	12.8	27.9	27.7	21.8	24.6	28.3	15.2	9.3	19.3	343.2	3.2	346.4
October 3	161.6	13.2	28.2	29.1	22.5	25.3	29.9	15.8	9.8	19.8	354.9	3.3	358.2
November 7	167.0	13.4	28.6	29.1	22.2	25.7	30.0	15.6	9.8	20.0	360.8	3.5	364.3
December 5	164.8	12.9	27.6	28.8	22.1	25.5	29.9	15.1	9.8	19.4	356.1	3.6	359.7
1974 January 9	142.6	14.7	23.9	24.4	18.9	21.8	25.3	12.8	8.7	17.7	307.6	3.5	311.1
February 6	130.8	15.0	21.9	21.5	17.6	20.4	23.4	11.8	7.8	15.8	281.6	3.4	285.0
March 6	130.6	14.9	21.1	21.1	17.3	19.4	23.4	12.1	7.9	15.4	278.1	3.6	281.7
April 3	137.8	13.6	23.1	23.1	18.6	22.2	26.7	12.5	8.7	17.4	300.4	3.8	304.2
May 8	135.5	12.5	22.7	25.1	19.4	22.7	26.0	11.9	8.7	19.2	318.6	3.8	322.4
June 5	144.7	11.5	26.6	24.7	19.9	24.5	28.1	13.9	9.4	19.7	323.2	3.8	327.0
July 3	145.3	10.6	26.0	24.1	19.1	23.4	27.1	13.6	9.5	19.9	319.1	4.2	323.3
August 7	136.3	9.9	23.2	22.2	18.0	22.1	24.4	13.2	9.2	19.4	298.8	4.1	302.9
September 4	132.5	9.8	22.8	21.0	17.6	21.7	24.7	13.0	9.2	21.2	294.3	4.1	298.4
October 9||	129.5	9.2	20.9	20.8	16.9	21.0	23.7	13.2	8.9	22.2	286.4	4.2	290.6
November 6||	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.9	271.4
December 4||	..	..	17.6	16.3	15.0	18.0	20.5	11.7	8.0	21.7	..	3.7	..

OVERTIME AND SHORT-TIME
Great Britain: manufacturing industries

TABLE 120

Week ended	OPERATIVES														
	WORKING OVERTIME						ON SHORT-TIME								
	Hours of overtime worked		Total actual number (millions)		Total seasonally adjusted number (millions)		Stood off for whole week†		Working part of week		Total				
	Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative working over-time	Total	Total	Total	Total	Number of operatives (000's)	Percentage of all operatives (per cent)	Number of operatives (000's)	Percentage of all operatives (per cent)				
1973	July 14	1,760	34.0	8.8	15.48	15.37	1	46	13	116	9.0	14	0.3	162	11.6
	August 18	1,717	33.1	8.5	14.62	15.42	1	47	11	82	7.6	12	0.2	129	10.8
	September 15	1,823	35.2	8.6	15.76	15.47	14	571	9	97	10.4	24	0.5	668	28.3
	October 13	1,885	36.3	8.7	16.32	15.72	1	32	10	90	9.4	10	0.2	121	11.7
	November 17	1,940	37.2	8.6	16.73	15.79	3	109	21	211	10.3	23	0.4	320	13.8
December 15	1,969	37.6	8.9	17.43	16.73	1	35	9	71	7.9	10	0.2	105	10.7	
1974	January 19‡	1,264	24.4	7.8	9.81	10.74	8	309	1,130	15,543	13.8	1,137	22.2	15,852	13.9
	February 16‡	1,397	27.1	7.7	10.79	11.42	8	317	941	12,430	13.2	949	18.5	12,747	13.4
	March 16‡	1,586	30.8	8.1	12.89	13.55	8	319	227	2,725	12.0	235	4.6	3,044	13.0
	April 6	1,735	33.7	8.4	14.53	14.78	3	110	33	360	11.0	35	0.7	470	13.2
	May 18	1,769	34.3	8.5	15.13	14.87	6	221	28	244	8.6	34	0.6	465	13.7
June 15 (a) *	1,742	33.9	8.6	14.84	14.54	3	107	23	245	10.6	25	0.5	352	13.7	
June 15 (b) *	2,066	36.7	8.6	17.71	17.68	3	115	25	260	10.6	27	0.5	375	13.7	
1975	July 13	1,994	35.2	8.8	17.60	17.46	3	104	24	273	11.2	27	0.5	377	14.0
	August 17	1,880	33.1	8.8	16.47	17.51	4	140	31	306	9.9	34	0.6	446	13.0
	September 14	1,989	35.1	8.7	17.31	17.08	6	226	58	722	12.5	63	1.1	948	15.0
	October 19	2,011	35.5	8.5	17.00	16.28	23	927	59	769	13.1	82	1.4	1,696	20.7
	November 16	2,017	35.6	8.5	17.07	15.99	19	740	65	632	9.7	84	1.5	1,373	16.4
December 14	2,003	35.7	8.6	17.19	16.14	8	321	64	686	10.7	72	1.3	1,008	13.9	
1976	January 18	1,785	32.1	8.3	14.88	16.21	6	222	124	1,261	10.2	130	2.3	1,483	11.5
	February 15	1,758	31.9	8.2	14.45	14.91	11	449	171	1,762	10.3	182	3.3	2,210	12.1
	March 15	1,729	31.6	8.2	14.14	14.60	17	665	206	2,076	10.1	222	4.1	2,740	12.3
	April 19	1,683	31.0	8.1	13.71	13.92	11	444	228	2,250	9.9	239	4.4	2,695	11.3
	May 17	1,610	29.8	8.3	13.34	13.00	17	681	221	2,291	10.3	238	4.4	2,973	12.5
June 14	1,560	29.1	8.2	12.86	12.97	14	570	194	1,865	9.6	208	3.9	2,434	11.7	
1977	July 19	1,509	28.2	8.8	13.21	13.02	21	846	111	1,158	10.4	132	2.5	2,005	15.1
	August 16	1,388	26.0	8.4	11.60	12.68	17	683	107	1,089	10.2	124	2.3	1,772	14.3
	September 13	1,558	29.3	8.4	13.02	12.85	12	489	119	1,174	9.9	131	2.5	1,665	12.7
	October 18	1,614	30.5	8.3	13.38	12.65	6	229	146	1,553	10.7	151	2.9	1,781	11.8
	November 15	1,664	31.8	8.3	13.74	12.70	20	810	156	1,526	9.8	176	3.4	2,336	13.3
December 13	1,689	32.2	8.5	14.26	13.16	24	934	127	1,218	9.6	150	2.9	2,152	14.4	
1978	January 10	1,423	27.5	7.8	11.13	12.47	13	499	139	1,335	9.6	151	2.9	1,833	12.2
	February 14	1,558	30.3	8.3	12.95	13.34	6	245	158	1,521	9.6	165	3.2	1,765	10.7
	March 13	1,610	31.4	8.4	13.53	13.89	4	174	127	1,282	10.1	131	2.6	1,456	11.1
	April 10	1,620	31.6	8.3	13.42	13.62	4	163	110	1,043	9.5	114	2.2	1,208	10.6
	May 15	1,672	32.7	8.4	14.03	13.70	2	94	100	914	9.2	102	2.0	1,007	9.9
June 12	1,623	31.7	8.3	13.46	13.68	6	256	76	712	9.5	82	1.6	968	11.8	
1979	July 10§	1,649	32.0	8.6	14.11	13.89	2	83	51	481	9.5	53	1.0	563	10.7
	August 14§	1,507	29.2	8.5	12.86	13.99	6	227	42	391	9.3	48	0.9	618	13.0
	September 11§	1,695	32.7	8.6	14.58	14.45	3	103	52	486	9.4	54	1.0	589	10.9
	October 16§	1,836	35.1	8.6	15.77	15.04	3	125	43	375	8.8	46	0.9	501	10.9
	November 13§	1,858	35.4	8.5	15.88	14.87	3	133	30	313	10.6	33	0.6	446	13.6
December 11§	1,904	36.3	8.6	16.47	15.30	2	90	41	559	13.9	43	0.8	649	15.1	
1980	January 15§	1,720	33.0	8.3	14.23	15.56	8	332	33	282	8.6	41	0.8	614	15.0
	February 12§	1,840	35.2	8.6	15.85	16.20	5	189	36	434	12.0	41	0.8	623	15.3
	March 12§	1,846	35.3	8.6	15.84	16.13	8	333	43	421	10.0	51	1.0	754	14.9
	April 23§	1,816	34.7	8.5	15.52	15.72	13	532	33	278	8.5	46	0.9	809	17.7
	May 14§	1,917	36.6	8.6	16.50	16.19	9	358	36	347	9.6	45	0.9	706	15.6
June 18§	1,785	34.0	8.7	15.44	15.72	6	239	33	354	10.7	39	0.7	592	15.2	
1981	July 16§	1,814	34.4	8.9	16.19	15.94	5	204	30	309	10.3	35	0.7	513	14.7
	August 13§	1,625	30.8	9.0	14.58	15.74	24	936	26	238	9.2	50	0.9	1,174	23.8
	September 10§	1,777	33.7	8.7	15.41	15.30	22	869	41	457	11.1	63	1.2	1,326	21.1
	October 15§	1,878	35.8	8.7	16.25	15.52	13	498	36	339	9.6	48	0.9	837	17.5
	November 12§	1,846	35.2	8.7	15.98	14.99	34	1,344	49	641	13.2	82	1.6	1,985	24.2
December 10§	1,885	36.0	8.7	16.43	15.24	4	145	27	272	10.0	31	0.6	417	13.5	
1982	January 14§	1,748	33.6	8.4	14.70	16.03	4	176	43	573	13.5	47	0.9	749	16.0
	February 11 §||	1,823	35.0	8.6	15.67	16.01	4	170	41	522	12.9	45	0.9	692	15.4

* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of the Gazette). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 have been calculated on both the old and new basis. Thus, up to and including June 1974 (a) the figures related to operatives at establishments with over 10 employees in all manufacturing industries except shipbuilding and ship-repairing but excluded overtime worked by maintenance workers. The new series from June 1974 (b) relates to all operatives in manufacturing industries including shipbuilding and ship-repairing and overtime worked by maintenance workers is included.

† Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.

‡ In January, February and March 1974, the volume of overtime and short-time was affected by an energy crisis.

§ Figures after June 1976 are provisional and are subject to revision to take account of the results of the June 1977 census of employment.

|| See page 450 for detailed analysis.

HOURS OF WORK
manufacturing industries: hours worked by operatives: Great Britain

TABLE 121

1962 AVERAGE = 100

Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1958	100.0		96.5	101.6	108.3	100.1	102.5		102.4	103.2	103.0	102.5
1959	100.9		96.3	104.9	108.6	99.1	103.3		103.2	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.3	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	79.8	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	71.7	64.5	84.7	92.6		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	94.5		94.5	95.1	96.8	97.6
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	95.4
1975												

EARNINGS AND HOURS

United Kingdom: manual workers: average weekly and hourly earnings and hours worked

TABLE 122
Standard Industrial Classification 1968

FULL-TIME MEN (21 YEARS AND OVER)													
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	£ 47.97	£ 57.01	£ 51.29	£ 51.76	£ 48.49	£ 44.32	£ 46.18	£ 50.40	£ 52.73	£ 46.97	£ 43.74	£ 41.39	£ 40.37
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
1976 Oct.	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
1977 Oct.	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	61.61
Average hours worked													
1974 Oct.	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	43.6	44.2	41.1
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
1976 Oct.	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
1977 Oct.	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3
Average hourly earnings													
1974 Oct.	p 102.9	p 130.2	p 116.0	p 115.5	p 109.7	p 101.4	p 106.4	p 115.9	p 124.7	p 107.5	p 100.3	p 93.6	p 98.2
1975 Oct.	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2	118.9
1976 Oct.	145.6	178.9	162.6	167.5	154.1	144.4	150.1	170.1	171.5	150.2	141.0	129.7	130.3
1977 Oct.	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	£ 50.40	£ 45.61	£ 54.96	£ 48.23	£ 49.12	£ 48.46	£ 48.75	£ 47.71	£ 52.06	£ 41.68	£ 37.87	£ 48.63
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
1976 Oct.	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
1977 Oct.	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
Average hours worked												
1974 Oct.	46.1	43.8	43.9	43.9	44.0	48.0	46.8	44.0	49.5	43.8	43.7	45.1
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
1976 Oct.	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
1977 Oct.	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
Average hourly earnings												
1974 Oct.	p 109.3	p 104.1	p 125.2	p 109.9	p 111.6	p 101.0	p 104.2	p 108.4	p 105.2	p 95.2	p 86.7	p 107.8
1975 Oct.	137.2	129.5	153.7	136.6	139.9	132.6	133.6	142.9	134.9	117.4	115.5	136.7
1976 Oct.	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
1977 Oct.	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9

Standard Industrial Classification 1968

FULL-TIME WOMEN (18 YEARS AND OVER)													
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1974 Oct.	£ 28.75	£ 31.41	£ 28.73	£ 27.38	£ 30.02	£ 26.87	£ 28.21	£ 28.01	£ 33.48	£ 26.79	£ 25.52	£ 22.38	£ 24.04
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
1976 Oct.	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
1977 Oct.	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	38.08
Average hours worked													
1974 Oct.	38.0	38.8	38.4	37.5	38.0	37.9	37.2	36.7	37.9	37.1	37.2	36.1	36.1
1975 Oct.	37.7	37.9	36.7	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
1976 Oct.	37.9	36.5	38.4	37.7	38.0	37.6	37.4	37.8	37.8	37.5	36.7	36.4	36.0
1977 Oct.	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	36.1
Average hourly earnings													
1974 Oct.	p 75.7	p 81.0	p 74.8	p 73.0	p 79.0	p 70.9	p 75.8	p 76.3	p 88.3	p 72.2	p 68.6	p 62.0	p 66.6
1975 Oct.	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1	80.9
1976 Oct.	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3
1977 Oct.	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9	105.5

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1974 Oct.	£ 27.54	£ 28.86	£ 30.09	£ 26.27	£ 27.05	£ —	£ 23.92	£ 29.89	£ 34.58	£ 21.73	£ 29.18	£ 27.01
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
1976 Oct.	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
1977 Oct.	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
Average hours worked												
1974 Oct.	36.3	37.7	38.7	37.5	37.2	—	38.1	36.7	42.4	38.7	39.5	37.4
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
1976 Oct.	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
1977 Oct.	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4
Average hourly earnings												
1974 Oct.	p 75.9	p 76.6	p 77.8	p 70.1	p 72.7	p —	p 62.8	p 81.4	p 81.6	p 56.2	p 73.9	p 72.2
1975 Oct.	98.1	99.4	101.6	88.3	93.0	—	81.2	109.5	106.2	69.4	95.9	92.4
1976 Oct.	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6
1977 Oct.	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5

* Except railways and London Transport.
† Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS

average weekly and hourly earnings and hours worked: manual workers: United Kingdom

TABLE 123

Standard Industrial Classification 1968	October 1975			October 1976			October 1977		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
	£		p	£		p	£		p
All manufacturing industries									
Full-time men (21 years and over)	59.74	42.7	139.9	67.83	43.5	155.9	73.56	43.6	168.7
Full-time women (18 years and over)	34.23	36.8	93.0	40.71	37.2	109.4	44.45	37.2	119.5
Part-time women (18 years and over)*	18.38	21.4	85.9	22.06	21.6	102.1	23.90	21.5	111.2
Full-time boys (under 21 years)	32.87	39.7	82.8	37.75	40.0	94.4	41.16	40.0	102.9
Full-time girls (under 18 years)	23.15	37.5	61.7	26.87	37.6	71.5	29.90	37.6	79.5
All industries covered†									
Full-time men (21 years and over)	59.58	43.6	136.7	66.97	44.0	152.2	72.89	44.2	164.9
Full-time women (18 years and over)	34.19	37.0	92.4	40.61	37.4	108.6	44.31	37.4	118.5
Part-time women (18 years and over)*	18.02	21.2	85.0	21.50	21.2	101.4	23.14	21.0	110.2
Full-time boys (under 21 years)	33.08	40.4	81.9	37.94	40.5	93.7	41.30	40.5	102.0
Full-time girls (under 18 years)	23.03	37.5	61.4	26.70	37.5	71.2	29.74	37.6	79.1

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.
† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

index of average salaries: non-manual employees: Great Britain

Fixed-weighted: April 1970 = 100

TABLE 124

ALL INDUSTRIES: non-manual			ALL MANUFACTURING INDUSTRIES: non-manual			
FULL-TIME ADULTS: MEN (21 years and over)			WOMEN (18 years and over)			
Men	Women	Men and women	Men	Women	Men and women	
1970 April	100.0	100.0	100.0	100.0	100.0	
1971 April	111.5	112.2	111.7	110.7	111.0	
1972 April	124.1	125.8	124.5	122.3	122.7	
1973 April	137.3	139.8	138.0	135.9	136.6	
1974 April	155.3	161.8	157.0	152.1	154.3	
1975 April	195.0	224.0	202.9	191.8	197.5	
1976 April	232.6	276.0	244.5	225.6	233.9	
1977 April	253.6	304.5	267.3	248.0	258.1	
Weights	575	425	1,000	689	311	1,000

Notes: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issue of the Gazette. They relate to those whose pay for the survey pay-period was not affected by absence.

annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom

TABLE 125

	Average weekly wage earnings		Average hourly wage earnings		Average hourly wage rates†		Differences (col. (3) minus col. (4))
	(1)	(2)	(3)	(4)	(5)		
1962 April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1		
1962 October	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2		
1963 April	+ 3.0	+ 3.6	+ 4.0	+ 3.6	+ 0.4		
1963 October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3		
1964 April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6		
1964 October	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4		
1965 April	+ 7.5	+ 8.4	+ 8.0	+ 5.3	+		

EARNINGS AND HOURS
Great Britain: manual and non-manual employees:
average weekly and hourly earnings and hours (New Earnings Survey estimates)

TABLE 126

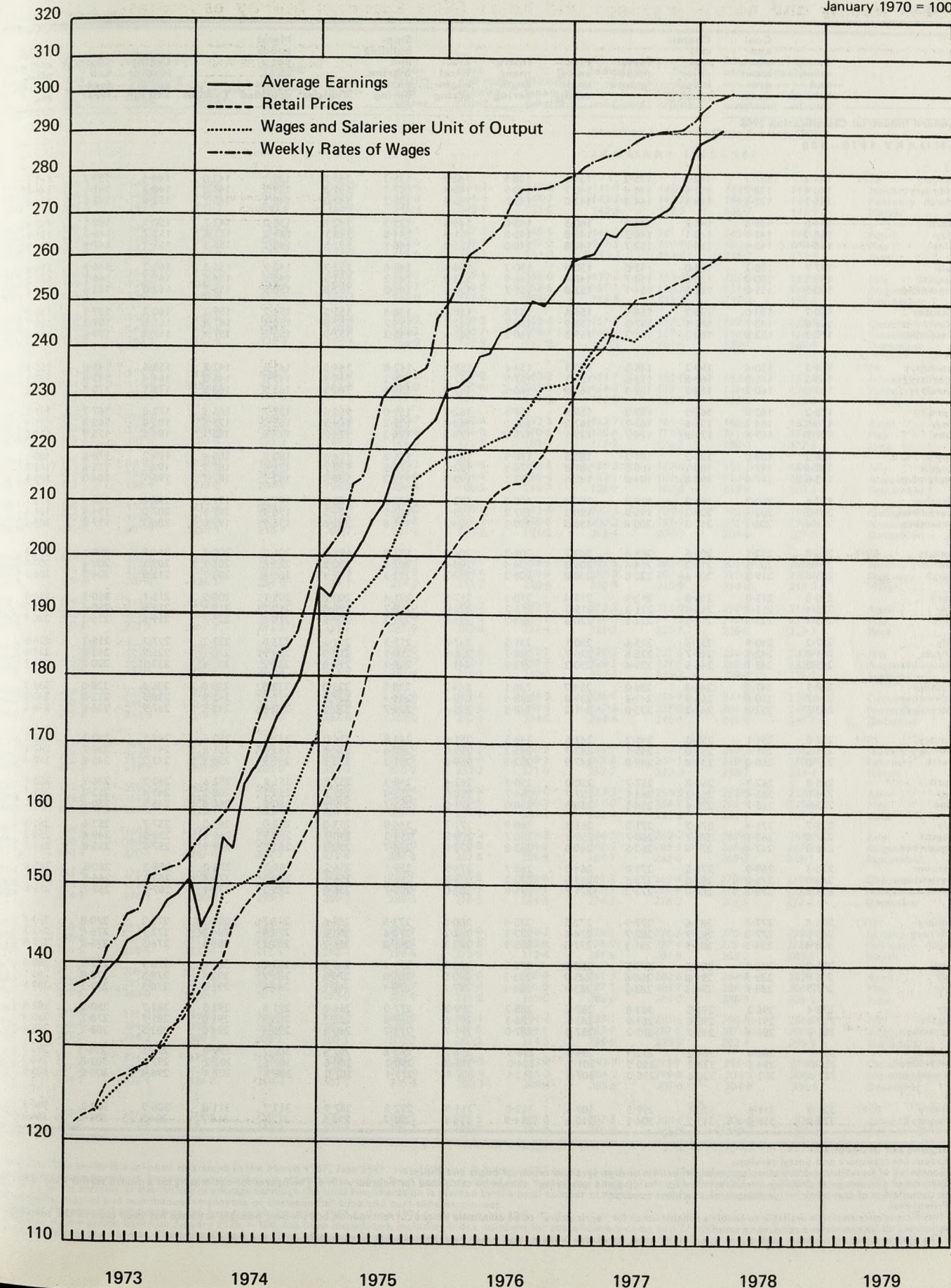
	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES			
	Average weekly earnings		Average hours		Average weekly earnings		Average hours	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours
FULL-TIME MEN, 21 years and over	£	£	p	p	£	£	p	p
Manual occupations								
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2
April 1976	65.1	67.4	45.1	149.2	63.3	65.1	45.3	143.7
April 1977	71.8	74.2	45.6	162.6	69.5	71.5	45.7	156.5
Non-manual occupations								
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3
April 1976	80.2	80.9	39.1	204.3	81.0	81.6	38.5	210.3
April 1977	88.2	88.9	39.2	223.4	88.4	88.9	38.7	227.2
All occupations								
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9
April 1976	69.2	71.4	43.4	163.2	70.0	71.8	42.7	166.8
April 1977	76.1	78.5	43.8	177.7	76.8	78.6	43.0	181.1
FULL-TIME WOMEN, 18 years and over								
Manual occupations								
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6
April 1976	38.5	40.3	39.6	102.0	38.1	39.4	39.3	100.7
April 1977	43.0	45.0	39.8	113.4	42.2	43.7	39.4	111.2
Non-manual occupations								
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1
April 1976	42.8	43.1	37.1	115.9	48.5	48.8	36.5	132.0
April 1977	48.1	48.4	37.1	130.1	53.4	53.8	36.7	143.8
All occupations								
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5
April 1976	40.1	41.5	38.5	107.6	45.3	46.2	37.3	122.6
April 1977	44.9	46.4	38.7	120.0	50.0	51.0	37.5	134.0
FULL-TIME ADULTS								
(a) MEN, 21 years and over and WOMEN, 18 years and over								
All occupations								
April 1972	31.7	32.7	42.6	76.4	31.4	32.0	41.8	75.8
April 1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2
April 1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8
April 1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9
April 1976	62.5	64.7	42.3	151.8	62.7	64.2	41.1	154.7
April 1977	68.9	71.3	42.7	165.8	68.7	70.2	41.3	168.0
(b) MALES AND FEMALES, 18 years and over								
All occupations								
April 1973	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1
April 1974	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6
April 1975	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3
April 1976	61.8	64.0	42.5	150.1	61.8	63.4	41.1	152.6
April 1977	68.0	70.4	42.7	163.8	67.8	69.3	41.3	165.7

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

Earnings, wage rates, retail prices etc.
 Log scale

AVERAGE 1970 = 100

January 1970 = 100



EARNINGS
Great Britain: index of average earnings: all employees (monthly inquiry-older series)

TABLE 127

Standard Industrial Classification 1968	Food, drink and tobacco	Coal and petro- products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instru- ment engineering	Electrical engineering	Ship- building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and foot- wear	Bricks, pottery, glass, cement etc		
	unadjusted		Seasonally adjusted		unadjusted		Seasonally adjusted		unadjusted		Seasonally adjusted		unadjusted		Seasonally adjusted	
	JANUARY 1970 = 100															
1973																
January	145.2	137.7	142.9	135.2	139.5	138.9	142.9	135.3	145.2	139.1	142.0	149.4	139.7	145.1		
February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6	146.6		
March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6	146.5		
April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1	147.4		
May	158.0	141.7	148.1	145.3	145.8	145.8	151.0	144.8	148.1	144.6	152.8	153.2	146.7	151.9		
June	158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	156.3	155.2	147.9	154.9		
July	157.9	150.2	154.0	155.0	150.4	150.3	154.3	148.6	153.3	148.9	156.3	162.2	146.9	154.6		
August	158.5	150.0	150.8	150.7	148.4	146.9	153.8	145.2	152.3	145.6	154.6	161.3	146.7	151.2		
September	160.5	151.9	152.8	154.1	152.8	151.7	156.6	146.0	152.8	150.5	155.7	162.0	152.6	156.3		
October	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.5	154.2	159.3	160.2	157.1	159.7		
November	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.6	161.8	159.2	162.7		
December	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	167.4	157.9	159.4	163.0		
1974																
January††	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	159.6	141.0	155.3		
February††	165.3	151.0	169.5	153.6	154.1	157.9	157.3	148.2	144.4	149.0	146.0	164.4	145.8	157.5		
March	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	170.4	166.2		
April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.7	167.2		
May	176.0	164.2	165.6	163.7	167.2	166.9	168.8	159.2	164.9	165.0	175.5	180.0	169.6	171.4		
June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	175.9	178.6		
July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	176.6	180.1		
August	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	177.4	177.4	187.5	190.1	175.6	181.8		
September	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	184.0	188.5		
October	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	190.4	192.1		
November	209.2	203.4	209.2	195.0	198.3	197.2	199.1	187.1	204.5	196.4	197.6	207.0	194.4	199.4		
December	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	196.9	199.6	206.3	197.0	203.0		
1975																
January	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	198.1	204.9		
February	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	202.3	207.0		
March	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	204.7	206.0		
April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.5	210.8		
May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	198.8	210.7	218.5	216.9	210.5	213.2		
June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	215.3	220.1		
July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	227.7	219.7	224.9		
August	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	219.9	224.9	230.1	225.9	213.0	224.6		
September	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	232.1	220.5	231.7		
October	248.1	247.2	246.6	236.2	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	228.6	236.5		
November	254.7	250.6	255.9	241.3	239.8	238.4	244.4	244.4	227.3	239.7	243.8	238.5	232.0	242.2		
December	263.5	252.8	264.2	235.0	241.2	248.3	255.4	239.7	230.3	240.8	242.5	237.9	236.8	246.6		
1976																
January	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	240.2	247.7		
February	255.6	251.4	256.0	249.1	242.9	245.3	253.0	247.6	237.7	243.8	251.6	241.4	238.7	272.2		
March	277.0	260.8	258.8	249.9	247.9	252.9	259.8	251.3	236.7	249.9	256.3	242.2	245.6	250.4		
April	265.8	262.3	260.8	257.7	250.0	250.7	262.4	248.3	237.2	251.8	252.6	240.2	246.1	253.9		
May	274.6	265.4	266.3	264.1	257.7	254.7	268.9	255.0	249.7	258.5	268.2	245.4	252.2	259.5		
June	273.5	265.7	275.6	259.5	258.3	258.0	271.0	255.7	249.9	260.6	268.8	245.9	250.6	264.1		
July	275.7	271.4	274.7	271.3	261.5	260.9	271.3	246.8	253.0	269.5	257.7	252.6	251.7	261.3		
August	277.6	265.6	273.7	260.7	259.1	260.7	270.5	254.3	248.7	260.5	269.1	253.6	249.6	259.8		
September	276.3	267.4	274.8	263.5	260.6	263.8	273.0	258.7	250.3	263.2	269.9	257.6	253.6	264.7		
October	276.3	269.9	276.5	271.0	264.8	265.7	274.9	258.1	256.2	269.5	275.0	258.2	260.5	265.8		
November	286.0	276.0	288.6	273.5	269.5	272.2	279.8	266.3	256.1	276.2	278.4	263.1	266.9	270.7		
December	291.2	278.3	286.0	273.2	271.7	271.8	282.0	265.7	256.8	275.2	279.1	269.0	269.7	275.6		
1977																
January	286.4	277.4	282.6	277.9	272.5	275.4	280.8	273.5	259.6	276.7	283.2	279.2	270.8	269.4		
February	285.5	277.2	283.9	282.7	274.4	277.9	282.2	270.6	253.2	278.4	284.8	272.1	276.6	272.2		
March	308.4	284.7	285.9	281.3	277.8	285.9	288.7	265.8	256.7	283.2	286.6	276.5	276.8	275.8		
April	291.0	282.9	286.5	279.7	280.5	279.3	288.5	271.1	260.3	282.9	287.6	278.9	277.8	280.0		
May	301.9	289.9	291.8	288.6	285.9	283.2	290.5	281.0	270.3	285.7	293.4	278.3	278.8	285.1		
June	297.9	288.9	296.3	283.5	283.9	284.4	287.7	278.4	268.1	284.8	291.5	278.3	279.3	289.5		
July	298.4	296.2	293.2	303.8	287.2	285.2	289.2	277.0	266.8	291.6	292.5	283.7	280.5	282.4		
August	293.4	291.0	290.6	281.9	283.1	286.3	291.6	269.8	265.5	285.5	291.0	281.7	278.7	280.4		
September	301.7	286.4	295.7	289.2	287.3	287.0	291.7	272.7	260.5	295.6	294.0	283.5	288.2	286.6		
October	309.7	286.6	304.2	292.9	294.1	296.3	296.2	265.8	267.4	300.7	299.0	296.1	296.3	293.0		
November	326.0	294.1	328.2	290.3	301.9	304.0	315.8	290.2	280.6	307.5	303.2	297.5	302.8	298.2		
December	322.6	302.7	330.6	298.0	307.8	312.1	307.8	279.1	287.0	308.9	307.4	296.4	300.8	306.8		
1978																
January	321.8	311.6	320.1	299.5	307.6	312.0	311.9	292.8	287.9	312.7	311.8	308.9	308.2	306.3		
February††	322.2	315.0	319.2	304.1	310.6	314.9	314.1	286.7	291.5	312.6	314.7	304.5	306.7	306.2		

* England and Wales only.
† Except sea transport and postal services.
‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.
§ Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for February 1974. The figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
¶ Provisional.
** Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered".
†† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.

EARNINGS
index of average earnings: all employees (monthly inquiry-older series): Great Britain

TABLE 127 (continued)

Standard Industrial Classification 1968	Paper, printing and publishing	Other manufacturing industries	Agriculture*	Mining and quarrying	Construction	Gas, electricity and water	Transport and communication†	Miscellaneous services‡	All manufacturing industries		All industries and services covered	
	unadjusted		Seasonally adjusted		unadjusted		Seasonally adjusted		unadjusted		Seasonally adjusted	
	JANUARY 1970 = 100											
1973												

EARNINGS Great Britain: manual men in certain manufacturing industries: indices of earnings by occupation

TABLE 128 GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium						Average hourly earnings excluding overtime premium					
	June 1975	January 1976	June 1976	January 1977	June 1977	June 1975	January 1976	June 1976	January 1977	June 1977	June 1977	
	£						p					
SHIPBUILDING AND SHIP REPAIRING*												
Timeworkers												
Skilled	327.0	399.5	403.2	452.0	446.7	75.81	370.7	437.3	448.7	475.4	493.4	162.2
Semi-skilled	356.9	438.7	452.6	498.3	492.3	68.60	391.9	455.3	480.4	483.0	499.0	134.1
Labourers	391.4	404.1	479.0	466.5	470.8	62.67	405.6	464.2	505.2	508.8	530.7	130.7
All timeworkers	351.7	423.7	436.5	483.5	477.1	72.37	395.7	462.9	479.7	500.7	517.3	149.6
Payment-by-result workers												
Skilled	370.0	381.9	420.2	411.1	430.8	79.14	380.6	416.1	428.1	432.8	449.0	172.3
Semi-skilled	386.2	409.2	452.1	444.7	469.1	70.96	410.1	459.6	476.2	475.9	494.1	143.3
Labourers	365.0	375.2	401.2	426.4	423.7	66.54	389.8	425.5	441.3	457.4	479.3	137.6
All payment-by-result workers	373.4	388.3	426.4	419.7	438.6	75.93	386.0	425.5	438.8	441.7	458.7	161.5
All skilled workers	357.2	384.1	416.1	419.5	429.5	77.81	374.1	416.3	430.2	434.0	450.3	168.3
All semi-skilled workers	383.0	425.1	461.1	471.5	480.8	69.71	402.3	454.8	476.1	469.8	486.3	138.4
All labourers	382.3	392.9	432.9	448.8	447.1	65.30	408.1	450.8	474.1	487.6	509.5	135.4
All workers covered	365.8	395.4	428.8	434.3	442.9	74.38	386.3	432.0	448.5	448.8	464.9	156.3
CHEMICAL MANUFACTURE†												
Timeworkers												
General workers	328.3	379.7	414.6	425.6	449.3	76.16	394.2	449.9	484.1	494.0	503.7	167.3
Craftsmen	312.2	371.6	404.4	416.2	433.5	81.58	360.3	416.7	449.1	455.8	467.7	176.1
All timeworkers	324.7	379.1	413.2	424.7	446.0	77.53	387.2	443.8	477.7	486.7	496.7	169.5
Payment-by-result workers												
General workers	302.6	352.6	395.1	411.9	418.6	74.44	326.8	371.4	402.8	415.0	424.4	162.8
Craftsmen	300.7	333.1	372.9	387.0	412.0	82.33	317.2	361.2	390.5	399.7	416.3	177.9
All payment-by-result workers	302.9	346.7	388.5	404.6	413.7	75.61	324.4	366.4	397.4	408.8	418.7	165.0
All general workers	320.0	370.8	406.3	418.0	439.1	75.95	368.8	421.2	453.9	463.8	473.2	166.8
All craftsmen	305.6	361.3	393.9	405.6	423.2	81.63	341.0	393.9	424.9	431.4	443.0	176.2
All workers covered	316.9	369.5	404.1	415.9	435.5	77.32	362.1	415.0	447.2	456.3	465.7	169.0
ENGINEERING‡												
Timeworkers												
Skilled	294.9	339.8	373.4	373.4	412.0	72.78	333.2	381.6	410.6	410.6	410.6	159.8
Semi-skilled	310.2	371.7	397.6	397.6	412.0	68.71	359.8	416.1	444.0	444.0	444.0	151.5
Labourers	311.6	372.6	407.9	407.9	412.0	57.11	360.0	423.3	456.2	456.2	456.2	124.7
All timeworkers	305.2	359.1	390.0	390.0	412.0	69.74	349.1	402.8	431.8	431.8	431.8	153.3
Payment-by-result workers												
Skilled	287.9	330.7	367.6	367.6	412.0	73.78	318.2	368.7	401.0	401.0	401.0	171.2
Semi-skilled	273.7	319.0	356.2	356.2	412.0	66.25	307.1	356.0	388.6	388.6	388.6	154.8
Labourers	304.0	352.5	385.9	385.9	412.0	57.38	348.9	406.9	435.6	435.6	435.6	128.7
All payment-by-result workers	281.7	326.6	363.0	363.0	412.0	69.57	314.0	364.7	396.5	396.5	396.5	161.8
All skilled workers	291.3	335.2	370.0	370.0	412.0	73.17	324.3	373.3	402.7	402.7	402.7	164.1
All semi-skilled workers	291.6	345.3	376.5	376.5	412.0	67.71	330.6	382.6	412.0	412.0	412.0	152.8
All labourers	309.8	368.0	402.8	402.8	412.0	57.17	357.7	420.3	451.9	451.9	451.9	125.6
All workers covered	293.5	343.3	376.4	376.4	412.0	69.67	330.9	382.8	412.3	412.3	412.3	156.5

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:

- * 370-1
- † 271-273; 276-278.
- ‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399

EARNINGS Monthly index of average earnings: all employees: Great Britain

TABLE 129 (new version)

	January	February	March	April	May	June	July	August	September	October	November	December	Annual average§
NEW SERIES: unadjusted: January 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.6	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	116.2	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.6†											
OLDER SERIES: SEASONALLY ADJUSTED: January 1970 = 100													
All industries and services covered:													
1967	79.4	79.8	80.2	80.4	80.6	81.2	82.4	82.2	83.1	83.7	84.6	84.2	81.8
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	94.0	93.4	95.0	95.3	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	—*	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	(154.0)†	(156.8)†	166.6	165.2	174.9	177.5	181.0	185.9	188.5	191.6	199.0	207.9	(179.1)†
1975	205.8	210.1	213.0	216.1	221.0	223.3	230.9	233.9	237.1	239.3	241.1	248.1	226.6
1976	248.3	250.0	254.4	255.0	259.6	261.2	263.1	267.2	266.1	269.0	272.2	277.1	261.9
1977	278.1	278.7	283.8	283.1	286.2	286.2	286.5	288.7	290.1	294.6	300.1	306.6	288.6
1978	306.5	310.6†											
All manufacturing industries													
1967	78.3	79.0	79.4	79.5	80.0	80.3	81.5	81.6	82.6	83.3	84.0	83.9	81.1
1968	84.8	85.5	85.9	85.6	87.1	87.4	88.0	88.5	89.1	89.3	90.4	91.7	87.8
1969	91.8	91.5	92.5	93.7	93.1	94.4	94.8	95.5	96.5	97.3	98.1	99.6	94.9
1970	100.0	101.3	103.0	103.8	104.7	106.5	107.5	109.5	109.7	111.2	112.7	113.7	107.0
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	—*	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2*
1973	142.1	143.7	145.5	147.7	148.9	152.0	152.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	(152.0)†	(155.1)†	165.2	163.1	173.9	176.7	180.0	184.2	187.5	190.6	197.7	204.0	(177.5)†
1975	203.8	207.6	210.9	213.0	217.7	220.1	227.5	231.1	233.2	236.9	238.8	246.1	223.9
1976	246.2	248.1	252.8	254.5	259.7	261.6	262.2	265.5	265.6	268.4	269.4	276.3	260.8
1977	276.5	277.4	281.8	282.8	285.7	285.0	285.6	287.1	288.9	293.7	299.8	307.6	287.7
1978	308.0	310.9†											
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.1	7.3	7.7	8.7	8.6	9.4	9.0
1978	9.5	10.4†											
OLDER SERIES: SEASONALLY ADJUSTED													
All industries and services covered:													
1967	3.1	3.0	2.3	2.1	1.7	2.2	3.6	3.3	4.3	5.1	6.6	5.5	3.6
1968	7.6	7.9	7.5	7.3	8.7	7.8	7.1	8.3	7.8	7.5	7.7	9.0	7.8
1969	7.9	6.5	7.5	9.1	6.6	8.5	8.0	7.4	7.9	8.4	7.9	8.4	7.8
1970	8.5	11.0	11.2	10.4	12.4	11.9	12.2	13.8	13.4	14.0	14.0	13.6	12.1
1971	14.2	12.5	12.4	11.8	12.1	10.8	11.7	10.8	10.9	10.3	9.2	8.9	11.3
1972	9.0	—*	10.8	11.5	11.0	12.2	11.3	11.1	13.8	14.9	15.9	15.6	12.9
1973	15.0	—*	13.7	14.6	14.5	15.6	15.5	15.0	13.0	12.5	12.1	12.9	13.5
1974	(7.7)†	(8.6)†	14.2	11.3	17.1	16.2	18.0	20.6	21.0	21.4	25.3	29.2	17.8
1975	(27)†	(28)†	27.9	30.8	26.3	25.8	27.6	25.8	25.8	24.9	26.3	19.3	26.6
1976	20.6	19.0	19.4	18.0	17.5	17.0	13.9	14.2	12.2	12.4	12.9	11.7	15.6
1977	12.0	11.5	11.6	11.0	10.2	9.6	8.9	8.0	9.0	9.5	10.3	10.7	10.2
1978	10.2	11.4†											
All manufacturing industries													
1967	2.2	2.3	2.1	1.3	1.5	1.9	3.4	3.3	4.8	5.9	7.3	6.8	3.6
1968	8.3	8.3	8.2	7.6	8.								

WAGE RATES AND HOURS
indices of basic weekly and hourly rates of wages and normal weekly hours:
all manual workers: United Kingdom

TABLE 131 JULY 31, 1972 = 100

1968 Standard Industrial Classification		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries IV and V	All metals combined VI-XII	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture etc
Basic weekly rates of wages											
1972		100	100	100	96	104	97	95	100	100	100
1973		116	106	112	106	119	110	108	111	112	113
1974	Average of monthly index numbers	149	143	136	124	137	136	136	129	133	171
1975		186	190	177	165	179	176	171	167	171	138
1976		232	211	209	199	214	211	200	213	203	199
1977		247	225	228	218	218	232	220	232	218	213
1976		March	232	214	199	184	214	195	191	214	197	198
	April	232	215	202	184	215	195	191	214	203	198
	May	232	215	202	195	215	217	191	214	203	198
	June	232	215	213	208	215	219	191	214	204	198
	July	232	215	213	208	215	220	210	214	205	198
	August	232	215	214	208	215	220	210	214	205	199
	September	232	215	214	208	215	220	210	216	207	200
	October	232	215	214	208	215	220	210	216	207	200
	November	232	215	219	208	215	220	210	217	210	200
	December	233	215	219	208	215	220	210	217	210	200
1977	January	246	215	220	209	217	223	216	227	210	211
	February	247	225	222	209	217	223	216	228	210	211
	March	247	225	222	209	217	223	216	232	213	211
	April	247	226	224	209	217	224	216	232	215	212
	May	247	226	224	213	218	235	216	232	216	212
	June	247	226	228	219	218	236	216	232	216	212
	July	247	226	228	219	218	236	224	232	216	212
	August	247	226	230	227	218	236	224	232	216	212
	September	247	226	230	227	218	237	224	235	220	215
	October	247	226	231	227	218	237	224	235	220	215
	November	247	226	238	227	218	237	224	235	229	215
	December	250	226	238	227	218	237	224	235	229	215
1978	January	271	226	240	228	220	241	224	249	229	239
	February	273	249	240	228	220	241	224	249	229	239
	March	273	249	241	228	220	241	224	249	229	239
Normal weekly hours†											
1972		(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)	(40.0)
1973		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1974	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1975		99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1976		99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1977		99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1977		99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1978	March	99.2	100.0	99.6	100.0	100.0	100.0	100.0	99.8	100.0	100.0
Basic hourly rates of wages											
1972		100	100	100	96	104	97	95	100	100	100
1973		116	106	112	106	119	110	108	111	112	113
1974	Average of monthly index numbers	150	143	136	124	137	136	136	129	134	138
1975		187	190	177	165	179	176	171	167	172	170
1976		233	211	210	199	214	211	200	213	203	199
1977		249	225	229	218	218	232	220	232	218	213
1976		March	233	214	200	184	214	195	191	214	197	198
	April	233	215	203	184	215	195	191	214	203	198
	May	233	215	203	195	215	217	191	214	203	198
	June	233	215	214	208	215	219	191	214	205	198
	July	233	215	214	208	215	220	210	214	206	198
	August	233	215	215	208	215	220	210	214	206	199
	September	233	215	215	208	215	220	210	216	207	200
	October	233	215	215	208	215	220	210	216	207	200
	November	233	215	220	208	215	220	210	217	210	200
	December	235	215	220	208	215	220	210	217	210	200
1977	January	248	215	221	209	217	223	216	227	211	211
	February	249	225	223	209	217	223	216	228	211	211
	March	249	225	223	209	217	223	216	232	214	211
	April	249	226	224	209	217	224	216	232	216	212
	May	249	226	224	213	218	235	216	232	216	212
	June	249	226	229	219	218	236	216	232	217	212
	July	249	226	229	219	218	236	224	232	217	212
	August	249	226	231	227	218	236	224	232	217	212
	September	249	226	231	227	218	237	224	235	220	215
	October	249	226	232	227	218	237	224	235	220	215
	November	249	226	238	227	218	237	224	235	229	215
	December	252	226	238	227	218	237	224	235	229	215
1978	January	273	226	241	228	220	241	224	249	229	239
	February	275	249	241	228	220	241	224	249	229	239
	March	275	249	241	228	220	241	224	249	229	239

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.
(2) The indices relate to the end of the month. Figures published in previous issues of the Gazette have been revised, where necessary, to take account of changes reported subsequently.

WAGE RATES AND HOURS
indices of basic weekly and hourly rates of wages and normal weekly hours:
all manual workers: United Kingdom

TABLE 131 (continued) JULY 31, 1972 = 100

Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries*	All industries and services*
Basic weekly rates of wages									
98	99	109	102	97	101	100	97	101.5	101.3
105	109	139	111	107	114	114	105	114.6	115.2
126	130	162	135	131	138	145	128	134.3	138.0
160	158	215	170	169	181	182	163	174.4	178.7
198	183	247	199	199	217	214	212	209.0	213.2
209	207	268	214	213	243	230	233	218.9	227.2
180	164	229	201	196	202	211	204	203.8	206.7
204	169	229	201	200	203	211	204	206.8	208.8
204	169	229	201	200	209	211	204	209.1	210.5
204	176	260	201	200	209	211	217	211.2	215.3
205	199	260	201	202	227	214	217	212.3	217.7
205	199	260	201	202	227	214	217	212.5	217.8
205	199	260	201	202	227	214	217	212.7	217.9
205	199	260	201	202	231	214	218	212.7	217.9
205	199	260	201	203	235	220	218	212.7	217.9
205	199	260	202	203	235	227	221	213.3	219.4
205	199	260	202	203	235	227	221	213.3	220.2
205	199	260	209	206	235	227	227	215.5	222.5
205	199	260	209	210	237	227	230	215.7	223.5
205	199	260	215	210	237	227	230	216.0	223.9
209	200	260	215	213	237	227	230	216.8	224.7
209	200	260	215	213	240	227	232	218.0	225.5
209	203	273	215	213	240	227	232	218.9	227.4
209	213	273	215	214	245	229	232	219.3	228.2
212	213	273	215	214	245	229	232	220.4	228.8
212	213	273	215	214	245	229	232	220.9	229.0
212	213	273	215	214	245	229	238	221.0	229.4
212	213	273	215	214	252	237	238	221.9	231.1
212	213	273	215	214	258	249	243	221.9	232.8
212	213	275	215	217	259	249	245	225.0	235.4
217	213	275	215	217	260	249	245	225.3	236.4
217	213	275	215	218	260	249	245	225.4	236.6
(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	(40.0)	(40.2)
100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7	100.0	99.9
100.0	100.0	100.0	98.7	100.0	97.9	100.0	98.5	100.0	99.6
100.0	100.0</								

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations				
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom					Items mainly home-produced for direct consumption	Items mainly imported for consumption		
					Primarily from home-produced raw materials	Primarily from imported raw materials	All						
JANUARY 16, 1962 = 100													
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6		
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0		
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	745	952.5-954.0		
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3		
1972	1,000	251	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4		
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7		
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5		
1968	Monthly averages	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	125.7	125.2		
1969		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	131.7	131.7	
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2	
1971		153.4	155.6	155.4	156.0	150.7	154.3	167.3	149.8	152.8	153.5	153.5	
1972		164.3	169.4	171.0	169.5	163.9	165.6	167.2	167.2	162.7	164.1	164.1	
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7	
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1		
1968	January 16	121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7	
1969	January 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3	
1970	January 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5	
1971	January 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1	
1972	January 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1	
1973	January 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8	
1974	January 15	191.8	216.7	254.4	209.8	196.9	190.9	193.7	224.5	227.0	184.0	189.4	
JANUARY 15, 1974 = 100													
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5		
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3		
1976	1,000	228	35.9-42.0	186.0-196.1	35.9-41.4	56.9-66.5	92.8-107.9	45.3-50.7	42.1-43.9	772	958.0-964.1		
1977	1,000	247	40.7-46.9	187.4-202.8	36.7-39.0	57.2-62.3	93.9-101.3	50.7-53.0	42.7-48.7	753	953.3-959.3		
1978	1,000	233	32.1§	200.9§	39.4§	63.7§	103.1§	51.4§	46.5§	767	967.9§		
1975	Monthly averages	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1	
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	156.4	156.4	156.5	
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5	
1975		January 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
July 15		138.5	136.3	140.2	135.7	143.0	160.6	153.4	115.9	121.4	139.2	138.5	
August 12		139.3	136.3	131.7	137.5	143.5	160.3	153.4	121.8	121.4	140.3	139.7	
September 16	140.5	137.3	133.8	138.3	144.6	160.0	153.7	123.0	122.6	141.5	140.9		
October 14	142.5	138.4	137.9	138.9	147.2	158.8	154.1	123.1	124.7	143.8	142.8		
November 11	144.2	141.6	140.1	142.4	148.9	158.5	154.6	133.1	126.5	145.0	144.5		
December 9	146.0	144.2	148.9	143.9	149.8	160.4	156.1	134.6	128.2	146.6	146.1		
1976	January 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6	
February 17	149.8	152.1	173.5	148.2	153.9	164.5	160.2	137.5	134.1	149.1	149.0		
March 16	150.6	153.8	181.2	148.6	154.3	165.0	160.6	138.0	134.4	149.8	149.5		
April 13	153.5	156.7	189.9	150.4	157.4	166.6	162.8	139.6	135.5	152.7	152.2		
May 18	155.2	157.1	184.8	151.9	157.9	167.6	163.6	141.3	137.9	154.7	154.2		
June 15	156.0	156.7	174.3	153.5	157.8	168.4	164.1	144.7	139.7	155.9	155.4		
July 13	156.3	153.4	149.0	154.8	160.3	169.6	165.8	145.6	140.6	157.2	156.8		
August 17	158.5	158.4	163.6	157.8	162.0	173.5	168.8	148.7	143.2	158.6	158.5		
September 14	160.6	164.4	178.6	161.9	163.8	175.5	170.7	157.2	146.5	159.5	160.0		
October 12	163.5	169.3	184.0	166.8	171.1	179.1	175.8	160.9	152.1	161.8	162.8		
November 16||	165.8	172.7	192.8	169.1	172.6	182.2	178.3	160.2	157.4	163.8	164.8		
December 14||	168.0	176.1	202.1	171.4	174.4	184.8	180.5	161.8	160.5	165.6	166.8		
1977	January 18	172.4	183.1	214.8	177.1	178.7	185.2	169.6	165.7	169.3	170.9		
February 15	174.1	184.5	216.8	178.5	179.8	187.5	187.5	169.1	167.3	171.1	172.5		
March 15	175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6	174.3		
April 19	180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6	178.7		
May 17	181.7	189.9	213.7	185.4	191.8	205.0	205.0	169.9	179.3	181.5	180.5		
June 14	183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4		
July 12	183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5		
August 16	184.7	191.9	182.8	193.8	196.9	214.9	207.6	179.3	182.7	183.8	184.9		
September 13	185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2		
October 18	186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	184.9	187.3		
November 15	187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	185.9	186.6	188.2		
December 13	188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	184.5	186.6	189.0		
1978	January 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6		
February 14	190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4		
March 14	191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4		

* See article on page 305 of March 1978 Employment Gazette.
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the Gazette.
 ‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
 § Provisional.
 || The number of quotations used in compiling the indices for these months was less than normal because of industrial action by some employees of the Department of Employment Group.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	JANUARY 16, 1962 = 100	
												Weights	1968
95	63	66	121	62	59	89	120	60	56	41	1968	Weights	
93	64	68	118	61	60	86	124	66	57	42	1969		
92	66	64	119	61	60	87	126	65	55	43	1970		
91	65	59	119	60	61	87	136	65	54	44	1971		
92	66	53	121	60	61	89	139	65	52	46	1972		
89	73	49	126	58	58	89	135	65	53	46	1973		
80	70	43	124	52	64	91	135	63	54	51	1974		
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	Monthly averages	1968	
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0		1969	
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5		1970	
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0		1971	
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3		1972	
191.9	164.2	141.2	213.1	178.3	144.2	146.8	159.4	169.8	189.6	190.2		1973	
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3	1974		
133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4	January 16	1968	
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	January 14	1969	
146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	January 20	1970	
160.													

RETAIL PRICES
United Kingdom: indices for pensioner households

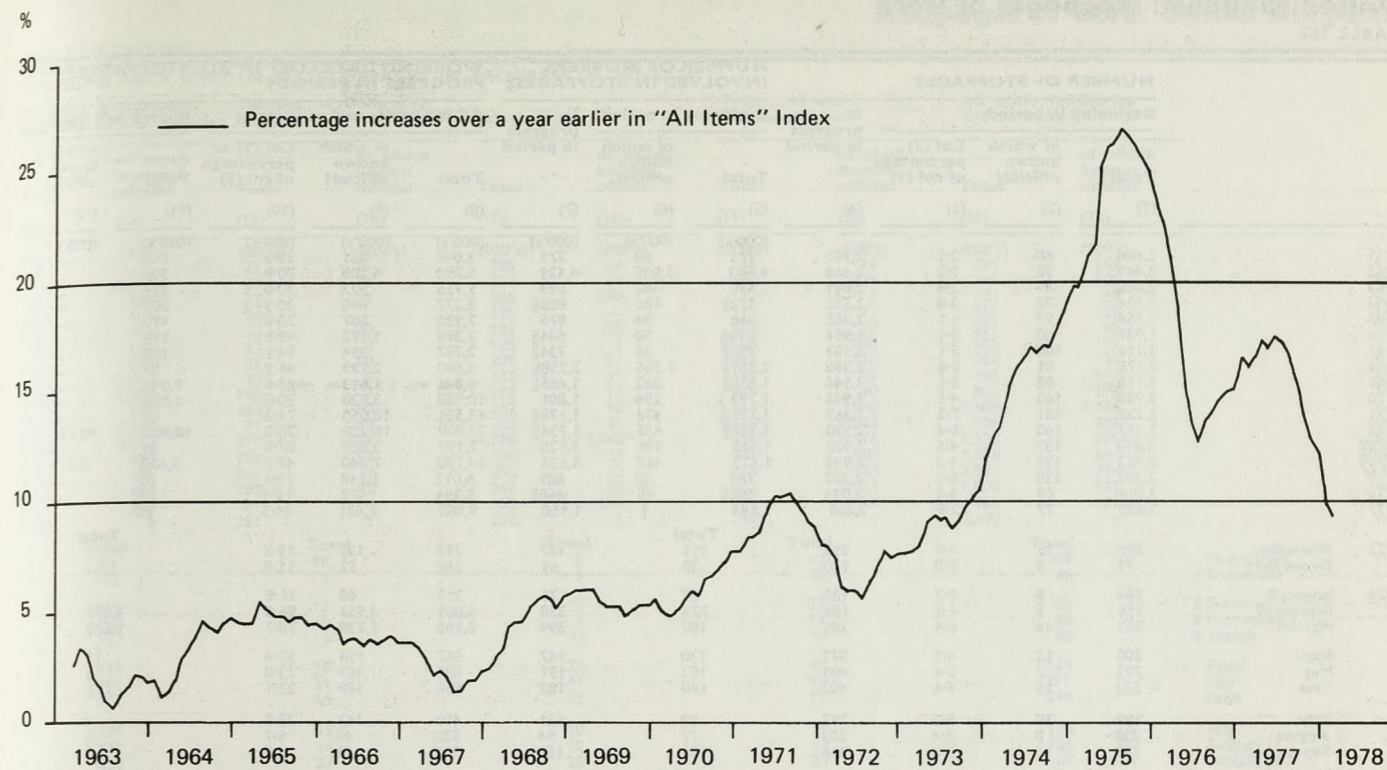
TABLE 132(a) ALL ITEMS INDICES (EXCLUDING HOUSING)

	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
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
JANUARY 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	123.3	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5				195.8				194.6			

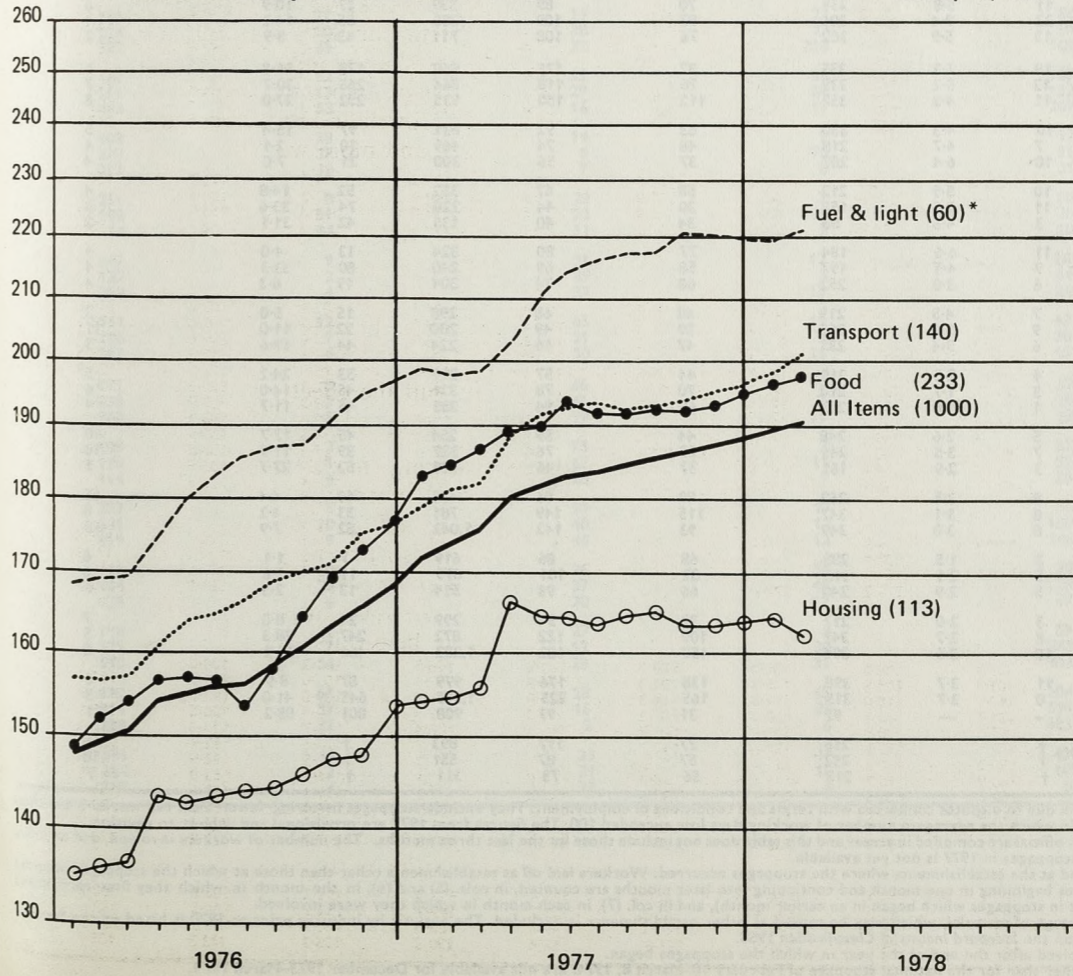
TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	127.1	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	123.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	117.3	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	119.0
1968	123.1	123.2	127.1	125.5	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7

Index of retail prices



Log scale Selected Groups & "All Items" Index January 15, 1974 = 100



* Figures in brackets are the 1978 group weights

INDUSTRIAL DISPUTES *
United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period		In progress in period	Col (2) percentage of col (1)	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying	
	Total	of which known official†			Total	of which known official		Total	of which known official†	Col (9) as percentage of col (8)	Total	of which known official
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	(000's) 771	(000's) 80	(000's) 779	(000's) 3,046	(000's) 861	(000's) 28.3	(000's) 740	(000's) —
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,798	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	1,755	30.0	326	—
1964	2,524	70	2.8	2,535	872	161	883	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530	50	544	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731	36	734	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255	1,565	2,258	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654	283	1,665	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2	10,800	10,726
1973	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,627	77	2.9	2,661	1,143	†	1,150	9,985	2,431	24.3	85	†
					Total						Total	
1973	November	309	15	4.9	399	111	167	715	137	19.2	5	—
	December	71	5	7.0	120	30	61	269	32	11.9	—	—
1974	January	104	9	8.7	128	67	71	213	68	31.9	—	—
	February	116	5	4.3	154	324	338	4,085	3,955	96.8	3,897	—
	March	251	16	6.4	281	107	399	2,196	1,728	78.7	1,670	—
	April	300	13	4.3	377	130	147	667	116	17.4	11	—
	May	292	7	2.4	409	102	151	838	109	13.0	4	—
	June	323	15	4.6	403	160	183	856	189	22.1	11	—
	July	188	10	5.3	283	80	121	499	167	33.5	4	—
	August	236	8	3.4	303	77	94	520	45	8.7	5	—
	September	289	15	5.2	366	129	159	999	48	4.8	5	—
	October	401	13	3.2	490	214	273	1,656	110	6.6	10	—
	November	309	8	2.6	431	156	257	1,456	177	12.2	9	—
	December	113	6	5.3	203	75	138	764	328	42.9	2	—
1975	January	189	11	5.8	239	70	89	339	37	10.9	6	—
	February	235	22	9.4	301	97	109	388	55	14.2	4	—
	March	220	13	5.9	302	76	108	711	63	8.9	2	—
	April	261	19	7.3	335	87	121	668	179	26.8	6	—
	May	229	12	5.2	339	76	118	864	265	30.7	7	—
	June	257	11	4.3	352	112	150	935	252	27.0	8	—
	July	235	10	4.3	330	63	92	631	97	15.4	5	—
	August	149	7	4.7	218	48	74	469	10	2.1	4	—
	September	157	10	6.4	207	37	56	300	21	7.0	4	—
	October	170	10	5.9	213	58	67	352	52	14.8	4	—
	November	115	11	9.6	158	30	44	220	74	33.6	3	—
	December	65	3	4.6	88	34	40	135	42	31.1	2	—
1976	January	166	11	6.6	184	77	80	324	13	4.0	4	—
	February	154	7	4.5	197	58	69	240	80	33.3	4	—
	March	203	6	3.0	252	68	74	304	19	6.3	4	—
	April	157	7	4.5	219	48	68	298	15	5.0	3	—
	May	156	9	5.8	213	39	49	200	22	11.0	11	—
	June	175	6	3.4	233	47	56	224	44	19.6	3	—
	July	162	4	2.5	219	44	57	219	53	24.2	5	—
	August	172	3	1.7	210	70	78	321	45	14.0	6	—
	September	179	1	1.0	237	69	94	385	45	11.7	4	—
	October	190	5	2.6	248	44	59	254	45	17.7	10	—
	November	199	7	3.5	249	65	76	327	39	11.9	18	—
	December	103	3	2.9	161	37	46	188	52	27.7	5	—
1977	January	228	8	3.5	262	89	96	435	19	4.4	15	—
	February	260	8	3.1	347	115	149	781	33	4.2	8	—
	March	264	8	3.0	349	93	142	1,042	82	7.9	10	—
	April	196	3	1.5	288	68	86	619	7	1.1	6	—
	May	241	5	2.1	318	82	101	679	11	1.6	8	—
	June	170	5	2.9	240	66	93	514	13	2.5	6	—
	July	150	3	2.0	217	39	54	299	24	8.0	7	—
	August	296	8	2.7	347	109	122	872	247	28.3	5	—
	September	277	10	3.6	396	150	182	1,282	464	36.2	8	—
	October	294	11	3.7	398	138	176	979	87	8.9	6	—
	November	215	8	3.7	315	165	225	1,575	645	41.0	5	—
	December	36	—	—	97	31	97	908	801	88.2	1	—
1978	January	191	†	—	216	77	117	893	†	—	15	—
	February	186	†	—	252	57	87	551	†	—	18	—
	March	150	†	—	213	56	73	311	†	—	7	—

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures from 1977 are provisional and subject to revision.
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months. The number of workers involved, and an industrial analysis of working days lost in these stoppages in 1977 is not yet available.
 ‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.
 § Loss of time, for example through shortage of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the Standard Industrial Classification 1958 and from 1970 on the Standard Industrial Classification 1968.
 ¶ Figures exclude workers becoming involved after the end of the year in which the stoppages began.
 †† 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.

INDUSTRIAL DISPUTES*
stoppages of work: United Kingdom

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡									
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
1961	(000's) 1,464	(000's) 624	(000's) 22	(000's) 14	(000's) 285	(000's) 44	(000's) 230	(000's) 36	(000's) 305	(000's) 143
1962	4,559	3,652	37	21	222	61	431	275	241	100
1963	854	189	25	4	356	279	72	7	122	49
1964	1,338	501	34	—	125	—	312	117	160	29
1965	1,763	455	52	20	135	16	305	20	257	95
1966	871	163	12	4	145	6	1,069	906	183	93
1967	1,422	205	31	10	201	17	823	136	202	26
1968	3,363	2,010	40	6	233	31	559	41	438	112
1969	3,739	1,229	140	7	278	12	786	90	862	274
1970	4,540	587	384	58	242	10	1,313	590	3,409	2,076
1971	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301
1973	4,799	923	193	82	176	15	331	102	1,608	887
1974	5,837	602	255	23	252	12	705	33	2,072	794
1975	9,932	814	350	70	247	69	422	23	1,006	172
1976	1,977	209	65	4	570	185	132	5	461	71
1977	6,126	†	251	†	295	†	298	†	2,931	†
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
1973	456	98	1	—	6	—	41	—	109	—
	189	1	—	—	5	—	28	—	46	—
1974	131	—	—	—	10	—	27	—	33	—
	136	3	—	—	7	—	17	—	26	—
	437	4	—	—	14	—	19	—	53	—
	439	18	—	—	22	—	42	—	134	—
	455	29	—	—	41	—	92	—	217	—

OUTPUT PER HEAD AND LABOUR COSTS

indices of output, employment and output per person employed and of costs per unit of output: annual

TABLE 134

(1970 = 100)

	1968	1969	1970	1971	1972	1973	1974	1975	1976†	1977†
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a	96.4	98.3	100.0	101.5	104.4	110.7	109.6	107.4	108.7	110.4
1b	100.5	100.4	100.0	98.3	99.0	101.1	101.3	100.7	(100.2)	(100.5)
1c	95.9	97.9	100.0	103.3	105.5	109.5	108.2	106.7	(108.5)	(109.9)
Costs per unit of output										
1d	89.6	92.8	100.0	110.6	122.0	131.9	154.3	198.9	226.3	254.1
1e	88.2	91.1	100.0	109.0	118.7	128.5	158.0	206.1	227.5	247.1
1f	87.4	90.8	100.0	109.0	118.9	128.4	158.2	208.0	232.1	252.9
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a	97.2	99.9	100.0	100.1	102.3	110.1	106.3	100.6	101.4	102.4
2b	101.6	101.4	100.0	96.9	94.7	95.8	95.5	91.5	(89.3)	(89.5)
2c	95.7	98.5	100.0	103.3	108.0	114.9	111.3	109.9	(113.5)	(114.4)
Costs per unit of output										
2d	85.5	90.1	100.0	107.5	114.2	124.9	158.2	206.5	232.7	
2e	84.6	89.6	100.0	107.8	114.8	125.3	161.8	212.6	242.3	
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a	96.0	99.6	100.0	99.4	102.0	110.5	108.9	102.2	103.1	103.6
3b	99.0	100.3	100.0	96.7	93.6	94.1	94.3	90.1	(87.3)	(88.1)
3c	97.0	99.3	100.0	102.8	109.0	117.4	115.5	113.4	(118.1)	(117.6)
Costs per unit of output										
3d	83.1	88.4	100.0	108.8	113.4	121.2	150.0	195.7	221.1	
3e	82.3	87.8	100.0	109.4	114.5	122.6	154.8	203.1	232.2	
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a	111.2	104.0	100.0	100.0	84.1	92.6	78.8	86.0	89.4	103.8
4b	117.4	106.6	100.0	96.6	92.6	88.2	85.2	85.8	(85.0)	(84.5)
4c	94.7	97.6	100.0	103.5	90.8	105.0	92.5	100.2	(105.2)	(122.8)
Costs per unit of output										
4d	89.2	92.7	100.0	101.0	139.3	130.3	219.6	290.8	308.6	
4e	89.2	92.8	100.0	100.7	144.7	136.7	234.5	311.7	330.7	
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a	98.0	100.3	100.0	91.3	91.4	100.0	91.7	78.6	85.3	80.6
5b	98.9	99.4	100.0	94.1	87.5	87.3	85.9	84.1	(79.9)	(80.4)
5c	99.1	100.9	100.0	97.0	104.5	114.5	106.8	93.5	(106.8)	(100.2)
Costs per unit of output										
5d	76.7	84.2	100.0	112.3	116.9	121.3	163.2	247.1	253.8	
5e	76.0	84.0	100.0	112.7	117.4	123.3	171.5	261.6	272.1	
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a	91.2	97.1	100.0	99.4	99.1	109.7	113.1	108.7	103.6	103.9
6b	97.6	99.0	100.0	96.4	92.0	92.6	94.2	90.3	(86.8)	(87.2)
6c	93.4	98.1	100.0	103.1	107.7	118.5	120.1	120.4	(119.4)	(119.2)
Costs per unit of output										
6d	85.6	89.4	100.0	108.2	110.1	115.4	139.3	179.2	212.7	
6e	84.6	88.9	100.0	108.8	111.4	116.5	144.5	187.1	224.9	
7 VEHICLES										
Output, employment and output per person employed										
7a	102.9	106.9	100.0	100.2	104.0	107.6	103.0	95.3	91.9	93.5
7b	97.0	99.4	100.0	97.0	93.7	94.7	94.3	90.6	(89.0)	(91.7)
7c	106.1	107.5	100.0	103.3	111.0	113.6	109.2	105.2	(103.3)	(102.0)
Costs per unit of output										
7d	78.4	83.3	100.0	108.4	117.0	133.4	160.4	203.7	242.8	
7e	77.8	82.9	100.0	108.7	118.1	135.6	166.9	212.8	256.6	
8 TEXTILES										
Output, employment and output per person employed										
8a	97.1	100.2	100.0	100.6	102.9	108.6	99.2	93.8	97.4	93.7
8b	102.7	104.2	100.0	92.4	88.5	87.9	85.8	78.2	(75.8)	(75.9)
8c	94.5	96.2	100.0	108.9	116.3	123.5	115.6	119.9	(128.5)	(123.5)
Costs per unit of output										
8d	87.3	93.8	100.0	104.8	108.8	131.3	155.7	189.0	213.3	
8e	86.2	93.2	100.0	105.2	109.3	131.3	158.6	193.2	220.6	
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a	91.6	96.2	100.0	104.0	111.6	118.3	118.9	120.8	123.5	128.0
9b	108.1	103.8	100.0	95.9	91.2	88.6	89.2	90.8	(90.7)	(89.8)
9c	84.7	92.7	100.0	108.4	122.4	133.5	133.3	133.0	(136.2)	(142.5)
Costs per unit of output										
9d	93.5	94.1	100.0	108.2	112.6	111.3	141.8	184.8	210.2	
9e	93.4	94.1	100.0	108.7	112.9	113.2	145.9	190.8	220.0	

* Civil employment and HM Forces.

** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 455 of this issue.

† Figures shown in brackets are provisional.

‡ As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery rather than production indicators to represent output in certain industries within manufacturing. The industrial production index and the index for manufacturing are still shown unadjusted for this effect.

OUTPUT PER HEAD AND LABOUR COSTS

indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

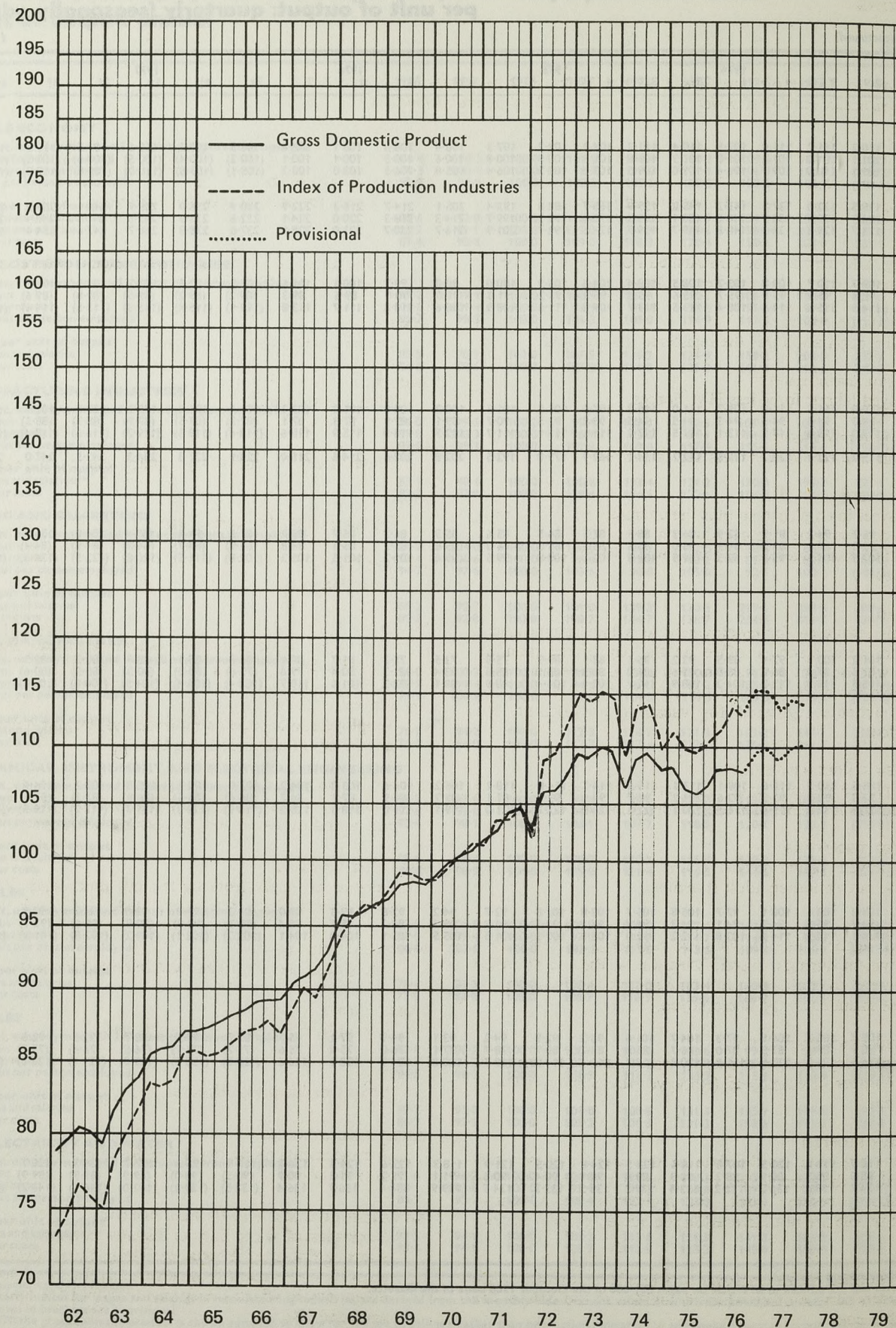
TABLE 134 (continued)

(1970 = 100)

	1972	1973	2	3	4	1974	2	3	4	1975	2	3	4	1976	2	3†	4†	1977	1†	2†	3†	4†	
107.2	110.6	110.2	111.2	111.0	107.5	110.4	111.3	109.3	109.2	107.3	106.4	106.8	108.1	108.4	108.3	108.3	110.2	110.6	109.5	110.6	110.8	110.8	1a
99.7	100.9	101.1	101.0	101.2	101.0	101.3	101.6	101.4	100.9	100.8	100.6	100.3	100.1	100.1	(100.2)	(100.4)	(100.5)	(100.6)	(100.5)	(100.5)	(100.5)	(100.5)	1b
107.5	109.6	109.1	110.0	109.7	106.4	109.0	109.5	107.8	108.2	106.4	105.8	106.5	108.0	108.3	(108.1)	(109.8)	(110.0)	(108.8)	(110.0)	(110.0)	(110.2)	(110.2)	1c
126.3	128.2	129.5	132.8	137.1	143.2	145.2	159.9	168.7	182.8	193.4	205.1	214.7	215.3	222.9	230.9	236.0	245.7	248.1	259.2	263.4	263.4	1d	
122.4	123.0	126.3	129.9	134.9	148.8	150.1	159.2	173.8	192.2	199.7	214.3	218.3	220.0	224.1	232.6	233.5	243.5	241.5	248.4	255.1	255.1	1e	
122.8	123.7	125.7	129.3	134.9	148.8	149.7	159.7	174.5	192.7	201.9	216.7	220.7	223.0	228.9	237.6	238.8	248.7	247.6	254.4	261.0	261.0	1f	
106.3	110.0	109.7	110.7	109.8	103.7	108.5	108.4	104.6	103.9	100.0	98.8	99.7	100.1	101.6	100.9	102.9	103.2	101.9	102.7	101.7	101.7	2a	
94.8	95.5	95.8	95.9	95.9	95.7	95.6	95.3	95.3	93.2	91.8	91.0	90.0	89.6	89.3	(89.2)	(89.2)	(89.5)	(89.8)	(89.6)	(89.2)	(89.2)	2b	
112.1	115.2	114.5	115.4	114.5	108.4	113.5	113.7	109.8	111.5	108.9	108.6	110.8	111.7	113.8	(113.1)	(115.4)	(115.3)	(113.5)	(114.6)	(114.0)	(114.0)	2c	
106.7	109.7	110.0	111.5	111.0	106.7	111.0	110.8	107.0	106.5	101.3	100.2	100.9	101.2	103.3	103.4	104.6	105.2	103.0	103.7	102.6	102.6	3a	
93.3	93.7	94.0	94.2	94.5	94.3	94.5	94.5	93.8	92.5	90.7	89.1	87.9	87.3	87.1	(87.3)	(87.5)	(87.9)	(88.3)	(88.3)	(87.9)	(87.9)	3b	
114.4	117.1	117.0	118.4	117.5	113.1	117.5	117.2	114.1	115.1	111.7	112.5	114.8	115.9	118.6	(118.4)	(119.5)	(119.7)	(116.6)	(117.4)	(116.7)	(116.7)	3c	
114.4	114.7	119.2	122.3	128.7	133.8	142.7	154.1	169.7	179.0	192.5	202.8	208.6	214.6	218.0	224.1	227.8	234.3	243.5	247.0	258.0	258.0	3d	
96.9	98.5	95.7	94.2	81.9	52.9	86.3	88.5	87.5	86.5	85.6	85.3	86.7	86.7	89.2	87.3	94.4	102.4	104.0	105.1	103.6	103.6	4a	
91.3	90.4	89.0	87.6	85.9	84.9	85.0	85.3	85.5	85.8	86.0	85.8	85.7	85.4	84.8	(84.9)	(84.7)	(84.8)	(84.9)	(84.4)	(84.0)	(84.0)	4b	
106.1	109.0	107.5	107.5	95.3	62.3	101.5	103.8	102.3	100.8	99.5	99.4	101.2	101.5	105.2	(102.8)	(111.5)	(120.8)	(122.5)	(124.5)	(123.3)	(123.3)	4c	
98.0	100.9	101.2	100.5	97.4	89.5	93.2	96.1	88.1	89.9	75.8	73.5	75.3	81.7	88.1	86.3	85.1	83.9	80.5	83.3	74.8	74.8	5a	
86.9	87.6	87.6	87.4	86.7	85.8	86.0	86.0	86.3	86.1	85.3	83.4	81.7	80.4	79.6	(79.6)	(80.0)	(80.3)	(80.5)	(80.6)	(80.0)	(80.0)	5b	
112.8	115.2	115.5	115.0	112.3	104.3	108.9	111.7	102.1	104.4	88.9	88.1	92.2	101.6	110.7	(108.4)	(106.4)	(104.5)	(100.0)	(103.3)	(93.5)	(93.5)	5c	
103.6	107.6	108.5	110.9	111.6	109.1	113.1	115.6	114.7	114.0	110.2	106.2	104.6	103.0	104.2	103.0	104.2	105.8	102.3	104.4	103.1	103.1	6a	
91.5	91.9	92.3	92.6	93.5	93.6	94.2	94																

Output per person employed

Log scale



DEFINITIONS

The terms used in these tables are defined more fully elsewhere in articles in this Gazette relating to particular statistical series. The following are short general definitions.

- | | |
|--|--|
| WORKING POPULATION
All employed and registered unemployed persons. | SEASONALLY ADJUSTED
Adjusted for normal seasonal variations. |
| HM FORCES
Serving, UK members of HM Armed Forces and Women's Services, including those on release leave. | MEN
Males aged 18 years and over, except where otherwise stated. |
| EMPLOYED LABOUR FORCE
Working population less the registered unemployed. | WOMEN
Females aged 18 years and over. |
| TOTAL IN CIVIL EMPLOYMENT
Employed labour force less HM Forces. | ADULTS
Men and women. |
| EMPLOYEES IN EMPLOYMENT
Total in civil employment less self-employed. | BOYS
Males under 18 years of age, except where otherwise stated. |
| TOTAL EMPLOYEES
Employees in employment plus the unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 and pages 5-7 of the January 1973 issues of this Gazette). | GIRLS
Females under 18 years of age. |
| UNEMPLOYED
Persons 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 persons, and adult students registered for vacation employment, are excluded). | YOUNG PERSONS
Boys and girls. |
| UNEMPLOYED SCHOOL-LEAVERS
Unemployed persons under 18 years of age who have not entered employment since terminating full-time education. | YOUTHS
Males aged 18-20 years (used where men means males aged 21 and over). |
| UNEMPLOYED TEENAGERS
Unemployed young people under 20, including school-leavers, but excluding adult students. | OPERATIVES
Employees, other than administrative, technical and clerical employees in manufacturing industries. |
| ADULT STUDENTS
Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed. | MANUAL WORKERS
Employees, other than administrative and clerical employees, in industries covered by earnings enquiries. |
| UNEMPLOYED PERCENTAGE RATE
The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year. | PART-TIME WORKERS
Persons normally working for not more than 30 hours a week except where otherwise stated. |
| TEMPORARILY STOPPED
Persons registered at the date of the count who are suspended by their employers on the understanding that they will shortly resume work, and register to claim benefit. These people are not included in the unemployment figures. | NORMAL WEEKLY HOURS
Recognised weekly hours fixed in collective agreements, etc. |
| 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 week. |
| | OVERTIME
Work outside normal hours. |
| | SHORT-TIME WORKING
Arrangements made by an employer for working less than normal hours. |
| | STOPPAGES OF WORK—INDUSTRIAL DISPUTES
Stoppages of work due to disputes connected with terms and conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100. |

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ISBN 0 11 724536 4
ISSN 0309-5043