

## DEPARTMENT OF EMPLOYMENT GAZETTE

April 1975 (pages 289-392)

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## Guide to some major articles 1974-1975

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## Manpower planning

# Professional engineers and scientists in the engineering industry

THE Engineering Industry Training Board (EITB), as part of its series of surveys on engineering manpower,\* is shortly to publish a report† on a survey of the functions, educational background, training, mobility and career progression of the 62,000 professional engineers and scientists (described, for purposes of brevity only, in this article as "technologists") employed in the engineering industry,‡ 49,000 of them already trained, and 13,000 undergoing training for their first appointment. The survey was carried out early in 1971, but was updated by the inclusion of data on employment and recruitment up to November 1973.

The workers included in the survey are defined as those engaged on, or being trained for, technical work for which the normal qualification is a university degree in engineering, science or technology. The substantial numbers with the same qualifications but in other work are not included. Those employed as managers are probably the most important group to have been excluded in this way. Also excluded, of course, are those working outside the engineering industry, for example, as consultants, in teaching, in local or national government or in the armed forces.

The survey was in two parts. The first, intended to provide a general picture of the employment of technologists, was based on a postal questionnaire addressed to over a thousand employers, including all firms in the scope of the EITB with one thousand or more employees and one in ten of those with fewer. It covered about a third of all industry's technologists. The second, which provided most of the

\* A report on the first of these surveys *Research Report No. 1: The Technician in Engineering*, EITB, £1.25 has already been published. Another survey on managers is in progress, and the series will be completed by a survey on craftsmen.

† *Research Report No. 4: Professional Engineers and Scientists in the Engineering Industry*, £4.50. Copies will shortly be available from the EITB Publications Department, PO Box 176, 54 Clarendon Road, Watford WD1 1LB.

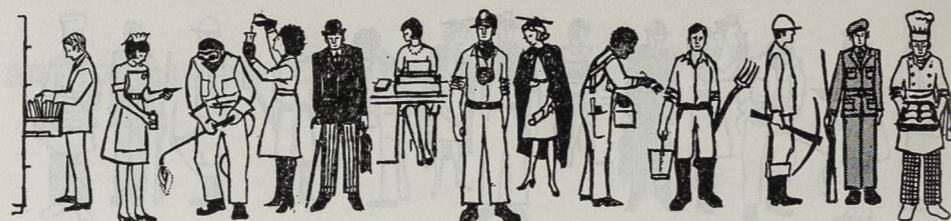
‡ The EITB's coverage broadly corresponds to the Standard Industrial Classification Orders "mechanical engineering, instrument engineering, electrical engineering, vehicles and other metal goods" and parts of "metal manufacture". Therefore "the engineering industry" is used in this article to refer to all activities covered by the board rather than in the narrower sense which might be suggested by the Standard Industrial Classification. The term "sectors" is used to describe the various subdivisions of "the engineering industry" for which data are presented.

Table 1 Estimated number of technologists and trainees

	Engineers (excluding trainees)	Scientists (excluding trainees)	Total	Estimated number of trainee engineers and scientists	Trainees percentage of existing technologists
<b>Mechanical engineering</b>					
Machinery	2,960	1,203	4,163	1,553	37
Industrial plant and steelwork	1,710	559	2,269	912	40
Other mechanical engineering	1,156	649	1,805	636	35
<b>Instrument engineering</b>					
	1,592	1,475	3,067	695	23
<b>Electrical engineering</b>					
Electrical machinery	3,684	331	4,015	1,078	27
Electronics	10,215	6,567	16,782	1,933	12
Other electrical engineering	2,725	1,000	3,725	1,086	29
<b>Vehicles</b>					
Tractor and motor vehicles	1,892	203	2,095	1,020	49
Aerospace equipment, manufacturing and repairing	5,359	3,042	8,401	3,146	37
Other vehicles	163	120	283	151	53
<b>Other activities within scope of the EITB*</b>					
	1,505	918	2,423	651	27
<b>Total</b>	<b>32,961</b>	<b>16,067</b>	<b>49,028</b>	<b>12,861</b>	<b>26</b>

\* Mainly other metal goods and those parts of metal manufacture that are within the board's scope.

## Manpower planning



information on work done, qualifications, training, earlier progress, and so on, took the form of personal interviews, based on a questionnaire, with a sample of individual employees, mainly in the same firms, but also in some others, chosen to correct certain biases in the response to the first part; 1,295 individuals were included. Conclusions in the report relevant to this part of the inquiry are related only to this sample, because it is somewhat unrepresentative of the total population under study in three ways: first, employees in some sectors, notably electronics, are over-represented; second, younger employees are over-represented, partly because electronics has a higher proportion of young technologists, and partly because it was more difficult to obtain interviews with the most senior staff; and third, professional engineers are over-represented by comparison with other technologists and with scientists—they form three-quarters of the sample as compared with two-thirds of the total in the industry.

Table 1, based on the survey of employers, shows the number of technologists and trainees in the various sectors in October 1970.

### Industrial change

Between 1964 and 1970, the numbers employed as technologists in the engineering industry increased by 50 per cent. This was partly due to the growth of sectors, such as electronics, which employ large numbers of technologists, and partly to increased reliance on scientific manpower—in electronics, for example, their proportion of the labour force rose from 4.1 per cent to 6.6 per cent in the

late sixties, and in aerospace it more than doubled, to constitute 5.8 per cent of the labour force by 1970. During the recession and recovery of 1970-73, the larger firms first reduced their employment of technologists, and cut back recruitment drastically. Then they recruited vigorously again, but with emphasis particularly on graduates as against students, who would require lengthy training.

Table 2, also based on returns from employers, compares the distribution of technologists between sectors with each sector's share of total employment in the engineering industry.

It will be seen that, with the exception of electrical machinery, relatively few technologists were employed in the older sectors; for example, motor vehicles with an eighth of all workers in the engineering industry had only 1 in 20 of its technologists. Table 1 shows that older sectors, including electrical machinery employed relatively few scientists compared with professional engineers and as might be expected, scientists were more generally found in science based industries such as electronics, aerospace and instruments.

### Four functional areas

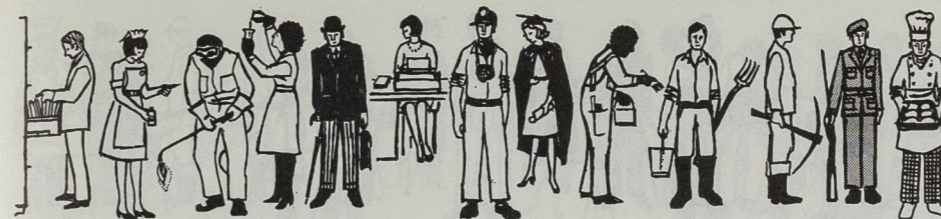
The report distinguishes between four broad functional areas for the application of knowledge and skills: production; research, design and development; commerce, and (management) services.

Nearly two-thirds of technologists were found to be engaged in research, design and development. There were 18 per cent of them in production, with a preponderance of engineers. Commerce, with 13 per cent, by contrast

Table 2 Estimated number of technologists analysed by sector of industry October 1970

	Estimated number of employees	Employees in sector as percentage of total employment	Estimated number of technologists including trainees	Technologists in sector as percentage of all technologists in industry	Technologists as percentage of total employment in sector
<b>Mechanical engineering</b>					
Machinery	561,584	17	5,716	9	1.0
Industrial plant and steelwork	149,407	5	3,181	5	2.1
Other mechanical engineering	341,291	10	2,441	4	0.7
<b>Instrument engineering</b>	134,410	4	3,762	6	2.8
<b>Electrical engineering</b>					
Electrical machinery	161,439	5	5,093	8	3.2
Electronics	312,544	9	18,715	30	6.0
Other electrical engineering	332,984	10	4,811	8	1.4
<b>Vehicles</b>					
Tractor and motor vehicles	428,461	13	3,115	5	0.7
Aerospace equipment, manufacturing and repairing	188,263	6	11,547	19	6.1
Other vehicles	72,667	2	434	1	0.6
<b>Other activities within scope of the EITB</b>	644,950	19	3,074	5	0.5
<b>Total</b>	<b>3,328,000</b>	<b>100</b>	<b>61,889</b>	<b>100</b>	<b>1.9</b>

## Manpower planning



employed more scientists than engineers. For example, scientists amounted to 70 per cent of all technologists in this function in electronics. Employment in services was increasing rapidly, but accounted for only 5 per cent of the total; here, too, proportionately more scientists were employed. At the time of the survey, there seemed to be a tendency to employ more of the newly-recruited scientists in commerce and services.

Table 3, based on the survey of employers, shows, for each sector, the distribution of professional engineers and scientists between functions. (Trainees are excluded.) It will be seen that the proportions employed in different functions differed widely from sector to sector. For example, aerospace used 84 per cent of its total number of technologists in research design and development and only 7.5 per cent in production, whereas some sectors of electrical engineering used only 54 per cent in research, design and development, and about a third in production.

### Relatively young

Technologists were heavily concentrated in the larger firms—82 per cent of them are in firms with 1,000 or more employees (but only 55 per cent of all workers in the industry). They were also relatively young: nearly 40 per cent were under 30 and 30 per cent between 30 and 40. Naturally, they tended to be younger in sectors, such as electronics, which have expanded in the last decade and therefore needed to recruit substantially in more recent times; and older in sectors, such as electrical engineering, which have declined, and where recruitment has conse-

quently fallen. However, these figures by themselves could give a misleading impression, since many of the older technologists are now likely to be found amongst the 40,000 managers (a third of all managers in the industry) who the board estimates have worked as technologists earlier in their careers.

### What technologists do

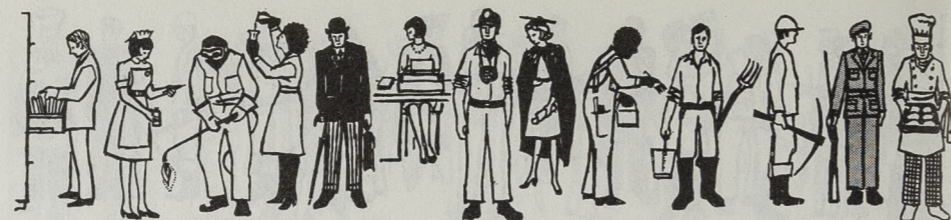
The 1,295 individuals studied completed a questionnaire on the nature of their work and the skills and knowledge they need in it. Three-quarters of them also completed log-books over a period of five days, to record what they were doing in each 15-minute period.

Various forms of communication emerged as a major feature of their work. The log-books showed that they were spending a quarter of their time on written communication and another quarter on oral communication. The questionnaires showed that the use, preparation or approval of various kinds of document was important, although to differing extents, in the work of most of the respondents. This has been found to be true also for technicians; but these were more likely to be using reports, specifications, procedure manuals, etc, whereas the technologists were more likely to be preparing them. As for face-to-face communication, those working in research, design and development attend meetings and conferences rather more often than do those on production. Professional engineers, being more often employed on production than scientists, are more likely to be involved in liaison with customers or suppliers.

Table 3 Percentage distribution by function

	Professional engineers				Scientists			
	Commerce	Research, design and development	Production	Services	Commerce	Research, design and development	Production	Services
<b>Mechanical engineering</b>								
Machinery	14	70	14	2	2	60	23	15
Industrial plant and steelwork	11	37	50	3	5	41	37	6
Other	10	55	25	10	11	53	35	1
<b>Instrument engineering</b>	13	66	14	8	30	67	2	1
<b>Electrical engineering</b>								
Electrical machinery	19	53	26	3	5	72	17	7
Electronics	8	70	15	8	33	56	6	6
Other	6	52	39	3	3	82	14	1
<b>Vehicles</b>								
Tractors and motor vehicles	7	54	31	8	4	54	19	23
Aerospace equipment	3	86	8	3	8	80	7	5
Other	12	58	30	1	2	62	32	4
<b>Other activities within the scope of the EITB</b>	11	54	31	4	26	44	22	7
<b>Total</b>	<b>9</b>	<b>65</b>	<b>21</b>	<b>5</b>	<b>21</b>	<b>63</b>	<b>11</b>	<b>6</b>

## Manpower planning



The questionnaire included a list of 44 technical activities, covering various aspects of design, testing, investigation of problems, review of effectiveness, technical analysis, planning, control, organisation, negotiation, marketing, purchasing, servicing, and so on. The "mix" of these depended more on the function of the employee than on his sector of the industry, and did not differ very much in each function between scientists and professional engineers. For example, although professional engineers were much more concerned with design than were scientists, this merely reflected their

**Table 4 Highest further education**  
Percentages of each age group

	Under 25	25-29	30-39	40-49	50 or over	All age groups
<b>A engineers</b>						
Higher degree	7	13	8	3	2	8
First degree or equivalent	79	75	62	60	39	66
HNC, HND	11	10	23	19	17	17
Full technological certificate	1	1	1	1	—	—
ONC, OND	—	1	3	5	17	4
Other certificates	1	—	2	8	9	2
No qualifications	1	—	1	4	16	2
Total number of engineer respondents (= 100 per cent)	126	278	333	188	57	982
<b>B scientists</b>						
Higher degree	4	19	14	15	6	13
First degree or equivalent	79	68	66	46	44	66
HNC, HND	7	9	10	9	11	9
Full technological certificate	2	1	1	3	—	1
ONC, OND	—	—	2	3	11	2
Other certificates	2	1	3	6	11	3
No qualifications	6	2	4	18	17	6
Total number of scientist respondents (= 100 per cent)	68	100	94	33	18	313

**Table 5 Additional training in the three years prior to interview**

	Advanced study in own specialism	Other special technical skills	Business studies	Other additional training	All additional training
<b>A engineers</b>					
Percentage of sample reporting one or more courses of additional training	34	23	22	4	59
Average number of days training per person reporting	14	9	17	19	20
Average number of days per course reported	8	6	13	16	9
<b>B scientists</b>					
Percentage of sample reporting one or more courses of additional training	36	22	28	3	63
Average number of days training per person reporting	18	9	20	6	22
Average numbers of days per course reported	8	5	14	6	9

greater involvement in the design function. The most frequently mentioned technical activities were the design of tests, evaluation of test results, the design of systems, and diagnostic activities.

Respondents were asked about the knowledge they needed in their jobs, 12 kinds of production process and seven measurement parameters being suggested—the same as were used in the earlier survey on technicians. Compared with technicians, technologists were more likely to need a working knowledge of a wide range of topics, especially in research, design and development, whereas technicians had reported the need for a more detailed knowledge of a narrower range.

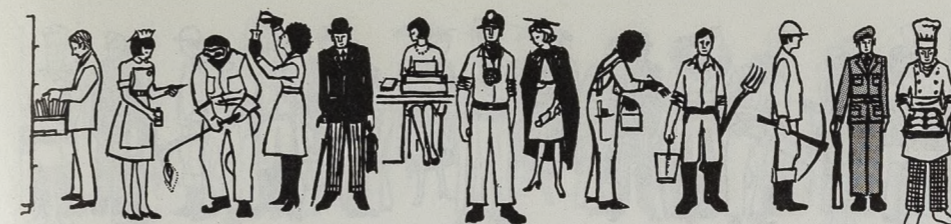
Supervisory responsibilities showed a relationship with age. About 70 per cent of those aged 40 or more but only 27 per cent of those under 30 supervised one or more people.

### Qualifications, education and training

Table 4 shows that in the sample as a whole scientists had slightly higher academic qualifications than professional engineers; but this mainly reflected the greater age of many of the professional engineers who were therefore likely to have had more limited educational opportunities. In the 25-29 age group, for example, there was little difference between the qualifications of scientists and engineers.

The subjects of qualification for professional engineers were almost always some branch of engineering, predominantly mechanical. Most scientists had taken mathematics, physics or both; others metallurgy or chemistry. A third of the professional engineers and one in six of the scientists with a qualification of at least first degree level also held a final qualification of a professional institution; almost 60 per cent of the professional engineers and half the scientists reported membership of an institution or professional body.

The type of educational institution attended, and the "routes" by which professional status had been reached, and the type of training, also seemed much related to age, and therefore differed for scientists and professional engineers.



## Manpower planning

For example, 13 per cent of the engineers aged 25-29 and 21 per cent of those under 21 had followed a sandwich course; amongst older professional engineers the proportion was much less. About a third of both professional engineers and scientists had begun their careers as technicians. They were mainly the older ones, but amongst professional engineers a quarter of even those under thirty had previously worked as technicians.

Table 5 shows that about 60 per cent of the sample reported some additional training during the previous three years. Much was advanced training in their own specialisms but a good deal with in business studies, as well as "other technical skills". However, the total amount of time spent on such additional training was mainly of the order of a few days, although business training, particularly, seemed to involve an average period of several weeks.

### Different distributions

As was shown in table 1, the distribution of trainees between sectors did not fully reflect that of technologists. For example, aerospace had a sixth of the technologists but a quarter of the trainees but electronics with a third of all technologists had only 15 per cent of the trainees. The report suggests that this probably reflects the relative importance of technological knowledge as against practical engineering skills in different sectors; or perhaps the much greater cost of a possible initial error in aerospace, which might be made by highly qualified but less experienced staff.

Of the trainees, 84 per cent were in firms with 1,000 or more employees. This was much the same as those firms' proportion of all technologists—82 per cent. Amongst the 2,000 or so trainees in smaller firms 300 student engineers were being trained in 1973/74 under group training schemes embracing 300 firms.

Some 8,000 of the trainees were taking sandwich courses—a total which illustrates the growing importance of this type of training, though it must be borne in mind that they were at various stages of mostly four year courses, whereas the great majority of the nearly 2,000 people under training after obtaining degrees had probably left university or polytechnic within the year or two before the survey.

### Job changes

About a sixth of the 62,000 technologists and trainees changed their firm or status during the year ended April 30, 1970. Table 6, based on the survey of employers, shows that most changes took place within the engineering industry.

The figures should be regarded as an indication of the relative importance of the various forms of change rather than as a measure of the absolute numbers involved.

Recruitment and losses varied from sector to sector. As table 7 shows both were high, for example, in electronics and "other vehicles" and low in "other mechanical engineering" and "other electrical engineering"

**Table 6 Recruitment and wastage of technologists**

Estimated number of appointments to technologist posts	
Already trained: from other engineering firms	3,646
Already trained: from organisations outside the engineering industry*	670
For training: persons already qualified (degree, HND, etc)	2,409
For training: non-qualified persons	1,550
Promotions or transfers within firm	1,649
<b>Total of technologist appointments in the 12 month period</b>	<b>9,924</b>
Estimated number of persons leaving posts	
To other employment within the engineering industry	4,737
To employment with organisations outside the engineering industry*	1,177
Deaths, retirement, redundancy, etc	1,966
Promotions or transfers within the firm	1,153
<b>Total of people leaving technologist posts in the 12 month period</b>	<b>9,033</b>

\* This covers employment in teaching, universities, government, research establishments, the nationalised industries and public corporations as well as non-engineering firms.

It appeared to be common for people to move from a first to a second job in less than three years, and to move to a third job within the next three years.\* The average time in a job was lower in sectors with predominantly younger employees, such as the electronic and electrical sectors; and, conversely, higher in aerospace equipment and mechanical engineering. Two-thirds of the 30/39 age group had held more than one job. This was not necessarily with a different company, but over half of all respondents aged 30 or more had worked in more than two companies and nearly a third in more than three companies. About three-quarters of the sample had always worked in the same function, and changes from one sphere of application (eg instrumentation to materials) were also relatively uncommon.

The survey showed that one in ten of all respondents in the sample had at some time moved out of the engineering industry and back again.

### Some conclusions

One fact which is emerging from the series of surveys being carried out by the EITB is that different categories of qualified workers are not sharply demarcated. Not only is there a considerable flow from the category of technician to that of technologist, and from there to management; but the differences may also be affected by how particular firms organise and adapt their use of qualified manpower in changing circumstances.

\* These moves include changes of function, etc, not covered by table 7.

## Manpower planning



The breadth of knowledge which appears to be a main distinguishing factor between the work of technologists and that of technicians has been commented on from another angle in reports based on work commissioned by the board in Sussex University on technological change and manpower in engineering.\* These reports comment that in many cases, the only factor distinguishing firms using a new technique from those that did not, was the presence in the "innovative" firms of one or two individuals who had the necessary knowledge. Since technologists seem largely to remain within their own specialisms and to receive only relatively little additional "broadening" training after entering the industry, important questions seem to arise on policy and arrangements for technologist training, if a broader training is likely to have such important consequences.

Work commissioned from the University of Warwick on the improvement of manpower forecasting methods has shown that firms' decisions on recruitment and on the training of technologists have become extremely sensitive to the economic climate†. This has not only produced disconcerting fluctuations in recruitment, but may also mean that after a recovery in recruitment many entrants with good

\* *Research Report No. 3: Changing Technology and Manpower Requirements in the Engineering Industry*, EITB, £4.00 and *Occasional Paper No. 3: Technology and Manpower in the UK Engineering Industry—An Interim Report*, EITB, £0.80.

† *Occasional Paper No. 4: Manpower Forecasting for the Engineering Industry*, EITB, £2.00.

qualifications are put straight to work and therefore do not receive initial training of a kind advocated by the board. Such fluctuations may well affect the decisions of potential entrants not only to the engineering industry, but to courses of higher education in science and technology. How the industry can reconcile its long-term trends in demand for technologists with the short-term pressures on individual firms is a major problem for manpower planners in engineering and, of course, in other fields too.

### Three main elements

The EITB survey of technologists has shown that three main technical elements—engineering practice, design appreciation and work organisation—are substantially common to the work of both scientists and engineers working in the same function, but that the activities of those working in different functions have major differences in balance between them. However, as between those working in research, design and development and those working in production, at least, these differences could probably be catered for by variations in the "objective" training of each individual, within the same general pattern of recommended initial training.

The importance of communication in the work of all scientists and engineers in the survey has implications in regard not only to training, but also, the report suggests, to the pre-training education of potential entrants.

**Table 7 Recruitment and wastage of technologists in year ended 30 April 1970**

1	Estimated total number of technologists (including trainees) at 13/10/70	Percentage of total number						
		Gains			Losses			
		Recruited (including trainees)	Transferred from other categories of manpower within the firm	Total gained	Terminated	Transferred to other categories of manpower within the firm	Total lost	Net gained or lost
2	3	4	5	6	7	8	9	
<b>Mechanical engineering</b>								
Machinery	5,716	14	2	16	9	5	14	+3
Industrial plant and steelwork	3,181	7	6	13	16	1	17	-4
Other mechanical engineering	2,441	10	2	11	11	1	12	-1
<b>Instrument engineering</b>	3,762	16	2	18	13	4	17	—
<b>Electrical engineering</b>								
Electrical machinery	5,093	4	1	5	20	1	21	-16
Electronics	18,715	16	4	20	16	2	18	+2
Other electrical engineering	4,811	10	2	12	9	1	11	+1
<b>Vehicles</b>								
Tractor and motor vehicles	3,115	8	6	14	5	2	7	7
Aerospace equipment, manufacturing and repairing	11,547	18	1	19	9	1	10	9
Other vehicles	434	14	4	18	14	5	19	1
<b>Other activities within scope of the EITB</b>	3,074	11	2	12	11	2	13	—
<b>Total all sectors on industry</b>	<b>61,889</b>	<b>13</b>	<b>3</b>	<b>16</b>	<b>13</b>	<b>2</b>	<b>15</b>	<b>1</b>

## Manpower planning



Since the work of many of the respondents included supervision, the report suggests that more preparation for the behavioural aspects of the technologists' job could be an advantage.

In identifying the range of knowledge used by technologists, the survey did not collect information on how far the respondents thought, or their employers thought, they had enough of this knowledge; nor on how far they might have performed better if they had had the broader knowledge advocated in the Sussex report. Nor, with this in mind, does it do more than raise the question in what ways the industry's training can take account of the higher qualifications and more extensive education of the new generations of entrants.

### High mobility

The report points out that the relatively high mobility revealed by the survey, especially amongst the youngest scientists and technologists, might deter employers, unless special provision were made on training costs, from offering a broader training, in particular to their sandwich course trainees, since in their case the employer accepts a major part of the training cost, and would probably increase the chance of their leaving early if he made their training less specific to the firm's own needs. Yet this early mobility may be a valuable and necessary means of giving individuals a breadth of experience, and of providing the industry with technologists so equipped.

There is a conflict here, too, therefore, between the immediate interests of employers in getting full value for their expenditure on training and the long-term advantages that they, and the industry, could expect from broader training. This, too, the report suggests, may be a field for further research to discover how far employers appreciate, and are prepared to accommodate their policies to this problem.

Another field for investigation is suggested by the tendency shown for people to remain in research, design and development. The increasing exposure of young entrants to higher education may well predispose them to this function, where their eagerness to use their academic knowledge to confront problems could be immediately satisfied. Another way of achieving flexibility in the deployment of qualified manpower, it is suggested, might be by broader training at a later stage, rather than by the broadening of initial training, specially if such later training were combined with planned career development and individual career counselling within firms.

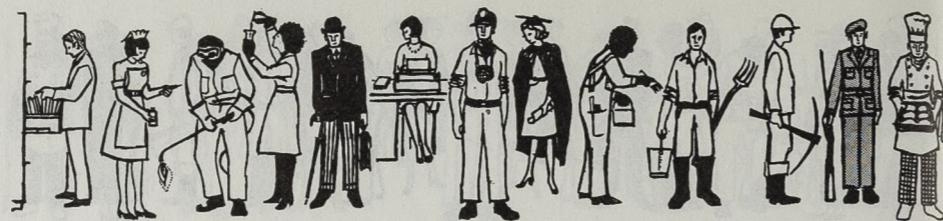
### Further investigation

The substantial minority shown to be moving to work as professional engineers and scientists by promotion, particularly from technician status, also has strong implications for manpower budgeting. Why people of technologist potential enter by this route, and the advantages some employers may be experiencing in such a progression is seen by the authors of the report as worth further investigation.

### MANPOWER ARTICLES

It is hoped to publish articles of special interest to those concerned with manpower planning at rather more frequent intervals than in the past, when they have appeared in the Gazette every three months. We hope, for instance, to publish articles in this series in the May and/or June Gazettes, as well as in July.

Manpower planning



# Employment prospects for new graduates in 1975

THE Department of Employment's Unit for Manpower Studies has prepared an assessment of the employment prospects for new graduates, which will be the third such report to be published. (The 1974 Survey was reported in the May 1974 issue of this *Gazette*.)

This year, in addition to the information on the likely demand for new graduates obtained from a survey of the recruitment intentions of employers, estimates of the supply of new graduates available for home employment have been provided by the Department of Education and Science in more detail than in previous years, showing the breakdown into men and women and into three broad subject groups, namely, arts, science and social science.

### New graduates

It is estimated that this year there are likely to be 44,200 new graduates at first and higher degree levels from universities and colleges who will be available for home employment, rather than going on to further study or professional training, being already in employment, returning overseas or not available for employment for other reasons. Graduates who go on to professional training, for example, as teachers or social workers, are not included in the figures of those available for employment either in the year they graduate nor in the year in which they complete their training. Science is the dominant subject, placing 22,500 graduates on the labour market, about half the total; there

**Table 1**  
Graduates\* available for employment in Great Britain

Academic year ending	1969		1974		1975	
	Nos. thous.	Per cent	Nos. thous. (estimated)	Per cent	Nos. thous. (estimated)	Per cent
Men	21.0	80	30.7	76	32.9	74
Women	5.4	20	9.8	24	11.3	26
Arts	3.9	15	6.7	17	7.5	17
Science	15.4	58	21.3	53	22.5	51
Social science	7.1	27	12.5	31	14.2	32
<b>Total</b>	<b>26.4</b>	<b>100</b>	<b>40.5</b>	<b>100</b>	<b>44.2</b>	<b>100</b>

\* Excluding medicine, dentistry and veterinary science.

will also be 14,200 social science graduates and 7,500 arts graduates available for employment this year. About three-quarters of all these graduates will be men.

There has been a growth of nearly 70 per cent in the numbers of graduates entering employment since 1969 and the internal composition of the group has also changed as illustrated in the chart. Women have increased their share of the total from a fifth to a quarter, their number increasing by about 6,000 over the six years to more than double the 1969 figure. Science has remained by far the largest of the three groups over the whole period forming 58 per cent of the total in 1969 but only 51 per cent in 1975. While the group has grown very substantially, by some 46 per cent, it has lost ground to the other subjects in proportional terms because the arts and social science groups have both almost doubled.

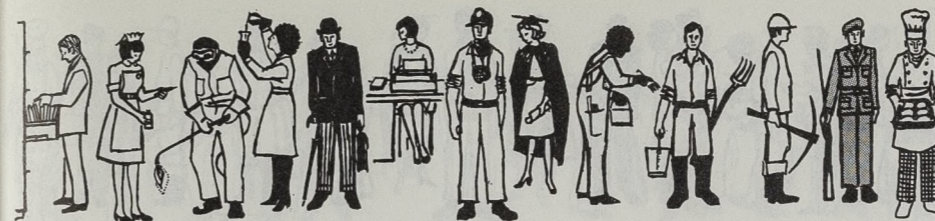
It has been estimated that there will be 3,700 more graduates available for employment this year than last year, an increase of 9 per cent. This increase is of the same order as the average annual percentage increase over the last five years; there was an estimated peak increase of 11 per cent between 1973 and 1974, the lowest figure was an increase of only 6 per cent between 1971 and 1972. The number of women graduates available for employment is expected to increase by 1,500 compared with last year and that of men by 2,200; while women show a greater percentage increase (15 per cent) than men (7 per cent), men will none-the-less

**Table 2**  
Graduates available for employment in Great Britain as a percentage of total graduates in each category

Academic year ending	1969	1970	1971	1972	1973	Percentages	
						1974	1975
	Actual*					Estimated	
Men	49	50	51	52	54	57	59
Women	37	37	37	37	42	47	51
Arts	31	33	33	34	36	42	46
Science	52	52	53	53	56	57	59
Social science	47	47	49	52	54	58	61
<b>Total</b>	<b>46</b>	<b>47</b>	<b>47</b>	<b>48</b>	<b>51</b>	<b>54</b>	<b>57</b>

\* Including some estimation such as allowance for graduates whose destination was not recorded.

Manpower planning



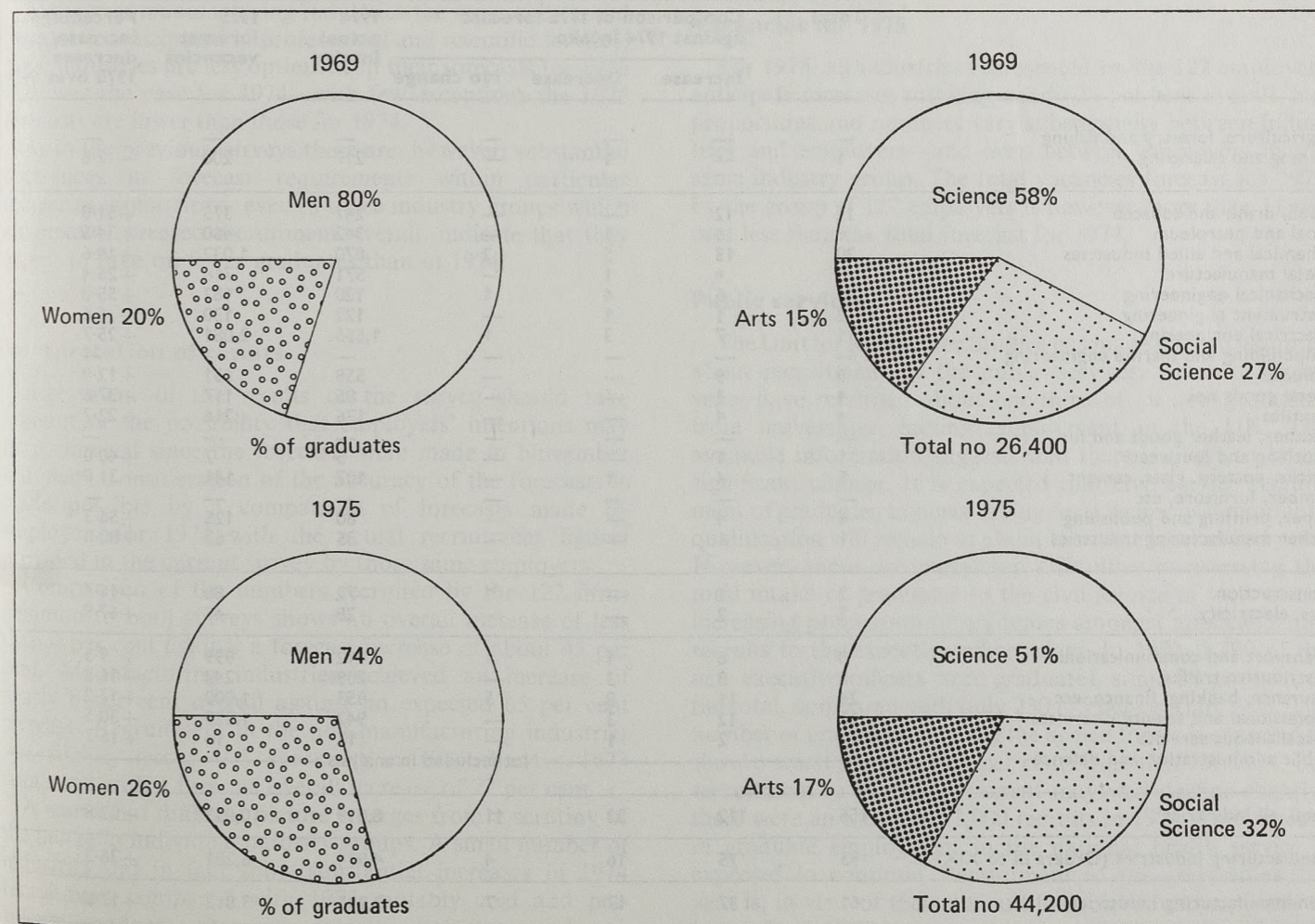
account for about 60 per cent of the overall growth in numbers. Social science is expected to be the fastest growing subject with an additional 1,700 graduates accounting for about 45 per cent of the anticipated growth; arts is likely to grow by 12 per cent and science by only 6 per cent, contributing an extra 1,200 new graduates to the labour market, compared with 1974.

Table 2 shows the percentage of the total graduate output (annex table B) in the various groups who were or will be available for home employment (annex table A). It can be seen that it is expected that 57 per cent of new graduates will be seeking employment in 1975; there had been a gradual increase in this percentage until 1972, then a rapid increase in 1973. There are indications of a continued rapid rise in 1974. The change has been particularly marked for women, with a steady level of about 37 per cent until 1972, then a rapid rise of over 13 percentage points in the final three years of the period. The main influence on this trend is the reduction in the number of graduates undertaking

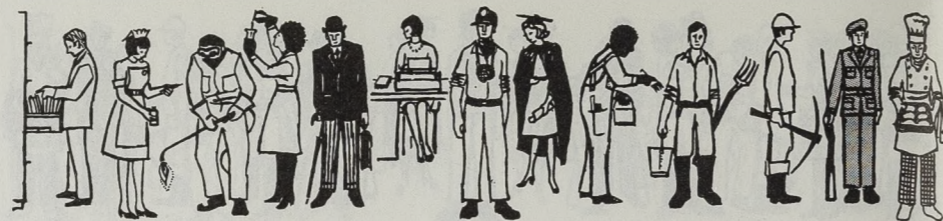
further education or training, in particular for teaching. There has also been a flattening off in the entry of home students to post-graduate courses. The increase in the percentage entering employment has occurred in all subject groups, to a lesser extent in science than in arts or social science.

The estimates of graduate output used in this article are essentially based on an extrapolation of past trends. The output of new graduates has been estimated from the intake of students to various courses in the appropriate earlier year, based on average course lengths. Different assumptions had to be made for universities and further education establishments, and for first and higher degrees; the split into subjects and into men and women were not always available and additional assumptions about continuation of past trends were needed. In order to assess the numbers likely to be available for home employment historical data from the statistics of first destination of university graduates were used. The percentage of graduates who are available

**New graduates available for employment in Britain**  
Distribution by sex and faculty, 1969 and 1975



## Manpower planning



for home employment has shown a marked increase since 1972 and it has been assumed that this percentage will continue to increase each year. Separate estimates had to be made for students whose destination was not known, and for the further education sector where first employment data are in their infancy.

It should be remembered that the greater the level of disaggregation the less reliable the estimates are likely to be. However, the figures do give a broad indication of the supply of new graduates who will be seeking employment this summer, many of them with employers who are members of the standing conference of employers of graduates.

The standing conference of employers of graduates (SCOEG) again made available the results of a survey carried out among its members and these have been analysed to gain an indication of the demand for new graduates by the industry and commerce sectors, which

absorbed almost two-thirds of the new graduates entering employment in 1973. Respondents to the 1974 survey had recruited over 40 per cent of the graduates who obtained jobs in industry and commerce in 1973. The response rate in 1975 was again similar to that in 1973 and 1974. The membership of the conference continues to be more representative of manufacturing industries than of other sectors of industry and commerce—for example, over 60 per cent of the 1975 respondents are in manufacturing industries. The conference includes an above-average proportion of large employers.

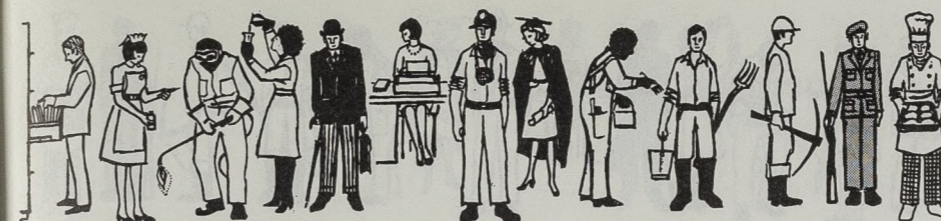
## Graduates needed

Analysis of the forecast requirements for 1975 and information about 1974 recruitment given by respondents to the survey shows that the number of vacancies for this

## Analysis of SCOEG survey of graduate vacancies for 1975, by industry

Industry	Number of respondents				Number of vacancies		
	Total	Comparison of 1975 forecast against 1974 intake			1974 actual intake	1975 forecast vacancies	Percentage increase/decrease 1975 over 1974
		Increase	Decrease	No change			
Agriculture, forestry and fishing	—	—	—	—	—	—	—
Mining and quarrying	1	—	1	—	217	200	-7.8
Food, drink and tobacco	12	12	—	—	247	375	+51.8
Coal and petroleum	6	5	1	—	342	460	+34.5
Chemical and allied industries	20	13	5	2	870	1,032	+18.6
Metal manufacture	5	4	1	—	571	716	+25.4
Mechanical engineering	11	6	4	1	120	187	+55.8
Instrument engineering	2	1	1	—	122	130	+6.6
Electrical engineering	11	7	3	1	1,655	2,081	+25.7
Shipbuilding and marine engineering	—	—	—	—	—	—	—
Vehicles	9	9	—	—	559	631	+12.9
Metal goods nes	4	4	—	—	85	117	+37.6
Textiles	4	4	—	—	176	216	+22.7
Leather, leather goods and fur	—	—	—	—	—	—	—
Clothing and footwear	1	1	—	—	5	7	+40.0
Bricks, pottery, glass, cement	5	4	1	—	107	141	+31.8
Timber, furniture, etc	—	—	—	—	—	—	—
Paper, printing and publishing	4	4	—	—	80	125	+56.3
Other manufacturing industries	1	1	—	—	35	63	+80.0
Construction	2	1	—	1	72	80	+11.1
Gas, electricity	2	2	—	—	28	47	+67.9
Transport and communications	8	6	1	1	912	999	+9.5
Distributive trades	6	3	3	—	209	243	+16.3
Insurance, banking, finance, etc	24	11	8	5	853	1,000	+17.2
Professional and scientific services	15	12	3	—	942	1,229	+30.5
Miscellaneous services	3	2	1	—	12	14	+16.7
Public administration and defence	—	—	—	—	—	—	—
					Not included in analysis		
Total, all industries	156	112	33	11	8,219	10,093	+22.8
Manufacturing industries (Orders III to XIX)	95	75	16	4	4,974	6,281	+26.3
Non-manufacturing industries	61	37	17	7	3,245	3,812	+17.5

## Manpower planning



year is expected to be some 23 per cent greater than the number of graduates recruited last year (see table below). This expected increase must, however, be set against the fact that recruitment for 1974 among respondents was appreciably below their forecast requirements. The extent of this deficiency is shown in more detail in the later paragraphs of this article which analyses the information provided by employers who responded to both the 1974 and 1975 surveys.

The percentage increase forecast for manufacturing industries is almost half as much again as that in the non-manufacturing industries (but see comparison of 1974 and 1975 results).

## Largest increases

Among manufacturing industries employing substantial numbers of graduates the largest increases are forecast in chemicals, metal manufacture, electrical engineering, food and drink, and coal and petroleum products.

In the non-manufacturing industries the most substantial increase is anticipated in professional and scientific services. Most industries are less optimistic in their forecasts for 1975 than was the case for 1974—with few exceptions the 1975 forecasts are lower than those for 1974.

As in the previous surveys there are, however, substantial differences in forecast requirements within particular industries. Some firms, even in those industry groups which anticipate increased recruitment overall, indicate that they expect to take on fewer graduates than in 1974.

## Interpretation of results

Assessment of the results of the survey should take account of the possibility that employers' intentions may have changed since the forecasts were made in November last year. Consideration of the accuracy of the forecasts is made possible by a comparison of forecasts made by employers for 1974 with the actual recruitment figures provided in the current survey by those same employers.

Comparison of the numbers recruited by the 122 firms common to both surveys shows an overall increase of less than 4 per cent against a forecast increase of about 45 per cent. Manufacturing industries achieved an increase of nearly 8 per cent overall against an expected 65 per cent increase. Recruitment in the non-manufacturing industries was slightly less (-1.3 per cent) in 1974 than in 1973 compared with a forecast overall increase of 22 per cent.

A somewhat different picture emerges from a scrutiny of the intake in individual industry groups. A small number of industries did in fact show substantial increases in 1974 recruitment compared with 1973, notably coal and petroleum products, chemicals, metal manufacture, and pro-

fessional and scientific services. None of these groups, however, achieved their forecast, with the exception of professional and scientific services (in which the 1974 forecasts indicated no change from the previous year).

Despite the failure in all industries except public utilities (small numbers only) and professional and scientific services (see previous paragraph) to achieve their 1974 forecasts, 10 of the 20 industry groups represented did in fact show moderate to substantial increases over recruitment in 1973. The other 10 industry groups failed to come up to the 1973 level by broadly similar margins.

A little more than half the employers covered in the analysis showed an increase or no change in 1974 against 1973, while the remainder recruited less. Similar proportions of increase/decrease between employers are found within the two main divisions of the SIC industry groups, viz: manufacturing group: 39 employers show an increase or no change and 35 show a decrease; non-manufacturing group: 23 employers show an increase or no change and 25 a decrease.

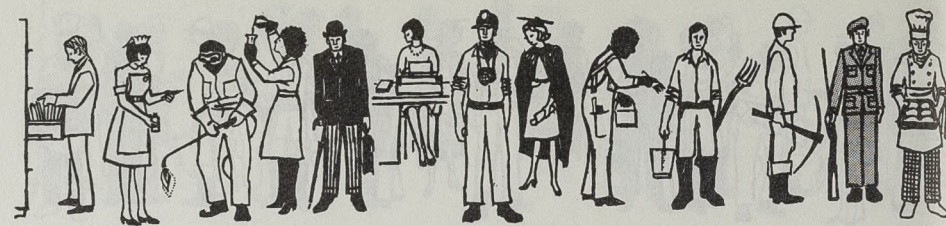
## Vacancies for 1975

For 1975, all industries represented by the 122 employers anticipate increases totalling nearly 25 per cent overall, but proportions and numbers vary substantially between industries and employers—and even between employers in the same industry group. The total vacancies forecast for 1975 by the group of 122 employers is however more than 11 per cent less than the total forecast for 1974.

## Public services

The Unit for Manpower Studies has made its own inquiries about recruitment by the public services, which in recent years have recruited about one-third of all new graduates from universities gaining employment in the UK. The available information suggests that there is likely to be no significant change. It is expected that civil service recruitment of graduates to posts calling for a degree as a minimum qualification will remain at about the same level as last year. However, there are particular difficulties in assessing the total intake of graduates to the civil service in view of the increasing proportion of graduates amongst applicants and recruits to the executive officer class. In 1973, 1,300 of the new executive officers were graduates, some 30 per cent of the total, compared with only 230 (15 per cent) in 1968. The number of graduates entering the armed forces is expected to show a small increase (9.3 per cent) over that for 1974, but recruitment to local government may well decline slightly; there were an estimated 2,000 recruits in 1974. The increase in graduate employment in the national health service is expected to continue. Recruitment to the universities this year is, in view of their difficult financial situation, likely to be confined to replacements.

## Manpower planning



### Overall picture

Employers in industry and commerce are less optimistic than last year in their forecasts of the increase in the numbers of graduates they are likely to recruit. This may be because last year's experience (when actual recruitment in many firms was well below the forecast figures) suggests they will not get all of those they might be seeking or because even allowing for last year's shortfall they have set their sights lower. There is little overall change expected in recruitment to the public service. SCOEG respondents this

### Annex table A

New first and higher degree graduates available for employment in Britain

Academic year ending	Thousands GB						
	1969	1970	1971	1972	1973	1974	1975 Estimated
<b>Men</b>							
Arts	2.3	2.7	2.9	3.1	3.2	3.5	3.9
Science	13.4	14.6	15.6	15.9	17.1	18.1	18.8
Social science	5.2	5.9	6.5	7.4	8.0	9.1	10.2
<b>Total</b>	<b>21.0</b>	<b>23.1</b>	<b>25.0</b>	<b>26.4</b>	<b>28.2</b>	<b>30.7</b>	<b>32.9</b>
<b>Women</b>							
Arts	1.5	1.8	1.9	2.2	2.6	3.1	3.6
Science	2.0	2.0	2.1	2.2	2.8	3.3	3.7
Social science	1.8	2.0	2.2	2.3	2.9	3.4	4.0
<b>Total</b>	<b>5.4</b>	<b>5.8</b>	<b>6.2</b>	<b>6.7</b>	<b>8.3</b>	<b>9.8</b>	<b>11.3</b>
<b>Men and women</b>							
Arts	3.9	4.5	4.8	5.3	5.7	6.7	7.5
Science	15.4	16.6	17.7	18.1	19.9	21.3	22.5
Social science	7.1	7.8	8.7	9.7	10.9	12.5	14.2
<b>Total</b>	<b>26.4</b>	<b>29.0</b>	<b>31.2</b>	<b>33.1</b>	<b>36.5</b>	<b>40.5</b>	<b>44.2</b>

Note: The table excludes those qualifying in medicine, dentistry and veterinary science. Arts includes education, languages, literature, music, etc (subject groups 1, 8, 9, 10 of the DES classification); science includes medical subjects other than those mentioned above, engineering, technology, science subjects and agriculture (subject groups 2-5); social science includes social, administrative and business studies, architecture, law, vocational subjects, etc (subject groups 6, 7). Home and overseas graduates from universities and further education colleges are included.

Source: DES estimates based on: university figures, *First Destination of University Graduates*, further education college figures, *Statistics of Education*, Volume 3.

year predict an increase of just over a quarter in their recruitment of new graduates, whilst the number of new graduates available for employment is likely to increase by about one-tenth. Since this survey was carried out there has been a rise in general levels of unemployment, and a fall in indicators of firms' general recruitment intentions. However, reports from several university appointments and career advisory services suggest that so far this change in the general state of the labour market has had little impact on prospects for new graduates. There must, of course, remain some uncertainty about the continuation of this buoyancy later in the year when final appointments are made.

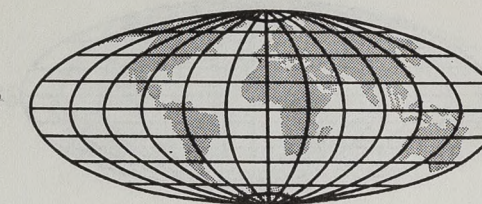
### Annex table B

Output of first and higher degree graduates

Academic year ending	Thousands GB						
	1969	1970	1971	1972	1973	1974	1975 Estimated
<b>Men</b>							
Arts	6.5	7.0	7.5	7.9	7.8	7.8	7.9
Science	25.3	27.3	28.9	29.0	29.8	30.8	31.2
Social science	10.8	11.9	12.7	13.8	14.1	15.2	16.5
<b>Total</b>	<b>42.6</b>	<b>46.2</b>	<b>49.0</b>	<b>50.7</b>	<b>51.8</b>	<b>53.8</b>	<b>55.6</b>
<b>Women</b>							
Arts	5.9	6.6	6.9	7.7	7.9	8.1	8.5
Science	4.4	4.6	4.8	5.1	5.8	6.3	6.8
Social science	4.3	4.7	5.0	5.0	5.8	6.3	6.9
<b>Total</b>	<b>14.6</b>	<b>15.8</b>	<b>16.7</b>	<b>17.9</b>	<b>19.6</b>	<b>20.7</b>	<b>22.2</b>
<b>Men and women</b>							
Arts	12.4	13.6	14.4	15.6	15.7	15.9	16.4
Science	29.6	31.8	33.6	34.1	35.7	37.1	38.0
Social science	15.1	16.6	17.7	18.8	20.0	21.5	23.4
<b>Total</b>	<b>57.1</b>	<b>62.0</b>	<b>65.7</b>	<b>68.5</b>	<b>71.4</b>	<b>74.5</b>	<b>77.8</b>

See footnotes to annex table A.

## World employment news



# The Dutch employment scene in 1974-75

AS 1974 opened the socialist Prime Minister of the five-party centre-left coalition had said he feared that price rises would be a bigger problem than oil scarcity. But he hoped that prices would not increase by as much as 13 per cent.

At the end of the year, largely because of the results of the revaluation of the guilder upwards in September 1973 and of a stringent prices policy, the consumer price index was up by less than 11 per cent. And oil scarcity had been less of a problem than had been feared. The amount of imported oil supplied was less than in 1973, but the production of natural gas was nearly 22 per cent up on 1973 and that of electricity over 6 per cent up. The Netherlands was able to export natural gas.

### Fighting unemployment

Although the country was not as badly hit by the energy crisis as most Western European countries, it did not escape the general economic recession in industrial countries. Unemployment increased throughout the year, was higher in December than at any time since the second world war, and higher still in February 1975 at 5.3 per cent of the male employed population and 3.6 per cent of the female. The government opened 1975 by announcing top priority for fighting unemployment and reducing "the very high rate of inflation".

In January 1974 a Special Powers Act was rushed through Parliament to meet the Arab oil boycott. A temporary price freeze was imposed. In February public expenditure was increased and in March taxes were cut, especially for people with lower incomes; public spending was further increased and investment allowances raised. In May price controls were extended and in November plans were announced for injecting some £600 million into the economy, in order to combat unemployment, stimulate private spending and increase production.

In spite of these measures, the number of people wholly

unemployed rose from below 150,000 at the start of the year to 180,000 in December and over 200,000 in February 1975. The building industry was hardest hit, nearly one man in three becoming unemployed; but there were several geographical areas of high unemployment as well. By January 1975, male unemployment was over 10 per cent in 21 of the 128 employment exchange areas and between 7 and 10 per cent in 31 other areas.

Over 22 per cent of the men who were wholly unemployed, and 43 per cent of the women, were under the age of 23. Nearly 50,000 workers, mostly in manufacturing, were also working short time.

In February 1975 the government made further proposals which are being debated in Parliament. These take the form of: support for industry (for individual firms including those in acute difficulties); support for the regions (through extension of the regional investment premium scheme and the allocation of funds for new enterprises and industrial expansion); labour market changes (including advance notice of dismissals, subsidies to encourage the employment of certain categories of people, increased training, raising the school leaving age and possibly earlier retirement); and special support for the building industry (29 major building projects requiring an investment of about £140 million to be begun at once).

### Wages

The Special Powers Act also enabled the government to regulate wages as well as prices. After negotiations between unions and employers on a central agreement on wages and prices had broken down in March, 1974 the government made a regulation governing wages for the rest of the year. Wages were increased for everyone by an amount in cash and by a percentage which was intended to compensate for increases in prices (a "cents and percents" increase). Such regulations were made twice in the year. Wages increased by about 14 per cent during the year.





## World employment news

The Act was to be in force for only one year, and negotiations between unions and employers on a central agreement for 1975 began towards the end of the year, but failed. The unions were eventually claiming 2 per cent on top of compensation for price increases, but the employers stuck at 1½ per cent. The talks broke down, however, not merely because of the ½ per cent difference but because of some "non-material" union demands, including demands for widening the scope of collective agreements and a demand for greater disclosure of information by employers about their businesses.

Apart from its general wage regulations, the government made three increases in the national minimum wage for adults, payable in full at the age of 23. By January 1975 this had been raised to the equivalent of over £200 a month at present exchange rates.

### Good relations

In spite of the failure to reach wage agreements, industrial relations throughout the country were good, and it returned to the almost strike-free conditions which, except for a few major strikes, had lasted since the second world war. The climate may have been somewhat artificial because of government wage control, but neither nationally nor at plant or local level did any serious dispute occur. The number of days' work lost because of strikes was only 6,000, compared with the exceptional year 1973, when 600,000 days were lost.

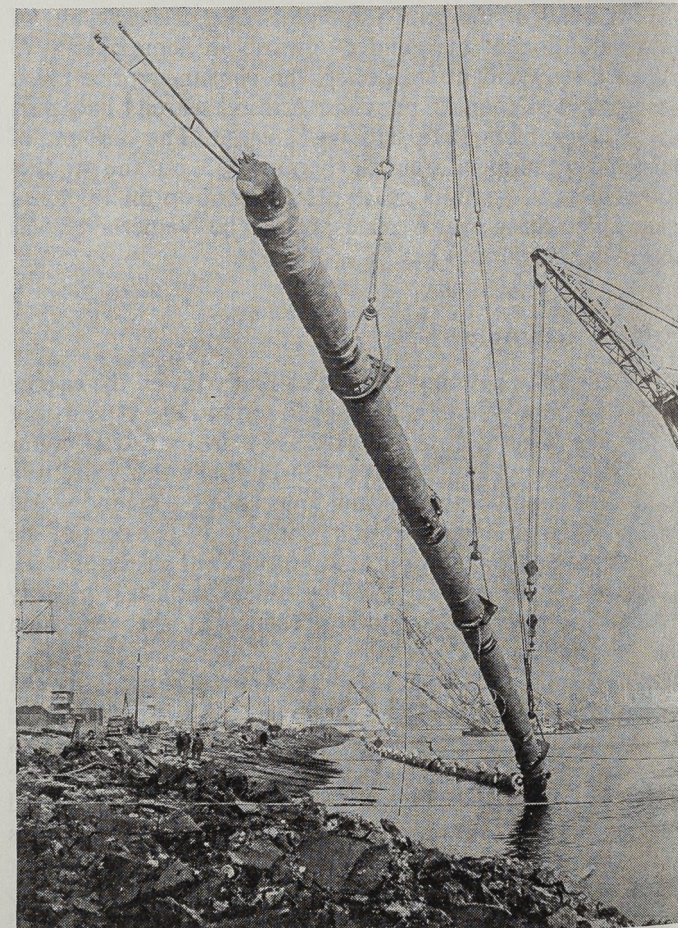
### Trade union affairs

In their dealings with employers and government the three trade union federations—the socialist NVV, the catholic NKV and the protestant CNV—were mostly united, but the prospect of a union of the three which, at the end of 1973, had seemed possible, receded. First, the protestant CNV, the smallest of the three, doubtful about its likely amount of say in policy-making, decided not to join in, then the other two federations, encountering opposition to a merger of themselves alone from certain unions, decided to postpone any joining up indefinitely, although union leaders are still interested in the idea.

Both NKV and CNV joined the European Trade Union Confederation, of which NVV had been a founding member in February 1973. The three unions' co-operation with each other, which continued in spite of their differences about a confederation of the three, was extended, therefore, from national to European level.

### Social affairs

The increasing rate of inflation affected social security benefits as well as minimum wages. Under customary half-yearly reviews, benefits of all kinds were increased by 6½ per cent from January 1974 and by over 10½ per cent from July. Old age pensioners had had an advance increase of 3½ per cent on May 1, which was made up to the full amount of the general increase on July 1. The minimum annual holiday allowance, which is usually paid in addition to normal wages in business and industry, was also increased on July 1 from 6 to 7 per cent of the annual wage. Benefits went up again by over 5 per cent on January 1, 1975.



Laying a pipe for transporting natural gas. The Netherlands can export this fuel

## World employment news



The Dutch unemployment law provides for benefit to be paid at the rate of 80 per cent of the daily wage people had before losing their job, within certain maximum and minimum limits. An amendment to the law came into effect on March 1. This permitted the payment of a wage supplement in the form of a grant from the unemployment insurance fund to anyone dismissed from employment, or unemployed, who accepted employment at a lower rate of pay than that on which his rate of unemployment benefit would be, or was, calculated.

This change had nothing to do with the inflationary situation and was not made specifically in order to help reduce the unemployment which had resulted from the oil crisis and subsequent recession—it had, in fact, been proposed before the oil crisis happened. It was, however, certainly intended to encourage people to accept work rather than stay unemployed.

One of Parliament's last acts of 1974 was to pass an Equal Pay law: the previous absence of such a law had incurred the disapproval of the EEC commission in 1973.

The government also submitted to Parliament a Bill seeking to introduce from July 1, 1976, a general disablement insurance scheme for all Dutch people, except married women, over the age of 18. The Bill would extend the present scheme, which provides for the compulsory insurance of all wage-earners, to self-employed people, and to disabled people with a minimum disability of 25 per cent, who had been unable to earn the income earned by healthy people for 52 weeks.

### Outlook for 1975

The reduction of unemployment to a more acceptable level remains one of the government's biggest problems. Little improvement was expected early in the year, and the Prime Minister has said that the full effects of the measures already taken to stimulate employment will not be felt until the second half of 1975. There seems, however, to be a general feeling that the economy will pick up before the end of the year and that the Netherlands will be out of recession by 1976—perhaps because the central planning agency said some time ago that the Dutch economy was in a favourable position through its close ties with the German economy, from which some expansive effect was expected to come.

On the other hand, it seems to be generally realised that the present unemployment is caused by what is happening outside the country as much as by what is happening within, and that eventual recovery will depend very much on what happens in the USA and Germany—over 35 per cent of Dutch exports went to West Germany in 1974.

Early in 1975, the seasonally adjusted figures seemed to indicate some flattening out of unemployment, but it will probably still be some time before there is any clear indication of the way in which the economy is developing. Something about which there is probably more certainty—unless there should be some completely unforeseen crisis—is that the Netherlands will be spared any serious disruption of labour relations.

# The Employment Protection Bill

The Employment Protection Bill\* has now been presented to Parliament. It represents the second stage of the government's programme of legislation on industrial relations. Like any Bill, it, of course, embodies the government's *proposals* only, and these are subject to approval and amendment by Parliament. This article gives a short summary of the Bill's proposals, which may be of help to those concerned, in following what is being debated in Parliament. The article uses the plain future tense throughout—"will" rather than the conditional "would". But the conditional phrase "if Parliament approves" should be understood in all cases.

THE first stage of the government's programme on industrial relations was the Trade Union and Labour Relations Act 1974. This was limited in scope, its principle purpose being to repeal the Industrial Relations Act 1971 quickly, while retaining some of its provisions, such as protection against unfair dismissal.

It was made clear at the time that a second Bill containing more positive and far-reaching proposals for extension of employees' rights and strengthening of collective bargaining would come later. First proposals for this were put forward in a consultative document in September 1974. The government has since considered comments on the document from employers, trade unions and many others and has taken these into account in preparing the present Bill. Some of the main changes between the proposals in the consultative document and those in the Bill are shown in the box on page 308.

\* HMSO, price £1.35 net.

## Part 1: Machinery for promoting the improvement of industrial relations

### ACAS (1 to 6)

The Advisory, Conciliation and Arbitration Service exists at present under administrative arrangements (see article on page 313). The Bill will put it on a statutory footing. ACAS will be charged with the duty to provide conciliation and other assistance to help settle any trade dispute or help settle complaints made to industrial tribunals; to provide without charge advice to employers, employers' associations, workers and trade unions on any matters concerned with industrial relations or employment policies, and to publish general advice; to inquire into any question relating to industrial relations either generally or in any particular industry, undertaking or part of an undertaking; and to issue codes of practice containing practical guidance for promoting good relations.

ACAS may also refer disputes to one or more independent arbitrators, as it does at present, or to a new standing central arbitration committee, if all parties to the dispute consent. But the Bill enjoins ACAS to try conciliation and see that agreed negotiating procedures are used first. The Central Arbitration Committee (CAC) will replace the present Industrial Arbitration Board, formerly known as the Industrial Court (not to be confused with the National Industrial Relations Court).

The third stage of the government's legislative programme is concerned with industrial democracy.

The Bill is a long one—longer than the Industrial Relations Act of 1971. It runs to 172 pages and contains 115 clauses and 16 schedules. It is divided into five parts. Part 1 sets up machinery designed to improve industrial relations, including the establishment of the Advisory, Conciliation and Arbitration Service on a statutory basis. Part 2 introduces new rights for individual employees. Part 3 makes changes in the present statutory functions of wages councils and agricultural wages boards. Part 4 lays down procedures for handling redundancies. And Part 5 deals with such matters as claims for breach of contract of employment, picketing and the licensing of employment agencies.

Numbers in brackets after headings refer to clauses in the Bill.

### Certification officer (7 to 9)

A certification officer will be appointed by the Secretary of State for Employment to take over the duties relating to trade unions and employers' associations previously carried out by the Chief Registrar of Friendly Societies. These include approval of unions' political fund rules, trade union mergers and amalgamations and maintenance of the list of unions and employers' associations under the Trade Union and Labour Relations Act.

Any trade union will be able to apply to the certification officer for a certificate that it is an independent trade union. He is to make inquiries and consider any information submitted before deciding to issue a certificate, and may withdraw a certificate if he forms the opinion that a union is no longer independent. Only trade unions with a certificate of independence will be able to use the opportunities to be given by the Bill, eg to refer recognition issues to ACAS or to have information disclosed to them. Organisations that are dependent upon employers are not to have this entitlement.

The officer will take custody of annual returns, rules and other documents of trade unions and employers' associations submitted to the Chief Registrar of Friendly Societies and the Registrar of Trade Unions and Employers' Associations under the 1974 and earlier relevant Acts. He will keep these documents available for public inspection.

### ACAS and CAC—

#### Trade union recognition (10 to 16)

Clause 10 sets up the CAC, already referred to.

One type of issue which may eventually reach it is one where a union claims that it should be recognised by an employer for negotiation purposes.

Where a union claims that it is entitled to such recognition and the employer refuses it, the union will be able first to take its case to ACAS, which will try to settle the issue by conciliation. ACAS will examine the issue, consult all parties affected and make any inquiries it thinks fit. If the issue is not settled, by conciliation or withdrawal of the claim, ACAS will prepare a written report which may include recommendations for recognition. Such recommendation may later be varied or revoked on application to ACAS by a trade union or employer concerned if circumstances change.

In examining such an issue ACAS may find out the views of the employees in any way it likes. (If, exceptionally, it decides on a ballot, conditions for a fair ballot are laid down in the Bill, including the provision that the ballot should be secret).

If ACAS makes a recommendation in favour or recognition, that recommendation becomes operative either immediately ACAS's report is delivered to all parties or as soon as any conditions imposed by ACAS are complied with. A union will then be entitled to complain to ACAS if it considers an employer is not granting recognition two months after the recommendation becomes operative. ACAS will then have to try and settle the complaint by conciliation. If this fails, the union may apply to the CAC complaining that the employer is not complying with the ACAS recommendation and including a claim for whatever terms and conditions of service it wishes to obtain for the employees covered by the recommendation.

## Part 2: Rights of employees

### Guarantee payments (short time etc) (22 to 29)

An employee will be entitled to a guarantee payment from his employer if he is not provided with work on a normal working day, whether from a lack of demand for the kind of work he normally does or for other reasons. (The Bill specifies what a "day" means where night-shift workers are concerned.) The payment will not be due if the failure to provide work results from a trade dispute involving other workers employed by the employer himself or an associated employer. It will also not be due if the employer offers suitable alternative work, whether or not it is work which under his contract the worker is employed to perform, and the offer is unreasonably refused.

The amount of guarantee pay will be based on the employee's normal daily pay, but will not be more than £6 a day. Payment will not be made for more than five days in any calendar quarter. Where the contract of employment provides for guaranteed pay, this would not be affected by the new statutory rights. In effect, the employee will benefit from whichever gives the better terms.

If the employer wishes to deny liability to pay guarantee pay, he must let the employee know before or within two

If the CAC finds the complaint well founded it may make an award specifying what terms and conditions should form part of those employees' contracts of employment (not necessarily the same terms as the union has claimed).

### Disclosure of information (17 to 21)

Employers will be required to disclose to representatives of recognised unions information which is necessary for collective bargaining and information which it would be good industrial relations practice to disclose. ACAS is to issue a code of practice on disclosure which will have to be taken into account. Employers will not have to disclose information against the interests of national security, information received in confidence or relating to an individual, or information which would be seriously prejudicial to the firm's interests for reasons other than its effect on collective bargaining.

A union will be able to complain to the CAC that an employer has failed to disclose information. The CAC can refer the complaint to ACAS if it thinks conciliation is possible. If not, or if conciliation fails, the CAC will hear and decide on the complaint, and, if well founded, make a declaration as to what information is relevant, the date on which the employer failed to disclose information and the date within which the employer ought to disclose the information (not sooner than in one week's time).

If, after that, a union considers that the information concerned is still not being disclosed, it will be able to complain to the CAC again, and to present a claim to the committee for terms and conditions of service for the employees concerned. If the CAC decides that the complaint is well founded it will be able to make an award specifying terms and conditions, whether those claimed by the unions or otherwise, which will then become part of the employees' contracts of employment.

days of the day for which he does not intend to pay—an "employer's refusal".

An employee will be able to complain to an industrial tribunal that his employer has failed to make a payment. If he has received an "employer's refusal" he must complain within 14 days of the day concerned. If not, he must complain within three months. If the tribunal finds the complaint justified, it will order the employer to pay the sum due.

Where a collective agreement exists which provides for guaranteed pay, the parties to it will jointly be able to apply to the Secretary of State for exemption from the statutory provisions. If he is satisfied with the collective agreement, exemption can be given. The agreement will have to include a right of complaint to an industrial tribunal about failure to pay.

### Medical suspension (30 to 37)

An employee will be entitled to be paid by his employer if he is suspended from work on medical grounds under statutory provisions which provide for such suspension. The regulations concerned are listed in schedule 2. The employee will forfeit his right to be paid if he is offered and unreason-

ably refuses suitable alternative work, or if he does not comply with reasonable requirements of his employer regarding availability.

The employee will be entitled to a week's pay for every week of suspension up to a maximum of 26 weeks. He will be entitled to complain to an industrial tribunal about failure to pay, under much the same rules as apply to guarantee pay. The tribunal will be able to order the employer to pay.

Where the suspended employee has been replaced temporarily, and the replacement worker has been told that his employment will end when the suspended worker returns, the replacement worker will not be entitled to claim unfair dismissal if he is dismissed when the suspended worker returns.

The determination of claims for unemployment benefit may be postponed, if a question of entitlement to guarantee or suspension payment is before an industrial tribunal, until the tribunal has settled the question. The time limits relating to non-payment of guarantee or suspension payments may be varied by order, subject to Parliament's approval.

#### Maternity (38 to 46)

Dismissal of an employee solely because she is pregnant or for any reason connected with pregnancy will be treated as unfair dismissal, and the employee will be able to complain to an industrial tribunal. But if her pregnancy makes her incapable of doing her work adequately, or if she is prohibited from working by other statutory provisions, and the employer cannot offer her suitable alternative work, she may then be fairly dismissed. She will, however, retain her right to maternity pay and reinstatement later on, if she qualifies for this.

A woman who is absent from work because of pregnancy or confinement will be entitled to maternity pay from her employer if she has worked for him for two years or more, and if she notifies him before or as soon as she knows she will be away, of her intention to return to work within six months of giving birth.

Maternity pay will run for not more than the first six weeks of absence, and the qualifying absence cannot start before the beginning of the 11th week before the expected week of confinement. The employer will be required to make up the difference between the woman's normal week's pay and the amount of social security maternity allowances which she would be entitled to if fully qualified for these allowances. If the employer already makes payments under a contractual arrangement, the better of the two types of payment will be paid.

A woman will be able to complain to an industrial tribunal about failure to pay, and the tribunal will be able to order payment of any amount due.

A woman will also have the right to return to her original job, or if that is not practicable, to "an occupation and on terms and conditions suitable in her case", for up to nine months from when she becomes eligible for maternity pay—that is, from the 11th week before the expected week of confinement. She must notify her employer when she is ready to return to work, at least a week beforehand. He is entitled to postpone her return for up to four weeks, giving reasons why, and she may also do so if she can produce a medical certificate.

#### Some main changes between the Bill and the consultative document

- The guarantee payments scheme has been put on a daily instead of an hourly basis and the upper limit raised from £25 to £30 a week.
- Six weeks paid maternity leave is proposed after 2 years' service with the same employer instead of 4 weeks after 1 year.
- Short-term employment (i.e. employment under a contract for 12 weeks or less) is to be excluded from the provisions covering guarantee payments, handling of redundancies and notice of dismissal.
- The provisions about unfair dismissal and the Contracts of Employment and Redundancy Payments Acts are to apply to employees who work at least 8 hours a week and who have been continuously employed by the same employer for at least 5 years, as well as to all employees who work for at least 16 hours a week.

An employee will be able to complain to an industrial tribunal about an employer's failure to allow her to return to work and the complaint will be treated in the same way as one of unfair dismissal. If the employer cannot re-employ her because of redundancy, she will be treated as redundant and will be entitled to compensation under the Redundancy Payments Act. Her redundancy will be counted as starting from the day on which she intends to return to work, as notified, or, if postponed, from the day her return is postponed to.

As when people are on medical suspension, replacement employees who have been told their job is temporary will not be entitled to claim unfair dismissal if dismissed when the woman having a baby returns.

#### Trade union membership etc (47 to 50)

An employee will have the right not to have action taken against him by his employer for the purpose of preventing or deterring him from, or penalising him for, membership of an independent trade union or taking part in its activities at any appropriate time, or compelling him to be a member of a non-independent trade union. The right to take part in activities on the employer's premises is limited, where there is a union membership agreement, to participation in the activities of unions recognised for the purposes of the agreement. An employee who genuinely objects on grounds of religious belief to being a member of any trade union whatsoever will have the right not to have action (short of dismissal) taken against him by his employer for the purpose of compelling him to belong to a trade union.

An employee will be entitled to complain to an industrial tribunal about contravention of his rights. If the matter cannot be settled by conciliation, the tribunal will be able to make a declaration of rights and award compensation.

#### Time off (51 to 56)

Employers will be required to allow officials of independent unions, which they recognise, reasonable time off work, with pay, so that they can carry out duties concerned with industrial relations between the employer and the employees the officials represent. Time off with pay will also be allowed for such officials to receive training to help them carry out these duties.

Employers will also be required to allow time off to members of independent recognised trade unions to enable them to take part in trade union activities (except activities which amount to a strike or other industrial action).

A code of practice to be issued by ACAS will contain advice on time off to be allowed for trade union officials and members.

Employers must also permit reasonable time off for employees who hold certain public offices, such as JPs, or who are members of certain public bodies like local authorities or statutory tribunals, to enable them to carry out their public duties.

In considering what is reasonable in all the circumstances, an employer will be able to take into account, among other things, the circumstances of his business and the effect of the employee's absence on the running of the business.

Employees will be able to complain to industrial tribunals about infringement of their rights to time off. If conciliation fails and the tribunal upholds the complaint, it must make a declaration to that effect and may award compensation to the employee.

Employees dismissed because of redundancy will be entitled to have reasonable time off work with pay to look for a new job or to arrange for training for future employment. An employee who is refused reasonable time off may complain to a tribunal, and may be awarded compensation.

#### Insolvency (57 to 63)

If an employer becomes insolvent, certain debts that may be due from him to his employees will be paid from the redundancy fund. These are arrears of wages (subject to a limit of 8 weeks), wages in lieu of notice (limited to the amount that the worker would have received under the Contracts of Employment Act) and up to 6 weeks' holiday pay (for the last year of employment). Payment for any of these items will be restricted for a maximum of £80 per week for each claimant. The redundancy fund will also pay any unpaid pension contributions for the last 12 months before the insolvency within certain detailed limits set out in clause 59, any reasonable sum by way of repayment of apprentices' or articulated clerks' fees, and any basic awards for unfair dismissal that may be outstanding.

The Bill also provides that items analogous to pay to which workers may be entitled under other clauses (including guarantee and medical suspension payments, maternity pay, payments for time off and protective awards) will rank as 'preferential debts'. If any of these payments are outstanding in an insolvency situation the redundancy fund will also pay them, subject to the £80 per week and 8 weeks limits.

Contributions to an occupational pension fund which were unpaid at the time the employer became insolvent may also be paid from the redundancy fund.

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Neither type of payment from the redundancy fund will be made until a statement of the amount due has been received from the trustee or liquidator.

Where payments have been made from the redundancy fund, the rights and remedies concerning the debts which employees or occupational pension funds may have will be transferred to the Secretary of State. Any money he recovers from the employers' assets will be paid into the redundancy fund.

In connection with these questions of insolvency, the Secretary of State will be able to require the production of necessary information and documents. Fines are laid down of up to £100 for unreasonably refusing to provide information and £400 for giving false information.

#### Dismissal (64 to 70)

If an employee is dismissed who is eligible to complain of unfair dismissal, he will be entitled to ask for, and be given, a written statement of reasons for his dismissal, and this statement will be admissible in evidence in any proceedings before an industrial tribunal.

The Bill improves the remedies for unfair dismissal at present available under the Trade Union and Labour Relations Act 1974. Where a tribunal finds a complaint well founded, and the complainant wants to be reinstated or re-engaged, the tribunal must give priority to examining the practicability of ordering reinstatement or re-engagement. The employer will not be able to argue that reinstatement is impracticable simply because he has recruited another employee to replace the dismissed employee, unless he can show that he had no alternative to recruiting a permanent replacement.

If the employer does not comply with a tribunal order for reinstatement or re-engagement, and the tribunal finds that it was practicable for him to do so, the tribunal must award compensation for the unfair dismissal, but in addition award the employee a further sum of between 13 and 26 week's pay, or, when the reason for dismissal concerned trade union membership or activity, between 26 and 52 week's pay. This larger amount of additional compensation also applies to a dismissal found to be unfair because it involved discrimination on grounds of sex or within the terms of the Race Relations Act.

An award of compensation for unfair dismissal will in future consist of an irreducible basic award and a compensatory award. The basic award will be related to the employee's age and length of service with the employer on the same scale as applies to the calculation of redundancy payments, but cannot be less than two weeks' pay. The method of calculating a week's pay for the purpose of the basic award is set out in the Schedule 3 of Bill, and the limit to the amount of any week's pay is £80. The basic award must be reduced if any redundancy payment has been made. The compensatory award will take account of any loss sustained by the employee as a result of his dismissal which is attributable to the employer's action, subject to an upper limit of two year's pay or £5,200, whichever is the less. The award may be reduced to take account of any action by the employee himself held to have contributed to his dismissal.

**Pay and hours (71 to 76)**

Employers will be required to give their workers itemised statements of pay, setting out separately gross earnings, net pay, fixed deduction and variable deductions. The separate details of fixed deductions need not be given each pay-day if the employee is given a standing statement of fixed deductions every 12 months. The particulars required in these statements can be varied by statutory instrument, as can the intervals at which standing statements will have to be given.

An employee who does not receive a pay statement can refer the matter to an industrial tribunal, and either an employer or an employee can refer to the tribunal any dispute about the particulars to be included in a pay statement or standing statement, apart from disputes which relate solely to the amount of money deducted.

Schedule 3 of the Bill replaces certain provisions of the Contracts of Employment Act 1972 which deal with the calculation of an employee's normal working hours and the amount of a week's pay. Schedule 4 replaces other provisions of the same Act dealing with an employer's liability for an employee while he is under notice.

The Secretary of State is required to review annually the

## Part 3: Regulation of terms and conditions of employment

**Wages councils and SJICs (79 to 87)**

The consultative document said of wages councils: "There is a need for changes in the role, operation and procedures of wages councils, designed to improve and speed up current procedures and to facilitate the transition from statutory regulation to collective bargaining." This part of the Bill is mainly concerned with meeting that need.

Wages councils were first set up in 1909 for certain trades where wages were particularly low and where statutory regulation was considered necessary to ensure minimum standards. Over the years, numerous changes have been made in the legislation, and the scope of the wages council system has been extended. Some three million workers are covered by wages councils and have minimum wage rates and holidays laid down by statute.

The most important proposals concerning wages councils in the Bill are: that wages councils will be able to fix any terms and conditions of employment—not just pay and holidays as at present; that the councils themselves will be able to make orders on minimum levels, instead of making proposals to the Secretary of State, who then may or may not make an order; and that the councils will be able to specify the date on which the pay rise or other improvement in conditions is to come into effect which, as cannot happen at present, will be able to be a date earlier than that of the order. The date cannot be earlier than the date on which the council makes its decision to grant the pay rise etc, but the present delay, sometimes of several months, occasioned by the need for the Secretary of State to make the order, will be cut out. The Bill also amends provisions for the enforcement of wages orders, the arrangements for the appointment of

limit for a week's pay which applies to payments under the Redundancy Payments Act and basic awards for unfair dismissal, and to increase the limit by order where appropriate. If he does not think the limit should be increased in any year, he must report his reasons to Parliament.

**Employment appeals (77 and 78)**

An employment appeal tribunal will be set up. Members will be judges nominated by the Lord Chancellor and the Lord President of the (Scottish) Court of Session and other members from both sides of industry appointed on the recommendation of the Lord Chancellor and the Secretary of State for Employment.

The tribunal will hear appeals from decisions of industrial tribunals under the Redundancy Payments Act, the Equal Pay Act, the Contracts of Employment Act, the Trade Unions and Labour Relations Act and the present Bill. It will also hear appeals from decisions of the certification officer. People appearing before the tribunal will not have to be legally represented, but they can, if they wish, be represented by anyone they like, including a trade union official. Costs will not normally be awarded.

members of wages councils and the maximum fines for breaches of orders (raised from £20 to £100).

With a view to encouraging progress from statutory regulation to voluntary collective bargaining, the Bill also gives the Secretary of State power to convert a wages council into a statutory joint industrial council, on application by the employers' association or union concerned, or without such application but after consultation with both sides.

The proposed constitution of such councils is set out in schedule 7. Their functions will be much the same as those of wages councils, but:

There will be no independent members, holding the balance between union leaders and employers, who will be represented equally.

Council members will elect their own chairman and deputy chairman.

Where wages councils are concerned, the functions now performed by commissions of inquiry will under the Bill be performed by ACAS. These functions consist of inquiry into and reporting on the questions of whether wages councils should be established, abolished or have their scope altered, at the request of the Secretary of State. Where the two sides of a statutory joint industrial council cannot agree on a settlement, the dispute can be referred to ACAS. If ACAS cannot bring about a settlement, it will appoint an arbitrator, whose decision will be final and binding on both sides.

A statutory joint industrial council may be abolished by the Secretary of State if he considers that adequate voluntary machinery for regulating terms and conditions of employment has been developed. He will be able to refer the question to ACAS for inquiry and report before making a decision.

He will also have power to require, by notice, that an employer within the scope of a wages council or SJIC provides such information and documents as he specifies for certain purposes. This will enable the wages inspectorate to concentrate its efforts where most likely to be needed.

And he may ask ACAS to inquire into and report on the development of voluntary collective bargaining in particular wages council industries, and on the operation of the system of wages councils and statutory joint councils generally, such reports to be published.

The powers of agricultural wages boards are brought into line with those of wages councils. Details are set out in schedules 8 and 9.

## Part 4: Procedure for handling redundancies

(89 to 96)

If an employer proposes to make employees redundant and he recognises an independent trade union for the purposes of negotiation, he will be required to consult the trade union about the proposed redundancies as soon as possible. Consultation must begin a minimum number of days before the first of the proposed dismissals takes effect, depending on the number of redundancies (90 days for 100 or more dismissals within a period of 90 days, 60 days for 10 or more dismissals within a period of 30 days). The employer will have to disclose certain prescribed information about the redundancy and how it is to be put into effect, and will be required to consider and reply to any representations from the trade union.

If an employer proposes to dismiss as redundant 10 or more employees at one establishment within a specified period he will also have to notify the Secretary of State in writing. Again, notification will have to be given 90 days in advance if there are 100 or more sackings within 90 days, and 60 days in advance for 10 or more within 30 days.

A trade union may complain to an industrial tribunal that an employer has failed to consult about a group of employees that they represent. If conciliation does not lead

**Extension of terms and conditions (88)**

Arrangements for settling claims about terms and conditions of employment are extended by substituting schedule 10 of this Bill for section 8 of the Terms and Conditions of Employment Act 1959, which this Bill will repeal. A claim may be made to ACAS that an employer is applying terms and conditions of employment that are less favourable than the recognised terms and conditions, or if there are no such recognised terms, the general level of terms and conditions or workers in comparable employment in the trade or industry in which the employer is engaged, in the same district. If a claim cannot be otherwise settled it will be referred to the CAC which may make an award which the employer will be required to observe.

to a settlement and the tribunal finds the complaint well founded, it may make a "protective award" relating to that group. This will entitle every employee who is to be made redundant, belonging to the group, to be paid by the employer a week's pay for each week of the period specified in the award, whether or not he is still working. If the employer offers the employee renewal of his old contract or a suitable alternative to work, and the employee unreasonably refuses, the employee will lose his entitlement to this pay.

An employee may complain to an industrial tribunal that he has not been paid the amount due under an award. The tribunal may order the employer to pay the amount due.

The Secretary of State may reduce by up to one-tenth the amount of rebate an employer gets under the Redundancy Payments Act where the employer has failed to notify redundancies. Alternatively, he may start proceedings against the employer, who may be fined up to £400. But proceedings may not be taken where the rebate has been reduced, and vice versa.

The rules about time limits, numbers of redundancies and so on may be varied by the government by order.

## Part 5: Miscellaneous and supplementary provisions

(97 to 115)

A few of the main points from the remaining clauses and schedules are briefly summarised here.

The remedy of an employee for infringement of any rights under the Bill will be exclusively by way of complaint to an industrial tribunal. The services of conciliation officers from ACAS are to be provided for most of the new tribunal jurisdictions conferred by the Bill. The Lord Chancellor, the Secretary of State for Scotland and the Secretary of State for Employment may, by order, confer jurisdiction on industrial tribunals to deal with claims for breach of contract of employment which arise or are outstanding when an em-

ployee's job comes to an end or which are concerned with matters of the same kind as those which can give rise to claims under the tribunals' other jurisdictions.

The Bill contains a declaration on peaceful picketing, intended not to change the existing law but to clarify it in certain respects where judicial opinion has differed. This says that a person exercising a right of peaceful picketing covered by the TULR Act may seek by peaceful means short of obstruction of the highway to persuade any other person whether or not in a vehicle to stop for the purpose of peace-

fully obtaining or communicating information or persuading him to work or abstain from working.

The Bill will abolish the present disqualification from unemployment and supplementary benefit of an employee of the same grade or class as others engaged in a trade dispute at his place of employment, or who is held to be financing the dispute because he is a member of a union paying strike pay. (Someone who is not on strike himself but is prevented from working because others are).

The Department of Employment is to take over from the local authorities the licensing of private employment agencies, as laid down by the Employment Agencies Act 1973.

ACAS, the Manpower Services Commission and its agencies are to have Crown status, and their staffs will be civil servants.

Appointment of safety representatives under the Health and Safety at Work etc. Act 1974 is to be restricted to people appointed by recognised trade unions. The Health and Safety Commission will be given new responsibilities for agriculture.

Certain categories of employment are excluded from the Bill's provisions by clause 106, and clause 108 makes it clear that, broadly speaking, the Bill applies to Crown employees like any others, apart from the armed forces. Clause 113 gives the government power to extend the Bill's provisions by order to employment in UK territorial waters and the UK designated areas of the Continental shelf connected with exploration of the sea bed and exploitation of North Sea oil and gas.

No exact estimate of the extra cost to employers of putting the Bill's provisions into effect can be made. That must largely depend on how many workers are already covered by private agreements on such matters as guarantee payments. But a rough estimate of the extra cost is about £100 million a year, of which about £80 million would be the cost of the guarantee payment scheme.

It is not intended that the whole Bill, once passed, should take effect immediately. The government intends to put it into effect in stages over a period of time.

## ACAS—the (almost) silent service

THE lights often burn late these days at Cleland House, Westminster head office of the new, independent Advisory, Conciliation and Arbitration Service (ACAS). The service which Mr Jim Mortimer, the ACAS chairman and his staff are providing for industry—and Mr Mortimer puts the accent strongly on the word service—is a busy and important one.

For the first time, the State is providing industry with a completely independent service to give advice to firms and unions on ways of avoiding disputes and to help settle them when they do break out; and to individual people on such matters as alleged wrongful dismissal. And industry is responding with increasing readiness to the services ACAS offers.

### Entirely new

In its organisation and, to some extent, its methods, ACAS is something entirely new. The old Ministry of Labour, now the Department of Employment, had, of course, for many years provided a conciliation service; and its conciliation staff, with its long experience of industrial relations, has now moved to ACAS. But the ministry or department had also been closely identified with statutory or other government-inspired forms of incomes limitation, and this, to some extent, affected industry's willingness to use the DE service.

The new ACAS operates completely independently of the department and of Ministers. Of course, Mr Mortimer points out, any organisation paid for out of public funds must ultimately be responsible to Parliament. But there is no interference in ACAS's work by Ministers. For instance, when approached by employers and unions, the service inquires whether they have taken the social contract into account, but the responsibility for its interpretation rests on the negotiators.

ACAS was set up last September under administrative arrangements. Under the Employment Protection Bill (see article on page 306) it is proposed that the service should be put on a statutory footing and have its independence defined by law.

### Full-time chairman

ACAS is headed by a council of ten members. Mr Mortimer himself, the chairman of the council, is the only member who works full time and sometimes takes part in the conciliation process himself. The other members are: three trade unionists, three employers and three independent members. The council is responsible for the development, organisation and policy of the service, but do not themselves conciliate.



Mr Jim Mortimer

ACAS generally provides its services only when asked, either by unions or employers, or by both jointly. Occasionally, however, it takes the initiative in suggesting to the parties concerned in a dispute that its services might be of help, but they are not bound to accept its assistance.

In the first four months of ACAS's existence, about 55 per cent of requests for conciliation came from unions, 20 per cent from employers, 20 per cent from both parties jointly, and in the other 5 per cent of cases ACAS offered to help.

Why does such a high proportion of requests for conciliation come from the unions? Mr Mortimer is sceptical of the importance of these, like many other, statistics. "They only happen to record who first informed us of a dispute", he said. "I should think, in fact, that in a much larger proportion of cases than the figures suggest, both sides were equally glad to make use of our services".

What may be significant about the figures, however, is that the percentages have changed little since early last year, when conciliation was in the hands of the department, although the total number of requests has gone up by

nearly 200 per cent—from 132 in the first two months of 1974 to 389 in January and February 1975. In other words, both employers and unions are finding ACAS more and more useful and increasing their requests for assistance in equal proportions.

Requests for ACAS's help are voluntary and the service is always prepared to listen. "We never refuse to listen", Mr. Mortimer said, "but sometimes, after talking to all concerned, we decide that our intervention would not be helpful. There might, for example, be adequate negotiating machinery within the industry still to be used".

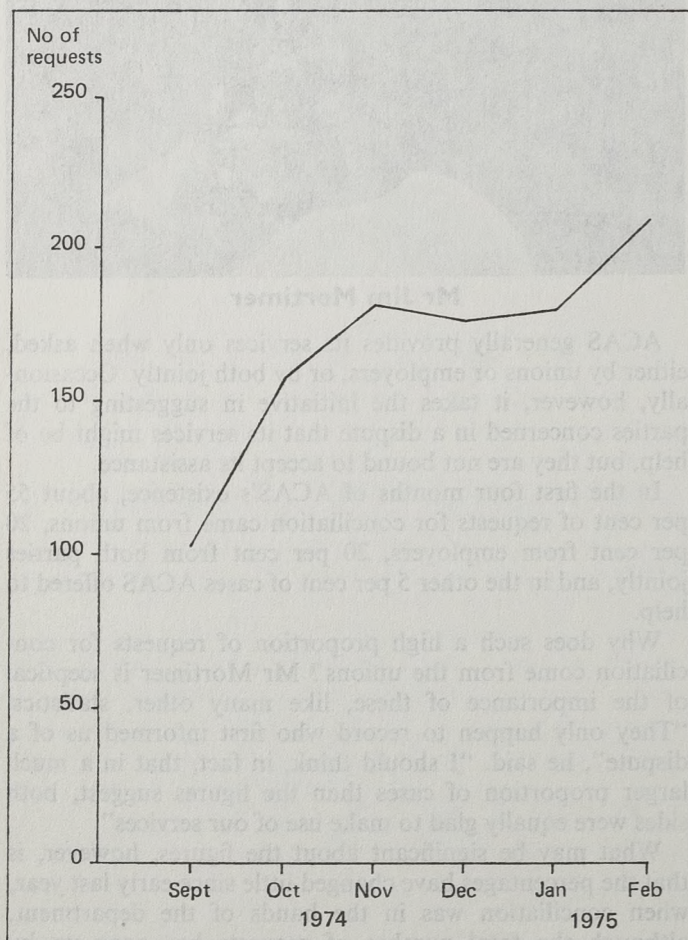
### Quiet and persuasive

A feature of ACAS is the quiet, persuasive, way in which it works. This is perhaps most clearly seen in its conciliation function—only one of its several functions, and not necessarily more important than, for instance, its advisory function, which, among other things, can help industry to avoid getting into deadlock in negotiations and so help to get rid of the ultimate need for conciliation.

The object of conciliation is to try and help the parties in a dispute to find their own solution to it—not to put a solution before them.

When an approach to ACAS is made (usually by telephone) the conciliation officer first looks to see whether employers and unions have gone through all the stages of

### Requests to ACAS for conciliation



whatever their normal negotiating procedure may be. If not, it is usually suggested that they should try again themselves to reach a settlement by going through the remaining stages.

If a settlement is still not forthcoming, ACAS invites both sides to come in and meet the conciliation officer, usually in separate rooms at first. The conciliator talks to both groups in turn, to find out how they see the situation and to inquire in which direction they think a settlement might be secured.

"Our main job", Mr Mortimer said, "is to listen patiently, not to suggest a solution, let alone press one on them."

Having heard from both sides, the conciliator then acts as an intermediary. In this way the outline of a solution may begin to emerge. The conciliator may go back and forth between the two groups several times, each time reporting how the other side is prepared to move, and, if progress is being made, there will eventually be a meeting between the two sides, with or without the conciliator present, and a settlement may eventually be reached.

Why, if so much is left to the employers and union leaders, can they not settle these matters themselves without the conciliator's assistance?

### Breaking the deadlock

"Well," Mr Mortimer said, "you have to remember that in perhaps 99 per cent of all industrial negotiations, that is exactly what does happen. It is in only a tiny majority of negotiations on wages or anything else that there is so stubborn a deadlock that we are asked to help. And then it often happens that one side or the other, or probably both, has taken up a final stand in front of the other and cannot, at least in front of the other side, afford to be seen to make any further move. In that situation, we can help to break the deadlock without it being too obvious to either side, or to those affected outside the closed doors of ACAS, who made the first move."

Conciliation is the method Mr Mortimer personally prefers, because the solution comes from the parties themselves and nothing is imposed. But where it fails or proves impossible, the parties may agree to **arbitration**, where an award is made by an independent outsider after hearing the case for both sides. At present, this process is done informally, both sides first agreeing to go to arbitration. ACAS does not itself arbitrate, but it keeps a list of some 40 experienced arbitrators, and appoints one or more to hear each case. The parties are under no formal obligation to accept an arbitrator's award. But there is little point in holding an arbitration if it is not going to be accepted, and there is a long tradition that in practice both sides do accept the award, whatever it may be.

### New arbitration committee

The Employment Protection Bill proposes that this type of arbitration, on terms of reference agreed between the parties, should continue, where both parties request it.

It is also proposed that a Central Arbitration Committee should be set up within ACAS as a standing arbitration body, to take over the functions of the present Industrial Arbitration Board and to hear claims in particular cases for the observance of recognised terms and conditions of employment. (All this is defined in the Employment Protection Bill). In these cases, the arbitration award would

be binding through the contract of employment. The committee would also have certain other duties arising from claims for trade union recognition and disclosure of information to unions.

Although arbitration may in some ways be less satisfactory than conciliation, there is no doubt that the demand for it is growing where there is a serious deadlock. Over the years of statutory incomes policy, arbitration had become less acceptable because, rightly or wrongly, it was felt that the arbitrator was bound to make awards in line with whatever the government of the day's "guiding light", norm or other pay limit might be. Since the return to free collective bargaining, the demand for arbitration has risen. In ACAS's first four months, joint requests for arbitration were four times more numerous than in the same period of the previous year when arbitration was arranged by the Department of Employment.

### Requests for mediation

Somewhere in between conciliation and arbitration comes **mediation**, and the number of requests for this is growing too. What happens here is that both parties to a dispute agree that an impartial person, whether a member of the ACAS staff or an outsider, should help them towards a settlement, by himself suggesting possible solutions, as the conciliator does not. This process is different from and less formal than arbitration where an award is made to settle the issue, and retains something of the conciliation process, the mediator acting both as a go-between and as a suggester of new compromise solutions. It can obviously help to have a third party putting forward his own suggestions where both sides are so firmly dug in that neither can make a move, even with the conciliator's help.

### No set methods

ACAS is not tied down to any of these or any other set method of settling disputes. It invents new ones or adapts old ones as it goes along, to suit particular circumstances. In January, for instance, during the Cowley mechanical rectifiers' dispute a three-man panel of investigation was set up, to make its own investigation into the problem, rather than just hear both sides' case, as the conciliator, mediator or arbitrator does. The panel can, for instance, go to the factory or other home of a dispute and see for itself what goes on. This method of trying for a settlement has a good deal in common with the much more formal court or committee of inquiry, which in the past has usually been appointed by the government. With the panel, as with ACAS's other methods, the government plays no part.

### EMPLOYMENT NEWS

A guide to ACAS and the services it offers is featured in the centre pages of the March issue of **EMPLOYMENT NEWS**, the Department of Employment's monthly newspaper. The centre pages are designed as a wall newspaper for display in factories, offices and elsewhere.

Copies can be obtained from **EMPLOYMENT NEWS**, 12, St James's Square S.W.1.

### ACAS addresses and phone numbers

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#### ADDRESSES OF REGIONAL MANAGERS

NORTHERN	AREA	
Mr Jack Thompson ACAS Wellbar House Gallowgate Newcastle upon Tyne NE1 4TP Tel: 0632 27575	Cumbria Northumberland Tyne and Wear Durham Cleveland	
<b>YORKSHIRE AND HUMBERSIDE</b>		
Mr Bob Burns ACAS City House Leeds LS1 4JH Tel: 0532 38232	North Yorkshire West Yorkshire South Yorkshire Humberside	
<b>SOUTH EASTERN</b>		
Mr. Harry Bainbridge ACAS Hanway House Red Lion Square London WC1R 4NH Tel: 01-405 8454	Cambridgeshire Norfolk Suffolk Greater London Oxfordshire Buckinghamshire Bedfordshire Hertfordshire Essex	Isle of Ely Berkshire Surrey Kent Hampshire (except Ringwood) Isle of Wight East Sussex West Sussex
<b>SOUTH WESTERN</b>		
Mr John Chambers ACAS The Pithay Bristol BS1 2NQ Tel: 0272 291071	Gloucestershire Avon Wiltshire Cornwall	Devon Somerset Dorset Ringwood
<b>MIDLANDS</b>		
Mr Denys Holland ACAS Fiveways House Islington Row Middleway Birmingham B15 1SG Tel: 021-643 9868	Derbyshire (except High Peak District) Nottinghamshire Lincolnshire Leicestershire Northamptonshire Shropshire	Staffordshire Hertfordshire and Worcestershire West Midlands Metropolitan County Warwickshire
<b>NORTH WESTERN</b>		
Mr Gordon Trounce ACAS Sunley Buildings Piccadilly Plaza Manchester M60 7JS Tel: 061-832 9111	Lancashire Merseyside Greater Manchester Cheshire High Peak District of Derbyshire	
<b>SCOTLAND</b>		<b>WALES</b>
Mr Leslie Whitaker ACAS 109 Waterloo Street Glasgow G2 7BY Tel: 041-221 6852		Mr Bert Grey ACAS 2-4 Park Grove Cardiff CF1 3QY Tel: 0222 45231

"The panel", Mr Mortimer said "depends upon the good will of the parties to the dispute, and the scope of its inquiry has to be established by mutual understanding between ACAS and those concerned."

What would happen where a Government department was itself the employer in a dispute and if perhaps a civil service union approached ACAS for help in reaching a settlement?

"We would treat a civil service union in exactly the same way as any other union," Mr Mortimer said. "And the government departments like any other employer. Of course the government department would have the same right as any other employer to say that it did not wish to use our services. We recognise that on occasions an employer or a union feels so strongly about an issue that it prefers to make a firm stand."

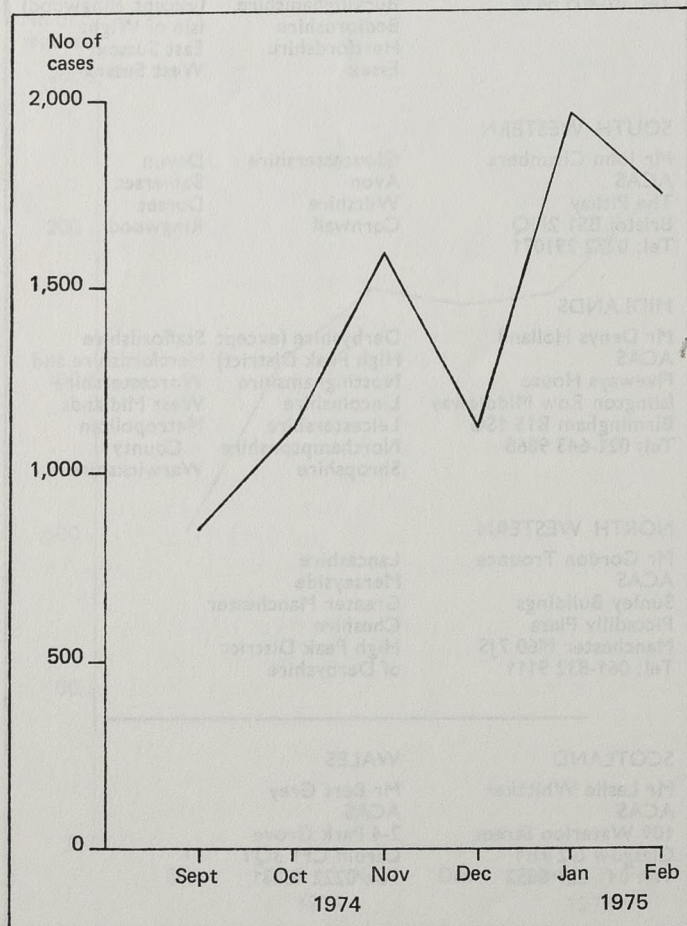
How successful has ACAS been in its trouble-shooting, as distinct from its trouble-preventing, activities? The official figures show a 70 per cent "success rate"—that is the percentage of cases taken to ACAS where a settlement has, with its help, been reached.

Personally, Mr Mortimer is more modest about this. "You can certainly say," he said, "that in about 70 per cent of cases our service helps to reach a settlement but the word 'success' implies also a judgment of the nature of the settlement".

ACAS started off last September as plain CAS. But the word **Advisory** was deliberately added to its name, and put

**Alleged unfair dismissal**

Number of cases referred to ACAS for conciliation



first, because of the importance of this side of its work, little publicity though it may get. ACAS has a staff of advisers throughout the country ready to help firms or unions with any problem of industrial relations they may be experiencing.

**Giving advice**

Sometimes they help both sides with drawing up an improved procedure for negotiating pay or other conditions of work. Sometimes they are called in by firms with problems of high absenteeism or a high rate of labour turnover. Sometimes there are problems of anomalies or unfairness within a firm's pay structure. Sometimes issues are spotted during a dispute, which ACAS helps to settle, which the immediate settlement cannot itself cure, but which need more fundamental treatment. Sometimes, on the other hand, potential trouble may be spotted in advance, and the advice given may help to head it off and avoid the need for conciliation later. ACAS has been getting some 500 requests a month for advice on such problems as these and many others. In giving advice, ACAS has only one main objective in view: an improvement in future industrial relations.

Sometimes advice can be given quickly and informally. In other cases, a long investigation of problems may be needed, taking from three to six months. This is much the same kind of investigation formerly carried out by the Commission for Industrial Relations. But here again Mr Mortimer puts the emphasis on the request for the investigations coming from employers or unions or both together. ACAS may not publish reports on all these longer-term investigations, but its policy here, subject to what is decided in the Employment Protection Bill, will again be flexible and decided by the particular needs of the case. On some occasions publicity might help to produce whatever action is needed to put things right. In other cases, it might do more harm than good. Whatever the decision, it will be based on whatever course is likely to be most helpful in improving future relations. The process is sometimes referred to as **strategic mediation**, a form of mediation not so much concerned with any current dispute, but with heading off trouble apparently lying ahead.

**Individual rights**

The widening scope of legal protection for the **individual worker** is giving the service an increasing amount to do on another side: conciliation where individuals think they have been unfairly dismissed. ACAS provides conciliation in an effort to reach voluntary settlements in cases which are reported for hearing by industrial tribunals. At present ACAS is being asked to help in about 400 such cases every week; as a result only about 40 per cent normally go before an industrial tribunal.

The Employment Protection Bill proposes to extend the area of the law's protection for individual rights and this part of ACAS's conciliation work is likely to grow in future.

ACAS's many functions and activities are carried out by a total staff of some 400, including Mr Mortimer, conciliators, advisers, clerical staff, typists and messengers in the London head office and the eight regional offices.

Mr Mortimer puts great stress on the fact that his is an integrated service, its conciliation and advisory functions

being complementary to each other and not co-existing in separate compartments. With the present staff, they have to be complementary, anyway. No-one can predict how many disputes are going to break out at one time or when there will be a comparative lull in the conciliation and arbitration work. When there is a sudden outburst of disputes and more conciliators are needed, people are taken off advisory work which is often less urgent and take over as conciliators. What is surprising is what a large number of disputes a small number of conciliators seems able to handle. When, last autumn, some 25 different strikes broke out in Scotland alone, only five conciliators were needed to help in those disputes where ACAS was called in. And they helped to settle a number of them. Most of the conciliation work is, of course, done in the regional offices.

**Wide experience**

The man who now presides over this whole peace-making operation, Mr Jim Mortimer, was born in Bradford and got his first job as an apprentice ship-fitter in Portsmouth. After a time at Ruskin College, Oxford and the London School of Economics, he joined the TUC's economic department in 1946, where he shared a room with a slightly later arrival, Mr Len Murray. Two years later he went to his own union, the Draughtsmen's and Allied Technicians'

Association (now amalgamated with the AUEW) as national officer and editor of the union journal.

His subsequent 20 years with the union gave him a wide experience of all types of union activity. "In a small union, with a small staff", he says, "you have to learn to do practically everything from writing minutes, speaking at meetings, and preparing memoranda to engaging in discussions on representative bodies and with employers. After a time on the Prices and Incomes Board he joined London Transport and experienced the management side of things at first hand as the executive's member for industrial relations.

**Free collective bargaining**

Asked if he thought his many years as a union leader affected his new role as head of an impartial advisory and conciliation service, "Well", he said, "the most important thing about that is that my whole experience has made me a firm believer in free collective bargaining, and my job with ACAS is concerned with improving that and making it more successful".

What is he most pleased with since ACAS started? "The tremendously favourable response we have had from employers and unions alike. Without their interest and co-operation, ACAS could not do the increasingly useful job I think it is doing".

# Statistics of work permit issues—1974

Work permit statistics are published in this *Gazette* quarterly in broad terms and annually in detail by country of origin and by industrial or occupational group.

Permits are issued to foreign workers (other than EEC nationals who do not need them) and those from Commonwealth countries providing that they satisfy the requirements of the work permit scheme. Changes which came into effect this year were reported in the February 1975 issue of this *Gazette*.

Statistics for 1973 which appeared in the May 1974 issue showed that a total of 26,460 permits were issued to foreigners and 6,379 to Commonwealth citizens. Last year the corresponding totals were 24,509 and 8,536.

Nearly 21,000 permits were issued for foreign workers abroad and 3,695 foreign visitors were given permission to work while they were in Great Britain. In the case of Commonwealth citizens, permits were issued for 3,612 people abroad and 4,924 visitors to this country were given permission to work during their visit.

Table 1 Annual analysis of work permits issued by country of origin January-December 1974

## COMMONWEALTH WORKERS

Country of origin	Permits			Permissions			Totals			Grand total	Commonwealth trainees	
	Long-term	Short-term	Total	Long-term	Short-term	Total	Long-term	Short-term	Men			Women
Australia	278	68	346	257	33	290	535	101	495	141	636	65
Bangladesh	36	2	38	33	6	39	69	8	76	1	77	24
Canada	161	173	334	157	27	184	318	200	402	116	518	14
Caribbean territories	140	106	246	741	75	816	881	181	269	793	1,062	39
Cyprus	49	7	56	52	11	63	101	18	90	29	119	12
East Africa	80	5	85	177	40	217	257	45	179	123	302	52
Hong Kong	193	28	221	164	45	209	357	73	304	126	430	39
India	328	144	472	267	41	308	595	185	623	157	780	179
Malaysia	148	58	206	650	319	969	798	377	481	694	1,175	146
Malta	493	244	737	92	12	104	585	256	636	205	841	10
Mauritius	251	6	257	652	45	697	903	51	598	356	954	52
New Zealand	66	11	77	76	6	82	142	17	128	31	159	14
Singapore	37	9	46	62	25	87	99	34	51	82	133	30
Sri Lanka	176	14	190	287	47	334	463	61	396	128	524	24
West Africa	75	105	180	282	107	389	357	212	393	176	569	69
Dependent territories excluding Hong Kong	105	2	107	99	13	112	204	15	89	130	219	6
Others	11	3	14	18	6	24	29	9	22	16	38	6
<b>Total</b>	<b>2,627</b>	<b>985</b>	<b>3,612</b>	<b>4,066</b>	<b>858</b>	<b>4,924</b>	<b>6,693</b>	<b>1,843</b>	<b>5,232</b>	<b>3,304</b>	<b>8,536</b>	<b>781</b>

- Notes: 1. Permits are issued for overseas workers resident abroad; permissions are given to those who are already in this country, and are included in the permit figures shown in tables 5 and 6.  
2. "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.  
3. Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.  
4. "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.  
5. In table 5 figures for United Kingdom passport holders are shown in brackets and included in totals.

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. In 1973 a total of 6,402 such permits were issued. Last year the total was 5,769.

The tables below give the following information for Commonwealth and foreign workers, respectively:

Tables 1 and 2 Work permit issues analysed by the main countries of origin, distinguishing long-term and short-term permits and permissions.

Tables 3 and 4 Summary of work permits issued and applications refused.

Tables 5 and 6 Work permits issued by industrial or occupational group and by main countries of origin.

Table 7 Residence permits issued to EEC nationals by industrial or occupational group and by country of origin.

Table 2 Annual analysis of work permits issued by country of origin January-December 1974

## FOREIGN WORKERS (NON EEC)

Country of origin	Permits			Permissions			Total		Total		Grand total	Student employees
	Long-term	Short-term	Total	Long-term	Short-term	Total	Long-term	Short-term	Men	Women		
Finland	257	384	641	37	18	55	294	402	101	595	696	154
Japan	596	177	773	239	32	271	835	209	714	330	1,044	78
Philippines	929	35	964	23	4	27	952	39	246	745	991	8
Portugal	598	105	703	92	21	113	690	126	474	342	816	9
South Africa	250	84	334	229	25	254	479	109	351	237	588	35
Spain	1,870	1,183	3,053	276	78	354	2,146	1,261	2,139	1,268	3,407	117
Sweden	288	684	972	78	28	106	366	712	495	583	1,078	169
Switzerland	532	537	1,069	100	80	180	632	617	493	756	1,249	339
United States	1,846	2,964	4,810	660	150	810	2,506	3,114	4,464	1,156	5,620	193
Yugoslavia	228	587	815	67	24	91	295	611	355	551	906	75
Others	3,716	2,964	6,680	1,091	343	1,434	4,807	3,307	5,484	2,630	8,114	945
<b>Total</b>	<b>11,110</b>	<b>9,704</b>	<b>20,814</b>	<b>2,892</b>	<b>803</b>	<b>3,695</b>	<b>14,002</b>	<b>10,507</b>	<b>15,316</b>	<b>9,193</b>	<b>24,509</b>	<b>2,122</b>

See footnotes to table 1.

Table 3 Annual summary of work permits issued and applications refused January-December 1974

## COMMONWEALTH WORKERS

	Issues			Refusals		
	Men	Women	Total	Men	Women	Total
<b>Permits</b>						
Long term	1,878	749	2,627	676	199	875
Short term	761	224	985	24	4	28
<b>Total</b>	<b>2,639</b>	<b>973</b>	<b>3,612</b>	<b>700</b>	<b>203</b>	<b>903</b>
<b>Permissions</b>						
Long term	2,027	2,039	4,066	515	398	913
Short term	566	292	858	18	19	37
<b>Total</b>	<b>2,593</b>	<b>2,331</b>	<b>4,924</b>	<b>533</b>	<b>417</b>	<b>950</b>
<b>Total</b>						
Long term	3,905	2,788	6,693	1,191	597	1,788
Short term	1,327	516	1,843	42	23	65
<b>Grand total</b>	<b>5,232</b>	<b>3,304</b>	<b>8,536</b>	<b>1,233</b>	<b>620</b>	<b>1,853</b>
Commonwealth trainees	685	96	781	83	10	93

See footnotes to table 1.

Table 4 Annual summary of work permits issued and applications refused January-December 1974

## FOREIGN WORKERS (NON EEC)

	Issues			Refusals		
	Men	Women	Total	Men	Women	Total
<b>Permits</b>						
Long term	7,248	3,862	11,110	1,227	572	1,799
Short term	6,201	3,503	9,704	68	46	114
<b>Total</b>	<b>13,449</b>	<b>7,365</b>	<b>20,814</b>	<b>1,295</b>	<b>618</b>	<b>1,913</b>
<b>Permissions</b>						
Long term	1,473	1,419	2,892	522	637	1,159
Short term	394	409	803	41	58	99
<b>Total</b>	<b>1,867</b>	<b>1,828</b>	<b>3,695</b>	<b>563</b>	<b>695</b>	<b>1,258</b>
<b>Total</b>						
Long term	8,721	5,281	14,002	1,749	1,209	2,958
Short term	6,595	3,912	10,507	109	104	213
<b>Grand total</b>	<b>15,316</b>	<b>9,193</b>	<b>24,509</b>	<b>1,858</b>	<b>1,313</b>	<b>3,171</b>
Student Employees	1,652	470	2,122	—	—	—

See footnotes to table 1.



**Table 5 Annual analysis of work permits issued by industrial or occupational group and country of origin January-December 1974**  
**COMMONWEALTH WORKERS**

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII
Country of origin	Agriculture, mining and oil	Food	Coal and chemical products	Metal, engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufactures	Construction and public utilities	Transport and communication
Australia	15	6	50	52	2	25	19	20
Bangladesh	—	—	1	3	3	1	1	1
Canada	34	—	18	53	3	13	6	6
Caribbean territories	2	1	1	11	4	3	9	4
Cyprus	—	3	3	5	—	3	6	11
East Africa	—	3	9	25	4	8	9	7
Hong Kong	2	6	5	24	3	8	6	6
India	35	11	22	83	11	20	42	19
Malaysia	3	104	7	56	—	44	5	18
Malta	3	374	2	76	20	61	15	12
Mauritius	—	1	—	8	—	2	—	2
New Zealand	5	2	10	15	2	6	2	6
Singapore	2	2	3	4	—	2	—	1
Sri Lanka	3	5	14	82	9	20	26	34
West Africa	7	5	9	21	—	11	5	32
Dependent territories (excluding Hong Kong)	2	1	—	8	2	4	1	1
Others	—	1	1	2	1	2	1	1
<b>Total</b>	<b>113</b>	<b>525</b>	<b>155</b>	<b>528</b>	<b>64</b>	<b>233</b>	<b>153</b>	<b>181</b>

See footnotes to table 1

**Table 6 Annual analysis of work permits issued by industrial or occupational group and country of origin January-December 1974**  
**FOREIGN WORKERS (NON EEC)**

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII
Country of origin	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
Finland	—	1	8	10	1	4	—	3
Japan	10	3	2	24	—	1	2	55
Philippines	—	—	1	3	1	1	—	2
Portugal	1	—	4	9	4	7	15	8
South Africa	1	5	19	30	9	9	13	19
Spain	95	3	10	19	3	11	16	37
Sweden	6	1	11	29	3	6	35	40
Switzerland	5	23	17	54	6	4	12	16
United States	463	18	164	435	13	98	254	45
Yugoslavia	—	1	3	8	1	11	2	3
Others	171	34	130	216	36	84	107	233
<b>Total</b>	<b>752</b>	<b>89</b>	<b>369</b>	<b>837</b>	<b>77</b>	<b>236</b>	<b>456</b>	<b>461</b>

See footnotes to table 1.

**Table 7 EEC nationals in Great Britain: residence permits issued by industrial or occupational group and country in 1974**

SIC order	I-II	III	IV-V	VI-XII	XIII-XV	XVI-XIX	XX-XXI	XXII	XXIII	XXIV
Country of origin	Agriculture, mining, and oil	Food	Coal and chemical products	Metal, engineering and vehicles	Textiles, leather and clothing	Bricks, timber and other manufactures	Construction and public utilities	Transport and communication	Distribution	Insurance, banking and finance
Belgium	7	2	8	13	1	5	—	6	8	11
Denmark	17	9	5	22	8	11	11	17	46	25
France	60	18	26	141	26	46	29	83	203	154
West Germany	38	18	42	120	14	38	37	78	117	116
Italy	45	72	43	236	120	116	56	43	143	63
Luxembourg	1	—	—	—	—	—	—	1	—	2
Netherlands	68	14	31	50	11	10	22	30	71	62
<b>Total</b>	<b>236</b>	<b>133</b>	<b>155</b>	<b>582</b>	<b>180</b>	<b>226</b>	<b>155</b>	<b>258</b>	<b>588</b>	<b>433</b>

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

**Table 5 (continued) Annual analysis of work permits issued by industrial or occupational group and country of origin January-December 1974**

XXIII	XXIV	XXV-XXVI-XXVII						SIC order	
Distribution	Insurance banking and finance	Professional and scientific	Miscellaneous services and public administration	Entertainment	Hotels and catering	Domestic and hospital workers	Nurses	Total	Country of origin
13	69	220	22	74	8	—	41	636	Australia
4	10	22	2	1	25	1	2	77	Bangladesh
10	47	124	8	155	9	4	28	518	Canada
10	13	39	17	95	8	27	818	1,062	Caribbean territories
10	5	33	6	1	12	4	17	119	Cyprus
27	24	57	11	3	3	5	107	302	East Africa
23	18	47	2	23	138	1	118	430	Hong Kong
34	24	235	18	96	26	19	85	780	India
31	38	115	15	21	35	13	670	1,175	Malaysia
20	35	29	14	18	142	5	15	841	Malta
8	6	38	7	1	30	97	754	954	Mauritius
7	21	50	9	13	—	—	11	159	New Zealand
11	7	24	3	2	10	—	62	133	Singapore
13	22	101	17	3	1	26	148	524	Sri Lanka
8	38	69	18	86	8	9	243	569	West Africa
6	5	28	7	—	24	61	69	219	Dependent territories (excluding Hong Kong)
3	3	5	2	1	—	1	14	38	Others
<b>238</b>	<b>385</b>	<b>1,236</b>	<b>178</b>	<b>593</b>	<b>479</b>	<b>273</b>	<b>3,202</b>	<b>8,536</b>	<b>Total</b>

**Table 6 (continued) Annual analysis of work permits issued by industrial or occupational group and country of origin January-December 1974**

XXIII	XXIV	XXV-XXVI-XXVII						SIC order	
Distribution	Insurance banking and finance	Professional and scientific services	Miscellaneous services and public administration	Entertainment	Hotels and catering	Domestic and hospital workers	Nurses	Total	Country of origin
15	9	24	3	30	277	192	119	696	Finland
178	197	69	12	149	230	87	25	1,044	Japan
4	3	12	1	5	933	7	18	991	Philippines
3	7	13	6	10	449	261	19	816	Portugal
28	89	194	15	38	8	23	88	588	South Africa
18	44	68	19	168	1,881	918	97	3,407	Spain
39	31	74	13	394	131	92	173	1,078	Sweden
65	76	73	18	102	481	203	94	1,249	Switzerland
86	366	816	53	2,483	175	44	107	5,620	United States
16	2	16	8	114	392	309	20	906	Yugoslavia
206	276	702	81	2,369	1,712	1,356	401	8,114	Others
<b>658</b>	<b>1,100</b>	<b>2,061</b>	<b>229</b>	<b>5,862</b>	<b>6,669</b>	<b>3,492</b>	<b>1,161</b>	<b>24,509</b>	<b>Total</b>

**Table 7 (continued) EEC nationals in Great Britain: residence permits issued by industrial or occupational group and country in 1974**

XXV-XXVI-XXVII	XXIII						XXIV	SIC order	
Professional and scientific services	Miscellaneous services and public administration	Entertainment	Hotels and catering	Domestic and hospital workers	Nurses	Total	Men	Women	Country of origin
17	7	3	5	6	2	101	72	29	Belgium
34	26	5	27	16	26	305	134	171	Denmark
210	111	27	358	37	39	1,568	824	744	France
153	84	8	145	40	36	1,084	606	478	West Germany
89	157	13	809	121	18	2,144	1,717	427	Italy
—	—	1	1	—	—	6	1	5	Luxembourg
74	41	4	29	14	30	561	351	210	Netherlands
<b>577</b>	<b>426</b>	<b>61</b>	<b>1,374</b>	<b>234</b>	<b>151</b>	<b>5,769</b>	<b>3,705</b>	<b>2,064</b>	<b>Total</b>

## Dockworkers' scheme—new proposals

PROPOSALS for legislation to extend the dockworkers' employment scheme have recently been published in a consultative document by Mr Michael Foot the Secretary of State for Employment.

This follows from an earlier announcement made in July last year, that the government would carry out the pledge to extend the scheme to all significant commercial ports and wharves (see this *Gazette*, August 1974, page 735). At that time, consultations began on possible changes to the statutory definitions which determine the scope and application of the scheme.

"These consultations", said Michael Foot, speaking on the consultative document in the House of Commons, "have led me to conclude that a more radical approach is needed. The present application of the statutory regulation has remained virtually unchanged since the introduction of the original scheme. Moreover, the limitations in the present legislation prevent the extension of the scheme in many circumstances where this would be appropriate. This has proved—and would otherwise remain—a potent source of unrest."

In view of this, he said he had decided that, as well as extending statutory control to significant non-scheme ports, it was necessary to ensure that there could be a continuous review of the need for changes in application of the scheme and speedy means of bringing about the necessary changes.

The proposed legislation would replace the Dockworkers (Regulation of Employment) Act 1946 and the relevant parts of the Docks and Harbours Act 1966. It would provide that all work which is at present performed by registered dockworkers would continue to remain subject to statutory control. All the essential features of the present scheme and the principles on which it is administered would also be retained, including joint regulation.

### New definition

A new definition of "dockwork" which automatically carried with it an extension of statutory regulation would simply impose new rigidities where flexibility is needed. It is therefore proposed to introduce a new definition of "port transport work" which would cover all operations to which it might be judged on examination appropriate to extend the scheme.

The new definition would broadly cover the handling of goods intended for transport on sea-going vessels or coming from sea-going vessels and would include the storage, warehousing, sorting, weighing, movement and lighterage of such goods and their identifying, checking and recording.

Excluded from the definition would be work carried out by employees of nationalised industries (unless the industry was specifically established to discharge port transport work); "port transport work" undertaken by an employer solely for the purpose of manufacturing, producing, wholesaling or retailing goods; and work normally carried out by the crews of ships including inshore fishing vessels. Operations wholly or mainly involving the driving of vehicles for the transportation of goods by road would also be excluded.

The proposed legislation would allow the scheme to be extended to particular "port transport work" operations only if they were carried out within five miles of the mean high-water mark or within five miles of the water-side limits on any named place which is used for the loading or unloading of vessels and which is connected to the sea by river or canal.

The National Dock Labour Board would have responsibility for reviewing the coverage of the scheme and for making recommendations about its extension to particular port transport work within the five mile limit. The scheme should apply wherever significant third party loading or unloading operations are carried out. Anyone engaged in the loading or unloading of third-party goods from sea-going vessels for a fee or charge at ports not at present covered by the scheme would be required to report these and any related "port transport work" operations undertaken in the vicinity, to the board.

The board would then be required to report to the Secretary of State, within a specified period, all such operations to which it recommended the scheme should be extended.

### Regular employment

The board would be able to recommend, by report to the Secretary of State, that other "port transport work" operations within the five mile limit should be covered by the scheme. In framing its recommendations, the board would be required to take account of the need to provide for regular employment. It would also need to consider whether the operations were of a kind which were being carried out by registered dockworkers, whether at that time or in the past. The board would also consider whether extension would help create better arrangements for manpower planning and development.

The National Dock Labour Board would be given powers to obtain information from employers about the number of their employees, the activities on which they were employed and any other relevant information. There would be a right of appeal on the grounds that the provision of such information would seriously harm the company's commercial interests.

When making a recommendation, the board would inform the employer and any independent trade union directly concerned and they would have the opportunity of making representations to the Secretary of State. If the representations raised industrial relations questions, the Secretary of State could refer them to the Advisory, Conciliation and Arbitration Service (ACAS) for advice.

The Secretary of State could seek the advice of the board on any question relating to the extension of the scheme to "port transport work". He could also ask the board for its views on the possible extension of the five mile limit, either generally or at particular places.

The Central Arbitration Committee of ACAS would determine any questions arising about whether an operation fell within the new definition of "port transport work". Section 51 of the Docks and Harbour Act 1966 would be repealed.

The proposed legislation would also provide for the Central Arbitration Committee of ACAS to settle claims about the terms and conditions of employment for employees involved in "port transport work".

Because the duties and responsibilities of the National Dock Labour Board would be increased under the new proposals, its constitution would be established in legislation.

The government would welcome comments on the proposals as soon as possible. Copies of the consultative document can be obtained, free, from: *Industrial Relations Division II, (IRB1), Department of Employment, 8, St James's Square, London, LSW1Y 4JB.*

## Positive policies for health and safety

### A new legal obligation on employers

RECENT reports from the Chief Inspector of Factories have stressed the need for firms to adopt positive policies for the promotion of health and safety rather than just tinker about with potentially dangerous machines or unhealthy situations.

Under the new Health and Safety Act\* it has, from April 1, 1975, now become a legal obligation on employers to prepare and make known to their staff a written statement of their policy for promoting health and safety at work and of the arrangements for carrying it out.

This obligation applies to all types of employer in industry or commerce, whether their employees work in factories, offices, shops or anywhere else. But the Health and Safety Commission is now consulting industry and local authorities about proposed new regulations to exempt employers with fewer than five employees from this particular duty, except where a safety representative has to be appointed or elected for those employees.

### The law

The relevant part of the Act is section 2(3), which says: *Except in such cases as may be prescribed, it shall be the duty of every employer to prepare and as often as may be appropriate revise a written statement of his general policy with respect to the health and safety at work of his employees and the organisation and arrangements for the time being in force for carrying out that policy, and to bring that statement and any revision of it to the notice of all his employees.*

The Health and Safety Commission and its executive, which is responsible for enforcing the Act, regard this obligation on employers as of the greatest importance, a firm's statement providing a blue-print on which its whole health and safety policy, organisation and activity are to be based. And they stress the need for statements to be written clearly so that everyone in the firm at every level understands them and knows what his or her responsibilities are.

Some guidance notes, designed to help employers in drawing up their policy statements are now available\*. The gist of this guidance is as follows:

### Responsibility

The employer cannot pass on his responsibility for his written statement to his employees, their appointed safety representatives or safety committees. His responsibility is

absolute. It will be sensible for him to consult his employees, through their safety representatives, and to heed the advice of the safety committees, where these exist. But such consultation does not diminish his responsibility, clearly laid on him by the Act.

### Policy statements

There can be no set pattern for the written policy statements, which will have to be prepared specifically to meet the particular situation of the particular employer, and will vary in length and content. Each employer will need to make a thorough assessment of the possible hazards to health and safety of his work people.

The commission cannot therefore draw up a model statement as it is unlikely that any one model would fit the circumstances of any particular employer. It may be possible to produce some sample statements, but to provide a model might cause some employers to overlook important health and safety measures which their particular activities and premises demand.

Some guidelines of a very general nature are given below. Employers wanting more detailed advice should consult the executive and its staff, who are ready to give advice to individual employers. Employer organisations, industry and professional associations and similar bodies may wish to consider issuing their own guidance to their members.

Where written statements of policy on health and safety exist already, they should be re-examined in the light of the new Act, the commission's guidance and any advice given by industrial bodies, such as that already given by the CBI to its members. Where a statement needs to be changed, care should be taken not to disturb satisfactory arrangements already existing between employer and unions.

### Wider obligations

The written policy statement (with which this article is mainly concerned) is not all that an employer is required by the Act to communicate to his workers. Under section 2(2) (c), there is a wider obligation on employers to provide such information, training and supervision as is necessary to ensure, as far as is practicable, health and safety at work.

\* Health and Safety at Work etc. Act, 1974.

This means, for instance, that further detailed rules for particular activities will need to be published, particularly in the larger firms and those using the more complex and potentially dangerous processes. The policy statement itself is not, for instance, the right place to put detailed rules for handling toxic substances, although it should probably refer to the fact that such further detailed rules are to be observed. The commission will issue separate guidelines and codes of practice on such additional responsibilities.

#### Communication and up-dating

Some employers may already have adequate ways of communicating in writing with each of their employees. If not, it might be wise to discuss with workers' representatives what is the best means of ensuring that everyone sees the statement.

The obligation to keep the statement up-to-date is made clear in the Act. Updating may, for instance, be needed when someone new is given responsibility for certain aspects of health and safety. His or her name must be published without delay and brought to the attention of all employees. Again, as joint safety committees are developed, ideas for improving present arrangements should result, and these improvements will need to be incorporated into policy statements. Other improvements will result from new regulations, codes of practice and guidance from the commission, new research, accident analysis and investigation, and from developments in machinery design and safeguards. All such improvements will mean regular updating of the policy statement.

#### Subsidiary companies

The word "employer" can be taken to mean any person, partnership, corporate body or unincorporated association which employs one or more people under a contract of employment. Where the structure of an enterprise is such that it and a number of subsidiaries under its overall policy or financial control are in themselves employers, it may be possible for a common policy statement to be applied; but in such cases, each individual employer will need to put it out to his own staff under his own authority as part of his own written statement.

#### The statement

The Act makes clear that, in its general structure, the statement should cover two distinct aspects:

- 1 The general policy for health and safety at work, and
- 2 The organisation and arrangements for carrying out that policy, including, where this applies, reference to safety representatives and safety committees.

In larger companies it may be necessary to deal separately with matters of organisation and with arrangements for carrying out the general policy.

The statement should say how the employer intends to seek to provide the safest and healthiest possible conditions.

It should give the name and business address of the director, secretary or manager of the company or the chief executive who is responsible for fulfilling the policy.

General policy responsibility falls on the company's top management. But people at all levels will have to accept degrees of responsibility for carrying out the policy, as they would for any other commercial or industrial activity. Such people, or their appointments, should be named and their responsibilities defined.

Where specialist expertise exists to advise line management, then the exact nature of the functions of, for instance, a safety officer, or a chemist, should be defined as they affect safety and health.

Where employers are engaged in a number of different activities, or in different parts of the country, their policy will need to be formulated at more than one level. The highest management should lay down the principles of the policy in writing; and the sub-group or operational unit management should interpret that policy in a realistic written form to suit what they can see to be practical needs at lower levels.

#### Joint committee

Where this applies, the organisation for joint consultation, through joint safety committees or other bodies, should be described; and a list should be given, and kept up to date, of people responsible within the safety organisation, including workers' safety representatives.

The written statement should ensure that all who are at any risk are well aware of the hazards, the reasons for control in working practices and the part that each of them is expected to play in maintaining health and safety. However adequate the statements are in themselves, their aim will not be achieved without good training and thorough supervision. The policy statements should say what employers intend to do about these. It is, for instance, vital to spell out the supervisor's key role, as he is the person on the spot who knows how the job is to be done. It is equally important for management to consider and then set down the action to be taken to train and equip supervisors for this responsibility.

The nature of likely hazards should be spelt out fully. Many accidents occur because workers do not understand the hazards involved in their work and the precautions that need to be taken. All these, with rules and regulations concerning them, should be clearly explained. The policy statement should be quite specific about what is to be done about such hazards as the danger of keeping a working area untidy, failure to use guards or to wear protective clothing, the possible hazards resulting from the introduction of new machinery or substances, the possible dangers involved in maintenance work and so on.

Procedures should be laid down for reporting accidents and for the results of accident analysis to be shown to all levels of management and to the safety committee.

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

### Weights to be used in 1975

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 at present 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 this *Gazette*.

In calculating the indices during 1975 the weighting patterns to be used are based on the expenditure of pensioner households in the three years ended June 1974 repriced at January 1975 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 192 of the March 1975 issue of this *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 1975 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
<b>FOOD</b>		
Bread	31	29
Flour	10	5
Other cereals	10	8
Biscuits	15	13
Cakes, buns, pastries, etc.	16	13
Beef	22	30
Mutton and lamb	17	21
Pork	9	12
Bacon	19	22
Ham (cooked)	6	6
Sausages, pies, canned meat and other meat products, offal and poultry	36	39
Fish, fresh, dried, canned, etc.	18	19
Butter	13	11
Margarine	6	7
Lard, other cooking fat	5	6
Cheese	11	10
Eggs	15	13
Milk, fresh	29	26
Milk, canned, dried, etc.	5	4
Tea	11	10
Coffee, cocoa, proprietary drinks	7	5
Soft drinks	5	5
Sugar	20	6
Jam, marmalade, honey, etc.	8	21
Potatoes	13	6
Tomatoes	13	14
Other fresh vegetables and canned, frozen, etc. } vegetables	28	29
Fruit, fresh, canned, dried, etc.	25	23
Sweets and chocolates	8	11
Ice cream	1	1
Other foods	17	16
Food for animals	7	7
<b>Total, Food</b>	<b>436</b>	<b>443</b>
<b>ALCOHOLIC DRINK</b>		
Beer, etc.	14	24
Spirits, wines, etc.	5	9
<b>Total, Alcoholic drink</b>	<b>19</b>	<b>33</b>
<b>TOBACCO</b>		
Cigarettes	26	48
Tobacco	3	9
<b>Total, Tobacco</b>	<b>29</b>	<b>57</b>
<b>FUEL AND LIGHT</b>		
Coal	54	39
Coke	14	7
Gas	39	26
Electricity	66	49
Oil and other fuel and light	15	10
<b>Total, Fuel and light</b>	<b>188</b>	<b>131</b>

Group and section	One-person pensioner households	Two-person pensioner households
<b>DURABLE HOUSEHOLD GOODS</b>		
Furniture	5	10
Radio, television, etc.	3	3
Other household appliances	9	19
Floor coverings	5	7
Soft furnishings	10	9
Chinaware, glassware, etc.	1	1
Hardware, ironmongery, etc.	6	7
<b>Total, Durable household goods</b>	<b>39</b>	<b>56</b>
<b>CLOTHING AND FOOTWEAR</b>		
Men's outer clothing	4	10
Men's underclothing	3	10
Women's outer clothing	21	12
Women's underclothing	11	9
Children's outer clothing	1	1
Children's underclothing	1	—
Hose	6	5
Gloves, haberdashery, hats, etc.	7	6
Clothing materials	2	1
Men's footwear	3	8
Women's footwear	13	10
Children's footwear	—	—
<b>Total, Clothing and footwear</b>	<b>72</b>	<b>72</b>
<b>TRANSPORT AND VEHICLES</b>		
Motoring and cycling	4	32
Rail transport	2	3
Bus, etc transport	17	15
<b>Total, Transport and vehicles</b>	<b>23</b>	<b>50</b>
<b>MISCELLANEOUS GOODS</b>		
Books	1	1
Newspapers and periodicals	31	29
Writing paper and other stationers' goods	6	5
Medicine and surgical, etc goods	6	7
Toilet requisites	6	7
Soap and other detergents	17	13
Soda, polishes, etc.	8	6
Other household goods	5	5
Travel and sports goods, leather goods, jewelry, etc.	1	4
Photographic and optical goods	1	1
Toys	1	1
Plants, flowers, horticulture goods, etc.	2	5
<b>Total, Miscellaneous goods</b>	<b>85</b>	<b>84</b>
<b>SERVICES</b>		
Postage, etc.	8	7
Telephone, telegrams, etc.	7	6
Television licences and set rentals	33	22
Other entertainment	3	3
Domestic help	7	2
Hairdressing	12	10
Boot and shoe repairing	4	4
Laundering	7	5
Dry cleaning and miscellaneous services	7	4
<b>Total, Services</b>	<b>88</b>	<b>63</b>
<b>MEALS BOUGHT AND CONSUMED OUTSIDE THE HOME</b>		
	21	11
<b>TOTAL, ALL ITEMS</b>	<b>1,000</b>	<b>1,000</b>

Table 2 General Index of Retail Prices, excluding Housing

Food	260
Alcoholic drink	91
Tobacco	51
Fuel and light	60
Durable household goods	78
Clothing and footwear	100
Transport and vehicles	167
Miscellaneous goods	80
Services	59
Meals bought and consumed outside the home	54
<b>Total</b>	<b>1,000</b>

\* A Report of the Cost of Living Advisory Committee (Cmnd 3677, HMSO price 17½p net.)

## Employment of women and young persons: special exemption orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons under 18 years of age in factories and other workplaces. 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 young persons aged 16 and over, by making special exemption orders for employment in particular factories. The number of women and young persons covered by special exemption orders current on February 28, 1975, according to the type of employment permitted\* were:

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours†	28,499	1,189	2,198	31,886
Double day shifts ‡	42,560	2,908	2,672	48,140
Long spells	12,131	342	1,262	13,735
Night shifts	47,494	1,470	—	48,964
Part-time work§	22,273	42	23	22,338
Saturday afternoon work	6,555	285	376	7,216
Sunday work	44,022	1,286	1,934	47,242
Miscellaneous	4,062	348	169	4,579
<b>Total</b>	<b>207,596</b>	<b>7,870</b>	<b>8,634</b>	<b>224,100</b>

\* 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 from time to time.

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

‡ Includes 18,379 persons 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.

## 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 this *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 this *Gazette*, page 386.

### 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
1969	86.0	86.3	86.6	86.7	86.6	86.7	87.6	89.0	90.4	91.2	92.0	93.0
1970	94.3	95.7	96.8	98.2	99.1	99.9	100.7	101.4	102.2	103.0	104.0	104.8
1971	105.7	106.9	107.4	107.1	106.9	107.6	108.5	109.1	110.3	111.2	111.6	112.1
1972	113.0	*	115.6	116.3	116.7	117.6	118.5	119.5	120.1	120.5	120.4	119.8
1973	118.8	117.7	118.4	120.4	122.6	123.7	124.0	125.0	126.1	127.8	131.6	134.1
1974	134.6	134.1	134.2	137.1	139.8	144.2	147.4	151.5	156.0	161.7	168.8	171.4

\* In the absence of earnings data for February 1972 due to the effects of the coal mining 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.

## Employment people

# Gilbert Jessup—head of DE's work research unit



Mr Gilbert Jessup

AS head of the Department of Employment's new work research unit, Mr Gilbert Jessup has had, and still has, the challenging task of creating and developing a service to help make our working life more interesting and stimulating.

But, as well as being the director of the work research unit, Mr Jessup is also the chief psychologist in the research and planning division of the department, a position to which he was appointed in early 1974, shortly before becoming director of the unit. "My job as chief psychologist at the moment takes up about 25 per cent of my time, and my job as director of the new unit 75 per cent", said Mr Jessup. His role as chief psychologist, with the help of his staff in that branch, is partly internal. He advises on psychological matters within the department, on a range of manpower issues and on the psychological aspects of incomes and industrial relations. This work, said Mr Jessup, complements the research done by other groups of specialists—the sociologists, economists and statisticians. As chief psychologist, he also commissions and monitors a large external research programme carried out by the Medical Research Council.

Mr Jessup graduated in psychology at University College, London, in 1960. While at university he met his future wife, Dr Helen Jessup, also a psychologist who now lectures in personnel management at the Civil Service Department's college.

### Ministry of Defence

After a brief spell in industry he joined the civil service as a psychologist with the Ministry of Defence. His work then covered the development of personnel selection systems, training, attitude surveys, job satisfaction surveys and organisation of work in the RAF. He said he felt this job gave him considerable research experience in what was almost a "human laboratory", because the Ministry of Defence presented, on a smaller scale, almost the complete spectrum of jobs being done in factories and offices throughout the country. Also, the enormous amount of information available to him, through computer records for instance, and the easier access that there was to that information, gave him an excellent opportunity for personnel and social research.

An active member of the British Psychological Society, he has served on various

committees including the society's council and its occupational psychology committee. He was a founder member of the society's division of occupational psychology and its first secretary. Mr Jessup feels strongly about the professional status of occupational psychology with its own standards of competence and ethical code of conduct. The number of people qualifying in psychology has grown rapidly over the past ten years, and this has been accompanied by a similar growth in its application to industry, said Mr Jessup. In the past, psychology was primarily a science, but now it is being applied to practical problems, particularly in industry, which has meant transferring research knowledge into methods of application. The situation is comparable to the relationship between the scientist and the engineer, where the application of knowledge has created a separate profession in itself. The ethical code is necessary, said Mr Jessup, because the application of psychology can be misused and has been. Vocational guidance and personnel selection tests can be practised by people who may be ill-equipped to interpret the results. The public can best be protected from this, he said, if occupational psychologists achieve recognition as an independent profession with their own code of practice.

Talking about his work as director of the unit, Mr Jessup said that it was important

### Consultancy service

that the unit should be seen as a broad inter-disciplinary group, that covered all aspects of work. "There is", he said, "a need to demonstrate to industry that we have a practical understanding of its problems. To achieve this we have to overcome the traditional stereotypes of 'civil servant' and 'psychologist'." For this reason, the four most recent recruits to the unit, bringing the professional staff up to ten, were drawn from very different backgrounds—university, industry, a polytechnic and a consultancy—and from very different disciplines, including engineering and industrial relations. The unit also has an administrative and clerical staff of ten people. "In this way" said Mr Jessup, "we are evolving the shape of the unit, to make it flexible and industry orientated".

The unit, as well as offering information and advice, operates a consultancy service to assist firms in initiating changes in job design and work organisation. "But", Mr Jessup pointed out, "we are not a management consultant; we see management and the trade unions as equal clients in any project in which we get involved". This is underlined by the fact that the unit is still steered by the tripartite group on job satisfaction whose members include representatives from the TUC and the CBI.

"The primary objective of the unit", he said, "is to help make people's jobs more satisfying and to increase motivation. This in turn could have beneficial effects upon productivity by directly and indirectly cutting down on absenteeism, labour turnover and strikes, to the benefit of both the company and its workers". Since the unit has been set up, there has been a flow of requests from industry and the press for information and advice. There are plans for expanding the size of the unit, but Mr Jessup feels it important to keep it as a face-to-face group. "There are dangers in expanding too fast", he said, "and we want to evolve gradually into a way of working". The unit, he said, could never introduce large scale changes into industry on its own, even if it had a hundred staff. It can only act as a stimulus to what Mr Jessup sees as a developing social trend for more involvement and satisfaction in work, not only in this country but throughout the industrialised world.

## Budget strengthens the training programme

IN his Budget speech on April 14, the Chancellor of the Exchequer announced that, in consultation with the Secretary of State for Employment, he was proposing to allocate an additional £20 million this financial year and £30 million in 1976-77 for the purpose of strengthening and speeding the growth of the training programmes for industry and of the Training Services Agency (TSA). The money will also be used for introducing special measures of training for the unemployed; improving the efficiency of the Employment Service Agency (ESA); and providing additional incentives for job mobility.

### Additional programme

The additional programme will be on top of the substantial development already planned in the training programmes. It will make available training for some 30,000 additional people in 1976. In addition to 20,000 places provided once-and-for-all in the short term, the total number of people benefiting from TSA schemes in 1976 will then stand at 80,000, compared with 46,000 in 1974 and only 5,540 in 1964.

Explaining the need for this new boost for training, the Chancellor said that one of our most persistent problems in Britain is the shortage of skilled manpower in key industries and key areas. "In a recession," he said, "one of the first cuts that firms

make is in their training programmes; and at the same time, potential trainees are less willing to undergo training when they see less immediate prospect of it leading to a definite and attractive job, especially if it means being away from home or moving permanently.

"So when an economic upswing comes, bottlenecks emerge in the supply of skilled and trained manpower, particularly in the engineering industry. What is more, the problem seems to get worse and the shortage arrives earlier with each new business cycle. We must therefore use the recession to prepare for the upswing by improving the level of training, both by firms themselves and in the government's skillcentres and colleges of further education."

Mr Healey added that the problem was not only a short-term one and was not only a matter of providing more facilities, but of making better use of the skilled manpower we already possess and encouraging people to acquire skills. "This calls" he said, "for a substantial effort by both sides of industry at the level of the individual firm or factory as well as by the government."

Among other plans to help special groups of people in present circumstances, the TSA aims to safeguard apprentices who are made redundant. This will be done through industry training boards, who will also contribute to the cost. The boards will try to find places for some 2,500 appren-

tices to complete their training with another employer, at colleges of further education, at group training schemes or, if no other places can be found, in skillcentres. TSA will also make special efforts to help managers, young people without skills and skilled craftsmen who may benefit from short refresher courses.

### Disabled people

The needs of disabled people in a difficult employment situation will also be given special attention. ESA's specialist resettlement staff will be making every effort to help them, particularly through employment rehabilitation centres, where there is some spare capacity at present. Improved allowances have now been brought in for people attending these centres.

ESA can provide financial assistance for people who need to move to another area through the employment transfer scheme. It is urgently considering the extent to which rates of lodging and other allowances under the scheme may need to be increased.

Training will be available in any skill which is in demand. It follows that the newer industries, such as off-shore oil, where there is likely to be a severe shortage of engineers in the future, will benefit.

People wanting to inquire about training opportunities should do so at any ESA job centre, employment office or TSA district office.

## Survey of employment in United Kingdom

A survey to obtain up-to-date information about the kind of jobs people have, job training, unemployment, changes of employment and working conditions is taking place in the United Kingdom during April and May.

The survey is being carried out for the Department of Employment (in Northern Ireland the Department of Manpower Services) and the European Economic Community by the Office of Population Censuses and Surveys (in Scotland the General Register Office, in Northern Ireland the Statistics and Economics Unit of the Department of Finance).

Similar surveys are being conducted throughout the rest of the EEC countries.

The statistical information they produce will help, among other things, to assess claims for the European Social Fund, whose main objective is the promotion of training in areas of high unemployment.

This survey covers a sample of 90,000 households in England and Wales in 143 areas; in Scotland a sample of 10,000 households in 100 areas; and in Northern Ireland a sample of 5,000 households in 48 areas.

Participation in the survey will be voluntary. Total confidentiality will apply to information given. The survey forms will not, in fact, record names and addresses and the data collected during the survey will be sent to the Department of Employ-

ment and the EEC in such a form that no individual or household can be identified.

There will be no form-filling for people who give information. The forms will be completed by interviewers who, after showing their identity cards, will put the survey questions to a responsible member of the household.

The UK first took part in a Labour Force Survey in 1973. Results from this survey will be published later this year in the quarterly EEC publication "Social Statistics" together with results from other member countries. The Department of Employment will be publishing some results of the 1973 Survey later this year in this *Gazette*.

## Sex Discrimination Bill

A BILL to make it unlawful to discriminate against people on the grounds of sex in employment, training, education, housing, the provision of goods and services, and advertising in these areas was published by the government in March. In employment, the Bill will also make it unlawful to discriminate against married people.

The employment provisions of the Bill should come into force no later than December 29, 1975. The Bill complements the Equal Pay Act, which deals primarily with wages and other contractual conditions and becomes enforceable on that date. The new Bill does not deal with pensions, maternity leave (part of the Employment Protection Bill), taxation or marital law. However, the Social Security Pensions Bill will amend the Equal Pay Act so that women entitled to equal pay will also be entitled to equal access to occupational pension schemes.

### The employment field

In the employment field, the Bill would make unlawful discrimination by employers of more than five persons, or in partnerships of six or more, and also covers discrimination by qualifying bodies, employment agencies, vocational training bodies, trades unions and professional bodies.

As for the mining industry, women would be able to work underground, but only in disused mines, which are used for mushroom farms for example, or where the job includes occasional visits to working mines. Men however would be able to apply to be governors of women's prisons and they would be able to work as midwives, although employers of midwives would be exempted from the Bill's requirements not to discriminate in access to jobs.

The Bill's provisions would not apply where sex could be shown to be a genuine occupational qualification. Such cases are limited to those defined in the Bill which include jobs which have to be filled by a man because they require authentic male characteristics, eg a male actor, or in order to preserve decency or privacy, eg underwear fitters, masseurs, lavatory cleaners or bath attendants.

The genuine occupational qualification would apply where the location of the job makes it impracticable to live other than in accommodation where there are no

separate bedrooms for men and women, or bathrooms which women can use in privacy from men, and where it would be unreasonable to expect them to be provided, such as on lighthouses, some ships and remote building sites. It would also apply where the job is in an all male hospital, prison, or other institution for people requiring special care and the nature of the institution makes it reasonable for the job to be held by a man, or where the holder of the job provides personal services to individuals which promote their welfare or education and they can be most effectively provided by a man. Although the Bill is worded in terms of discrimination against women, it also makes unlawful discrimination against men, and the "genuine occupational qualification" criteria apply equally to jobs where being a woman is a genuine occupational qualification.

The provisions of the Bill would not apply to jobs in private households, to jobs which require a man because of the regulations governing the employment of women, eg under the Factories Act, or where the job is one of two to be held by a married couple.

It would, for example, be illegal to advertise for a waitress for a restaurant unless it were made clear that a man was equally acceptable—but a Playboy bunny's sex would no doubt be a "genuine occupational qualification".

## New recruitment survey from PER

Professional and Executive Recruitment (PER) is to produce a comprehensive salary and recruitment survey called "Reward". It will make available statistics based on the 50,000 appointments and 150,000 candidates that PER handles annually. The survey will be produced in conjunction with a commercial publishing company.

The first issue will appear at the beginning of July and then three times each year. It will provide up-to-date information about salary levels and trends in 35 of the major occupational groups with which PER deals. Figures will show the variations in salaries across the country and the changing supply and demand position for executive staff.

The statistical part of the survey will be supported by specially commissioned arti-

The Bill follows, with some amendments, the government's White Paper on sex discrimination, published last September.

Since the White Paper, exemption of companies on grounds of smallness has been narrowed—in the case of companies from ten to five employees, and in the case of partnerships from eight to five partners.

The Bill also contains provisions for positive discrimination in training so that women (or, of course, men) can be equipped by single sex training for work in which that sex has been in a minority.

### Major role

The proposed Equal Opportunities Commission, which would be responsible to the Home Secretary, would play a major role in enforcing the law in the public interest. With a staff of about 400, and a budget of about £2½ million after about three years, it would have powers to investigate abuses, bring legal proceedings, help complainants, act against discriminatory advertising and review the working of the legislation and of the Equal Pay Act.

In cases where an individual believed he or she had been discriminated against, legal proceedings could be brought for damages. If it were an employment question, the case would go to an Industrial Tribunal. Maximum compensation in an employment case would be £5,200, the same as at present for unfair dismissal.

cles on related subjects. These will be written to assist not only specialists in larger organisations but also those with responsibilities for the personnel area in smaller ones. Plans are being finalised for both these groups to be represented on the editorial board.

A significant development compared with other available surveys is the provision of a supporting information and advisory service. This will deal with subscribers' questions in the remuneration field which are not covered in "Reward" itself, eg smaller occupations, fringe benefits, redundancy problems and overseas pay.

An initial annual subscription to "Reward" through PER will cost £30. Further information and order forms can be obtained from Derek Savage at PER Head Office, 4-5 Grosvenor Place, London SW1X 7SB.

## News and notes

### DE research on takeovers

The department is conducting an internal research study into the organisational and industrial relations consequences of mergers and takeovers. Published literature contains very little systematic analysis of these effects and the research will attempt to provide insights into these important areas as well as factual information on a number of recent cases.

Three main areas of study have been selected. One will be the extent to which industrial relations practices and arrangements are changed in an acquired firm as the result of a takeover. A second will be the responses of employees to the change in the identity of their employer and organisational changes that may follow from this. Finally, the means by which the management of the acquiring firm brings the acquired firm within its system of control will also be studied as an aid to understanding changes in the first two areas. The employment consequences of mergers and takeovers are comparatively well-known and will not be a major focus of interest in this study.

Fieldwork for the project will take the form of a number of detailed case-studies of acquisitions that took place between 1971 and 1973. Firms in a range of industries are currently being approached for their co-operation.

The results of the study will be published and it is hoped that they will be of interest to a wide variety of organisations and individuals.

### Graduate employees

In 1973, the department commissioned from the Institute of Manpower Studies (IMS) research into the use of qualified manpower. The project was completed in 1974, and a summary of the findings were included in the January 1975 issue of this *Gazette*. The department has now commissioned the IMS to undertake further research in this area.

The earlier project took a number of firms, and studied in depth the initial engagement of qualified people, their subsequent career paths, and the effect of their employment on experienced non-qualified manpower.

The new project will extend the examination of these problems to some smaller firms in manufacturing industry, and to areas of work where graduates have not traditionally been employed, particularly those in the service sector of the economy. IMS will also explore the possibility of examining employee attitudes within the context of the manpower policies of their

firm. It is hoped that the findings of the research will give employers, potential employees, and careers advisers a greater understanding of the way in which different types of employers are adjusting to the increasing supply of qualified people. It should also point to the new areas of employment into which graduates do or could move. The project began in January 1975, and stage 1, costing £12,000, is expected to be completed by October 1975.

### Annual report

The second annual report\* on the department's research activities, covering employment, industrial relations and incomes subjects, has recently been published.

The report describes the themes and purposes of the research undertaken by the department or commissioned from external researchers during the year. It gives brief details of projects completed during 1973-74 and lists the research publications based on this work.

### Future research

One of the most important internal developments will be a programme of studies on job design and satisfaction, which will be the responsibility of the work research unit, recently set up within the department.

Research will continue into women's employment and the impact of equal pay and sex discrimination legislation. Ways of studying attitudes to work and pay are also being explored. Projects are in progress on graduate employment, manpower needs in service industries and the employment of workers born overseas.

\* HMSO price 71p. net.

### Claims for unemployment benefit

From April 6, 1975 people claiming unemployment benefit should produce their inland revenue form P45 instead of their national insurance card which, in the majority of cases, will be going out of use.

The inland revenue form should have been given to people by their last employer. If it is not available any official form bearing the national insurance number could be produced, or failing that a note of the national insurance number by a person claiming benefit would be helpful in speeding up the handling of the claim.

The change has come about because, in future, national insurance contributions paid by employees will be collected with

### Industrial democracy

The Department of Manpower Services in Northern Ireland has recently published a discussion paper, *Industrial Democracy: Worker Participation in Harland and Wolff*. Harland and Wolff, the biggest single shipyard in the United Kingdom, has 10,000 workers and is the biggest single employer in Northern Ireland.

The paper sets out the various aspects of worker participation to be considered, such as the day-to-day running of the yard, the management, the role of the Board and the organisation of worker participation to ensure that all workers at every level are able to share in company decisions.

### Economic difficulties

The paper was distributed to all shop stewards, and all workers received a summary of it in a pamphlet.

It is felt that the introduction of industrial democracy, in whatever form it eventually takes, will help Harland and Wolff overcome its acute financial and economic difficulties.

### Debate

The Government hopes for a great deal of debate among Harland and Wolff employees. Within the yard, the new joint consultative council should provide a useful forum for discussion between management and workers' representatives. Views and comments would be welcomed by the Department of Manpower Services (by May 31), where there will be studies to see what will be the most widely acceptable format for worker participation.

# 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 1975 was 9,400,800 (6,979,500 males and 2,421,000 females). The total included 7,490,300 (5,242,100 males and 2,248,200 females) in manufacturing industries, and 1,227,500 (1,133,600 males and 93,900 females) in construction. The total in these production industries was 52,400 lower than that for January 1975 and 229,800 lower than in February 1974. The total in manufacturing industries was 53,400 lower than in January 1975 and 147,100 lower than in February 1974. The number in construction was the same as in January 1975 and 89,200 lower than in February 1974. The seasonally adjusted index for the production industries (av 1970 = 100) was 92.5 (93.0 at mid-January) and for manufacturing industries 92.4 (93.1 at mid-January).

### Unemployment

The number of unemployed, excluding school-leavers and adult students seeking vacation jobs, in Great Britain on March 10, 1975 was 762,592. After adjustment for normal seasonal variations, the number was 721,500, representing 3.2 per cent of all employees, compared with 704,500 in February 1975. In addition, there were 5,831 unemployed school-leavers, so that the total number unemployed was 768,423, a rise of 11,292 since February. This total represents 3.4 per cent of all employees. In March, the number recorded as being unemployed for up to 8 weeks was 288,764 (37.2 per cent), for up to 4 weeks 171,450 (22.1 per cent) and for up to 2 weeks 95,307 (12.3 per cent).

### Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on March 5, 1975 was 178,024; about 2,600 lower than on February 5. After adjustment for normal seasonal variations, the number was 186,100, compared with 192,400 in February. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on March 5 was 42,931; about 1,700 higher than on February 5.

Class 2 (self-employed) contributors will still use national insurance cards but alternative ways of paying—direct debit through a bank or National Giro account—will also be available to them.

### Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on March 10, 1975 was 83,828, a rise of 26,597 since February 10.

### Overtime and short-time

In the week ended February 15, 1975 the estimated number of operatives working overtime in manufacturing industries, was 1,742,700. This is about 31.9 per cent of all operatives. Each operative worked an average of 8 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 15.02 millions (15.74 millions in January).

In the same week the estimated number on short-time in these industries was 181,100 or about 3.3 per cent of all operatives, each losing 12 hours on average.

### Basic rates of wages and hours of work

At March 31, 1975, the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 166.8 and 167.7, compared with 160.6 and 161.5 at February 28.

### Index of retail prices

At March 18, the official retail prices index was 124.3 (prices at January 15, 1974 = 100), compared with 121.9 at February 18. The index for food was 126.0, compared with 121.3 at February 18.

### 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 200, involving approximately 69,500 workers. During the month approximately 104,500 workers were involved in stoppages, including some which had continued from the previous month, and 686,000 working days were lost, including 399,000 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 1975, for the two preceding months and for February 1974.

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 the preceding June. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

The estimates for manufacturing industries from June 1974 onwards are based on a new sample of employers (see note on page 736 of the August 1974 issue of this *Gazette*).

## Industrial analysis of employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	February 1974*			December 1974 (New series)*			January 1975 (New series)*			February 1975 (New series)*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
<b>Index of Production industries†</b>		7,138.5	2,491.9	9,630.6	7,045.4	2,488.6	9,534.1	7,003.5	2,449.6	9,453.2	6,979.5	2,421.0	9,400.8
<b>All manufacturing industries‡</b>		5,314.9	2,322.4	7,637.3	5,301.5	2,316.1	7,617.5	5,267.0	2,276.8	7,543.7	5,242.1	2,248.2	7,490.3
Mining and quarrying		332.0	13.9	345.9	334.4	13.9	348.3	334.5	13.9	348.4	335.4	13.9	349.3
Coal mining	101	290.6	10.0	300.6	293.0	10.0	303.0	293.1	10.0	303.1	294.0	10.0	304.0
Food, drink and tobacco		435.3	305.1	740.4	434.1	306.7	740.8	433.3	299.6	733.0	430.5	294.4	724.9
Food industries	211-229	328.7	249.8	578.6	327.0	250.1	577.1	326.8	243.8	570.6	325.1	239.1	564.2
Drink industries	231-239	92.0	36.1	128.1	92.5	37.3	129.8	92.0	36.6	128.5	90.9	36.3	127.2
Tobacco	240	14.6	19.2	33.8	14.6	19.4	33.9	14.6	19.2	33.8	14.4	19.1	33.5
Coal and petroleum products		34.7	4.2	38.8	35.7	4.3	40.0	35.7	4.3	40.1	35.7	4.3	40.0
Chemicals and allied industries		305.2	126.8	432.0	310.5	129.7	440.1	309.9	128.8	438.8	309.0	127.8	436.8
General chemicals	271	114.1	21.9	136.0	116.3	22.7	139.0	116.1	22.7	138.8	116.0	22.8	138.8
Metal manufacture		456.2	59.2	515.4	462.6	60.6	523.3	460.8	59.6	520.3	459.8	59.3	519.0
Iron and steel (general)	311	227.8	20.4	248.2	233.0	21.9	254.9	233.0	22.0	255.0	233.9	21.9	255.8
Other iron and steel	312-313	122.2	15.8	138.0	122.1	15.9	138.0	121.8	15.7	137.6	121.2	15.7	136.9
Non-ferrous metals	321-323	106.2	23.0	129.2	107.5	22.8	130.4	105.9	21.9	127.8	104.7	21.7	126.3
Mechanical engineering		799.6	153.6	953.2	808.2	157.5	965.7	806.2	156.1	962.3	805.4	154.6	960.0
Instrument engineering		101.5	60.3	161.9	101.6	60.6	162.2	101.1	60.1	161.1	100.5	58.8	159.3
Electrical engineering		482.4	328.6	810.9	482.5	320.8	803.3	477.0	313.7	790.7	475.3	308.3	783.6
Electrical machinery	361	101.1	34.4	135.5	104.6	34.7	139.3	104.1	33.6	137.7	104.1	33.2	137.3
Shipbuilding and marine engineering		162.6	12.0	174.6	164.2	12.1	176.3	164.0	12.1	176.1	163.3	12.1	175.4
Vehicles		682.0	96.5	778.5	684.1	99.6	783.7	680.0	98.5	778.4	674.6	97.1	771.8
Motor vehicle manufacturing	381	436.1	62.8	498.8	432.2	62.9	495.1	429.2	62.0	491.1	423.8	60.7	484.5
Aerospace equipment manufacturing and repairing	383	171.9	25.9	197.7	175.4	28.3	203.7	174.4	28.2	202.6	174.4	28.1	202.5
Metal goods not elsewhere specified		393.8	167.0	560.8	392.8	166.9	559.6	389.2	163.2	552.4	387.0	160.5	547.6
Textiles		291.7	248.3	540.0	279.9	240.2	520.1	276.2	235.6	511.7	273.5	232.9	506.4
Production of man-made fibres		29.3	5.3	34.6	27.9	5.1	33.0	27.5	4.9	32.5	27.3	4.8	32.1
Spinning and weaving of cotton, flax, linen and man-made fibres	412-413	59.2	47.3	106.5	58.3	45.7	104.0	57.7	45.1	102.8	56.8	44.2	101.0
Woolen and worsted	414	56.2	45.9	102.1	51.8	43.2	95.0	50.9	42.5	93.4	50.5	42.0	92.5
Hosiery and other knitted goods	417	42.1	81.0	123.1	41.7	80.9	122.7	40.7	78.7	119.3	40.2	77.6	117.9
Leather, leather goods and fur		24.1	19.2	43.3	23.5	19.0	42.5	23.6	18.5	42.1	23.4	18.6	42.1
Clothing and footwear		99.3	305.9	405.2	96.8	303.6	400.4	95.9	299.4	395.3	95.6	297.2	392.8
Clothing industries	441-449	62.7	257.8	320.5	61.5	257.6	319.1	61.0	254.3	315.3	60.7	252.2	312.9
Footwear	450	36.5	48.1	84.7	35.2	46.0	81.2	34.9	45.1	80.0	34.9	45.0	79.9
Bricks, pottery, glass, cement, etc		227.5	64.9	292.4	221.6	66.6	288.2	219.6	66.3	285.9	219.2	66.6	285.7
Timber, furniture, etc		222.9	54.3	277.2	211.2	51.9	263.1	207.9	50.8	258.7	207.8	50.6	258.4
Paper, printing and publishing		381.4	188.2	569.6	377.0	185.6	562.6	374.2	183.5	557.7	371.7	182.3	553.9
Paper manufactures	481-484	143.1	77.3	220.4	144.3	75.1	219.4	143.5	74.1	217.6	142.1	73.3	215.3
Printing and publishing	485-489	238.3	110.9	349.2	232.8	110.5	343.2	230.7	109.4	340.1	229.6	109.0	338.6
Other manufacturing industries		214.9	128.2	343.1	215.3	130.3	345.6	212.4	126.7	339.2	209.8	122.8	332.6
Rubber	491	87.1	27.2	114.3	87.7	27.1	114.9	86.5	26.6	113.2	85.8	26.5	112.2
Construction		1,222.4	93.9	1,316.3	1,141.0	93.9	1,234.9	1,133.6	93.9	1,227.5	1,133.6	93.9	1,227.5
Gas, electricity and water		269.2	61.7	331.0	268.5	64.7	333.4	268.4	65.0	333.6	268.4	65.0	333.7
Gas	601	79.7	24.4	104.1	78.3	26.1	104.5	78.1	26.3	104.5	78.1	26.3	104.6
Electricity	602	152.4	33.0	185.5	151.6	34.2	185.9	151.7	34.3	186.1	151.7	34.3	186.1
Water	603	37.1	4.3	41.4	38.6	4.4	43.0	38.6	4.4	43.0	38.6	4.4	43.0

\* Estimates in these columns are subject to revision when the results of the 1974 census of employment are available.

† Industries included in the Index of Production, namely Orders II-XXI of the Standard Industrial Classification (1968).

‡ Orders III-XIX.

## Overtime and short-time in manufacturing industries

IN the week ended February 15, 1975, it is estimated that the total number of operatives working overtime in manufacturing industries was 1,742,700 or about 31.9 per cent of all operatives, each working about 8 hours on average.

In the same week, the estimated number of short-time was 181,100 or 3.3 per cent of all operatives, each losing about 12 hours on average.

Estimates by industry, shown in the table below, are based on returns from a new sample of employers which is now being used for the Department's monthly employment estimates (see note on page 736 of the August 1974 issue of this *Gazette*). The estimates incorporate a number of changes compared with those for months prior to June 1974. Firstly, shipbuilding and ship

repairing are now included. Secondly, overtime worked by maintenance workers is now included. Thirdly, and the largest change, the estimates now relate to all firms, not to those with 11 or more employees as before.

All figures relate to operatives, i.e. they exclude administrative, technical and clerical workers. Hours of overtime refer to hours of overtime actually worked in excess of normal hours. The information about short-time relates to that arranged by the employer and does not include that lost because of sickness, holidays or absenteeism. Operatives stood off by an employer for a whole week are assumed to have been on short-time for 40 hours each.

## Overtime and short-time worked by operatives in manufacturing industries—Great Britain: Week ended February 15, 1975

Industry (Standard Industrial Classification 1968)	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME								
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked		Stood off for whole week		Working part of week		Total				
Total (000's)			Average per operative working overtime	Number of operatives (000's)	Total number of hours lost (000's)	Number of operatives (000's)	Hours lost (000's)	Average per operative working part of the week	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost (000's)	Average per operative on short-time	
<b>Food, drink and tobacco</b>	188.1	33.6	1,714.1	9.1	0.8	32.7	4.3	29.6	6.9	5.1	0.9	62.3	12.2
Food industries (211-229)	143.0	31.9	1,347.4	9.4	0.8	30.8	4.0	26.7	6.7	4.8	1.1	57.5	12.1
Drink industries (231-239)	38.5	43.8	325.9	8.5	—	1.9	0.3	2.9	10.1	0.3	0.4	4.8	14.4
Tobacco (240)	6.6	26.6	40.8	6.2	—	—	—	—	—	—	—	—	—
<b>Coal and petroleum products</b>	8.1	32.6	80.1	9.9	—	0.7	—	—	—	—	0.1	0.7	40.0
<b>Chemical and allied industries</b>	71.7	26.8	634.1	8.8	—	—	1.1	10.3	9.0	1.1	0.4	10.3	9.0
General chemicals (271)	25.5	30.4	224.1	8.8	—	—	—	—	—	—	—	—	—
<b>Metal manufacture</b>	145.3	37.3	1,307.9	9.0	1.3	51.8	8.2	87.6	10.7	9.5	2.4	139.4	14.6
Iron and steel (general) (311)	56.4	29.7	580.5	9.8	—	0.5	1.8	17.0	9.6	1.8	0.9	17.5	9.8
Other iron and steel (312-313)	53.7	50.6	471.3	8.8	1.1	45.1	2.7	31.3	11.6	3.8	3.6	76.4	20.0
Non-ferrous metals (321-323)	35.2	37.7	286.1	8.1	0.2	6.2	3.8	39.3	10.4	3.9	4.2	45.5	11.6
<b>Mechanical engineering</b>	314.3	49.0	2,589.9	8.2	0.1	2.0	8.4	89.2	10.7	8.4	1.3	91.2	10.9
Instrument engineering	32.9	32.5	233.1	7.1	—	—	0.6	5.7	8.9	0.6	0.6	5.7	8.9
<b>Electrical engineering</b>	147.8	28.0	1,142.1	7.7	0.2	9.7	17.6	169.2	9.6	17.8	3.4	178.9	10.0
Electrical machinery (361)	38.4	41.6	306.4	8.0	—	—	1.9	14.9	7.8	1.9	2.0	14.9	7.8
<b>Shipbuilding and marine engineering</b>	56.5	41.1	579.8	10.3	1.6	64.4	0.1	0.9	6.9	1.7	1.3	65.3	37.5
<b>Vehicles</b>	179.1	32.5	1,315.0	7.3	0.7	29.8	41.0	491.8	12.0	41.8	7.6	521.5	12.5
Motor vehicle manufacturing (381)	103.4	27.5	724.8	7.0	0.7	29.8	40.0	473.1	11.8	40.8	10.8	502.9	12.3
Aerospace equipment manufacturing and repairing (383)	46.4	42.5	369.8	8.0	—	—	0.2	1.8	8.6	0.2	0.2	1.8	8.6
<b>Metal goods not elsewhere specified</b>	152.5	36.0	1,199.5	7.9	0.7	26.5	13.7	141.6	10.3	14.4	3.4	168.2	11.7
<b>Textiles</b>	83.7	20.1	667.1	8.0	3.2	129.9	24.6	244.5	9.9	27.8	6.7	374.4	13.5
Production of man-made fibres (411)	3.8	15.3	39.3	10.3	0.4	14.9	0.3	8.3	24.2	0.7	2.9	23.2	32.4
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	15.4	17.5	120.9	7.9	1.1	43.2	3.1	36.5	11.7	4.2	4.8	79.7	18.9
Woolen and worsted (414)	19.9	25.5	168.2	8.4	0.5	19.8	7.5	74.8	10.0	8.0	10.2	94.6	11.9
Hosiery and other knitted goods (417)	8.3	8.5	48.6	5.8	0.8	32.6	7.1	57.9	8.1				

## Unemployment on March 10, 1975

The number of unemployed, excluding school-leavers and adult students, in Great Britain on March 10, 1975, was 762,592, 13,849 more than on February 10, 1975. The seasonally adjusted figure was 721,500 (3.2 per cent of employees). This figure rose by 17,000 between the February and March counts.

Between February and March the number unemployed rose by 11,292. This change included a fall of 2,520 school-leavers, and a fall of 37 adult students seeking vocational jobs.

The proportion of the numbers recorded as unemployed on March 10, 1975, for up to 2, 4 and 8 weeks were 12.3 per cent, 22.1 per cent and 37.5 per cent, respectively. The corresponding proportions in February were 13.2 per cent, 24.1 per cent, and 37.5 per cent, respectively.

Table 1 Regional analysis of unemployment: March 10, 1975.

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
<b>Unemployed excluding school-leavers and adult students</b>														
Actual	163,996	76,641	20,705	64,460	67,397	45,277	66,904	122,572	67,351	47,414	96,516	762,592	33,282	795,874
Seasonally adjusted§														
Number	153,400	—	18,700	60,600	64,600	42,900	63,500	117,600	65,000	44,900	90,800	721,500	32,600	754,100
Percentage rates*	2.1	—	2.8	3.9	2.8	2.9	3.1	4.2	5.0	4.4	4.2	3.1	6.4	3.2
<b>School-leavers (included in unemployed)†</b>														
Males	323	150	43	148	140	105	148	600	311	255	1,387	3,460	568	4,028
Females	241	124	30	80	207	63	103	322	207	265	853	2,371	314	2,685
<b>Adult students (included in unemployed)†</b>														
Males	—	—	—	—	—	—	—	—	—	—	—	—	—	47
Females	—	—	—	—	—	—	—	—	—	—	—	—	—	57
<b>Unemployed</b>														
Total	164,560	76,915	20,778	64,688	67,744	45,445	67,155	123,494	67,869	47,934	98,756	768,423	34,268	802,691
Males	138,452	65,493	17,467	52,442	54,388	37,808	56,806	103,747	56,369	38,952	76,346	632,777	24,958	657,735
Females	26,108	11,422	3,311	12,246	13,356	7,637	10,349	19,747	11,500	8,982	22,410	135,646	9,310	144,956
Married females‡	7,007	2,382	1,263	3,859	4,917	2,673	3,725	7,303	4,226	3,155	9,759	47,887	5,273	53,160
<b>Percentage rates*</b>														
Total	2.2	2.0	3.1	4.2	3.0	3.0	3.3	4.4	5.2	4.6	4.6	3.4	6.7	3.5
Males	3.1	2.7	4.2	5.5	3.8	4.1	4.5	6.1	6.8	5.9	5.9	4.5	7.9	4.6
Females	0.9	0.7	1.3	2.1	1.6	1.3	1.4	1.8	2.4	2.4	2.6	1.5	4.8	1.6
<b>Length of time on register</b>														
<b>Males</b>														
Up to 2 weeks	21,193	10,698	2,076	6,053	6,621	4,085	6,687	10,068	5,069	3,791	8,354	73,997	2,216	76,213
Over 2 and up to 4 weeks	15,353	7,606	1,655	4,731	5,350	3,900	5,427	8,782	4,201	3,079	6,403	58,881	1,933	60,814
Over 4 and up to 8 weeks	22,770	10,733	2,935	7,891	8,581	5,498	7,809	13,545	6,592	5,002	9,970	90,593	3,218	93,811
Over 8 weeks	81,721	37,832	10,983	34,378	34,180	24,740	37,339	71,898	40,897	27,156	52,645	415,937	17,743	433,680
Total (unadjusted)†	141,037	66,869	17,649	53,053	54,732	38,223	57,262	104,293	56,759	39,028	77,372	639,408	25,110	664,518
<b>Females</b>														
Up to 2 weeks	5,598	2,689	537	1,779	1,964	1,250	1,720	3,067	1,347	1,207	2,841	21,310	1,039	22,349
Over 2 and up to 4 weeks	3,952	1,739	496	1,466	1,755	1,204	1,259	2,580	1,200	950	2,400	17,262	944	18,206
Over 4 and up to 8 weeks	5,508	2,304	688	2,495	2,768	1,638	2,020	4,167	1,704	1,556	4,177	26,721	1,569	28,290
Over 8 weeks	11,596	4,979	1,618	6,639	7,029	3,599	5,433	10,134	7,338	5,335	13,268	71,989	5,832	77,821
Total (unadjusted)†	26,654	11,711	3,339	12,379	13,516	7,691	10,432	19,948	11,589	9,048	22,686	137,282	9,384	146,666

\* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1973.

† The number of unemployed married females, school-leavers and adult students, and the analysis by duration of unemployment are not adjusted to take into account additions and deletions in respect of the statistical date but notified on the four days following that date.

‡ Included in females.

§ See note on page 226 of the March 1975 issue of this Gazette.

Table 2 Industrial analysis of the unemployed at March 10, 1975

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Total, all industries and services (adjusted*)	632,777	135,646	768,423	657,735	144,956	802,691
Total, all industries and services (unadjusted*)	639,408	137,282	776,690	664,518	146,666	811,184
Total, Index of Production industries	347,053	45,462	392,515	361,470	49,510	410,980
Total, manufacturing industries	184,006	43,513	227,519	188,887	47,419	236,306
<b>Agriculture, forestry, fishing</b>	<b>14,487</b>	<b>1,275</b>	<b>15,762</b>	<b>16,245</b>	<b>1,341</b>	<b>17,586</b>
Agriculture and horticulture	10,834	1,249	12,083	12,409	1,312	13,721
Forestry	500	15	515	539	16	555
Fishing	3,153	11	3,164	3,297	13	3,310
<b>Mining and quarrying</b>	<b>15,350</b>	<b>171</b>	<b>15,521</b>	<b>15,489</b>	<b>175</b>	<b>15,664</b>
Coal mining	13,791	106	13,897	13,794	106	13,900
Stone and slate quarrying and mining	609	20	629	708	21	729
Chalk, clay, sand and gravel extraction	340	13	353	368	14	382
Petroleum and natural gas	287	13	300	288	13	301
Other mining and quarrying	323	19	342	331	21	352
<b>Food, drink and tobacco</b>	<b>20,961</b>	<b>6,222</b>	<b>27,183</b>	<b>21,988</b>	<b>6,798</b>	<b>28,786</b>
Grain milling	581	43	624	633	52	685
Bread and flour confectionery	4,707	949	5,656	5,059	1,003	6,062
Biscuits	674	417	1,091	685	420	1,105
Bacon curing, meat and fish products	3,115	1,168	4,283	3,308	1,238	4,546
Milk and milk products	1,315	298	1,613	1,414	361	1,775
Sugar	729	109	838	731	109	840
Cocoa, chocolate and sugar confectionery	1,448	719	2,167	1,460	728	2,188
Fruit and vegetable products	1,516	968	2,484	1,565	1,029	2,594
Animal and poultry foods	1,324	151	1,475	1,423	179	1,602
Vegetable and animal oils and fats	347	20	367	351	21	372
Food industries not elsewhere specified	763	284	1,047	769	290	1,059
Brewing and malting	1,746	165	1,911	1,775	172	1,947
Soft drinks	1,391	287	1,678	1,446	298	1,744
Other drink industries	631	411	1,042	644	413	1,057
Tobacco	674	233	907	725	485	1,210
<b>Coal and petroleum products</b>	<b>1,227</b>	<b>88</b>	<b>1,315</b>	<b>1,243</b>	<b>92</b>	<b>1,335</b>
Coke ovens and manufactured fuel	197	3	200	198	3	201
Mineral oil refining	925	71	996	939	74	1,013
Lubricating oils and greases	105	14	119	106	15	121
<b>Chemicals and allied industries</b>	<b>8,907</b>	<b>1,995</b>	<b>10,902</b>	<b>9,015</b>	<b>2,023</b>	<b>11,038</b>
General chemicals	3,124	390	3,514	3,148	393	3,541
Pharmaceutical chemicals and preparations	885	416	1,301	896	420	1,316
Toilet preparations	343	336	679	348	340	688
Paint	837	95	932	850	96	946
Soap and detergents	489	157	646	489	160	649
Synthetic resins and plastics materials and synthetic rubber	1,633	221	1,854	1,646	222	1,868
Dyestuffs and pigments	297	26	323	300	26	326
Fertilizers	248	24	272	274	30	304
Other chemical industries	1,051	330	1,381	1,064	336	1,400
<b>Metal manufacture</b>	<b>14,807</b>	<b>904</b>	<b>15,711</b>	<b>14,909</b>	<b>916</b>	<b>15,825</b>
Iron and steel (general)	6,987	298	7,285	7,017	300	7,317
Steel tubes	1,125	74	1,199	1,131	74	1,205
Iron castings, etc.	3,130	176	3,306	3,179	177	3,356
Aluminium and aluminium alloys	1,467	144	1,611	1,472	147	1,619
Copper, brass and other copper alloys	1,206	115	1,321	1,211	118	1,329
Other base metals	892	97	989	899	100	999
<b>Mechanical engineering</b>	<b>25,383</b>	<b>3,054</b>	<b>28,437</b>	<b>25,954</b>	<b>3,166</b>	<b>29,120</b>
Agricultural machinery (excluding tractors)	835	68	903	852	71	923
Metal-working machine tools	1,367	143	1,510	1,382	143	1,525
Pumps, valves and compressors	1,357	193	1,550	1,374	196	1,570
Industrial engines	499	55	554	507	55	562
Textile machinery and accessories	1,187	84	1,271	1,319	101	1,420
Construction and earth-moving equipment	630	46	676	637	47	684
Mechanical handling equipment	1,184	115	1,299	1,210	117	1,327
Office machinery	1,592	625	2,217	1,642	663	2,305
Other machinery	7,262	837	8,099	7,433	857	8,290
Industrial (including process) plant and steelwork	4,306	216	4,522	4,371	222	4,593
Ordnance and small arms	291	32	323	294	32	326
Other mechanical engineering not elsewhere specified	4,873	640	5,513	4,933	662	5,595
<b>Instrument engineering</b>	<b>1,916</b>	<b>872</b>	<b>2,788</b>	<b>1,947</b>	<b>916</b>	<b>2,863</b>
Photographic and document copying equipment	219	52	271	219	54	273
Watches and clocks	219	249	468	219	255	474
Surgical instruments and appliances	364	170	534	383	201	584
Scientific and industrial instruments and systems	1,114	401	1,515	1,126	406	1,532
<b>Electrical engineering</b>	<b>13,465</b>	<b>6,254</b>	<b>19,719</b>	<b>13,666</b>	<b>6,613</b>	<b>20,279</b>
Electrical machinery	2,323	516	2,839	2,354	535	2,889
Insulated wires and cables	809	218	1,027	839	230	1,069
Telegraph and telephone apparatus and equipment	1,085	586	1,671	1,117	717	1,834
Radio and electronic components	2,646	1,545	4,191	2,668	1,626	4,294
Broadcast receiving and sound reproducing equipment	1,041	811	1,852	1,060	836	1,896
Electronic computers	626	353	979	634	359	993
Radio, radar and electronic capital goods	1,028	315	1,343	1,035	326	1,361
Electric appliances primarily for domestic use	1,818	690	2,508	1,838	717	2,555
Other electrical goods	2,089	1,220	3,309	2,121	1,267	3,388
<b>Shipbuilding and marine engineering</b>	<b>6,987</b>	<b>171</b>	<b>7,158</b>	<b>7,145</b>	<b>178</b>	<b>7,323</b>
Shipbuilding and ship repairing	6,389	151	6,540	6,541	157	6,698
Marine engineering	598	20	618	604	21	625
<b>Vehicles</b>	<b>14,513</b>	<b>1,476</b>	<b>15,989</b>	<b>14,666</b>	<b>1,501</b>	<b>16,167</b>
Wheeled tractor manufacturing	364	19	383	365	19	384
Motor vehicle manufacturing	10,650</					



Table 2 Industrial analysis of the unemployed at March 10, 1975 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
<b>Metal goods not elsewhere specified</b>	<b>19,593</b>	<b>3,985</b>	<b>23,578</b>	<b>19,806</b>	<b>4,064</b>	<b>23,870</b>
Engineers' small tools and gauges	1,242	187	1,429	1,265	191	1,456
Hand tools and implements	580	90	670	587	90	677
Cutlery, spoons, forks and plated tableware, etc	352	141	493	361	148	509
Bolts, nuts, screws, rivets, etc	860	184	1,044	866	186	1,052
Wire and wire manufactures	1,263	213	1,476	1,270	215	1,485
Cans and metal boxes	582	236	818	584	241	825
Jewellery and precious metals	507	263	770	512	267	779
Metal industries not elsewhere specified	14,207	2,671	16,878	14,361	2,726	17,087
<b>Textiles</b>	<b>13,151</b>	<b>4,617</b>	<b>17,768</b>	<b>14,175</b>	<b>5,479</b>	<b>19,654</b>
Production of man-made fibres	999	90	1,089	1,165	130	1,295
Spinning and doubling on the cotton and flax systems	1,770	428	2,198	2,077	644	2,721
Weaving of cotton, linen and man-made fibres	1,145	329	1,474	1,289	447	1,736
Woolen and worsted	2,711	852	3,563	2,775	930	3,705
Jute	598	146	744	600	148	748
Rope, twine and net	262	131	393	276	146	422
Hosiery and other knitted goods	1,616	1,299	2,915	1,769	1,474	3,243
Lace	74	36	110	76	40	116
Carpets	897	319	1,216	939	343	1,282
Narrow fabrics (not more than 30 cm wide)	349	142	491	371	152	523
Made-up textiles	482	356	838	502	469	971
Textile finishing	1,645	406	2,051	1,726	473	2,199
Other textile industries	603	83	686	610	83	693
<b>Leather, leather goods and fur</b>	<b>1,539</b>	<b>397</b>	<b>1,936</b>	<b>1,568</b>	<b>422</b>	<b>1,990</b>
Leather (tanning and dressing) and fellmongery	961	119	1,080	973	129	1,102
Leather goods	478	250	728	492	262	754
Fur	100	28	128	103	31	134
<b>Clothing and footwear</b>	<b>3,629</b>	<b>5,959</b>	<b>9,588</b>	<b>3,870</b>	<b>7,449</b>	<b>11,319</b>
Weatherproof outerwear	181	257	438	192	264	456
Men's and boys' tailored outerwear	736	1,287	2,023	770	1,436	2,206
Women's and girls' tailored outerwear	456	624	1,080	460	639	1,099
Overalls and men's shirts, underwear, etc	222	820	1,042	286	1,673	1,959
Dresses, lingerie, infants' wear, etc	649	1,772	2,421	676	1,961	2,637
Hats, caps and millinery	58	54	112	86	100	186
Dress industries not elsewhere specified	225	402	627	235	494	729
Footwear	1,102	743	1,845	1,165	882	2,047
<b>Bricks, pottery, glass, cement, etc</b>	<b>9,065</b>	<b>965</b>	<b>10,030</b>	<b>9,395</b>	<b>988</b>	<b>10,383</b>
Bricks, fireclay and refractory goods	2,744	132	2,876	2,893	139	3,032
Pottery	970	321	1,291	984	328	1,312
Glass	2,332	333	2,665	2,353	338	2,691
Cement	249	13	262	253	13	266
Abrasives and building materials, etc., not elsewhere specified	2,770	166	2,936	2,912	170	3,082
<b>Timber, furniture, etc</b>	<b>9,021</b>	<b>978</b>	<b>9,999</b>	<b>9,243</b>	<b>1,009</b>	<b>10,252</b>
Timber	2,900	202	3,102	2,988	206	3,194
Furniture and upholstery	3,385	350	3,735	3,478	367	3,845
Bedding, etc	503	204	707	515	208	723
Shop and office fitting	849	71	920	865	73	938
Wooden containers and baskets	702	61	763	704	63	767
Miscellaneous wood and cork manufactures	682	90	772	693	92	785
<b>Paper, printing and publishing</b>	<b>10,222</b>	<b>2,828</b>	<b>13,050</b>	<b>10,352</b>	<b>2,961</b>	<b>13,313</b>
Paper and board	1,886	291	2,177	1,898	293	2,191
Packaging products of paper, board and associated materials	1,420	658	2,078	1,463	733	2,196
Manufactured stationery	331	156	487	336	161	497
Manufactures of paper and board not elsewhere specified	606	204	810	608	206	814
Printing, publishing of newspapers	1,579	247	1,826	1,608	268	1,876
Printing, publishing of periodicals	1,336	277	1,613	1,352	282	1,634
Other printing, publishing, bookbinding, engraving, etc	3,064	995	4,059	3,087	1,018	4,105
<b>Other manufacturing industries</b>	<b>9,620</b>	<b>2,748</b>	<b>12,368</b>	<b>9,945</b>	<b>2,844</b>	<b>12,789</b>
Rubber	2,772	375	3,147	2,992	416	3,408
Linoleum, plastics floor-covering, leathercloth, etc	548	66	614	555	66	621
Brushes and brooms	155	106	261	160	112	272
Toys, games, children's carriages, and sports equipment	1,010	794	1,804	1,015	795	1,810
Miscellaneous stationers' goods	191	97	288	193	98	291
Plastics products not elsewhere specified	4,139	1,004	5,143	4,217	1,044	5,261
Miscellaneous manufacturing industries	805	306	1,111	813	313	1,126
<b>Construction</b>	<b>142,142</b>	<b>1,306</b>	<b>143,448</b>	<b>151,462</b>	<b>1,421</b>	<b>152,883</b>
<b>Gas, electricity and water</b>	<b>5,555</b>	<b>472</b>	<b>6,027</b>	<b>5,632</b>	<b>495</b>	<b>6,127</b>
Gas	2,408	197	2,605	2,427	203	2,630
Electricity	2,548	242	2,790	2,596	259	2,855
Water supply	599	33	632	609	33	642
<b>Transport and communication</b>	<b>41,182</b>	<b>3,045</b>	<b>44,227</b>	<b>42,286</b>	<b>3,170</b>	<b>45,456</b>
Railways	4,218	270	4,488	4,269	273	4,542
Road passenger transport	5,611	469	6,080	5,779	482	6,261
Road haulage contracting for general hire or reward	11,445	286	11,731	11,759	301	12,060
Other road haulage	862	51	913	894	52	946
Sea transport	4,380	218	4,598	4,541	222	4,763
Port and inland water transport	3,109	69	3,178	3,268	75	3,343
Air transport	1,354	187	1,541	1,368	196	1,564
Postal services and telecommunications	7,279	939	8,218	7,450	1,001	8,451
Miscellaneous transport services and storage	2,924	556	3,480	2,958	568	3,526
<b>Distributive trades</b>	<b>52,061</b>	<b>23,709</b>	<b>75,770</b>	<b>53,716</b>	<b>25,008</b>	<b>78,724</b>
Wholesale distribution of food and drink	7,752	1,344	9,096	8,120	1,462	9,582
Wholesale distribution of petroleum products	669	51	720	682	54	736
Other wholesale distribution	6,324	1,780	8,104	6,499	1,861	8,360
Retail distribution of food and drink	10,744	6,435	17,179	11,044	6,795	17,839
Other retail distribution	16,757	13,311	30,068	17,104	13,992	31,096
Dealing in coal, oil, builders' materials, grain and agricultural supplies	3,649	309	3,958	3,869	344	4,213
Dealing in other industrial materials and machinery	6,166	479	6,645	6,398	500	6,898

Table 2 Industrial analysis of the unemployed at March 10, 1975 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
<b>Insurance, banking, finance and business services</b>	<b>15,348</b>	<b>4,608</b>	<b>19,956</b>	<b>15,541</b>	<b>4,770</b>	<b>20,311</b>
Insurance	4,401	1,003	5,404	4,446	1,047	5,493
Banking and bill discounting	3,449	707	4,156	3,480	760	4,240
Other financial institutions	1,303	417	1,720	1,312	443	1,755
Property owning and managing, etc	1,580	410	1,990	1,624	423	2,047
Advertising and market research	823	276	1,099	826	278	1,104
Other business services	3,637	1,749	5,386	3,697	1,770	5,467
Central offices not allocable elsewhere	155	46	201	156	49	205
<b>Professional and scientific services</b>	<b>15,524</b>	<b>9,806</b>	<b>25,330</b>	<b>16,065</b>	<b>10,773</b>	<b>26,838</b>
Accountancy services	516	279	795	532	295	827
Educational services	6,865	2,990	9,855	7,177	3,269	10,446
Legal services	532	603	1,135	540	649	1,189
Medical and dental services	5,016	5,232	10,248	5,181	5,824	11,005
Religious organisations	234	68	302	246	80	326
Research and development services	554	124	678	557	126	683
Other professional and scientific services	1,807	510	2,317	1,832	530	2,362
<b>Miscellaneous services</b>	<b>55,946</b>	<b>23,009</b>	<b>78,955</b>	<b>57,365</b>	<b>24,027</b>	<b>81,392</b>
Cinemas, theatres, radio, etc	4,912	1,669	6,581	4,975	1,690	6,665
Sport and other recreations	2,944	622	3,566	3,015	635	3,650
Betting and gambling	2,059	783	2,842	2,176	797	2,973
Hotels and other residential establishments	15,275	7,595	22,870	15,526	7,836	23,362
Restaurants, cafes, snack bars	3,458	2,579	6,037	3,493	2,691	6,184
Public houses	2,789	998	3,787	2,983	1,046	4,029
Clubs	1,669	441	2,110	1,710	445	2,155
Catering contractors	743	488	1,231	756	498	1,254
Hairdressing and manicure	711	1,405	2,116	726	1,490	2,216
Private domestic service	744	1,386	2,130	770	1,592	2,362
Laundries	1,218	1,095	2,313	1,245	1,149	2,394
Dry cleaning, job dyeing, carpet beating, etc	346	265	611	353	283	636
Motor repairers, distributors, garages and filling stations	11,201	1,585	12,786	11,568	1,648	13,216
Repair of boots and shoes	203	24	227	209	25	234
Other services	7,674	2,074	9,748	7,860	2,202	10,062
<b>Public administration and defence</b>	<b>34,944</b>	<b>5,697</b>	<b>40,641</b>	<b>36,321</b>	<b>6,122</b>	<b>42,443</b>
National government service	14,733	2,853	17,586	15,410	3,150	18,560
Local government service	20,211	2,844	23,055	20,911	2,972	23,883
<b>Ex-service personnel not classified by industry</b>	<b>2,017</b>	<b>212</b>	<b>2,229</b>	<b>2,071</b>	<b>215</b>	<b>2,286</b>
<b>Other persons not classified by industry</b>	<b>60,846</b>	<b>20,459</b>	<b>81,305</b>	<b>63,438</b>	<b>21,730</b>	<b>85,168</b>

Area statistics of unemployment

The following table shows the numbers unemployed in the assisted areas and in certain local areas, together with their percentage rates of unemployment. A full description of the assisted areas is given on page 1021 of the November 1974 issue of this *Gazette*.

Unemployment in development areas, special development areas, intermediate areas and certain local areas at March 10, 1975

	Males	Females	Total	Percentage rate	Males	Females	Total	Percentage rate
<b>DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS*</b>								
South Western DA	9,524	2,438	11,962	7.8				
Merseyside SDA	44,430	8,814	53,244	7.1				
North Yorkshire DA	2,584	591	3,175	4.6				
Northern DA	56,369	11,500	67,869	5.2				
North East SDA	40,666	6,971	47,637	5.9				
West Cumberland SDA	2,133	892	3,025	5.2				
Scottish DA	76,346	22,410	98,756	4.6				
West Central Scotland SDA	40,132	11,350	51,482	5.4				
Girvan SDA	241	87	328	7.8				
Leven and Methil SDA	665	291	956	4.4				
Glenrothes SDA	404	177	581	5.4				
Livingston SDA	371	138	509	4.7				
Welsh DA	32,651	7,406	40,057	5.1				
South Wales SDA	8,946	2,372	11,318	9.2				
North West Wales SDA	3,664	714	4,378	6.0				
<b>Total, all Development Areas</b>	<b>221,904</b>	<b>53,159</b>	<b>275,063</b>	<b>5.2</b>				
<b>Total, all Special Development Areas</b>	<b>141,652</b>	<b>31,806</b>	<b>173,458</b>	<b>6.0</b>				
<b>Northern Ireland</b>	<b>24,958</b>	<b>9,310</b>	<b>34,268</b>	<b>6.7</b>				
<b>INTERMEDIATE AREAS*</b>								
South Western	4,550	1,441	5,991	5.0				
Oswestry	512	115	627	4.9				
High Peak	668	132	800	2.1				
North Lincolnshire	1,885	470	2,355	6.3				
North Midlands	5,195	800	5,995	3.5				
Yorkshire and Humberside	54,222	9,758	63,980	3.3				
North West	59,317	10,933	70,250	3.5				
North Wales	3,543	918	4,461	5.9				
South East Wales	2,758	658	3,416	3.5				
<b>Total, all Intermediate Areas</b>	<b>132,650</b>	<b>25,225</b>	<b>157,875</b>	<b>3.5</b>				
<b>LOCAL AREAS (by Region)</b>								
<b>South East</b>								
†Aldershot	572	123	695	1.6				
†Aylesbury	400	98	498	1.2				
†Basingstoke	501	86	587	1.5				
†Bedford	1,168	241	1,409	2.1				
†Braintree	587	184	771	2.4				
†Brighton	4,529	631	5,160	3.8				
†Chatham	1,246	228	1,474	3.9				
†Chelmsford	2,123	478	2,601	3.2				
†Chichester	1,175	225	1,400	2.1				
†Colchester	1,211	150	1,361	3.0				
†Crawley	1,000	264	1,264	2.3				
†Eastbourne	1,442	226	1,668	1.2				
†Eastleigh	900	175	1,075	2.8				
†Gravesend	1,593	245	1,838	2.8				
†Greater London	65,493	11,422	76,915	2.0				
†Guildford	909	147	1,056	1.7				
†Harlow	1,032	266	1,298	2.0				
†Hastings	1,365	218	1,583	3.8				
†Hertford	267	42	309	0.8				
†High Wycombe	917	159	1,076	1.2				
†Letchworth	486	119	605	1.4				
†Luton	2,831	696	3,527	2.7				
†Maidstone	1,355	212	1,567	2.1				
<b>LOCAL AREAS (by Region)—continued</b>								
†Newport (I.o.W.)	1,669	363	2,032	5.5				
†Oxford	2,622	795	3,417	1.9				
†Portsmouth	5,964	1,123	7,087	3.9				
†Ramsgate	1,057	161	1,218	4.1				
†Reading	2,473	350	2,823	1.7				
†Slough	1,357	201	1,558	1.3				
†Southampton	4,362	905	5,267	3.0				
†Southend-on-Sea	6,500	1,511	8,011	4.4				
†St. Albans	938	156	1,094	1.2				
†Stevenage	481	94	575	1.5				
†Tunbridge Wells	1,294	195	1,489	2.0				
†Watford	1,608	222	1,830	1.5				
†Weybridge	1,061	225	1,286	1.5				
†Worthing	1,289	164	1,453	2.7				
<b>East Anglia</b>								
Cambridge	1,015	212	1,227	1.6				
Great Yarmouth	1,370	223	1,593	4.4				
†Ipswich	2,021	388	2,409	2.6				
Lowestoft	819	136	955	3.4				
†Norwich	3,097	483	3,580	3.0				
Peterborough	1,319	252	1,571	2.6				
<b>South West</b>								
Bath	1,270	257	1,527	3.6				
†Bournemouth	5,341	983	6,324	5.2				
†Bristol	8,766	1,412	10,178	3.2				
Cheltenham	1,391	346	1,737	3.1				
†Exeter	1,772	510	2,282	3.4				
Gloucester	1,193	312	1,505	2.2				
†Plymouth	4,377	1,407	5,784	5.0				
†Salisbury	827	304	1,131	2.9				
Swindon	2,248	498	2,746	3.6				
Taunton	815	157	972	2.5				
†Torbay	4,119	980	5,099	8.0				
†West Wiltshire	888	165	1,053	2.0				
†Yeovil	735	189	924	2.4				
<b>West Midlands</b>								
†Birmingham	19,844	4,116	23,960	3.5				
Burton-upon-Trent	725	171	896	2.5				
Canoeck	938	181	1,119	4.4				
†Coventry	6,552	2,259	8,811	3.6				
†Dudley	2,436	686	3,122	2.0				
Hereford	788	197	985	2.8				
†Kidderminster	696	162	858	2.1				
Leamington	967	228	1,195	2.5				
†Oakengates	1,510	597	2,107	4.7				
Redditch	586	150	736	2.4				
Rugby	419	198	617	2.0				
Shrewsbury	964	215	1,179	3.0				
†Stafford	794	175	969	1.9				
†Stoke-on-Trent	3,490	501	3,991	1.9				
†Tamworth	969	302	1,271	3.8				
†Walsall	2,675	613	3,288	2.6				
†West Bromwich	2,067	464	2,531	1.8				
†Wolverhampton	3,287	1,010	4,297	3.1				
Worcester	1,127	258	1,385	2.7				
<b>East Midlands</b>								
†Chesterfield	2,369	370	2,739	3.5				
Coalville	413	73	486	1.6				
Corby	779	237	1,016	3.3				
Derby	2,383	597	2,980	2.4				
Kettering	525	122	647	2.2				
Leicester	6,808	1,391	8,199	3.6				
Lincoln	1,525	433	1,958	3.3				
Loughborough	563	182	745	1.8				
†Mansfield	1,457	250	1,707	2.7				
†Northampton	1,556	198	1,754	2.1				
†Nottingham	7,886	1,106	8,992	3.1				
Sutton-in-Ashfield	908	90	998	3.3				
<b>Yorkshire and Humberside</b>								
†Barnsley	2,339	424	2,763	3.7				
†Bradford	4,854	723	5,577	3.4				
†Castleford	1,997	270	2,267	3.8				
†Dewsbury	1,794	263	2,057	3.0				
†Doncaster	3,796	1,038	4,834	4.7				
Grimsby	3,011	326	3,337	4.6				
†Halifax	1,158	153	1,311	2.1				
Harrrogate	614	122	736	2.3				
Huddersfield	1,498	383	1,881	2.1				
†Hull	8,906	1,237	10,143	5.7				
Keighley	752	199	951	3.3				
†Leeds	7,712	1,206	8,918	2.9				
†Mexborough	1,368	301	1,669	5.4				
Rotherham	1,493	400	1,893	3.5				
†Scunthorpe	1,076	441	1,517	2.5				
†Sheffield	4,950	816	5,766	2.0				
Wakefield	1,091	178	1,269	2.4				
York	1,824	409	2,233	2.7				

Unemployment in development areas, special development areas, intermediate areas and certain local areas at March 10, 1975 (continued)

	Males	Females	Total	Percentage rate	Males	Females	Total	Percentage rate
<b>LOCAL AREAS (by region)—continued</b>								
<b>North West</b>								
†Accrington	571	163	734	2.5				
†Ashton-under-Lyne	2,330	379	2,709	2.9				
†Blackburn	1,546	396	1,942	2.9				
†Blackpool	4,668	1,214	5,882	5.9				
†Bolton	2,554	330	2,884	2.7				
†Burnley	1,233	241	1,474	3.2				
†Bury	1,191	212	1,403	2.3				
†Chester	1,533	355	1,888	3.6				
†Crewe	978	301	1,279	2.6				
†Lancaster	2,131	527	2,658	5.8				
†Leigh	1,124	325	1,449	3.3				

### Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on March 10, 1975 was 83,828.

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 10, 1975: Regional analysis.

Region*	Males	Females	Total
South East	2,919	312	3,231
Greater London	829	78	907
East Anglia	854	349	1,203
South West	2,259	405	2,664
West Midlands	42,853	4,661	47,514
East Midlands	3,679	924	4,603
Yorkshire and Humberside	2,714	914	3,628
North West	9,001	3,815	12,816
North	1,191	262	1,453
Wales	1,370	524	1,894
Scotland	3,600	1,222	4,822
Great Britain	70,440	13,388	83,828

\* See note on page 533 of the June 1974 issue of this Gazette.

### Number of temporarily stopped workers claiming benefits on March 10, 1975: Industrial analysis

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers registered on March 10, 1975			Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers registered on March 10, 1975		
	Males	Females	Total		Males	Females	Total
Total, all industries and services (adjusted*)	70,440	13,388	83,828	Textiles	7,301	3,757	11,058
Total, all industries and services (unadjusted*)	70,610	12,820	83,430	Leather, leather goods and fur	168	26	194
Total, Index of Production industries	67,367	12,586	79,953	Clothing and footwear	445	1,200	1,645
Total, all manufacturing industries	66,479	12,583	79,062	Bricks, pottery, glass, cement, etc	778	123	901
Agriculture, forestry, fishing	2,302	29	2,331	Timber, furniture, etc	1,387	119	1,506
Mining and quarrying	80	0	80	Paper, printing and publishing	1,011	455	1,466
Food, drink and tobacco	423	387	810	Other manufacturing industries	5,703	1,454	7,157
Coal and petroleum products	0	0	0	Construction	807	3	810
Chemicals and allied industries	1,739	168	1,907	Gas, electricity and water	1	0	1
Metal manufacture	7,455	239	7,694	Transport and communication	354	4	358
Mechanical engineering	4,329	500	4,829	Distributive trades	323	86	409
Instrument engineering	10	3	13	Insurance, banking, finance and business services	15	3	18
Electrical engineering	2,484	1,945	4,429	Professional and scientific services	12	5	17
Shipbuilding and marine engineering	708	0	708	Miscellaneous services	227	102	329
Vehicles	26,839	1,287	28,126	Public administration	10	5	15
Metal goods not elsewhere specified	5,699	920	6,619				

\* The adjusted total is obtained by taking into account amendments notified on the four days following the date of the count. All other figures in the table are unadjusted.

### Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on March 5, 1975, was 178,024; about 2,600 lower than on February 5, 1975.

The seasonally adjusted figure of notified vacancies at employment offices on March 5, 1975, was 186,100; 6,300 lower than that for February 5, 1975.

The number of vacancies notified to careers offices and remaining unfilled on March 5, 1975, was 42,931; about 1,700 higher than on February 5, 1975.

Tables 1 and 2 give figures of unfilled vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to local employment offices and youth employment service careers offices by employers and remaining unfilled on March 5, 1975, 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.

Table 2

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on March 5, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
Total, all industries and services	108,161	69,863	178,024	21,557	21,374	42,931
Total, Index of Production industries	59,503	21,959	81,462	9,615	8,346	17,961
Total, all manufacturing industries	47,199	20,889	68,088	7,577	7,944	15,521
Agriculture, forestry, fishing	771	272	1,043	627	126	753
Mining and quarrying	3,064	36	3,100	573	15	588
Coal mining	2,871	12	2,883	554	1	555
Food, drink and tobacco	2,226	1,468	3,694	461	446	907
Coal and petroleum products	165	23	188	15	12	27
Chemicals and allied industries	1,974	937	2,911	261	294	555
Metal manufacture	3,419	285	3,704	606	81	687
Mechanical engineering	11,606	1,378	12,984	1,259	359	1,618
Instrument engineering	1,503	465	1,968	234	140	374
Electrical engineering	6,071	2,328	8,399	513	518	1,031
Shipbuilding and marine engineering	2,368	73	2,441	79	23	102
Vehicles	4,350	437	4,787	196	74	270
Metal goods not elsewhere specified	4,458	1,141	5,599	1,096	450	1,546
Textiles	1,471	2,075	3,546	436	1,049	1,485
Cotton, linen and man-made fibres (spinning and weaving)	328	346	674	112	157	269
Woolen and worsted	319	395	714	65	137	202
Leather, leather goods and fur	253	376	629	124	188	312

† See footnote\* to table 119.

Table 1

Region†	Number of notified vacancies remaining unfilled on March 5, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
South East	47,148	28,368	75,516	9,063	8,443	17,506
Greater London	24,500	15,932	40,432	5,019	4,482	9,501
East Anglia	3,196	2,375	5,571	779	791	1,570
South Western	6,784	5,570	12,354	1,035	1,237	2,272
West Midlands	6,392	3,574	9,966	2,684	1,749	4,433
East Midlands	6,036	3,513	9,549	1,512	1,528	3,040
Yorkshire and Humberside	8,765	5,256	14,021	2,427	2,195	4,622
North Western	8,084	5,893	13,977	1,489	2,063	3,552
Northern	7,012	4,277	11,289	761	1,173	1,934
Wales	3,782	2,724	6,506	669	709	1,378
Scotland	10,962	8,133	19,095	1,138	1,486	2,624
Great Britain	108,161	69,863	178,024	21,557	21,374	42,931

† See note on page 533 of the June issue of this Gazette.  
‡ See footnote\* to table 119.

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on March 5, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
Clothing and footwear	1,657	6,881	8,538	541	3,078	3,619
Bricks, pottery, glass, cement, etc	1,036	571	1,607	242	163	405
Timber, furniture, etc	1,703	540	2,243	583	202	785
Paper, printing and publishing	1,432	814	2,246	612	565	1,177
Paper, cardboard and paper goods	618	231	849	134	153	287
Printing and publishing	814	583	1,397	478	412	890
Other manufacturing industries	1,507	1,097	2,604	319	302	621
Construction	8,546	780	9,326	1,262	304	1,566
Gas, electricity and water	694	254	948	203	83	286
Transport and communication	8,392	1,652	10,044	871	411	1,282
Distributive trades	9,006	8,842	17,848	4,694	4,034	8,728
Insurance, banking, finance and business services	5,549	2,338	7,887	910	1,197	2,107
Professional and scientific services	5,645	10,789	16,434	1,282	1,729	3,011
Miscellaneous services	12,026	19,948	31,974	2,473	4,779	7,252
Entertainments, sports, etc	751	1,242	1,993	171	175	346
Catering (MLH 884-888)	6,243	11,346	17,589	663	719	1,382
Laundries, dry-cleaning, etc	211	690	901	86	278	364
Public administration	7,269	4,063	11,332	1,085	752	1,837
National government service	3,477	2,253	5,730	383	456	839
Local government service	3,792	1,810	5,602	702	296	998

**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 1973 on pages 505 to 517 of the June 1974 issue of this Gazette.

The number of stoppages beginning in March\* which came to the notice of the department, was 200. In addition, 80 stoppages which began before March were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 104,500 consisting of 69,500 involved in stoppages which began in March and 35,000 involved in stoppages which had continued from the previous month. The latter figure includes 2,800 workers involved for the first time in March in stoppages which began in earlier months. Of the 69,500 workers involved in stoppages which began in March 50,800 were directly involved and 18,700 indirectly involved.

The aggregate of 686,000 working days lost in March includes 399,000 days lost through stoppages which had continued from the previous month.

**Prominent stoppages of work during March**

In a dispute with the management of a Stafford firm of electrical engineers over pay differentials between testers and other skilled workers, an offer based on a pay and grading exercise was rejected and 118 testers stopped work on February 26 in support of an across-the-board increase. As a result 1,200 production workers were laid off from March 8. A resumption of work took place on March 26 after the testers had accepted a marginal graded increase.

At a Bathgate, Scotland, truck and tractor assembly plant 96 electricians and pipefitters withdrew their labour from March 6 in support of their union's refusal to accept a new joint wage and conditions agreement operative from January 3, recently accepted by unions representing hourly paid workers. The issue was related to pay differentials between skilled technical staff and semi-skilled operatives. Work was restarted on March 24 after minor modifications had been made to the agreement. The stoppage had meanwhile caused the progressive lay-off of 3,800 other workers.

A stoppage of work by 9,000 dockers in the Port of London which began on February 27 continued throughout March. The dockers' objective was to secure more of the container handling work at inland depots retained by road haulage contractors. Intensive picketing by dockers involved counter-action by road haulage workers. A panel of investigation was set up by ACAS. The dockers voted overwhelmingly for a return to work on April 7.

Drivers employed by Glasgow Corporation cleansing department returned to work on April 14 after a thirteen-week stoppage during which troops were used to start clearing the tons of refuse building up throughout the city. The drivers, holders of HGV licences, claimed parity with rates paid by private hauliers, and their stoppage was supported, progressively, by drivers from other corporation services.

**Stoppages of work in the first three months of 1975 and 1974**

Industry group Standard Industrial Classification 1968	January to March 1975			January to March 1974		
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress	
		Workers involved	Working days lost		Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	57	8,000	12,000	1	278,300	5,567,000
All other mining and quarrying	—	—	—	—	—	—
Food, drink and tobacco	26	3,100	25,000	17	7,700	27,000
Coal and petroleum products	—	500	6,000	—	—	—
Chemicals, and allied industries	24	13,200	34,000	5	900	6,000
Metal manufacture	30	16,000	44,000	48	19,000	136,000
Engineering	141	46,400	245,000	106	46,800	257,000
Shipbuilding and marine engineering	28	17,600	126,000	12	10,100	65,000
Motor vehicles	40	49,500	223,000	42	47,400	143,000
Aerospace equipment	13	3,400	23,000	4	400	1,000
All other vehicles	4	800	6,000	4	1,200	3,000
Metal goods not elsewhere specified	35	8,300	56,000	24	5,100	98,000
Textiles	15	5,900	33,000	12	6,800	17,000
Clothing and footwear	8	2,500	12,000	5	1,700	2,000
Bricks, pottery, glass, cement, etc	10	1,600	5,000	12	2,000	8,000
Timber, furniture, etc	9	1,000	5,000	7	700	4,000
Paper, printing and publishing	8	3,800	10,000	16	5,800	13,000
All other manufacturing industries	11	8,200	44,000	12	5,500	22,000
Construction	45	6,200	52,000	51	11,100	31,000
Gas, electricity and water	5	700	3,000	5	800	3,000
Port and inland water transport	17	12,000	206,000	18	5,900	16,000
Other transport and communication	29	27,400	43,000	31	27,400	46,000
Distributive trades	17	2,600	34,000	11	3,300	12,000
Administrative, financial and professional services	37	10,700	142,000	23	10,900	17,000
Miscellaneous services	10	2,700	12,000	5	300	1,000
<b>Total</b>	<b>619</b>	<b>251,900</b>	<b>1,401,000</b>	<b>471</b>	<b>499,100</b>	<b>6,494,000</b>

**Causes of stoppages**

Principal cause	Beginning in March 1975		Beginning in the first three months of 1975	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	129	35,500	356	81,300
—extra-wage and fringe benefits	3	500	13	1,900
Duration and pattern of hours worked	4	1,300	12	2,200
Redundancy questions	5	5,200	27	21,800
Trade union matters	12	2,700	43	17,900
Working conditions and supervision	10	1,300	40	23,900
Manning and work allocation	13	1,200	57	6,100
Dismissal and other disciplinary measures	24	3,000	71	16,300
Miscellaneous	—	—	—	—
<b>Total</b>	<b>200†</b>	<b>50,800</b>	<b>619</b>	<b>171,400</b>

**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	36	10,800	13,000
Over 1 and not more than 2 days	28	10,200	23,000
Over 2 and not more than 3 days	16	9,200	23,000
Over 3 and not more than 6 days	42	9,900	46,000
Over 6 and not more than 12 days	42	5,800	55,000
Over 12 days	46	8,100	277,000
<b>Total</b>	<b>210</b>	<b>54,100</b>	<b>437,000</b>

\* 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 384 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.  
† Includes two stoppages involving "sympathetic" action.

**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 regulation orders. In general, no account is taken of changes determined by local negotiations at district, establishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to manual workers only.

**Indices**

At March 31, 1975 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with the previous five months, were:

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
1974					
October 31	147.9	99.5	148.7	23.4	23.5
November 30	153.0	99.5	153.9	27.0	27.2
December 31	157.0	99.5	157.9	29.3	29.4
1975					
January 31	158.7	99.5	159.5	29.0	29.0
February 28	160.6	99.5	161.5	29.5	29.5
March 31	166.8	99.5	167.7	32.5	32.6

Notes: 1 The full index numbers and explanatory notes are given in table 130.  
2 The October, November, December, January and February figures have been revised to include changes having retrospective effect.

**Principal changes reported in March**

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

**Coalmining—GB:** National standard weekly rates increased (inclusive of consolidation of £4.40 threshold payments) by amounts ranging from £9 to £16 according to occupation for adult workers, with proportional amounts for young workers, together with the introduction of a national production bonus scheme (March 1).  
**Engineering—UK:** Increases in national minimum rates of £3.50 a week for skilled men, £3.15 for intermediate grades, £2.75 for unskilled men and for women, with proportional amounts for young workers. (First full pay week containing March 1.)  
**Dressmaking and women's light clothing (Wages Council)—England and Wales:** Increases in general time rates of 9p an hour for men 21 and over, other than late entrants, of 11.25p for women 18 and over, other than learners, with varying amounts for late entrants, learners and young workers; increase in piecework basis time rate of 9p for male workers (March 26).  
**Increases in general minimum time rates of 3p an hour for all workers, other than learners, with proportional amounts for learners and young workers; increase in piecework basis time rate of 3p for all male workers (March 31).**  
**Footwear manufacture—United Kingdom (except East Lancashire and the Fylde Coast):** Increases in minimum day wage rates of £1.375 a week for men 19 and over, of £1.875 for women 19 and over, with proportional amounts for young workers; increases in percentage addition to piecework rates of 27½ per cent for male workers and 37½ per cent for female workers. (First pay day in March.)  
**Road passenger transport (National Council Omnibus Undertakings)—GB:** Increases of £5.87 or £4.43 a week for drivers, £4.44 for conductors, £6.43, £5.72 or £4.86 for semi-skilled and unskilled workers, according to grade and £5.75 for skilled workers. Shift allowance increased from 12 to 12½ per cent for maintenance staff. (First full pay week in March.)  
**Post Office—UK:** (Manipulative grades) Increases of varying amounts following revision of pay scales (January 1).  
**Retail distribution (Co-operative Societies)—GB:** Increase of £2.50 a week for male and female distributive workers 21 and over, with proportional amounts for young workers (March 10).

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 increases 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 3,335,000 workers were increased by a total of £12,045,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes, therefore, 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 (235,000 workers

and £775,000 in weekly rates of wages). Of the total increase of £12,045,000 about £10,455,000 resulted from arrangements made by direct negotiations between employers' associations and trade unions, £645,000 from statutory wages regulation orders, £530,000 from provisions linked to movements in the Retail Prices Index, and £415,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement.

**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 1975, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes of the most recent period of thirteen 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	
	Estimated number of workers affected by net increases	Estimated net amount of increase	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
	£			
Agriculture, forestry, fishing	275,000	760,000	—	—
Mining and quarrying	260,000	3,285,000	—	—
Food, drink and tobacco	35,000	95,000	—	—
Coal and petroleum products	—	—	—	—
Chemicals and allied industries	65,000	120,000	—	—
Metal manufacture	—	—	—	—
Mechanical engineering	2,100,000	6,210,000	—	—
Instrument engineering	—	—	—	—
Electrical engineering	—	—	—	—
Shipbuilding and marine engineering	—	—	—	—
Vehicles	—	—	—	—
Metal goods not elsewhere specified	—	—	—	—
Textiles	10,000	15,000	—	—
Leather, leather goods and fur	20,000	45,000	—	—
Clothing and footwear	325,000	1,330,000	—	—
Bricks, pottery, glass, cement, etc.	55,000	140,000	—	—
Timber, furniture, etc.	120,000	520,000	—	—
Paper, printing and publishing	55,000	30,000	—	—
Other manufacturing industries	—	—	—	—
Construction	1,105,000	3,410,000	60,000	60,000
Gas, electricity and water	50,000	200,000	—	—
Transport and communication	345,000	1,350,000	—	—
Distributive trades	445,000	1,165,000	50,000	100,000
Public administration and professional services	475,000	610,000	—	—
Miscellaneous services	105,000	345,000	—	—
<b>Totals—January-March 1975</b>	<b>5,845,000</b>	<b>19,630,000</b>	<b>110,000</b>	<b>160,000</b>
<b>Totals—January-March 1974</b>	<b>3,390,000</b>	<b>9,160,000</b>	<b>614,000</b>	<b>1,048,000</b>

**Table (b)**

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by		Estimated net amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
	increases	decreases			
	(000's)	(000's)	(£000's)		
1974					
March	1,030	—	4,385	5	10
April	1,045	—	3,490	—	—
May	6,440	—	9,340	10	20
June	7,165	—	9,615	—	—
July	7,390	—	7,115	60	60
August	9,810	—	10,670	—	—
September*	830	—	2,410	—	—
October*	7,315	—	5,225	19	19
November	7,525	—	13,015	—	—
December*	1,450	—	6,050	—	—
1975					
January*	1,475	—	4,760	110	160
February*	1,385	—	3,600	—	—
March	3,100	—	11,270	—	—

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

**Retail prices, March 18, 1975**

At March 18, 1975 the general\* retail price index was 124.3 (prices at January 15, 1974 = 100) compared with 121.9 at February 18 and with 102.6 at March 19, 1974. The index for March 1975 was published on April 18.

The rise in the index during the month was due to higher prices for milk, beef and fresh vegetables, higher postal charges, higher bus fares in many areas, and higher prices or charges for second-hand cars and many other goods and services.

The index for items of food whose prices show significant seasonal variations, namely home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit, was 114.9, and that for all other items of food was 128.7. The index for all items except items of food the prices of which show significant seasonal variations was 124.8.

The principal changes in the groups in the month were:

**Food:** Rises in the average prices of milk, beef, lamb, fresh vegetables, eggs, butter, sweets and chocolates, soft drinks, bread and some other items caused the index for the food group as a whole to rise by nearly 4 per cent to 126.0, compared with 121.3 in February. The rise in the average price of milk followed the raising of the maximum permitted prices on March 2. The index for foods whose prices show significant seasonal variations rose by 5½ per cent to 114.9, compared with 108.9 in February.

**Alcoholic drink:** Mainly as a result of a rise in the average level of prices of beer, the index for the group as a whole rose by one per cent to 120.7, compared with 119.5 in February.

**Tobacco:** There were rises in the average levels of prices of cigarettes and tobacco and the group index rose by rather more than one per cent to 125.5, compared with 124.0 in February.

**Housing:** Higher prices for materials for home decorations and a rise in the average level of mortgage interest payments were largely responsible for the rise of about one-half of one per cent in the group index which was 111.8, compared with 111.1 in February.

**Fuel and light:** Higher prices for electricity and gas caused the group index to rise by rather more than 1½ per cent to 130.0, compared with 127.8 in February.

**Durable household goods:** The average level of prices of many items in this group rose during the month and the group index was rather less than 1½ per cent higher at 121.3, compared with 119.8 in February.

**Clothing and footwear:** Higher prices for many articles of clothing and footwear caused the group index to rise by rather more than one per cent to 122.5, compared with 121.0 in February.

**Transport and vehicles:** There were rises in the average levels of bus fares, prices of second-hand cars and car insurance premiums. The group index rose by nearly 1½ per cent to 134.5, compared with 132.6 in February.

**Miscellaneous goods:** Higher prices for some newspapers and periodicals and some other items caused the group index to rise by rather less than two per cent to 130.2, compared with 127.9 in February.

**Services:** Higher postal charges were mainly responsible for the rise of rather more than 3½ per cent in the group index which was 121.0, compared with 116.7 in February.

**Meals bought and consumed outside the home:** There was a rise of rather less than 1½ per cent in the average level of prices, and the group index was 122.1, compared with 120.5 in February.

**Detailed figures for various groups and sub-groups:**

Group and sub-group	Index figure
<b>I Food: Total</b>	<b>126.0</b>
Bread, flour, cereals, biscuits and cakes	130
Meat and bacon	111
Fish	103
Butter, margarine, lard and other cooking fat	141
Milk, cheese and eggs	104
Tea, coffee, cocoa, soft drinks, etc	134
Sugar, preserves and confectionery	192
Vegetables, fresh, canned and frozen	137
Fruit, fresh, dried and canned	131
Other food	140
<b>II Alcoholic drink</b>	<b>120.7</b>
<b>III Tobacco</b>	<b>125.5</b>
<b>IV Housing: Total</b>	<b>111.8</b>
Rent	103
Owner-occupiers' mortgage interest	102†
Rates and water charges	112
Charges for repairs and maintenance, and materials for home repairs and decorations	138
<b>V Fuel and light: Total (including oil)</b>	<b>130.0</b>
Coal and coke	126
Gas	116
Electricity	137
<b>VI Durable household goods: Total</b>	<b>121.3</b>
Furniture, floor coverings and soft furnishings	122
Radio, television and other household appliances	118
Pottery, glassware and hardware	126
<b>VII Clothing and footwear: Total</b>	<b>122.5</b>
Men's outer clothing	124
Men's underclothing	137
Women's outer clothing	120
Women's underclothing	131
Children's clothing	127
Other clothing, including hose, haberdashery, hats and materials	119
Footwear	118
<b>VIII Transport and vehicles: Total</b>	<b>134.5</b>
Motoring and cycling	136
Fares	125
<b>IX Miscellaneous goods: Total</b>	<b>130.2</b>
Books, newspapers and periodicals	147
Medicines, surgical, etc goods and toilet requisites	119
Soap and detergents, soda, polishes and other household goods	143
Stationery, travel and sports goods, toys, photographic and optical goods, etc	122
<b>X Services: Total</b>	<b>121.0</b>
Postage and telephones	132
Entertainment	107
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	128
<b>XI Meals bought and consumed outside the home</b>	<b>122.1</b>
<b>All Items</b>	<b>124.3</b>

\* The description "general" index of retail prices is used to differentiate from the two indices for pensioner households. These "pensioner" indices are given in tables 132(a) and 132(b) in this Gazette.

† January 14, 1975 = 100. From January 1974 to January 1975 the indicator for owner-occupiers' housing costs was the rent index, which showed an increase over this period of 3 per cent. Accordingly, if a link back to January 1974 is required for owner-occupiers' housing costs the index for mortgage interest should be multiplied by 1.03.

**Average retail prices of items of food**

Average retail prices on March 18, 1975 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 are subject to sampling error, and some indication of the potential size of this error was given on page 139 of the February 1975 issue of this *Gazette*.

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

Item	Number of quotations March 18, 1975	Average price March 18, 1975	Price range within which 80 per cent of quotations fell
<b>Beef: Home-killed</b>		P	P
Chuck	758	60.2	52 - 68
Sirloin (without bone)	729	91.3	73 - 106
Silverside (without bone)*	783	80.9	70 - 90
Back ribs (with bone)*	556	56.5	46 - 70
Fore ribs (with bone)	638	54.5	44 - 65
Brisket (without bone)	729	53.2	40 - 64
Rump steak*	776	107.9	90 - 126
<b>Beef: Imported, chilled</b>			
Chuck	33	54.3	48 - 60
Silverside (without bone)*	46	74.2	65 - 85
Rump steak*	64	91.2	76 - 110
<b>Lamb: Home-killed</b>			
Loin (with bone)	514	70.3	60 - 82
Breast*	505	22.3	15 - 30
Best end of neck	471	53.2	35 - 70
Shoulder (with bone)	497	47.1	38 - 55
Leg (with bone)	522	66.5	58 - 75
<b>Lamb: Imported</b>			
Loin (with bone)	541	53.8	46 - 60
Breast*	533	15.4	12 - 20
Best end of neck	515	43.3	30 - 52
Shoulder (with bone)	548	37.3	33 - 42
Leg (with bone)	547	56.9	52 - 62
<b>Pork: Home-killed</b>			
Leg (foot off)	752	53.0	46 - 64
Belly*	744	37.4	32 - 42
Loin (with bone)	783	65.9	58 - 72
Pork sausages	771	32.9	28 - 38
Beef sausages	658	28.9	24 - 34
Roasting chicken (broiler) frozen (3 lb)	617	28.8	26 - 32
Roasting chicken, fresh or chilled (4 lb) oven ready	400	33.2	29 - 38
<b>Fresh and smoked fish</b>			
Cod fillets	478	49.9	40 - 60
Haddock fillets	492	54.9	45 - 65
Haddock, smoked, whole	416	54.0	45 - 64
Plaice fillets	442	63.9	50 - 76
Halibut cuts	151	87.0	65 - 100
Herrings	369	26.4	20 - 32
Kippers, with bone	508	35.4	30 - 42
<b>Bread</b>			
White, 1½ lb wrapped and sliced loaf	719	15.6	14 - 16½
White, 1½ lb unwrapped loaf	519	15.8	14½ - 17
White, 14 oz loaf	557	10.2	9 - 11
Brown, 14 oz loaf	626	11.0	10½ - 11½
<b>Flour</b>			
Self-raising, per 3 lb	744	19.7	17 - 23
<b>Fresh vegetables</b>			
Potatoes, old, loose	498	3.1	2½ - 4
White	398	3.6	3 - 4
Red			
<b>Fresh vegetables—continued</b>			
Potatoes, new, loose	—	—	—
Tomatoes	727	33.6	30 - 38
Cabbage, greens	641	7.5	5 - 10
Cabbage, hearted	614	5.9	4 - 9
Cauliflower or broccoli	570	13.9	8 - 19
Brussels sprouts	161	8.6	7 - 11
Carrots	746	9.0	7 - 11
Onions	755	6.7	5 - 9
Mushrooms per ½ lb	716	10.4	9 - 12
<b>Fresh fruit</b>			
Apples, cooking	726	11.6	9 - 14
Apples, dessert	758	16.0	13 - 19
Pears, dessert	698	14.4	12 - 18
Oranges	658	11.4	9 - 15
Bananas	742	14.8	13 - 17
<b>Bacon</b>			
Collar*	512	52.6	45 - 60
Gammon*	554	70.6	62 - 78
Middle cut,* smoked	414	66.4	58 - 80
Back, smoked	349	73.0	62 - 84
Back, unsmoked	408	70.4	60 - 80
Streaky, smoked	325	54.3	46 - 64
Ham (not shoulder)	649	90.0	72 - 104
Pork luncheon meat, 12 oz can	592	24.8	20 - 29
Canned (red) salmon, ½-size can	705	53.0	48 - 60
Milk, ordinary, per pint	—	6.0	—
<b>Butter</b>			
Home produced	558	30.0	26 - 34
New Zealand	627	28.6	27 - 30
Danish	702	30.4	28 - 33
Margarine, standard quality, per ½ lb	158	12.1	11 - 13
Margarine, lower priced per ½ lb	118	11.4	10½ - 12
Lard	803	21.8	19 - 25
Cheese, cheddar type	777	40.7	36 - 44
Eggs, large, per doz	689	39.7	36 - 44
Eggs, standard, per doz	697	36.0	33 - 39
Eggs, medium, per doz	333	32.3	30 - 35
Sugar, granulated, per 2 lb	801	28.9	26 - 30
Coffee, instant, per 4 oz	730	39.6	36 - 44
Tea, per ½ lb			
Higher priced	286	12.1	10½ - 13
Medium priced	1,799	9.7	8½ - 11
Lower priced	668	8.8	8 - 9½

\* Or Scottish equivalent.

# 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 this *Gazette*, January 1966, page 20) 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 annual mid-year estimates for other groups (table 103). The totals in employment in all industries and services at June each year are analysed by region in table 102.

**Unemployment.** Tables 104-116 show the numbers of unemployed in Great Britain, and in each region, at the monthly counts. For Great Britain separate figures are given for males and females. People are included in the counts if they are registered for employment at a local employment office or youth employment service 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. 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 rate of unemployment. Separate figures are given in the tables for young people seeking their first employment who are described as school-leavers and for adult students seeking temporary employment during vacation periods. The numbers unemployed excluding school-leavers and adult students are adjusted for seasonal variations.

An industrial analysis of national statistics for the unemployed excluding school-leavers and adult students, is presented in table 117. The unemployed are analysed according to the duration of their current spell of registration in table 118.

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

**Unfilled vacancies.** The vacancy statistics in table 119 relate to the vacancies notified by employers to local employment offices and youth employment service careers offices, and which, at the date of count, remain unfilled. They do not measure the total volume of unsatisfied immediate manpower requirements of employers.

**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 are also given adjusted for seasonal variations. 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 in table 131 and for all manufacturing and all industries in table 130. (Table 129 has been discontinued.)

**Retail prices.** Table 132 gives the all-items and broad item group figures 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 this *Gazette*, October 1968, pages 801-803.

**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 figures 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: Great Britain

THOUSANDS

TABLE 101

Quarter	Employees in employment			Employers and self-employed	HM Forces	Employed labour force	Un-employed	Working population	
	Males	Females	Total						
<b>A. ESTIMATES ON NATIONAL INSURANCE CARD COUNT BASIS</b>									
Numbers unadjusted for seasonal variations									
1969	March	14,020	8,495	22,515	1,785	384	24,684	566	25,250
	June	14,027	8,573	22,600	1,806	380	24,786	483	25,269
	September	14,035	8,584	22,619	1,810	377	24,806	540	25,346
	December	13,987	8,536	22,523	1,815	376	24,714	566	25,280
1970	March	13,880	8,545	22,425	1,820	374	24,619	602	25,221
	June	13,832	8,573	22,404	1,825	372	24,601	524	25,124
	September	13,835	8,572	22,407	1,831	370	24,608	579	25,187
	December	13,823	8,506	22,328	1,835	371	24,534	604	25,139
1971	March	13,579	8,391	21,970	1,840	369	24,179	700	24,878
	June	13,542	8,486	22,027	1,843	368	24,238	687	24,926
Numbers adjusted for seasonal variations									
1969	March	14,099	8,515	22,614					25,313
	June	14,029	8,561	22,590					25,309
	September	14,002	8,553	22,555					25,279
	December	13,941	8,559	22,500					25,246
1970	March	13,952	8,567	22,519					25,276
	June	13,837	8,558	22,395					25,166
	September	13,807	8,543	22,350					25,128
	December	13,775	8,527	22,302					25,104
1971	March	13,646	8,414	22,060					24,927
	June	13,550	8,470	22,020					24,970
<b>B. ESTIMATES ON CENSUS OF EMPLOYMENT BASIS</b>									
Numbers unadjusted for seasonal variations									
1971	June	13,424	8,224	21,648	1,843	368	23,859	687	24,546
	September	13,294	8,218	21,512	1,850	368	23,730	810	24,540
	December	13,328	8,148	21,476	1,857	372	23,705	868	24,573
1972	March	13,241	8,318	21,559	1,864	371	23,794	925	24,719
	June	13,319	8,331	21,650	1,872	371	23,893	767	24,660
	September	13,346	8,434	21,780	1,883	374	24,037	848	24,885
	December	13,435	8,477	21,912	1,894	372	24,178	745	24,923
1973	March	13,430	8,676	22,106	1,905	367	24,378	683	25,061
	June	13,478	8,705	22,182	1,916	361	24,459	546	25,005
	September	13,536	8,739	22,274	1,916	358	24,548	545	25,093
	December	13,484	8,813	22,297	1,916	354	24,567	486	25,053
1974	March	13,263	8,881	22,144	1,916	349	24,409	590	24,999
Numbers adjusted for seasonal variations									
1971	June	13,433	8,209	21,642					24,595
	September	13,289	8,195	21,484					24,502
	December	13,280	8,186	21,466					24,556
1972	March	13,281	8,316	21,597					24,718
	June	13,329	8,317	21,646					24,712
	September	13,347	8,412	21,759					24,854
	December	13,385	8,517	21,902					24,906
1973	March	13,468	8,670	22,138					25,055
	June	13,487	8,693	22,180					25,059
	September	13,541	8,717	22,258					25,066
	December	13,434	8,854	22,288					25,037
1974	March	13,300	8,873	22,173					24,990

Notes: 1 Employment estimates after June 1973 are provisional.

2 For note on quarterly estimates see page 432 of the May 1974 issue of this *Gazette*.

3 See notes 1-3 to table 103.

## employees in employment: Great Britain and standard regions

THOUSANDS

TABLE 102

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain
<b>Standard Region</b>											
1969	7,791	632	1,304	2,278	1,395	2,001	2,892	1,258	942	2,098	22,600*
1970	7,698	637	1,310	2,259	1,392	1,976	2,842	1,270	935	2,077	22,404*
1971	7,616 (a)	620	1,308	2,218	1,363	1,924	2,779	1,242	930	2,018	22,027*
	7,353 (b)	607	1,325	2,207	1,352	1,893	2,719	1,229	962	2,003	21,648
1972	7,369	622	1,344	2,172	1,362	1,890	2,699	1,230	973	1,989	21,650
1973	7,461	652	1,399	2,242	1,409	1,942	2,753	1,274	1,000	2,050	22,182

Note: Estimates up to and including 1971 June (a) are on a national insurance card count basis. Estimates thereafter are on a Census of Employment basis.

\* The sum of the estimates for the regions does not agree with the estimate for Great Britain, which includes Civil Servants serving overseas.

**EMPLOYMENT**  
Great Britain: employees in employment: industrial analysis

TABLE 103 THOUSANDS

			Index of Production industries*		Manufacturing industries												
Total all industries and services			Total	Seasonally adjusted index (av. 1970=100)	Total	Seasonally adjusted index (av. 1970=100)	Agriculture, forestry and fishing	Mining and quarrying	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
<b>A Estimates on national insurance card count basis</b>																	
1971	January †		10,682.8	98.6	8,657.9	99.1		405.1	841.2	59.3	470.0	585.5	1,189.7	158.9	909.4	189.7	837.5
	February †		10,624.4	98.2	8,604.2	98.6		406.2	834.5	58.9	469.8	579.7	1,179.9	159.1	905.3	190.0	832.6
	March		10,547.7	97.4	8,528.2	97.7		404.7	828.9	58.5	467.3	569.1	1,164.6	158.4	896.6	193.4	824.2
	April		10,501.2	96.9	8,479.7	97.2		403.6	830.5	58.0	466.5	561.5	1,154.5	158.3	890.1	192.5	817.9
	May	22,027	10,450.3	96.5	8,431.6	96.7	344.5	401.3	837.4	57.6	466.1	554.8	1,142.3	157.4	880.5	191.8	812.9
	June																
<b>B Estimates on Census of Employment basis</b>																	
1971	June	21,648	9,869.8	96.5	7,886.3	96.7	420.8	393.4	743.5	44.3	435.2	556.4	1,038.5	164.2	799.3	183.3	807.1
	July		9,875.6	96.2	7,888.4	96.4		392.1	758.6	44.3	436.6	555.2	1,029.9	163.5	796.2	183.2	804.7
	August		9,869.4	95.9	7,886.7	96.1		392.8	760.1	44.5	437.5	551.9	1,025.3	164.1	794.3	183.3	802.1
	September		9,843.0	95.7	7,858.9	95.7		392.2	747.8	44.4	435.3	549.7	1,019.8	163.5	795.5	183.2	801.3
	October		9,803.0	95.2	7,829.5	95.2		390.6	747.0	44.1	434.1	545.3	1,010.7	162.3	794.1	182.6	798.0
	November		9,767.4	94.7	7,793.0	94.7		388.7	746.4	43.8	432.7	540.4	1,002.7	162.0	793.0	181.3	790.0
	December		9,735.7	94.5	7,773.6	94.4		386.6	743.7	43.6	431.9	535.9	997.6	161.4	794.0	181.2	787.6
1972	January		9,648.3	94.3	7,701.1	94.1		386.0	729.8	43.2	428.1	530.9	987.7	159.9	788.5	178.4	784.7
	February		9,611.2	93.9	7,674.1	93.8		385.7	724.3	42.8	426.6	526.4	980.1	158.8	794.8	178.3	782.8
	March		9,576.8	93.7	7,630.9	93.4		381.0	722.2	42.7	425.6	519.4	972.9	157.3	788.4	179.1	778.8
	April		9,598.6	93.8	7,631.8	93.5		379.9	723.7	42.5	424.8	518.8	969.0	156.5	788.8	179.4	776.9
	May		9,597.7	93.8	7,623.1	93.5		378.5	726.6	42.3	425.8	516.4	965.6	155.9	785.5	179.3	776.1
	June	21,650	9,595.6	93.8	7,613.3	93.4	415.8	377.0	729.8	41.9	424.0	515.6	963.8	155.7	780.4	176.9	775.6
	July		9,627.2	93.8	7,638.1	93.3		374.3	741.8	41.8	425.4	515.9	963.2	156.2	786.6	176.3	775.2
	August		9,652.5	93.8	7,662.5	93.4		373.8	745.8	41.8	427.1	514.8	962.2	155.8	788.1	176.2	777.4
	September		9,636.9	93.7	7,665.0	93.4		372.7	741.1	41.8	425.7	516.3	963.4	155.9	786.2	177.6	780.8
	October		9,655.6	93.8	7,667.6	93.3		371.9	739.5	41.5	423.8	516.9	960.7	156.5	790.2	176.9	781.4
	November		9,695.7	94.0	7,677.9	93.3		370.9	740.2	41.2	423.8	517.5	961.9	157.3	793.4	174.9	782.9
	December		9,683.2	93.9	7,676.4	93.2		369.8	733.2	41.2	425.0	518.3	963.6	157.8	793.9	175.0	784.5
1973	January		9,631.4	94.1	7,639.0	93.4		368.7	721.1	41.0	422.1	519.4	959.6	157.5	789.5	174.3	784.8
	February		9,669.5	94.5	7,652.3	93.6		368.0	715.1	41.1	423.1	520.6	960.2	159.1	792.9	174.2	788.7
	March		9,671.7	94.7	7,656.6	93.7		366.5	714.8	41.0	423.7	520.3	961.1	159.5	794.7	174.5	788.4
	April		9,681.1	94.7	7,655.1	93.8		364.6	716.2	40.6	422.4	520.2	960.1	159.5	795.6	175.4	786.4
	May		9,679.1	94.7	7,658.4	93.9		363.2	720.6	40.5	422.8	518.0	958.6	159.2	796.4	176.6	785.2
	June	22,182	9,698.0	94.8	7,664.0	94.1	420.8	360.7	728.1	40.4	424.5	517.6	955.5	159.3	795.3	177.3	788.9
	July §		9,739.2	94.9	7,697.9	94.1		358.5	748.5	39.9	427.0	519.4	955.0	159.0	798.3	173.5	788.9
	August §		9,747.5	94.8	7,708.0	94.0		357.0	752.0	39.9	429.3	521.3	957.2	159.2	800.8	173.2	790.4
	September §		9,735.6	94.8	7,700.2	94.0		354.2	741.6	39.7	428.9	521.4	961.5	160.3	804.7	177.1	788.8
	October §		9,733.1	94.7	7,709.6	94.1		351.5	743.6	39.3	430.9	520.3	961.1	161.1	808.9	176.6	789.9
	November §		9,763.0	94.9	7,738.7	94.4		349.1	748.3	38.9	434.3	520.1	966.4	162.5	818.3	176.4	786.6
	December §		9,762.4	95.1	7,751.6	94.6		346.9	748.8	39.0	435.8	520.2	966.7	163.0	820.9	176.3	788.9
1974	January §		9,652.2	94.7	7,663.6	94.2		346.1	739.8	38.9	431.3	516.2	954.1	161.9	815.2	175.1	783.5
	February §		9,630.6	94.6	7,637.4	94.0		345.9	740.4	38.8	432.0	515.4	953.2	161.9	810.9	174.6	778.5
	March §		9,584.2	94.4	7,614.0	93.9		344.5	739.0	38.7	431.3	513.9	951.5	161.6	809.6	173.9	775.5
	April §		9,578.3	94.3	7,611.1	94.0		346.2	736.3	38.8	431.8	514.0	953.2	161.8	808.4	173.8	775.7
	May §		9,582.1	94.3	7,619.9	94.2		347.3	736.8	39.0	433.1	513.0	954.0	161.3	810.4	172.8	774.9
	June §		9,577.8	94.3	7,609.5	94.2		347.4	737.6	39.1	432.6	515.0	954.1	162.0	809.9	173.5	774.5
	July §		9,615.7	94.3	7,650.9	94.3		346.7	748.0	39.3	436.7	517.3	962.3	165.5	815.0	173.2	774.1
	August §		9,638.4	94.3	7,673.1	94.2		348.0	749.7	39.4	440.0	520.4	962.1	165.3	820.2	174.6	774.9
	September §		9,627.4	94.2	7,662.5	94.1		348.4	744.4	39.5	440.5	520.2	966.7	162.2	817.0	176.9	778.5
	October §		9,627.2	94.1	7,664.9	94.1		348.1	745.0	39.9	444.0	521.5	967.4	163.0	814.0	176.6	782.6
	November §		9,583.5	93.6	7,653.1	93.8		348.5	743.9	40.0	440.9	522.7	967.7	162.8	813.0	177.4	780.6
	December §		9,534.1	93.2	7,617.5	93.3		348.3	740.8	40.0	440.1	523.3	965.7	162.2	803.3	176.3	783.7
1975	January §		9,453.2	93.0	7,543.7	93.1		348.4	733.0	40.1	438.8	520.3	962.3	161.1	790.7	176.1	778.4
	February §		9,400.8	92.5	7,490.5	92.4		349.3	724.9	40.0	436.8	519.0	960.0	159.3	783.6	175.4	771.8

Notes: 1. Until 1971 the annual employment statistics were derived mainly from counts of national insurance cards. In 1971 a new system was introduced because of proposals to abolish the use of national insurance cards for employees within the next few years.  
2. The new system relies on returns from employers. To provide a link between the old system and the new system, both a card count and a census under the new system were taken in 1971.  
3. The old count of national insurance cards included many employees who work for part of the year only, and who would not have been in employment in the particular week in June when the census was taken. Mainly for this reason the census figure for June 1971 is considerably lower than the card count. Another difference is that a person who had two regular jobs with different employers in the week of the census was counted twice in the census but only once in the card count, so that the census figures are higher than the card count in some industries and services where secondary employment is common.

4. The provisional seasonally adjusted indices for Index of Production industries and manufacturing from July 1973 to May 1974 include a correction for downward bias which has been identified in past provisional estimates. No further correction for bias has been made after May 1974 because estimates from June 1974 are based on a new sample of employers (see page 736 of the August 1974 issue of this Gazette). No such corrections are made to the total employment figures for these series.  
\* The industries included in the Index of Production are Orders II-XXI of the SIC (1968).  
† Excluding members of HM Forces.  
‡ Returns from employers are used for the compilation of this table. Owing to the interruption of postal services, the January 1971 figures have been calculated from a smaller number of returns than usual, and no estimates are available for February 1971.  
§ Figures after June 1973 are provisional. Estimates for construction and therefore for total Index of Production industries for January 1974 to January 1975 have been revised on the basis of new information available to the Department of the Environment.

**EMPLOYMENT**  
employees in employment: industrial analysis: Great Britain

TABLE 103 (continued) THOUSANDS

		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services	Public administration and defence†	
<b>A Estimates on national insurance card count basis</b>																		
	January †	633.6	641.0	52.5	472.4	330.7	295.4	639.7	351.4	1,244.6	375.2							1971
	February †	628.5	632.9	52.1	472.3	328.4	294.8	634.6	350.8	1,241.4	372.6							
	March	621.7	624.1	51.9	473.9	326.8	295.0	627.1	346.7	1,242.5	372.3							
	April	618.9	618.6	52.0	475.8	325.0	293.8	621.8	344.0	1,242.7	370.7							
	May	614.2	612.3	51.9	472.8	324.9	293.3	617.8	343.6	1,248.6	368.8	1,564.0	2,582.2	971.3	2,903.8	1,794.0	1,416.3	
	June																	
<b>B Estimates on Census of Employment basis</b>																		
	June	571.8	581.2	46.5	429.1	301.5	264.2	588.8	331.3	1,221.6	368.5	1,544.8	2,555.1	962.5	2,915.5	1,906.4	1,473.4	1971
	July	571.1	580.7	46.4	429.2	302.2	264.0	588.9	333.8	1,230.0	365.1							July
	August	570.8	581.1	46.3	433.2	301.7	265.7	590.8										

UNEMPLOYMENT  
Great Britain: males and females

TABLE 104

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate per cent	Number (000's)	of which:		Actual number (000's)	Seasonally adjusted <sup>§</sup>	
			School-leavers (000's)	Adult students* (000's)		Number (000's)	Percentage rate per cent
1955	1.0	213.2	4.2	..	208.9	1.0	..
1956	1.1	229.6	3.7	..	225.9	1.0	..
1957	1.3	294.5	5.2	..	289.4	1.3	..
1958	1.9	410.1	8.3	..	401.9	1.9	..
1959	2.0	444.5	11.7	..	432.8	2.0	..
1960	1.5	345.8	8.6	..	337.2	1.5	..
1961	1.4	312.1	7.1	..	304.9	1.3	..
1962	1.9	431.9	13.1	..	418.8	1.8	..
1963	2.3	520.6	18.3	..	502.3	2.2	..
1964	1.6	372.2	10.4	..	361.7	1.6	..
1965	1.4	317.0	8.6	..	308.4	1.3	..
1966	1.4	330.9	7.4	..	323.4	1.4	..
1967	2.2	521.0	9.1	2.0	509.8	2.2	..
1968	2.4	549.4	8.6	2.5	538.4	2.3	..
1969	2.4	543.8	8.6	4.4	530.7	2.3	..
1970	2.5	582.2	9.0	5.4	567.8	2.5	..
1971	3.4	758.4	14.8	6.7	737.0	3.3	..
1972	3.8	844.1	19.1	9.1	816.0	3.6	..
1973	2.6	597.9	7.0	10.2	580.7	2.6	..
1974†	2.6	599.7	13.7	14.5	571.5	2.5	..
Monthly averages							
1971	3.3	730.3	7.6	16.5	706.2	3.0	..
April 5	3.2	715.4	6.5	..	708.9	3.2	..
May 10	3.1	687.2	4.9	..	682.3	3.3	..
June 14							
July 12	3.3	743.4	14.8	24.4	704.2	3.4	..
August 9	3.7	817.6	55.5	24.5	737.6	3.5	..
September 13	3.6	810.5	34.7	14.2	761.6	3.5	..
October 11	3.7	819.3	19.3	0.8	799.2	3.6	..
November 8	3.8	851.2	11.9	..	839.3	3.7	..
December 6	3.9	867.8	8.6	0.2	859.0	3.8	..
1972	4.1	928.6	10.1	2.0	916.6	3.8	..
January 10	4.1	925.2	8.4	0.1	916.7	3.9	..
February 14	4.1	924.8	7.1	0.1	917.6	3.9	..
March 13							
April 10	4.1	928.2	16.5	16.4	895.4	3.9	..
May 8	3.7	832.0	10.1	0.2	821.8	3.7	..
June 12	3.4	767.3	8.4	1.8	757.1	3.6	..
July 10	3.6	803.7	19.2	28.6	755.9	3.6	..
August 14	3.9	863.8	60.9	30.4	772.5	3.6	..
September 11	3.8	848.0	42.0	25.0	781.0	3.6	..
October 9	3.5	792.1	23.2	2.6	766.3	3.5	..
November 13	3.4	770.4	13.4	..	757.1	3.4	..
December 11	3.3	744.9	9.7	1.8	733.4	3.3	..
1973	3.5	785.0	9.1	15.6	760.4	3.1	..
January 8	3.2	717.5	6.6	..	710.9	2.9	..
February 12	3.0	682.6	5.0	..	677.6	2.8	..
March 12							
April 9	3.0	691.9	4.2	44.1	643.6	2.7	..
May 14	2.6	591.0	3.3	..	587.7	2.7	..
June 11	2.4	545.9	3.6	1.0	541.4	2.6	..
July 9	2.4	555.2	7.7	19.8	527.7	2.5	..
August 13	2.5	570.7	21.6	19.2	530.0	2.4	..
September 10	2.4	545.4	13.0	18.5	513.9	2.3	..
October 8	2.2	509.6	5.1	2.8	501.6	2.2	..
November 12	2.2	493.6	2.3	..	491.2	2.2	..
December 10	2.1	486.2	1.8	1.9	482.5	2.1	..
1974	2.7	605.6	4.5	7.9	593.1	2.4	..
January 14	2.6	599.2	3.1	..	596.1	2.4	..
February 11	2.6	590.1	2.0	..	588.1	2.4	..
March 11							
April 8	2.8	646.8	5.6	66.9	574.3	2.4	..
May 13	2.4	535.4	4.9	..	530.4	2.4	..
June 10	2.3	515.8	5.4	1.1	509.2	2.5	..
July 8	2.5	566.8	14.4	24.4	528.1	2.5	..
August 12	2.9	656.3	56.0	27.6	572.7	2.6	..
September 9	2.8	647.1	33.4	29.3	584.4	2.7	..
October 14‡	2.7	612.5	13.4	2.3	596.8	2.7	..
November 11‡	2.7	621.4	8.0	..	613.4	2.7	..
December 9‡	..	..	..	..	..	..	..
1975	3.3	742.0	8.0	4.0	731.0	3.0	..
January 20‡	3.3	757.1	8.4	..	748.7	3.1	..
February 10	3.4	768.4	5.8	..	762.6	3.2	..
March 10							

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 22,728,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months.

‡ 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.

§ See note on page 226 of the March 1975 issue of this Gazette.

UNEMPLOYMENT  
males: Great Britain

TABLE 105

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate per cent	Number (000's)	of which:		Actual number (000's)	Seasonally adjusted <sup>§</sup>	
			School-leavers (000's)	Adult students* (000's)		Number (000's)	Percentage rate per cent
1955	1.0	137.4	2.3	..	135.1	1.0	..
1956	1.1	151.0	2.0	..	148.9	1.1	..
1957	1.4	204.3	3.0	..	201.3	1.4	..
1958	2.1	293.8	5.0	..	288.8	2.0	..
1959	2.3	322.6	7.5	..	315.1	2.2	..
1960	1.7	248.3	5.4	..	242.9	1.7	..
1961	1.6	226.3	4.3	..	222.0	1.5	..
1962	2.2	321.9	7.9	..	314.0	2.1	..
1963	2.7	393.9	11.1	..	382.8	2.6	..
1964	1.9	279.6	6.4	..	273.2	1.8	..
1965	1.6	240.6	5.1	..	235.5	1.7	..
1966	1.7	259.6	4.5	..	255.1	1.7	..
1967	2.9	420.7	5.7	1.7	413.4	2.8	..
1968	3.2	460.7	5.5	2.0	453.1	3.1	..
1969	3.2	461.9	5.6	3.4	452.9	3.1	..
1970	3.5	495.3	5.7	4.1	485.4	3.4	..
1971	4.6	639.8	9.5	5.0	625.3	4.5	..
1972	5.0	705.1	12.4	6.5	686.2	4.9	..
1973	3.6	499.4	4.5	7.0	487.9	3.5	..
1974†	3.6	500.9	8.5	9.3	483.1	3.5	..
Monthly averages							
1971	4.1	575.0	3.5	..	571.5	3.7	..
January 11	4.1	575.8	2.9	..	575.8	3.8	..
February 8	4.2	590.0	2.2	..	587.8	3.9	..
March 8							
April 5	4.4	617.7	4.6	12.3	600.8	4.1	..
May 10	4.3	608.9	4.5	..	604.4	4.4	..
June 14	4.2	589.1	3.4	..	585.7	4.4	..
July 12	4.5	630.7	9.1	18.5	603.1	4.6	..
August 9	4.9	681.6	35.4	18.1	628.1	4.7	..
September 13	4.8	677.0	22.2	10.7	644.1	4.8	..
October 11	4.9	684.4	12.3	0.6	671.4	4.9	..
November 8	5.1	712.9	7.8	..	705.1	5.0	..
December 6	5.2	731.6	5.7	0.1	725.8	5.1	..
1972	5.6	783.7	6.4	1.5	775.8	5.2	..
January 10	5.6	781.3	5.5	0.1	775.7	5.3	..
February 14	5.6	780.3	4.7	0.1	775.5	5.3	..
March 13							
April 10	5.6	779.0	10.9	12.3	755.8	5.2	..
May 8	5.0	699.8	7.0	0.2	692.5	5.0	..
June 12	4.6	648.2	5.8	1.4	641.0	4.9	..
July 10	4.8	670.2	12.1	20.4	637.6	4.8	..
August 14	5.1	707.2	38.9	21.1	647.1	4.8	..
September 11	5.0	699.3	26.8	17.5	655.0	4.8	..
October 9	4.7	654.9	15.2	2.2	637.5	4.7	..
November 13	4.6	637.2	8.9	..	628.3	4.5	..
December 11	4.4	620.2	6.5	1.3	612.4	4.4	..
1973	4.7	651.7	6.0	11.3	634.4	4.2	..
January 8	4.3	596.7	4.3	..	592.4	4.0	..
February 12	4.1	568.9	3.3	..	565.6	3.8	..
March 12							
April 9	4.1	569.4	2.8	29.2	537.4	3.7	..
May 14	3.6	497.2	2.2	..	495.0	3.6	..
June 11	3.3	461.8	2.4	0.8	458.6	3.6	..
July 9	3.3	464.7	5.0	13.8	445.8	3.5	..
August 13	3.4	473.1	14.2	13.0	445.9	3.4	..
September 10	3.2	452.8	8.1	12.3	432.4	3.2	..
October 8	3.1	427.4	3.2	2.2	422.0	3.1	..
November 12	3.0	416.1	1.4	..	414.6	3.0	..
December 10	3.0	412.7	1.1	1.3	410.3	2.9	..
1974	3.7	511.1	2.8	5.8	502.5	3.3	..
January 14	3.6	507.1	1.9	..	505.2	3.4	..
February 11	3.6	501.9	1.2	..	500.7	3.3	..
March 11							
April 8	3.8	532.1	3.3	42.4	486.3	3.3	..
May 13	3.3	455.6	3.2	..	452.5	3.3	..
June 10	3.2	440.3	3.6	0.8	435.8	3.4	..
July 8	3.4	474.7	9.6	16.3	448.8	3.5	..
August 12	3.8	535.2	35.5	17.7	482.0	3.6	..
September 9	3.8	527.4	20.2	18.1	489.1	3.6	..
October 14‡	3.6	508.6	8.0	1.6	499.1	3.7	..
November 11‡	3.7	516.3	4.7	..	511.6	3.7	..
December 9‡	..	..	..	..	..	..	..
1975	4.4	613.0	5.0	3.0	605.0	4.0	..
January 20‡	4.5	624.6	5.0	..	619.6	4.2	..
February 10	4.5	632.8	3.5	..	629.3	4.3	..
March 10							

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 13,940,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months.

‡ 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 in December 1974 and for January 1975 an estimate was made based on simplified procedure.

§ See note on page 226 of the March 1975 issue of this Gazette.



**UNEMPLOYMENT**  
**Great Britain: females**

TABLE 106

		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
		Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	
				School-leavers	Adult students*		Number	Percentage rate
		per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955		1.0	75.7	1.9	..	73.8	..	1.0
1956		1.0	78.6	1.6	..	77.0	..	1.0
1957		1.2	90.2	2.2	..	88.1	..	1.2
1958		1.5	116.3	3.3	..	113.1	..	1.5
1959		1.6	121.9	4.2	..	117.7	..	1.5
1960		1.2	97.6	3.2	..	94.3	..	1.2
1961		1.1	85.8	2.8	..	83.0	..	1.0
1962		1.3	110.0	5.2	..	104.8	..	1.3
1963		1.5	126.7	7.2	..	119.5	..	1.5
1964		1.1	92.6	4.1	..	88.5	..	1.1
1965	Monthly averages	0.9	76.4	3.5	..	72.9	..	0.9
1966		0.8	71.3	2.9	..	68.3	..	0.8
1967		1.2	100.2	3.5	0.3	96.5	..	1.1
1968		1.0	88.8	3.0	0.5	85.2	..	1.0
1969		0.9	81.9	3.0	1.0	77.9	..	0.9
1970		1.0	86.9	3.0	1.3	82.5	..	1.0
1971		1.4	118.6	5.3	1.7	111.7	..	1.3
1972		1.6	139.0	6.7	2.6	129.7	..	1.5
1973		1.1	98.5	3.3	..	92.8	..	1.1
1974†		1.1	98.8	5.2	5.2	88.5	..	1.0
1971	April 5	1.4	112.5	3.0	4.2	105.4	102.3	1.2
	May 10	1.3	106.5	2.0	..	104.5	108.0	1.3
	June 14	1.2	98.1	1.5	..	96.6	108.2	1.3
	July 12	1.4	112.7	5.7	5.9	101.1	113.3	1.4
	August 9	1.6	136.0	20.1	6.4	109.5	115.7	1.4
	September 13	1.6	133.5	12.5	3.5	117.5	120.3	1.4
	October 11	1.6	134.9	7.0	0.1	127.9	124.2	1.5
	November 8	1.7	138.4	4.2	..	134.2	128.4	1.5
	December 6	1.6	136.2	2.9	0.1	133.2	130.4	1.6
1972	January 10	1.7	144.9	3.7	0.5	140.8	133.9	1.6
	February 14	1.7	143.9	2.8	..	141.1	134.0	1.6
	March 13	1.7	144.5	2.4	..	142.1	135.6	1.6
	April 10	1.8	149.2	5.6	4.2	139.4	135.9	1.6
	May 8	1.6	132.2	3.0	..	129.2	133.1	1.6
	June 12	1.4	119.1	2.6	0.4	116.2	128.0	1.5
	July 10	1.6	133.6	7.1	8.2	118.3	129.2	1.5
	August 14	1.9	156.6	22.0	9.3	125.3	129.8	1.5
	September 11	1.8	148.7	15.2	7.6	126.0	127.7	1.5
	October 9	1.6	137.3	8.0	0.5	128.7	125.8	1.5
	November 13	1.6	133.3	4.5	..	128.8	124.1	1.5
	December 11	1.5	124.7	3.2	0.5	120.9	119.7	1.4
1973	January 8	1.5	133.3	3.1	4.2	126.0	119.1	1.4
	February 12	1.4	120.8	2.3	..	118.5	111.4	1.3
	March 12	1.3	113.8	1.8	..	112.0	105.3	1.2
	April 9	1.4	122.5	1.5	14.9	106.1	102.3	1.2
	May 14	1.1	93.8	1.1	..	92.7	97.0	1.1
	June 11	1.0	84.1	1.2	0.2	82.7	95.0	1.1
	July 9	1.0	90.5	2.7	6.0	81.8	92.5	1.1
	August 13	1.1	97.7	7.4	6.1	84.1	87.9	1.0
	September 10	1.1	92.6	4.9	6.2	81.4	82.7	0.9
	October 8	0.9	82.3	1.9	0.7	79.6	77.2	0.9
	November 12	0.9	77.5	0.9	..	76.6	72.2	0.8
	December 10	0.8	73.6	0.7	0.6	72.2	71.2	0.8
1974	January 14	1.1	94.5	1.7	2.2	90.6	83.6	1.0
	February 11	1.0	92.1	1.2	..	90.9	83.9	1.0
	March 11	1.0	88.2	0.8	..	87.4	80.6	0.9
	April 8	1.3	114.7	2.3	24.4	88.0	84.0	1.0
	May 13	0.9	79.7	1.8	..	78.0	82.6	0.9
	June 10	0.9	75.5	1.8	0.4	73.4	85.9	1.0
	July 8	1.0	92.2	4.8	8.1	79.3	89.9	1.0
	August 12	1.4	121.1	20.5	10.0	90.6	94.1	1.1
	September 9	1.4	119.7	13.2	11.2	95.3	96.4	1.1
	October 14†	1.2	103.9	5.5	0.7	97.8	95.6	1.1
	November 11†	1.2	105.1	3.3	..	101.8	97.5	1.1
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	1.5	130.0	3.0	1.0	126.0	118.0	1.3
	February 10	1.5	132.5	3.3	..	129.1	122.1	1.4
	March 10	1.5	135.6	2.4	..	133.3	126.5	1.4

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 8,789,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months.  
‡ 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 in December 1974 and for January 1975 an estimate was made based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this Gazette.

**UNEMPLOYMENT**  
**males and females: South East Region**

TABLE 107

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
		Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	
				School-leavers	Adult students*		Number	Percentage rate
		per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955		..	48.1	0.8	..	47.3	..	..
1956		..	54.0	0.7	..	53.3	..	..
1957		..	71.6	1.0	..	70.6	..	..
1958		..	95.2	1.5	..	93.7	..	..
1959		..	92.8	1.8	..	91.0	..	..
1960		..	71.3	1.5	..	69.8	..	..
1961		..	71.4	1.4	..	70.0	..	..
1962		..	96.8	2.4	..	94.4	..	..
1963		..	109.9	2.6	..	107.3	..	..
1964		..	76.6	1.4	..	75.1	..	..
1965	Monthly averages	0.8	68.1	1.2	..	66.7	..	0.8
1966		0.9	75.6	1.2	..	74.3	..	0.9
1967		1.6	127.8	1.4	0.1	126.3	..	1.6
1968		1.6	128.6	1.4	0.1	127.0	..	1.6
1969		1.5	122.4	1.3	0.5	120.7	..	1.5
1970		1.6	126.6	1.4	0.7	124.5	..	1.6
1971		2.1	153.6	1.9	0.8	150.9	..	2.0
1972		2.2	162.8	1.8	0.8	160.2	..	2.1
1973		1.5	114.0	0.7	0.8	112.5	..	1.5
1974†		1.6	117.2	1.3	1.5	114.4	..	1.5
1971	July 12	1.9	144.8	0.9	4.5	139.4	153.7	2.1
	August 9	2.1	158.2	7.4	3.8	147.0	156.7	2.1
	September 13	2.1	156.4	5.1	1.0	150.4	158.5	2.1
	October 11	2.2	161.5	2.5	0.1	159.0	161.7	2.2
	November 8	2.3	170.8	1.3	..	169.5	168.2	2.2
	December 6	2.3	172.2	0.8	..	171.4	169.7	2.3
1972	January 10	2.5	185.9	0.9	..	185.1	171.2	2.3
	February 14	2.5	185.9	0.7	..	185.2	172.7	2.3
	March 13	2.5	185.9	0.6	..	185.3	173.6	2.3
	April 10	2.4	182.1	2.0	0.6	179.5	171.3	2.3
	May 8	2.2	162.9	0.9	..	162.0	164.5	2.2
	June 12	1.9	146.1	0.7	0.1	145.3	158.3	2.1
	July 10	2.0	149.3	1.1	3.6	144.6	157.8	2.1
	August 14	2.1	158.1	6.3	3.5	148.3	156.3	2.1
	September 11	2.1	156.2	4.6	1.9	149.7	156.0	2.1
	October 9	2.0	150.9	2.2	0.2	148.6	151.1	2.0
	November 13	2.0	148.9	0.9	..	147.9	147.4	2.0
	December 11	1.9	141.1	0.6	0.2	140.3	140.8	1.9
1973	January 8	2.0	151.5	0.7	0.9	149.9	136.6	1.8
	February 12	1.8	139.5	0.5	..	138.9	127.1	1.7
	March 12	1.7	132.3	0.4	..	131.9	120.6	1.6
	April 9	1.7	130.0	0.3	3.9	125.8	117.5	1.6
	May 14	1.5	114.1	0.3	..	113.8	116.2	1.5
	June 11	1.4	104.0	0.3	..	103.7	116.9	1.5
	July 9	1.4	102.6	0.5	1.8	100.3	113.3	1.5
	August 13	1.4	104.3	2.0	1.8	100.6	108.3	1.4
	September 10	1.3	101.4	1.6	1.3	98.5	104.0	1.4
	October 8	1.3	99.4	0.8	0.5	98.2	100.6	1.3
	November 12	1.3	96.0	0.3	..	95.8	95.4	1.3
	December 10	1.2	92.8	0.2	0.1	92.5	93.3	1.2
1974	January 14	1.6	123.5	0.3	1.2	122.0	108.8	1.4
	February 11	1.6	123.8	0.2	..	123.6	112.1	1.5
	March 11	1.6	120.7	0.2	..	120.5	109.3	1.4
	April 8	1.7	125.8	0.8	6.8	118.1	109.7	1.5
	April 8	1.6	122.7	0.8	6.7	115.1	106.9	1.4
	May 13	1.4	105.8	0.8	..	105.1	107.4	1.4
	June 10	1.4	101.8	0.8	..	101.0	113.7	1.5
	July 8	1.4	106.7	0.8	1.9	104.0	116.3	1.6
	August 12	1.6	121.2	4.6	3.2	113.4	120.5	1.6
	September 9	1.7	124.4	3.5	3.0	118.0	122.7	1.6
	October 14	1.7	123.8	1.5	0.8	121.5	123.6	1.7
	November 11	1.7	124.8	0.8	..	124.0	123.8	1.7
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	2.1	155.0	..	..	154.0	142.0	1.9
	February 10	2.2	161.1	0.8	..	160.3	149.3	2.0
	March 10	2.2	164.6	0.6	..	164.0	153.4	2.1

Notes:  
1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
2. The boundaries of South East Standard Region were revised in April 1974 (see page 533 of the June issue of this Gazette). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are from January 1973 to April 1974 on the old basis, 7,565,000 and, from April 1974 on the revised basis, 7,450,000.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.  
‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this Gazette.

**UNEMPLOYMENT**  
**East Anglia Region: males and females**

TABLE 108

UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS				
Year	Date	Percentage rate	Number	of which:		Actual number	Seasonally adjusted <sup>§</sup>	
		per cent	(000's)	School-leavers	Adult students*			Number
1955		..	5.4	0.1	..	5.3	..	
1956		..	6.0	0.1	..	5.9	..	
1957		..	8.9	0.2	..	8.7	..	
1958		..	11.1	0.2	..	10.9	..	
1959		..	9.9	0.4	..	9.6	..	
1960		..	7.9	0.3	..	7.6	..	
1961		..	7.3	0.2	..	7.1	..	
1962		..	9.6	0.4	..	9.2	..	
1963		..	11.0	0.4	..	10.5	..	
1964		..	8.5	0.2	..	8.3	..	
1965		1.3	7.8	0.2	..	7.6	1.3	
1966		1.4	8.6	0.2	..	8.4	1.4	
1967		2.0	12.4	0.2	0.1	12.1	2.0	
1968		2.0	12.2	0.2	0.1	11.9	1.9	
1969		1.9	12.3	0.2	0.1	12.0	1.9	
1970		2.1	13.8	0.2	0.1	13.5	2.1	
1971		3.2	19.8	0.3	0.1	19.4	3.1	
1972		2.9	18.6	0.2	0.1	18.3	2.9	
1973		1.9	12.5	0.1	0.1	12.3	1.9	
1974†		2.0	13.1	0.1	0.2	12.8	1.9	
1971	April 5	3.4	21.4	0.4	0.1	20.9	19.2	3.1
	May 10	3.3	20.4	0.2	..	20.2	19.9	3.2
	June 14	2.9	18.0	0.1	..	17.9	19.6	3.1
	July 12	2.9	18.2	0.5	0.2	17.6	19.8	3.2
	August 9	3.1	19.3	1.0	0.2	18.1	20.1	3.2
	September 13	3.1	19.6	0.6	0.1	18.9	20.5	3.3
	October 11	3.3	20.4	0.3	—	20.1	20.9	3.3
	November 8	3.4	21.1	0.2	—	20.9	21.1	3.4
	December 6	3.5	21.6	0.1	—	21.4	20.9	3.3
1972	January 10	3.6	23.3	0.2	—	23.1	21.3	3.3
	February 14	3.6	23.0	0.1	—	22.9	20.7	3.2
	March 13	3.5	22.6	0.1	—	22.5	20.5	3.2
	April 10	3.5	22.1	0.3	0.2	21.7	19.9	3.1
	May 8	3.0	19.2	0.2	—	19.0	18.7	2.9
	June 12	2.5	16.2	0.1	—	16.1	17.7	2.8
	July 10	2.5	16.1	0.1	0.3	15.6	17.7	2.8
	August 14	2.6	16.6	0.8	0.2	15.6	17.3	2.7
	September 11	2.5	16.3	0.5	0.1	15.6	17.1	2.7
	October 9	2.5	15.8	0.2	—	15.5	16.2	2.5
	November 13	2.5	16.2	0.2	—	16.0	16.1	2.5
	December 11	2.5	16.0	0.1	—	15.8	15.6	2.4
1973	January 8	2.5	16.8	0.1	0.2	16.5	14.5	2.2
	February 12	2.4	16.0	0.1	—	15.9	13.8	2.1
	March 12	2.3	15.2	0.1	—	15.1	13.1	2.0
	April 9	2.2	14.8	—	0.6	14.2	12.5	1.9
	May 14	1.9	12.7	—	—	12.7	12.4	1.9
	June 11	1.7	11.0	—	—	10.9	12.8	1.9
	July 9	1.6	10.6	0.1	0.1	10.5	12.6	1.9
	August 13	1.6	10.9	0.2	0.2	10.4	12.3	1.9
	September 10	1.6	10.5	0.2	0.1	10.3	11.5	1.7
	October 8	1.6	10.5	0.1	—	10.4	11.3	1.7
	November 12	1.5	10.2	—	—	10.2	10.4	1.6
	December 10	1.6	10.5	—	—	10.4	10.3	1.6
1974	January 14	2.0	13.0	—	0.1	12.8	11.0	1.7
	February 11	2.0	13.1	—	—	13.0	11.0	1.7
	March 11	2.0	13.4	—	—	13.4	11.4	1.7
	April 8	2.2	14.4	0.2	1.0	13.2	11.4	1.7
	May 13	1.8	12.1	0.1	—	12.1	11.9	1.8
	June 10	1.7	11.4	—	—	11.4	13.3	2.0
	July 8	1.8	11.7	0.1	0.3	11.3	13.4	2.0
	August 12	2.0	13.1	0.5	0.3	12.3	13.9	2.1
	September 9	2.0	13.4	0.3	0.2	12.9	14.2	2.1
	October 14	2.1	13.9	0.2	—	13.7	14.5	2.2
	November 11	2.2	14.6	0.1	—	14.5	14.7	2.2
	December 9‡	..	..	..	..	..	..	..
1975	January 20‡	2.9	19.0	..	..	190.0	17.0	2.6
	February 10	3.1	20.4	0.1	—	20.3	18.3	2.8
	March 10	3.1	20.8	0.1	—	20.7	18.7	2.8

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 663,000, and this has been used to calculate the rate for each month since January 1973.

† The figures for 1974 are averages of eleven months.  
‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this *Gazette*.

**UNEMPLOYMENT**  
**males and females: South West Region**

TABLE 109

UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS				
Year	Date	Percentage rate	Number	of which:		Actual number	Seasonally adjusted <sup>§</sup>	
		per cent	(000's)	School-leavers	Adult students*			Number
1955		1.1	13.2	0.1	..	13.1	1.1	
1956		1.2	14.7	0.2	..	14.5	1.2	
1957		1.7	20.9	0.3	..	20.6	1.7	
1958		2.2	26.3	0.4	..	26.0	2.2	
1959		2.1	25.7	0.5	..	25.2	2.1	
1960		1.6	20.3	0.3	..	20.0	1.6	
1961		1.4	17.5	0.3	..	17.2	1.3	
1962		1.7	22.2	0.4	..	21.8	1.7	
1963		1.9	25.3	0.5	..	24.8	1.9	
1964		1.5	20.4	0.3	..	20.1	1.5	
1965		1.5	20.6	0.3	..	20.3	1.5	
1966		1.7	23.6	0.3	..	23.4	1.7	
1967		2.5	33.2	0.3	0.1	32.8	2.3	
1968		2.5	33.2	0.3	0.2	32.8	2.3	
1969		2.7	35.5	0.3	0.2	35.0	2.6	
1970		3.3	45.5	0.3	0.3	44.7	2.8	
1971		3.4	47.2	0.5	0.4	46.3	3.3	
1972		2.4	34.5	0.2	0.4	33.8	2.4	
1973		2.7	41.3	0.4	0.7	40.2	2.6	
1971	April 5	3.3	45.4	0.2	0.5	44.7	42.6	3.1
	May 10	3.0	41.4	0.2	..	41.2	43.1	3.2
	June 14	2.8	37.9	0.2	..	37.7	43.4	3.2
	July 12	3.0	40.7	0.3	1.7	38.7	44.9	3.3
	August 9	3.3	44.9	1.7	1.4	41.8	46.0	3.4
	September 13	3.3	45.1	1.1	0.6	43.4	47.0	3.4
	October 11	3.6	48.5	1.0	0.1	47.8	48.0	3.5
	November 8	3.8	52.4	0.4	—	52.0	49.6	3.6
	December 6	4.0	53.9	0.3	—	53.6	50.6	3.7
1972	January 10	4.1	56.3	0.3	—	56.0	50.7	3.7
	February 14	4.0	55.5	0.2	—	52.5	50.5	3.6
	March 13	3.9	54.5	0.2	—	54.3	50.8	3.7
	April 10	3.8	52.9	0.5	0.6	51.9	49.9	3.6
	May 8	3.3	46.1	0.3	—	45.8	47.7	3.4
	June 12	3.0	40.9	0.2	0.1	40.5	46.3	3.3
	July 10	3.0	42.2	0.4	1.4	40.0	46.2	3.3
	August 14	3.2	44.3	1.7	1.3	41.3	45.0	3.2
	September 11	3.1	42.8	1.0	0.9	40.8	43.8	3.2
	October 9	3.1	42.9	0.5	0.1	42.3	42.7	3.1
	November 13	3.2	44.9	0.4	—	44.5	41.2	3.0
	December 11	3.1	43.2	0.4	0.1	42.8	40.4	2.9
1973	January 8	3.2	45.4	0.3	0.5	44.6	39.2	2.7
	February 12	2.9	42.0	0.2	—	41.8	37.1	2.6
	March 12	2.8	39.5	0.1	—	39.3	35.8	2.5
	April 9	2.8	39.5	0.1	2.2	37.2	35.0	2.5
	May 14	2.3	33.1	0.1	—	33.0	34.9	2.4
	June 11	2.1	29.4	0.1	—	29.2	35.1	2.5
	July 9	2.1	29.9	0.2	1.1	28.6	34.2	2.4
	August 13	2.2	31.1	0.4	0.9	29.8	33.3	2.3
	September 10	2.1	30.6	0.2	0.5	29.8	32.7	2.3
	October 8	2.2	30.8	0.1	0.1	30.6	31.0	2.2
	November 12	2.2	31.5	0.1	—	31.4	29.2	2.0
	December 10	2.2	30.9	0.1	—	30.8	28.4	2.0
1974	January 14	2.7	38.7	0.1	0.3	38.2	33.1	2.3
	February 11	2.7	38.1	0.1	—	38.0	33.4	2.3
	March 11	2.6	37.4	0.1	—	37.3	33.8	2.4
	April 8	2.8	40.3	0.2	3.7	36.4	34.2	2.4
	May 13	2.4	36.4	0.1	—	36.2	36.9	2.4
	June 10	2.2	33.8	0.2	—	33.6	38.4	2.5
	July 8	2.4	36.4	0.3	0.8	35.3	40.0	2.6
	August 12	2.7	42.3	1.5	1.4	39.4	41.3	2.7
	September 9	2.8	43.3	0.8	1.1	41.4	43.2	2.8
	October 14	2.9	44.9	0.4	0.2	44.4	44.4	2.9
	November 11	3.2	49.2	0.3	—	48.9	45.1	2.9
	December 9‡	..	..	..	..	..	46.5	3.0
1975	January 20‡	4.0	61.0	..	..	60.0	55.0	3.6
	February 10	4.0	62.4	0.4	—	62.1	57.2	3.7
	March 10	4.2	64.7	0.2	—	64.5	60.6	3.9

Notes:  
1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
2. The boundaries of South West Standard Region were revised in April 1974 (see page 533 of the June issue of this *Gazette*). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,428,000 and, from April 1974 on the revised basis, 1,544,000.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.  
‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this *Gazette*.

**UNEMPLOYMENT**  
**West Midlands Region: males and females**

TABLE 110

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
		Percentage rate	Number	of which:		Actual number	Seasonally adjusted <sup>§</sup>	
		per cent	(000's)	School-leavers	Adult students*	Number	Percentage rate	
				(000's)	(000's)	(000's)	(000's)	per cent
1955		0.5	9.6	0.2	..	9.4		0.4
1956		0.7	14.7	0.2	..	14.5		0.7
1957		1.1	23.0	0.5	..	22.5		1.0
1958		1.4	29.5	0.8	..	28.7		1.4
1959		1.3	28.6	0.9	..	27.6		1.3
1960		0.8	17.8	1.0	..	16.8		0.8
1961		0.9	21.1	0.7	..	20.4		0.9
1962		1.5	34.2	1.0	..	33.2		1.5
1963		1.7	38.3	1.6	..	36.8		1.6
1964	Monthly averages	0.9	20.3	0.8	..	19.4		0.6
1965		0.7	16.3	1.3	..	15.1		0.8
1966		0.8	19.3	0.8	..	18.5		0.8
1967		1.8	42.9	1.1	0.1	41.7		1.8
1968		2.0	45.8	0.9	0.2	44.7		1.8
1969		1.8	40.8	0.8	0.5	39.5		1.7
1970		2.0	45.1	0.9	0.5	43.8		1.9
1971		3.0	67.1	1.3	0.6	65.2		2.9
1972		3.6	81.3	1.8	0.8	78.6		3.5
1973		2.2	50.4	0.7	1.0	48.6		2.1
1974†		..	..	..	..	..		..
1971	January 11	2.3	52.9	0.2	..	52.7	49.4	2.2
	February 8	2.4	53.5	0.2	..	53.3	50.9	2.2
	March 8	2.5	56.4	0.1	..	56.2	53.6	2.4
	April 5	2.6	59.8	0.6	0.6	58.7	57.1	2.5
	May 10	2.7	61.2	0.4	..	60.8	62.2	2.7
	June 14	2.7	61.1	0.3	..	60.8	64.3	2.8
	July 12	2.9	66.2	0.5	2.5	63.3	67.0	3.0
	August 9	3.4	76.6	6.3	2.5	67.9	69.1	3.0
	September 13	3.4	76.4	3.3	1.1	72.1	72.1	3.2
	October 11	3.4	77.1	1.6	..	75.4	75.3	3.3
	November 8	3.5	80.5	0.9	..	79.5	79.7	3.5
	December 6	3.7	82.9	0.7	0.1	82.1	82.0	3.6
1972	January 10	3.9	87.3	0.7	0.1	86.5	83.5	3.7
	February 14	3.9	88.2	0.5	..	87.7	85.5	3.8
	March 13	4.0	90.0	0.5	..	89.5	87.0	3.9
	April 10	4.0	90.3	1.7	0.6	88.0	86.1	3.8
	May 8	3.7	82.5	0.9	..	81.6	82.6	3.7
	June 12	3.4	76.6	0.8	0.1	75.7	79.3	3.5
	July 10	3.5	78.7	1.1	2.9	74.7	78.1	3.5
	August 14	3.8	86.3	7.4	3.4	75.6	76.5	3.4
	September 11	3.7	83.6	4.6	2.8	76.2	76.1	3.4
	October 9	3.3	75.3	2.3	0.3	72.8	72.9	3.2
	November 13	3.1	70.2	1.1	..	69.1	69.7	3.1
	December 11	3.0	66.4	0.6	0.1	65.7	66.3	2.9
1973	January 8	3.0	68.1	0.6	1.2	66.3	63.4	2.8
	February 12	2.7	61.6	0.4	..	61.1	59.0	2.6
	March 12	2.5	58.0	0.4	..	57.7	55.0	2.4
	April 9	2.5	57.5	0.3	3.5	53.9	51.9	2.3
	May 14	2.2	49.5	0.2	..	49.2	50.2	2.2
	June 11	2.0	45.5	0.2	..	45.3	49.0	2.1
	July 9	2.1	47.0	0.6	2.3	44.1	47.5	2.1
	August 13	2.2	50.6	3.1	2.7	44.8	45.6	2.0
	September 10	2.1	47.8	1.9	2.3	43.5	43.1	1.9
	October 8	1.8	41.3	0.5	0.2	40.7	40.8	1.8
	November 12	1.7	39.0	0.2	..	38.8	39.3	1.7
	December 10	1.7	38.1	0.1	0.2	37.8	38.5	1.7
1974	January 14	2.1	48.9	0.2	1.0	47.8	44.7	2.0
	February 11	2.1	48.4	0.2	..	48.2	46.1	2.0
	March 11	2.1	48.4	0.1	..	48.3	45.5	2.0
	April 8	2.4	54.5	0.2	6.3	47.9	45.9	2.0
	May 13	2.0	45.1	0.5	..	44.5	45.4	2.0
	June 10	1.9	43.2	0.4	0.1	42.6	46.5	2.0
	July 8	2.1	47.7	0.2	3.4	44.0	47.5	2.1
	August 12	2.6	58.6	6.0	3.6	48.9	49.8	2.2
	September 9	2.5	57.4	4.3	3.8	49.4	49.0	2.1
	October 14†	..	..	..	..	..	..	..
	November 11†	..	..	..	..	..	..	..
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	2.7	62.0	..	..	60.0	58.0	2.5
	February 10	2.8	64.3	0.4	..	63.9	61.8	2.7
	March 10	3.0	67.7	0.3	..	67.4	64.6	2.8

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 2,288,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.

† As figures are available for only nine months of 1974, no monthly average has been calculated.

‡ Because of industrial action at local offices of the Employment Service Agency, no figures are available from October to December 1974. An estimate was made for January 1975 based on simplified procedures.

§ See note on page 226 of the March 1975 issue of this Gazette.

**UNEMPLOYMENT**  
**males and females: East Midlands Region**

TABLE 111

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
		Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	
		per cent	(000's)	School-leavers	Adult students*	Number	Percentage rate	
				(000's)	(000's)	(000's)	(000's)	per cent
1955		..	4.9	0.1	..	4.9		..
1956		..	5.9	0.1	..	5.9		..
1957		..	9.2	0.1	..	9.1		..
1958		..	15.6	0.2	..	15.4		..
1959		..	17.0	0.5	..	16.5		..
1960		..	12.5	0.4	..	12.1		..
1961		..	11.1	0.3	..	10.8		..
1962		..	16.3	0.5	..	15.8		..
1963		..	20.4	0.8	..	19.6		..
1964	Monthly averages	..	13.2	0.4	..	12.8		..
1965		0.9	12.3	0.4	..	11.9		0.8
1966		1.0	14.6	0.4	..	14.2		1.0
1967		1.6	23.6	0.4	0.1	23.2		1.6
1968		1.8	26.3	0.3	0.1	25.8		1.8
1969		1.9	27.4	0.3	0.2	26.9		1.9
1970		2.2	31.9	0.4	0.3	31.2		2.2
1971		2.9	40.7	0.7	0.3	39.7		2.9
1972		3.1	43.0	0.8	0.4	41.9		3.0
1973		2.1	29.8	0.3	0.5	29.1		2.0
1974†		2.2	33.8	0.5	0.8	32.4		2.2
1971	April 5	3.0	41.4	0.7	0.6	40.2	38.3	2.8
	May 10	2.9	40.0	0.3	..	39.7	40.2	2.9
	June 14	2.8	38.4	0.2	..	38.2	40.2	2.9
	July 12	2.9	40.9	0.5	1.4	39.0	41.0	2.9
	August 9	3.2	44.1	2.5	1.3	40.4	41.6	3.0
	September 13	3.1	43.2	1.7	0.5	41.0	42.0	3.0
	October 11	3.1	42.5	0.9	..	41.6	42.6	3.1
	November 8	3.1	43.2	0.6	..	42.6	43.3	3.1
	December 6	3.2	44.7	0.4	..	44.3	44.5	3.2
1972	January 10	3.4	48.0	0.4	..	47.7	45.3	3.2
	February 14	3.4	47.9	0.3	..	47.6	45.4	3.2
	March 13	3.4	48.2	0.2	..	47.9	45.8	3.3
	April 10	3.4	47.8	0.6	0.6	46.6	44.7	3.2
	May 8	3.0	42.5	0.4	..	42.1	42.7	3.0
	June 12	2.8	39.6	0.4	..	39.2	41.2	2.9
	July 10	2.9	41.3	0.7	1.3	39.3	41.2	2.9
	August 14	3.1	44.0	2.6	1.6	39.8	40.6	2.9
	September 11	3.0	42.7	1.7	1.1	39.9	40.6	2.9
	October 9	2.8	39.4	0.9	..	38.6	39.5	2.8
	November 13	2.7	38.2	0.5	..	37.6	38.5	2.7
	December 10	2.6	36.7	0.4	0.1	36.3	36.9	2.6
1973	January 8	2.7	38.6	0.3	0.4	37.9	35.5	2.5
	February 12	2.5	35.5	0.2	..	35.3	33.2	2.3
	March 12	2.3	33.7	0.2	..	33.5	31.4	2.2
	April 9	2.4	34.8	0.2	2.6	32.0	30.0	2.1
	May 14	2.1	29.6	0.1	..	29.4	30.0	2.1
	June 11	1.9	27.6	0.1	..	27.5	29.6	2.1
	July 9	2.0	28.1	0.2	1.1	26.7	28.7	2.0
	August 13	2.0	28.5	0.7	1.0	26.8	27.6	1.9
	September 10	1.9	27.5	0.5	0.7	26.3	26.8	1.9
	October 8	1.8	25.4	0.2	0.1	25.2	26.2	1.8
	November 12	1.7	24.3	0.1	..	24.2	25.1	1.7
	December 10	1.7	24.1	0.1	..	24.0	24.6	1.7
1974	January 14	2.1	30.7	0.1	0.2	30.4	28.0	1.9
	February 11	2.1	30.6	0.1	..	30.5	28.4	2.0
	March 11	2.1	30.6	0.1	..	30.5	28.4	2.0
	April 8	2.4	34.6	0.3	4.2	30.1	28.1	2.0
	April 8	2.5	37.1	0.3	4.3	32.4	30.2	2.0
	May 13	2.0	30.4	0.2	..	30.2	31.0	2.1
	June 10	2.0	29.5	0.2	..	29.3	32.0	2.1
	July 8	2.1	32.1	0.3	1.4	30.4	32.8	2.2
	August 12	2.4	36.6	2.1	1.6	33.0	34.3	2.3
	September 9	2.4	36.7	1.7	1.4	33.6	34.5	2.3
	October 14	2.3	34.7	0.6	0.1	34.0	34.9	2.3
	November 11	2.3	35.3	0.3	..	34.9	35.5	2.4
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	2.8	42.0	..	..	42.0	39.0	2.6
	February 10	3.0	44.5	0.2	..	44.3	41.9	2.8
	March 10	3.0	45.4	0.2	..	45.3	42.9	2.9

Notes:

1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
2. The boundaries of East Midlands Standard Region were revised in April 1974 (see page 533 of the June issue of this Gazette). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,437,000 and, from April 1974 on the revised basis, 1,503,000.

\* Figures prior to July 1971 are estimated.

† The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.

‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.

§ See note on page 226 of the March 1975 issue of this Gazette.

### UNEMPLOYMENT Yorkshire and Humberside Region: males and females

TABLE 112

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted <sup>§</sup>	
			School-leavers	Adult students*		Number	Percentage rate
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	..	13.1	0.3	..	12.8	..	..
1956	..	13.9	0.3	..	13.5	..	..
1957	..	18.5	0.4	..	18.1	..	..
1958	..	30.6	0.7	..	29.9	..	..
1959	..	34.0	1.1	..	32.9	..	..
1960	..	23.7	0.7	..	23.0	..	..
1961	..	19.7	0.5	..	19.2	..	..
1962	..	30.4	1.1	..	29.2	..	..
1963	..	37.2	1.6	..	35.5	..	..
1964	..	25.8	1.0	..	24.8	..	..
1965	..	22.2	0.8	..	21.4	..	1.0
1966	1.1	23.4	0.8	..	22.6	..	1.1
1967	1.9	39.9	0.9	0.5	38.5	..	1.9
1968	2.5	51.5	1.1	0.5	49.8	..	2.4
1969	2.6	52.6	1.1	0.7	50.8	..	2.5
1970	2.9	57.9	1.1	0.9	55.9	..	2.8
1971	3.9	76.1	1.8	1.0	73.3	..	3.7
1972	4.2	83.3	2.1	1.3	79.9	..	4.1
1973	2.9	57.0	0.6	1.5	54.9	..	2.8
1974†	2.8	55.7	1.4	2.1	52.3	..	2.6
Monthly averages							
1971	3.9	76.1	1.3	3.3	71.5	76.4	3.9
1971	4.3	84.9	7.6	3.6	73.7	77.4	3.9
1971	4.2	83.4	4.7	2.0	76.7	79.4	4.0
1972	4.3	83.6	2.6	—	81.0	81.6	4.2
1972	4.4	85.6	1.5	—	84.1	83.4	4.2
1972	4.4	87.3	1.0	—	86.3	84.8	4.3
1972	4.6	91.4	0.8	0.4	90.1	85.5	4.3
1972	4.6	91.4	0.6	—	90.8	86.9	4.4
1972	4.6	91.0	0.6	—	90.5	87.0	4.4
1972	4.7	93.2	2.1	2.5	88.6	86.0	4.4
1972	4.2	82.7	1.2	0.1	81.4	82.7	4.2
1972	3.8	75.3	0.9	—	74.4	78.9	4.0
1972	4.0	78.8	1.6	4.1	73.1	77.7	4.0
1972	4.5	87.8	7.7	4.3	75.8	78.6	4.0
1972	4.3	84.7	5.2	3.6	75.8	77.7	4.0
1972	4.0	77.8	2.5	0.4	74.9	75.5	3.8
1972	3.8	74.0	1.2	—	72.8	72.4	3.7
1972	3.6	71.4	0.9	0.2	70.4	69.6	3.5
1973	3.8	75.4	0.8	2.7	71.9	67.3	3.4
1973	3.4	67.8	0.5	—	67.3	63.6	3.2
1973	3.2	64.1	0.3	—	63.8	60.4	3.0
1973	3.4	67.0	0.3	6.0	60.8	58.2	2.9
1973	2.8	55.8	0.2	—	55.6	56.9	2.9
1973	2.6	51.7	0.3	—	51.4	56.0	2.8
1973	2.7	53.2	0.5	2.8	49.9	54.6	2.7
1973	2.8	55.5	2.4	2.7	50.3	52.9	2.7
1973	2.7	53.0	1.3	2.8	48.8	50.3	2.5
1973	2.4	48.0	0.5	0.6	46.9	47.5	2.4
1973	2.3	46.6	0.2	—	46.4	46.2	2.3
1973	2.3	46.0	0.2	0.2	45.6	44.9	2.3
1974	2.8	56.3	0.2	1.4	54.7	50.1	2.5
1974	2.8	55.6	0.1	—	55.4	51.7	2.6
1974	2.7	54.8	0.1	—	54.7	51.3	2.6
1974	3.1	62.4	0.8	8.9	52.7	50.1	2.5
1974	3.1	63.0	0.8	9.0	53.2	50.7	2.5
1974	2.4	49.3	0.5	—	48.7	50.2	2.5
1974	2.3	47.2	0.6	—	46.6	51.5	2.6
1974	2.6	51.9	0.9	3.9	47.1	52.0	2.6
1974	3.1	61.9	6.6	4.3	51.0	53.1	2.6
1974	3.0	60.1	3.4	4.2	52.5	53.8	2.7
1974	2.7	55.2	1.1	—	54.1	54.5	2.7
1974	2.8	56.0	0.6	—	55.4	55.1	2.7
1974	..	..	..	..	..	..	..
1975	3.3	66.0	..	..	65.0	61.0	3.0
1975	3.2	65.5	0.3	—	65.2	61.4	3.0
1975	3.3	67.2	0.3	—	66.9	63.5	3.1

Notes:  
 1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
 2. The boundaries of Yorkshire and Humberside Standard Region were revised in April 1974 (see page 533 of the June issue of this Gazette). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,994,000 and from April 1974 on the revised basis, 2,018,000.

\* Figures prior to July 1971 are estimated.  
 † The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.  
 ‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
 § See note on page 226 of the March 1975 issue of this Gazette.

### UNEMPLOYMENT males and females: North West Region

TABLE 113

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted <sup>§</sup>	
			School-leavers	Adult students*		Number	Percentage rate
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.1	32.2	0.8	..	31.4	..	1.0
1956	1.2	35.5	0.7	..	34.8	..	1.2
1957	1.5	44.8	1.0	..	43.8	..	1.5
1958	2.2	64.8	1.5	..	63.3	..	2.1
1959	2.5	73.1	1.9	..	71.2	..	2.4
1960	1.9	56.5	1.2	..	55.2	..	1.8
1961	1.5	46.4	1.1	..	45.3	..	1.5
1962	2.3	69.1	2.2	..	66.8	..	2.2
1963	2.9	86.5	3.4	..	83.1	..	2.7
1964	2.0	61.1	1.7	..	59.4	..	2.0
1965	1.6	47.3	1.2	..	46.1	..	1.5
1966	1.4	43.8	0.9	..	42.9	..	1.4
1967	2.3	69.2	1.1	0.3	67.8	..	2.3
1968	2.4	71.6	1.0	0.4	70.2	..	2.4
1969	2.4	71.6	1.2	0.7	69.9	..	2.4
1970	2.7	78.9	1.0	1.0	76.9	..	2.6
1971	3.9	111.1	2.0	1.1	108.0	..	3.8
1972	4.9	137.3	3.3	1.6	132.5	..	4.7
1973	3.6	102.4	1.4	1.8	99.3	..	3.5
1974†	3.5	98.8	2.7	2.5	93.6	..	3.4
Monthly averages							
1971	3.9	110.9	1.5	4.0	105.4	110.7	3.9
1971	4.4	123.2	8.2	4.3	110.8	114.2	4.0
1971	4.4	123.5	5.1	2.4	116.0	118.4	4.2
1972	4.4	125.1	2.9	0.2	122.0	122.8	4.4
1972	4.6	129.0	1.7	—	127.3	127.6	4.5
1972	4.7	131.3	1.2	—	130.1	130.5	4.6
1972	5.0	140.4	1.1	—	139.3	133.2	4.7
1972	5.0	141.4	0.9	—	140.5	135.8	4.8
1972	5.1	142.9	0.8	—	142.1	137.5	4.9
1972	5.2	147.0	2.7	2.3	142.0	138.5	4.9
1972	4.8	135.9	1.7	—	134.2	135.0	4.8
1972	4.5	127.7	1.5	0.3	125.9	131.2	4.6
1972	4.8	135.5	2.8	5.1	127.6	132.6	4.7
1972	5.2	146.8	10.9	5.8	130.1	132.7	4.7
1972	5.1	144.2	7.7	4.5	132.0	133.7	4.7
1972	4.7	133.4	4.6	0.6	128.2	129.3	4.6
1972	4.5	128.1	2.6	—	125.4	126.3	4.5
1972	4.4	124.8	2.0	0.2	122.5	123.9	4.4
1973	4.7	132.5	1.8	2.8	127.9	121.7	4.3
1973	4.3	122.0	1.3	—	120.7	116.0	4.1
1973	4.1	117.9	1.0	—	116.8	111.9	3.9
1973	4.2	119.5	0.9	7.2	111.4	107.7	3.8
1973	3.6	102.6	0.7	—	101.9	103.1	3.6
1973	3.3	95.3	0.9	—	94.5	100.2	3.5
1973	3.4	96.7	1.4	3.5	91.8	96.9	3.4
1973	3.5	98.5	4.1	3.5	90.9	93.3	3.3
1973	3.3	94.8	2.6	3.5	88.8	90.2	3.2
1973	3.0	86.7	1.0	0.4	85.3	86.5	3.0
1973	2.9	82.2	0.4	—	81.8	82.9	2.9
1973	2.8	79.9	0.3	0.2	79.4	80.9	2.8
1974	3.4	98.2	0.3	1.4	96.5	90.3	3.2
1974	3.4	97.3	0.3	—	97.0	92.3	3.2
1974	3.4	95.7	0.3	—	95.5	90.4	3.2
1974	3.8	106.9	0.9	11.5	94.4	90.7	3.2
1974	3.8	105.1	0.9	11.3	92.9	89.4	3.2
1974	3.2	88.3	1.0	—	87.3	88.5	3.2
1974	3.0	84.6	0.9	0.1	83.6	89.4	3.2
1974	3.4	94.3	2.0	4.2	88.1	93.1	3.3
1974	4.0	111.7	11.0	5.0	95.6	97.9	3.5
1974	3.9	109.7	7.2	5.3	97.2	98.5	3.5
1974	3.7	102.4	3.4	0.4	98.6	100.0	3.6
1974	3.7	103.9	2.1	—	101.8	102.9	3.7
1974	..	..	..	..	..	..	..
1975	4.3	119.0	..	..	117.0	111.0	4.0
1975	4.4	121.9	1.3	—	120.6	115.8	4.2
1975	4.4	123.5	0.9	—	122.6	117.6	4.2

Notes:  
 1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
 2. The boundaries of North West Standard Region were revised in April 1974 (see page 533 of the June issue of this Gazette). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 2,848,000 and from April 1974 on the revised basis, 2,783,000.

\* Figures prior to July 1971 are estimated.  
 † The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.  
 ‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October 1974 include an estimate for one office and no count was made in December 1974. An estimate was made for January 1975 based on simplified procedures.  
 § See note on page 226 of the March 1975 issue of this Gazette.

### UNEMPLOYMENT North Region: males and females

TABLE 114

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted§		
			School-leavers	Adult students*		Number	Percentage rate per cent	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.7	21.3	0.6	..	20.7	..	1.6	
1956	1.5	18.9	0.4	..	18.5	..	1.4	
1957	1.6	20.9	0.5	..	20.4	..	1.6	
1958	2.3	29.3	0.7	..	28.6	..	2.2	
1959	3.1	40.5	1.3	..	39.2	..	3.0	
1960	2.8	36.1	1.1	..	35.0	..	2.7	
1961	2.4	31.1	0.9	..	30.2	..	2.3	
1962	3.5	46.0	2.2	..	43.8	..	3.3	
1963	4.6	60.5	3.4	..	57.1	..	4.3	
1964	3.3	43.5	1.8	..	41.8	..	3.2	
1965	2.5	33.5	1.2	..	32.3	..	2.4	
1966	2.5	33.7	1.0	..	32.7	..	2.4	
1967	3.9	51.7	1.4	0.3	50.0	..	3.8	
1968	4.6	60.6	1.4	0.4	58.8	..	4.5	
1969	4.8	62.6	1.5	0.7	60.4	..	4.6	
1970	4.7	61.9	1.6	0.7	59.6	..	4.5	
1971	5.8	74.8	2.4	1.0	71.4	..	5.5	
1972	6.4	83.1	3.1	1.2	78.8	..	4.9	
1973	4.7	62.1	1.2	1.4	59.5	..	4.5	
1974†	4.7	61.6	2.5	1.7	57.4	..	4.4	
1971	April 5	5.5	70.7	1.4	2.8	66.5	64.9	5.0
	May 10	5.4	70.0	1.1	..	68.8	70.7	5.5
	June 14	5.3	68.1	1.0	..	67.1	71.7	5.5
	July 12	5.7	73.4	1.5	2.8	69.0	73.6	5.7
	August 9	6.6	85.1	10.2	3.2	71.7	74.8	5.8
	September 13	6.4	82.4	5.5	2.7	74.2	76.5	5.9
	October 11	6.2	80.0	3.1	0.1	76.7	77.3	6.0
	November 8	6.4	82.9	2.1	—	80.8	79.9	6.2
	December 6	6.5	84.6	1.5	—	83.0	81.1	6.3
1972	January 10	6.9	90.1	1.4	0.6	88.2	82.6	6.3
	February 14	6.8	88.4	1.1	—	87.3	83.5	6.4
	March 13	6.7	87.3	0.9	0.1	86.3	83.5	6.4
	April 10	6.9	89.6	2.7	2.8	84.1	82.5	6.3
	May 8	6.1	79.7	1.8	—	77.9	79.7	6.1
	June 12	5.7	74.6	1.4	—	73.2	77.6	6.0
	July 10	6.0	78.0	2.1	3.3	72.6	76.9	5.9
	August 14	6.9	89.5	10.9	3.6	75.0	77.4	5.9
	September 11	6.7	87.7	6.9	3.5	77.3	79.2	6.1
	October 9	6.1	79.5	4.0	0.3	75.2	75.9	5.8
	November 13	5.9	77.2	2.4	—	74.8	74.2	5.7
	December 11	5.8	75.5	1.8	0.4	73.3	72.0	5.5
1973	January 8	5.9	79.1	1.6	2.7	74.8	69.3	5.2
	February 12	5.3	70.9	1.1	—	69.8	66.1	5.0
	March 12	5.1	67.9	0.8	—	67.0	64.2	4.8
	April 9	5.3	70.5	0.7	5.0	64.8	63.1	4.7
	May 14	4.6	60.8	0.5	—	60.3	62.2	4.7
	June 11	4.3	57.1	0.6	—	56.5	61.1	4.6
	July 9	4.4	58.6	1.1	2.5	55.0	59.3	4.5
	August 13	4.7	62.2	4.6	2.5	55.1	57.4	4.3
	September 10	4.4	58.6	2.0	2.9	53.6	55.4	4.2
	October 8	4.1	54.0	0.8	0.3	52.9	53.5	4.0
	November 12	3.9	52.5	0.3	—	52.2	51.6	3.9
	December 10	4.0	52.7	0.3	0.4	52.0	50.8	3.8
1974	January 14	4.6	61.7	0.3	0.9	60.5	55.0	4.1
	February 11	4.6	60.8	0.2	—	60.6	56.9	4.3
	March 11	4.5	60.4	0.2	—	60.2	57.5	4.3
	April 8	5.0	66.7	1.1	7.3	58.3	56.6	4.3
	April 8	5.0	65.4	1.1	—	57.0	55.4	4.2
	May 13	4.2	54.4	0.8	7.3	53.6	55.4	4.2
	June 10	4.1	53.4	1.2	0.1	52.1	56.3	4.3
	July 8	4.6	59.9	2.3	3.2	54.4	58.1	4.5
	August 12	5.6	73.6	11.9	3.2	58.4	59.8	4.6
	September 9	5.3	68.8	5.8	3.9	59.1	60.2	4.6
	October 14	4.7	61.8	2.0	0.1	59.8	60.5	4.6
	November 11	4.7	61.8	1.3	—	60.5	60.5	4.6
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	5.2	68.0	..	..	67.0	62.0	4.8
	February 10	5.2	68.2	0.6	—	67.6	64.5	4.9
	March 10	5.2	67.9	0.5	—	67.4	65.0	5.0

Notes:  
1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.  
2. The boundaries of North Standard Region were revised in April 1974 (see page 533 of the June issue of this Gazette). Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,331,000 and, from April 1974 on the revised basis, 1,304,000.

\* Figures prior to July 1971 are estimated.  
† The figures for 1974 are averages of eleven months based on the new regions introduced in April 1974.  
‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this Gazette.

### UNEMPLOYMENT Wales: males and females

TABLE 115

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted§		
			School-leavers	Adult students*		Number	Percentage rate per cent	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.8	16.9	0.4	..	16.5	..	1.7	
1956	1.9	18.2	0.4	..	17.8	..	1.9	
1957	2.4	23.4	0.5	..	22.9	..	2.4	
1958	3.5	33.3	0.9	..	32.4	..	3.4	
1959	3.6	34.2	1.1	..	33.0	..	3.4	
1960	2.6	25.0	0.7	..	24.3	..	2.5	
1961	2.3	21.9	0.5	..	21.4	..	2.2	
1962	3.0	29.4	1.0	..	28.4	..	2.9	
1963	3.4	33.2	1.3	..	31.9	..	3.2	
1964	2.5	24.6	0.8	..	23.7	..	2.4	
1965	2.5	25.6	0.8	..	24.8	..	2.5	
1966	2.8	28.4	0.8	..	27.5	..	2.7	
1967	4.0	39.5	1.1	0.2	38.1	..	3.9	
1968	4.0	39.1	0.9	0.2	38.0	..	3.9	
1969	4.0	39.1	0.9	0.3	37.9	..	3.9	
1970	3.9	37.7	0.8	0.4	36.5	..	3.8	
1971	4.5	45.1	1.2	0.6	43.3	..	4.3	
1972	4.9	50.0	1.4	0.9	47.7	..	4.7	
1973	3.5	36.4	0.5	1.0	35.0	..	3.4	
1974†	3.8	39.5	1.3	1.3	36.9	..	3.6	
1971	April 5	4.4	43.9	0.5	2.5	40.9	40.0	4.0
	May 10	4.2	42.5	0.7	..	41.8	43.1	4.3
	June 14	4.0	39.7	0.4	..	39.4	43.3	4.3
	July 12	4.3	43.5	1.1	1.6	40.8	44.5	4.4
	August 9	4.8	48.4	3.9	1.8	42.8	45.2	4.5
	September 13	4.8	48.3	2.7	1.5	44.0	45.8	4.6
	October 11	4.8	47.9	1.5	0.1	46.4	46.7	4.7
	November 8	5.0	49.7	1.1	—	48.7	47.9	4.8
	December 6	5.0	50.5	0.8	—	49.7	48.1	4.8
1972	January 10	5.5	55.7	0.8	0.4	54.5	50.4	5.0
	February 14	5.4	54.8	0.6	—	54.2	51.0	5.0
	March 13	5.3	54.1	0.6	—	53.5	51.1	5.0
	April 10	5.4	55.1	1.3	2.5	51.3	50.4	5.0
	May 8	4.7	48.0	0.9	—	47.2	48.2	4.7
	June 12	4.3	43.8	0.6	0.1	43.1	47.2	4.6
	July 10	4.7	47.4	1.1	2.5	43.9	47.3	4.7
	August 14	5.1	51.5	4.1	2.5	44.9	47.0	4.6
	September 11	5.0	51.0	3.1	2.5	45.4	46.8	4.6
	October 9	4.6	47.1	1.7	0.2	45.3	45.6	4.5
	November 13	4.5	46.1	1.0	—	45.1	44.6	4.4
	December 11	4.5	45.4	0.7	0.4	44.4	43.3	4.3
1973	January 8	4.6	47.9	0.7	2.1	45.1	41.0	4.0
	February 12	4.1	42.2	0.6	—	41.6	38.5	3.7
	March 12	3.9	40.2	0.4	—	39.8	37.3	3.6
	April 9	4.1	42.4	0.3	4.6	37.5	36.6	3.5
	May 14	3.4	34.7	0.3	—	34.5	35.6	3.4
	June 11	3.1	32.0	0.2	—	31.7	35.8	3.5
	July 9	3.2	33.3	0.3	1.5	31.4	34.9	3.4
	August 13	3.4	35.0	1.7	1.2	32.0	33.8	3.3
	September 10	3.3	34.0	1.0	1.5	30.4	32.6	3.2
	October 8	3.1	32.0	0.4	—	31.6	31.8	3.1
	November 12	3.1	31.6	0.2	—	31.4	31.0	3.0
	December 10	3.1	32.0	0.2	0.4	31.4	30.4	2.9
1974	January 14	3.8	39.0	0.2	0.9	37.9	33.7	3.3
	February 11	3.7	38.4	0.2	—	38.3	35.1	3.4
	March 11	3.8	39.0	0.1	—	38.8	36.4	3.5
	April 8	4.3	44.2	0.2	6.2	37.8	36.9	3.6
	May 13	3.4	35.3	0.7	—	34.6	35.7	3.5
	June 10	3.2	32.9	0.3	—	32.6	36.6	3.5
	July 8	3.5	36.4	0.7	2.0	33.6	37.1	3.6
	August 12	4.3	44.8	6.1	2.0	36.7	38.5	3.7
	September 9	4.3	44.5	3.8	2.6	38.1	39.2	3.8
	October 14	3.9	40.4	1.5	—	38.9	39.1	3.8
	November 11	3.9	40.1	1.0	—	39.1	38.8	3.8
	December 9†	..	..	..	..	..	..	..
1975	January 20‡	4.7	48.0	..	..	46.0	42.0	4.1
	February 10	4.6	47.6	0.7	—	46.9	43.8	4.2
	March 10	4.6	47.9	0.5	—	47.4	44.9	4.4

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 1,032,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.

† The figures for 1974 are averages of eleven months.  
‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.  
§ See note on page 226 of the March 1975 issue of this Gazette.

## UNEMPLOYMENT males and females: Scotland

TABLE 116

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted§	Percentage rate	
			School-leavers	Adult students*				Number
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	2.3	48.4	0.8	..	47.6	..	2.2	
1956	2.2	47.8	0.6	..	47.2	..	2.2	
1957	2.5	53.2	0.7	..	52.5	..	2.4	
1958	3.5	74.4	1.3	..	73.2	..	3.4	
1959	4.1	88.6	2.1	..	86.5	..	4.0	
1960	3.4	74.8	1.4	..	73.4	..	3.4	
1961	3.0	64.6	1.1	..	63.4	..	2.9	
1962	3.6	78.0	1.9	..	76.1	..	3.5	
1963	4.5	98.2	2.5	..	95.7	..	4.4	
1964	3.6	78.1	1.8	..	76.3	..	3.5	
1965	2.9	63.4	1.2	..	62.2	..	2.8	
1966	2.7	59.9	1.0	..	58.8	..	2.7	
1967	3.7	80.8	1.3	0.2	79.3	..	3.6	
1968	3.7	80.7	1.2	0.3	79.3	..	3.7	
1969	3.7	79.3	1.2	0.6	77.6	..	3.6	
1970	4.2	90.9	1.5	0.6	88.9	..	4.1	
1971	5.9	124.8	2.8	0.9	121.0	..	5.7	
1972	6.5	137.5	4.1	1.5	131.9	..	6.2	
1973	4.6	98.9	1.3	1.8	95.8	..	4.5	
1974†	4.1	88.4	2.2	2.0	84.2	..	3.9	
1971	April 5	5.7	120.3	1.2	3.9	115.2	113.2	5.3
	May 10	5.5	117.4	0.8	..	116.6	114.6	5.6
	June 14	5.5	115.5	0.9	..	114.6	121.6	5.7
	July 12	6.1	128.7	6.8	2.5	119.5	124.9	5.9
	August 9	6.3	132.7	6.7	2.3	123.6	126.7	6.0
	September 13	6.2	132.1	5.0	2.3	124.9	129.4	6.1
	October 11	6.3	132.6	3.2	0.2	129.3	131.4	6.2
	November 8	6.4	136.0	2.3	..	133.8	134.0	6.3
	December 6	6.6	138.9	1.8	..	137.1	135.5	6.4
1972	January 10	7.1	150.2	3.7	0.5	146.0	137.3	6.5
	February 14	7.0	148.8	3.3	..	145.5	138.7	6.6
	March 13	7.0	148.2	2.7	..	145.6	140.2	6.6
	April 10	7.0	148.2	2.6	3.8	141.7	139.6	6.6
	May 8	6.3	132.5	1.8	0.1	130.6	133.5	6.3
	June 12	6.0	126.6	1.7	1.0	123.9	130.9	6.2
	July 10	6.5	136.5	8.2	4.1	124.2	129.3	6.1
	August 14	6.6	138.9	8.6	4.1	126.2	128.6	6.1
	September 11	6.6	139.0	6.7	4.1	128.2	132.0	6.2
	October 9	6.1	130.1	4.5	0.6	124.9	127.3	6.0
	November 13	6.0	126.8	3.0	..	123.8	124.3	5.9
	December 11	5.9	124.3	2.2	0.2	121.9	121.2	5.7
1973	January 8	6.1	129.8	2.1	2.3	125.4	116.6	5.4
	February 12	5.6	120.1	1.6	..	118.5	111.6	5.2
	March 12	5.3	113.8	1.2	..	112.6	107.0	5.0
	April 9	5.4	115.5	1.2	8.4	106.0	103.7	4.8
	May 14	4.6	98.1	0.8	..	97.3	100.2	4.7
	June 11	4.3	92.3	0.9	0.9	90.5	97.8	4.6
	July 9	4.4	95.2	2.8	3.2	89.2	94.4	4.4
	August 13	4.4	94.2	2.4	2.6	89.2	91.4	4.3
	September 10	4.1	87.4	1.5	2.9	83.0	86.6	4.0
	October 8	3.8	81.4	0.7	0.8	79.9	82.4	3.8
	November 12	3.7	79.6	0.4	..	79.2	79.7	3.7
	December 10	3.7	79.3	0.3	0.3	78.7	77.8	3.6
1974	January 14	4.5	95.6	2.8	0.5	92.3	83.6	3.9
	February 11	4.3	93.1	1.7	..	91.5	84.5	3.9
	March 11	4.2	89.7	0.8	..	88.8	83.1	3.9
	April 8	4.5	97.1	0.8	11.0	85.4	83.1	3.9
	May 13	3.7	78.4	0.3	..	78.1	81.0	3.8
	June 10	3.6	77.9	0.9	0.7	76.3	83.6	3.9
	July 8	4.2	89.8	6.8	3.1	79.9	85.2	4.0
	August 12	4.3	92.6	5.5	2.9	84.2	86.3	4.0
	September 9	4.1	88.8	2.8	3.7	82.3	85.8	4.0
	October 14	3.9	84.0	1.2	0.5	82.3	84.8	4.0
	November 11	4.0	85.5	0.8	..	84.7	85.2	4.0
	December 9†	..	..	..	..	..	..	..
1975	January 20 ‡	4.8	103.0	..	..	100.0	92.0	4.3
	February 10	4.7	101.3	3.7	..	97.6	90.7	4.2
	March 10	4.6	98.8	2.2	..	96.5	90.8	4.2

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 2,142,000, and this has been used to calculate the rate for each month since January 1973.

\* Figures prior to July 1971 are estimated.

† The figures for 1974 are averages of eleven months.

‡ No count was made in December 1974 because of industrial action at local offices of the Employment Service Agency. An estimate was made for January 1975 based on simplified procedures.

§ See note on page 226 of the March 1975 issue of this Gazette.

## UNEMPLOYMENT Unemployed, excluding school-leavers and adult students: industrial analysis: Great Britain

TABLE 117

SIC Order†	THOUSANDS									
	All industries‡	Index of Production industries‡			Other industries‡				MLH884-888	XXIV-XXVII*
		Index of production industries	Manufacturing industries	Construction industry	Agriculture, forestry and fishing	Transport and communication	Distributive trades	Catering, hotels, etc		
	All	II-XXI	III-XIX	XX	I	XXII	XXIII			
Actual numbers unadjusted for seasonal variations										
1960	337	152	96	47	13	24	39	21	88	
1961	305	135	85	43	10	22	35	18	85	
1962	419	199	124	66	12	28	47	22	109	
1963	502	250	152	85	15	32	59	26	119	
1964	362	163	100	53	12	25	43	21	98	
1965	308	135	80	46	10	24	36	18	86	
1966	323	147	85	52	10	24	37	19	87	
1967	510	262	152	96	13	34	57	26	118	
1968	538	280	152	102	13	35	57	25	128	
1969	531	278	145	101	13	35	54	25	127	
1970	568	303	165	106	13	36	56	25	134	
1971	737	406	247	128	15	44	72	30	169	
1972	816	434	271	133	16	50	81	34	206	
1973	581	281	167	89	11	39	55	26	176	
1974**	572	282	156	104	11	34	53	25	175	
1973	April	644	313	191	97	13	45	63	28	189
	May	588	289	174	90	11	40	56	22	174
	June	541	268	160	83	10	37	51	19	163
	July	528	257	153	80	9	34	49	19	165
	August	530	256	152	79	9	34	50	20	169
	September	514	246	145	77	9	33	47	20	166
	October	502	235	136	76	9	33	45	24	164
	November	491	228	130	76	10	33	43	26	158
	December	483	229	126	79	10	31	41	24	152
1974	January	593	292	158	110	13	38	56	29	179
	February	596	297	160	113	12	37	57	28	172
	March	588	295	159	113	12	37	56	27	168
	April	574	283	155	105	11	36	54	24	173
	May	530	264	146	96	10	33	50	20	162
	June	509	255	141	93	9	31	47	18	157
	July	528	259	145	94	9	31	47	19	170
	August	573	281	158	101	10	32	53	22	187
	September	584	285	160	104	11	33	54	23	189
	October§	597	290	161	107	11	34	55	30	188
	November§	613	299	166	112	12	36	56	34	183
	December§	..	..	..	..	..	..	..	..	..
1975	January§	731	..	..	..	..	..	..	..	..
	February	749	383	217	144	16	44	74	37	203
	March	763	393	228	143	16	44	76	36	207
Number adjusted for normal seasonal variations††										
1973	April	616	295	179	90	12	42	59	28	185
	May	605	290	173	93	12	41	57	26	181
	June	594	287	169	93	11	40	56	27	180
	July	576	278	162	91	11	38	54	26	175
	August	555	268	155	88	11	37	51	25	171
	September	534	258	148	85	10	36	48	24	165
	October	511	247	142	82	10	34	46	21	160
	November	490	238	136	79	9	33	44	20	154
	December	480	234	133	78	9	31	44	19	150
1974	January	538	263	147	92	10	34	52	24	168
	February	552	275	152	99	10	33	51	24	166
	March	547	273	148	101	10	34	51	24	165
	April	546	264	144	98	11	33	51	23	169
	May	548	264	145	98	10	33	50	24	169
	June	562	275	150	103	11	34	52	26	174
	July	577	281	154	105	11	35	52	26	180
	August	597	292	161	109	12	35	54	27	188
	September	603	297	164	111	12	36	55	27	187
	October §	607	301	167	113	12	36	56	27	184
	November§	613	308	172	116	12	36	57	28	179
	December§	..	..	..	..	..	..	..	..	..
1975	January§	678	..	..	..	..	..	..	..	..
	February	705	361	209	131	14	40	69	33	198
	March	722	370	217	132	14	40	71	33	203

\* Excluding MLH 884-888 (Catering, hotels, etc.) in Order XXVI. Including persons aged 18 years and over not classified by industry.

† The figures from June 1969 onwards have been compiled using the 1968 edition of the Standard Industrial Classification. The figures between 1959 and May 1969 were compiled using the 1958 edition of the SIC. This change slightly affected the numbers unemployed in some industries so that figures since June 1969 may not be strictly comparable with those for earlier periods.

‡ The all industries figure is adjusted to take into account amendments notified on the four days following the date of the count. All other figures from May 1972 are not so adjusted.

§ See note on page 129 of the February 1975 issue of this Gazette.

\*\* The figures for 1974 are averages of eleven months.

†† See note on page 226 of the March 1975 issue of this Gazette.

### UNEMPLOYMENT

#### Great Britain: unemployed: analysis by duration\*

TABLE 118

MALES AND FEMALES											
		Total	2 weeks or less		Over 2 weeks and up to 4 weeks		Over 4 weeks and up to 8 weeks		Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks
		(000's)	(000's)	(per cent)	(000's)	(per cent)	(000's)	(per cent)	(000's)	(000's)	(000's)
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1964		366.8	71.3	19.4	39.9	10.9	49.6	13.5			
1965		313.0	68.6	21.9	34.8	11.1	43.5	13.9			
1966		327.4	76.1	23.2	38.7	11.8	49.1	15.0			
1967		516.8	95.0	18.4	54.2	10.5	77.3	15.0			
1968		545.8	93.3	17.1	56.1	10.3	77.1	14.1			
1969		541.1	95.8	17.7	57.9	10.7	76.3	14.1			
1970		579.7	101.7	17.5	59.7	10.3	83.5	14.4			
1971		755.3	117.8	15.6	76.1	10.1	111.3	14.7			
1972	January-April	922.8	113.3	12.3	77.3	8.4	123.2	13.3			
1972	May-December*	802.8	108.6	13.4	70.9	8.8	104.9	13.0			
1973		597.9	86.8	14.3	52.3	8.6	72.0	11.9			
1974†		599.7	..	..	..	..	..	..			
1971	April 5	726.9	124.3	17.1	74.9	10.3	105.1	14.5	214.6	96.3	111.8
1971	May 10	712.3	105.9	14.9	76.4	10.7	95.6	13.4			
1971	June 14	684.4	99.1	14.5	56.3	8.2	97.9	14.3			
1971	July 12	740.8	135.7	18.3	77.5	10.5	100.7	13.6	206.9	102.1	118.0
1971	August 9	815.0	127.7	15.7	104.4	12.8	122.3	15.0			
1971	September 13	807.6	130.7	16.2	71.2	8.8	122.8	15.2			
1971	October 11	816.0	132.2	16.2	88.6	10.9	118.9	14.6	238.1	108.1	129.9
1971	November 8	847.6	120.9	14.3	86.2	10.2	133.2	15.7			
1971	December 6	864.1	105.4	12.2	78.8	9.1	130.3	15.1			
1972	January 10	924.5	130.3	14.1	65.3	7.1	137.6	14.9	311.8	137.5	142.0
1972	February 14	921.4	110.5	12.0	79.2	8.6	121.0	13.1			
1972	March 13	921.0	97.5	10.6	75.9	8.2	118.9	12.9			
1972	April 10	924.5	115.1	12.4	88.8	9.6	115.1	12.5	282.1	166.2	157.2
1972	May 8*	832.0	93.5	11.1	65.2	7.8	96.8	11.5			
1972	June 12	767.3	94.2	12.2	51.9	6.7	89.6	11.6			
1972	July 10	803.7	137.2	16.9	73.8	9.1	92.1	11.4	204.3	139.3	164.0
1972	August 14	863.8	122.6	14.1	101.5	11.6	127.7	14.7			
1972	September 11	848.0	123.8	14.5	71.7	8.4	125.9	14.7			
1972	October 9	792.1	115.6	14.4	73.8	9.2	103.4	12.9	212.9	116.5	177.6
1972	November 13	770.4	97.9	12.6	69.1	8.9	107.1	13.8			
1972	December 11	744.9	84.0	11.2	60.4	8.1	96.7	12.9			
1973	January 8	785.0	108.2	13.6	68.6	8.6	102.9	12.9	228.7	110.7	176.9
1973	February 12	717.5	85.9	11.8	59.2	8.2	82.0	11.3			
1973	March 12	682.6	78.6	11.4	53.4	7.7	80.6	11.7			
1973	April 9	691.9	114.9	16.4	66.4	9.5	74.0	10.6	170.7	105.3	168.3
1973	May 14	591.0	72.5	12.1	43.7	7.3	69.5	11.6			
1973	June 11	545.9	72.6	13.1	38.4	7.0	57.8	10.5			
1973	July 9	555.2	101.5	18.1	49.9	8.9	59.1	10.5	121.0	78.8	150.9
1973	August 13	570.7	85.0	14.7	64.3	11.1	78.8	13.6			
1973	September 10	545.4	91.6	16.6	43.8	7.9	68.7	12.4			
1973	October 8	509.6	86.0	16.7	49.6	9.6	63.1	12.2	112.9	62.1	142.6
1973	November 12	493.6	73.7	14.8	46.3	9.3	66.8	13.4			
1973	December 10	486.2	70.6	14.4	43.8	8.9	61.1	12.4			
1974	January 14†	605.6	..	..	..	..	..	..	..	..	..
1974	February 11†	599.2	..	..	..	..	..	..	..	..	..
1974	March 11†	590.1	..	..	..	..	..	..	..	..	..
1974	April 8	646.8	136.1	20.8	79.2	12.1	74.1	11.3	160.9	71.5	131.9
1974	May 13	535.4	74.7	13.8	51.9	9.6	63.1	11.6			
1974	June 10	515.8	79.5	15.2	41.2	7.9	65.0	12.4			
1974	July 8	566.8	123.0	21.4	60.0	10.5	68.5	11.9	128.8	69.4	123.9
1974	August 12	656.3	112.1	16.8	100.9	15.1	102.4	15.4			
1974	September 9	647.1	115.9	17.6	62.1	9.4	105.4	16.0			
1974	October 14‡	612.5	105.1	16.9	69.7	11.2	88.8	14.3	159.3	72.0	127.7
1974	November 11‡	621.4	93.5	14.9	69.2	11.0	95.0	15.1			
1974	December 9‡	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	742.0	..	..	..	..	..	..	..	..	..
1975	February 10	757.1	100.8	13.2	83.3	10.9	102.4	13.4			
1975	March 10	768.4	95.3	12.3	76.1	9.8	117.3	15.1			

\* From May 1972, only the total unemployed (column 1) is adjusted to take into account amendments for the statistical date notified on the four days following the date of the count. The analysis by duration in columns 2 to 20 is not adjusted. See also reference to "Casuals" on page 548 of the June 1972 issue of this Gazette.

† The monthly average total number unemployed in 1974 is an average of eleven months. Because of the energy crisis, the detailed information about duration of unemployment (columns 2 to 20), was not collected in January, February and March 1974 and for this reason, monthly averages for 1974 have not been calculated for these columns.

‡ Owing to industrial action at local offices of the Employment Service Agency, no count of the unemployed was made in December 1974 and the figures for October and November 1974 include estimates for some offices. For January 1975 the count was estimated and no information is available about duration of unemployment (columns 2-20).

### UNEMPLOYMENT

#### Unemployed: analysis by duration: Great Britain

TABLE 118 (continued)

MALES					FEMALES				
2 weeks or less	Over 2 weeks and up to 8 weeks	Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks	2 weeks or less	Over 2 weeks and up to 8 weeks	Over 8 weeks and up to 26 weeks	Over 26 weeks and up to 52 weeks	Over 52 weeks
(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
50.6	62.6				20.7	26.8			
49.6	55.9				18.9	22.4			
56.9	66.3				19.2	21.5			
72.5	102.4				22.5	29.1			
73.6	107.7				19.7	25.5			
76.4	109.9				19.4	24.3			
81.3	117.3				20.4	26.0			
92.8	151.6				24.9	35.8			
88.0	161.0				25.4	39.5			
83.4	137.1				25.2	38.7			
67.5	98.4				19.3	26.0			
..	..				..	..			
99.4	147.4	181.3	84.5	102.0	24.9	32.6	33.2	11.8	9.8
85.3	141.8				20.5	30.1			
80.9	128.3				18.2	26.0			
105.8	147.2	177.0	90.3	108.0	29.9	31.0	29.9	11.8	10.0
98.0	178.7				29.7	48.0			
100.4	152.7				30.3	41.3			
101.7	164.9	201.2	95.1	118.5	30.6	42.7	36.9	13.0	11.5
94.5	174.5				26.5	44.9			
83.4	168.5				21.9	40.7			
100.5	166.0	261.8	121.6	130.0	29.8	36.9	50.1	15.9	12.0
86.7	160.3				23.9	39.9			
76.2	155.5				21.3	39.3			
88.6	162.1	235.8	145.4	143.8	26.5	41.9	46.3	20.8	13.4
72.9	128.0				20.5	34.0			
75.0	113.0				19.2	28.4			
104.0	132.9	167.9	121.1	150.1	33.2	33.0	36.4	18.2	13.9
92.7	174.1				30.0	55.1			
94.0	152.9				29.9	44.7			
87.6	137.0	174.6	100.0	162.0	28.0	40.2	38.4	16.5	15.6
75.3	135.8				22.7	40.4			
66.2	123.3				17.8	33.9			
82.4	136.3	185.7	94.7	161.5	25.7	35.2	43.0	16.0	15.4
66.9	109.7				19.0	31.5			
61.4	105.3				17.2	28.7			
85.6	109.7	138.5	89.2	152.7	29.3	30.8	32.2	16.1	15.6
57.5	90.8				14.9	22.4			
58.5	77.6				14.1	18.6			
78.0	87.8	99.3	67.4	137.3	23.6	21.2	21.8	11.4	13.6
65.8	111.0				19.1	32.1			
70.0	87.6				21.7	24.8			
67.3	89.1	94.0	53.2	129.2	18.7	23.6	18.9	8.8	13.3
58.7	90.3				15.0	22.8			
57.6	85.0				13.0	19.9			
..	..				..	..			
..	..				..	..			
..	..				..	..			
..	..				..	..			
99.3	120.9	135.7	62.5	119.5	36.8	32.4	25.2	9.1	12.5
60.1	93.5				14.6	21.5			
64.3	86.8				15.2	19.4			
93.8	104.7	108.4	60.7	112.7	29.2	23.7	20.4	8.7	11.2
84.8	153.6				27.3	45.7			
86.8	126.8				29.1	40.8			
81.4	124.5	131.7	62.8	115.9	23.7	34.0	27.5	9.2	11.9
72.5	129.6				21.1	34.6			
..	..				..	..			
..	..				..	..			
..	..				..	..			
77.0	142.9				23.8	42.9			
74.0	149.5				21.3	44.0			

Monthly averages

January-April

May-December\*

1973

1974†

1971

1971

1971

1971

1971

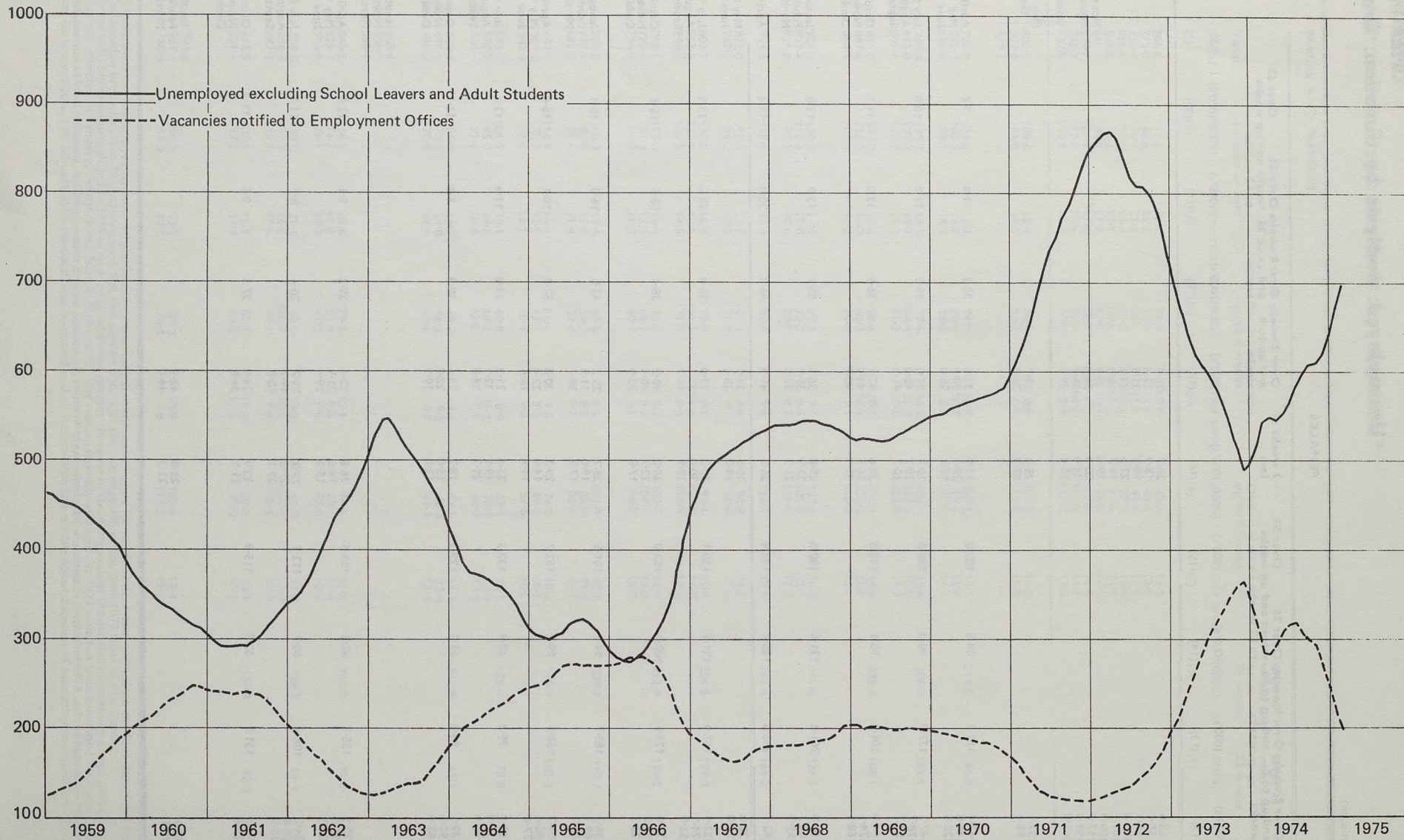
1971

1971

19

# Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted  
THOUSANDS



The moving averages for November and December 1974 and January 1975 have been calculated from interpolated data



## NOTIFIED VACANCIES

### vacancies notified and remaining unfilled: Great Britain

TABLE 119

THOUSANDS

	TOTAL	ADULTS			YOUNG PERSONS				
		Actual number				Seasonally adjusted <sup>§</sup>			
		Men	Women	Total		Men	Women	Total	
1963	196.3	70.7	73.1	143.8				52.5	
1964	317.2	114.6	106.2	220.8				96.4	
1965	384.4	143.4	121.7	265.1				119.2	
1966	370.9	137.5	117.3	254.8				116.1	
1967	249.7	92.0	82.1	174.0				75.7	
1968	271.3	92.6	95.4	188.0				83.3	
1969	284.8	102.8	96.7	199.6				85.2	
1970	259.6	100.7	85.1	185.8				73.8	
1971	176.1	69.0	60.0	129.0				47.1	
1972	189.3	82.8	62.5	145.3				44.1	
1973	397.7	185.0	118.9	303.9				93.8	
Monthly averages									
1971	193.2	78.0	66.5	144.5	88.3	74.3	162.6	48.7	
February 3	184.7	76.1	61.5	137.5	81.8	67.9	149.7	47.2	
March 3	178.8	72.2	58.0	130.2	75.2	62.2	137.4	48.6	
March 31	184.8	70.0	60.5	130.6	69.1	59.7	128.8	54.2	
May 5	186.3	71.0	64.5	135.5	66.9	59.6	126.5	50.8	
June 9	197.8	73.8	70.9	144.6	65.9	60.5	126.4	53.1	
July 7	193.2	66.8	65.1	131.9	61.7	57.2	118.9	61.3	
August 4	179.2	68.2	60.0	128.2	65.5	57.8	123.3	51.0	
September 8	168.8	66.0	58.8	124.8	64.1	54.9	119.0	44.0	
October 6	159.2	64.5	54.6	119.1	63.1	54.4	117.5	40.0	
November 3	148.9	62.1	51.8	114.0	63.3	56.0	119.3	34.9	
December 1	138.7	59.7	47.4	107.1	63.9	55.0	118.9	31.6	
1972	134.0	54.5	48.3	102.7	65.3	56.3	121.6	31.2	
February 9	144.5	61.7	50.4	112.1	67.2	56.9	124.1	32.3	
March 8	157.7	65.4	53.1	118.5	68.8	58.0	126.8	39.1	
April 5	173.6	71.9	58.2	130.0	71.6	58.4	130.0	43.6	
May 3	184.1	78.7	61.3	140.0	75.3	56.8	132.1	44.1	
June 7	202.9	86.8	68.7	155.5	79.3	58.7	138.0	47.3	
July 5	208.7	86.2	66.7	152.9	81.2	58.7	139.9	55.8	
August 9	203.0	88.5	65.3	153.8	87.0	63.2	150.2	49.3	
September 6	205.3	88.6	69.2	157.8	86.6	64.6	151.2	47.5	
October 4	212.5	97.3	68.7	166.0	94.6	66.9	161.5	46.6	
November 8	220.1	104.6	69.2	173.8	103.4	72.9	176.3	46.3	
December 6	225.4	109.0	70.9	179.9	112.7	78.1	190.8	45.5	
1973	231.7	111.5	73.4	185.0	122.8	81.6	204.4	46.8	
February 7	274.6	134.5	84.8	219.3	139.9	91.3	231.2	55.2	
March 7	306.8	150.6	93.8	244.5	153.8	98.9	252.7	62.4	
April 4	345.2	167.2	105.5	272.7	166.8	105.9	272.7	72.5	
May 9	386.5	180.8	120.1	300.9	177.2	115.6	292.8	85.6	
June 6	419.2	194.5	128.7	323.3	186.9	118.7	305.6	96.0	
July 4	453.3	201.3	135.2	336.6	195.9	127.0	322.9	116.7	
August 8	457.7	201.9	132.7	334.6	201.1	131.0	332.1	123.1	
September 5	477.0	212.5	140.9	353.5	210.9	136.2	347.1	123.5	
October 3	486.3	221.7	143.3	365.0	218.9	140.9	359.8	121.3	
November 7	477.5	226.7	136.3	363.0	224.9	140.1	365.0	114.5	
December 5	456.3	216.4	131.8	348.2	220.4	139.1	359.5	108.0	
1974	377.7	173.1	112.3	285.4	184.8	120.7	305.5	92.3	
February 6	351.6	162.9	103.8	266.8	168.2	110.4	278.6	84.8	
March 6	352.3	163.3	103.2	266.5	166.4	108.3	274.7	85.8	

	Notified to employment offices*						Notified to careers offices*
	Actual number			Seasonally adjusted <sup>§</sup>			
	Males	Females	Total	Males	Females	Total	
1974 <sup>†</sup>	Monthly averages						94.6
1974	181.9	116.9	298.8				
April 3	181.9	116.1	298.0	181.4	116.6	298.0	100.9
May 8	196.6	127.0	323.6	192.9	122.4	315.3	106.2
June 5	201.5	134.9	336.4	193.7	125.0	318.7	111.1
July 3	199.1	131.1	330.2	193.6	122.9	316.5	121.8
August 7	185.4	117.4	302.7	185.0	115.8	300.8	103.9
September 4	186.9	120.3	307.2	185.6	115.5	301.1	91.7
October 9 <sup>†</sup>	182.9	116.1	299.1	180.1	113.4	293.5	76.5
November 6 <sup>†</sup>	167.6	103.3	270.9	165.4	107.1	272.5	65.8
December 4 <sup>†</sup>	..	..	..	..	..	..	..
1975	111.6	69.0	180.6	116.8	75.6	192.4	41.2
January 8 <sup>†</sup>	108.2	69.9	178.0	111.2	75.0	186.1	42.9
February 5 <sup>§</sup>							
March 5							

\* 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.

<sup>†</sup> See note on page 129 of the February 1975 issue of this Gazette.

<sup>‡</sup> The figures for 1974 are averages of eleven months.

<sup>§</sup> See note on page 226 of the March 1975 issue of this Gazette.

**OVERTIME AND SHORT-TIME**  
Great Britain: manufacturing industries\*

TABLE 120

Week ended	OPERATIVES														
	WORKING OVERTIME					ON SHORT-TIME									
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked		Total of operatives (000's)	Stood off for whole week†		Working part of week			Total				
			Total actual number (millions)	Total seasonally adjusted number (millions)		Total number of operatives lost (000's)	Number of operatives (000's)	Total (000's)	Number of operatives (000's)	Percentage of all operatives (per cent)	Total (000's)	Average per operative on short-time			
<b>A Estimates on national insurance card count basis</b>															
1971	January 16‡	1,891	32.4	8	15.29	15.86	5	208	39	349	9	44	0.8	557	12½
	February 13‡	1,766	30.5	8	14.33	14.60	14	542	76	739	10	91	1.6	1,283	14
	March 13	1,609	28.2	7½	11.69	11.88	27	1,092	63	649	10½	91	1.6	1,739	19
	April 17§	1,761	31.0	8	14.19	13.95	7	269	76	681	9	82	1.4	951	11½
	May 15	1,731	30.7	8	14.19	13.94	4	174	66	586	9	70	1.2	760	11
<b>B Estimates on Census of Employment basis</b>															
1971	June 19	1,619.1	30.7	8	13.27	13.02	4	163	62	548	9	65	1.2	711	11
	July 17	1,531.3	29.0	8½	12.75	12.79	7	315	55	522	9½	63	1.2	838	13½
	August 14	1,395.9	26.5	8	11.39	12.66	9	392	60	537	9	69	1.3	928	13½
	September 18	1,540.4	29.3	8½	12.73	12.64	9	375	80	812	10	89	1.7	1,185	13½
	October 16	1,549.1	29.7	8	12.64	12.05	6	214	106	969	9	112	2.1	1,182	10½
	November 13	1,546.5	29.8	8	12.58	11.68	8	327	111	1,058	9½	119	2.3	1,367	11½
	December 11	1,571.2	30.3	8	12.78	12.06	9	357	90	812	9	99	1.9	1,169	12
1972	January 15	1,392.1	27.1	8	11.07	11.72	5	181	78	675	8½	83	1.5	856	10½
	February 19	1,173.1	22.9	8	9.35	9.77	46	1,857	995	13,838	14	1,041	20.4	15,694	15
	March 18	1,474.8	29.0	8	11.91	12.19	9	363	114	1,229	10½	123	2.4	1,591	13
	April 15	1,469.5	28.9	8	11.79	12.04	14	563	68	583	8½	82	1.6	1,146	14
	May 13	1,560.9	30.7	8	12.66	12.43	5	200	65	628	9½	70	1.4	828	12
	June 17	1,566.8	30.8	8	12.88	12.63	3	135	38	317	8½	41	0.8	452	11
	July 15	1,502.6	29.5	8½	12.64	12.68	3	113	29	239	8½	32	0.6	352	11
	August 19	1,484.7	29.1	8	12.15	13.17	5	182	28	241	8½	33	0.6	424	13
	September 16	1,577.5	30.8	8	12.99	12.88	5	200	26	218	8½	31	0.6	418	13½
	October 14	1,659.9	32.4	8½	13.72	13.14	4	150	25	222	9	29	0.6	372	13
	November 18	1,742.4	33.9	8½	14.39	13.47	1	56	20	156	7½	22	0.4	212	10
	December 9	1,732.3	33.7	8½	14.61	13.92	1	41	16	138	8½	17	0.3	179	10½
1973	January 13	1,643.4	32.1	8	13.41	14.17	4	176	27	207	7½	31	0.6	384	12½
	February 17	1,753.7	34.2	8½	14.55	15.07	6	253	17	160	9½	23	0.5	412	18
	March 17	1,757.3	34.3	8½	14.61	14.85	8	308	25	350	14	33	0.6	657	20
	April 14	1,771.8	34.5	8½	14.80	15.08	4	142	20	155	7½	24	0.5	297	12½
	May 19	1,827.4	35.5	8½	15.60	15.38	5	185	13	117	9	18	0.3	302	17
	June 16	1,830.3	35.6	8½	15.50	15.24	3	103	13	112	9	15	0.3	215	14
	July 14¶	1,757.8	34.0	9	15.46	15.48	1	46	13	117	9	14	0.3	163	11½
	August 18¶	1,713.1	33.1	8½	14.59	15.50	1	48	11	83	7½	12	0.2	130	11
	September 15¶	1,817.4	35.2	8½	15.71	15.59	14	574	9	98	10½	24	0.5	671	28
	October 13¶	1,877.2	36.3	8½	16.25	15.69	1	32	10	90	9½	10	0.2	122	11½
	November 17¶	1,930.0	37.2	8½	16.64	15.72	3	109	21	212	10	23	0.4	321	14
	December 15¶	1,956.4	37.6	9	17.32	16.64	1	35	9	71	8	10	0.2	106	10½
1974	January 19  ¶	1,254.6	24.4	8	9.74	10.55	8	309	1,130	15,551	14	1,138	22.2	15,860	14
	February 16  ¶	1,385.2	27.1	7½	10.70	11.26	8	317	940	12,423	13	948	18.5	12,740	13½
	March 16  ¶	1,570.8	30.8	8	12.77	12.99	8	318	227	2,721	12	235	4.6	3,039	13
	April 6¶	1,717.0	33.7	8½	14.38	14.67	3	109	32	356	11	35	0.7	465	13
	May 18¶	1,749.2	34.3	8½	14.95	14.74	6	218	28	242	8½	34	0.6	460	13½
	June 15 (a) ¶	1,720.0	33.9	8½	14.66	14.39	3	106	23	242	10½	25	0.5	348	13½
	June 15 (b) ¶	2,040.4	36.7	8½	17.49	17.17	3	114	24	257	10½	27	0.5	370	13½
	July 13¶	1,971.6	35.2	9	17.40	17.41	3	103	24	269	11	27	0.5	372	14
	August 17¶	1,857.7	33.1	9	16.27	17.28	4	138	30	302	10	34	0.6	440	13
	September 14¶	1,967.6	35.1	8½	17.12	16.97	6	223	57	714	12½	63	1.1	937	15
	October 19¶	1,990.7	35.5	8½	16.83	16.18	23	917	58	761	13	81	1.4	1,678	20½
	November 16¶	1,996.9	35.6	8½	16.90	15.80	18	733	64	626	9½	83	1.5	1,359	16½
	December 14¶	1,984.4	35.7	8½	17.03	16.22	8	319	64	680	10½	72	1.3	999	14
1975	January 18¶	1,768.7	32.1	8½	14.75	15.74	6	220	123	1,249	10	128	2.3	1,470	11½
	February 15¶¶	1,742.7	31.9	8	14.33	15.02	11	445	170	1,747	10½	181	3.3	2,192	12

Note: See footnotes 1-3 to table 103.  
\* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of this Gazette). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 are still provisional but 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.  
‡ See footnote ‡ to table 103.  
§ This week included Easter Monday.  
|| In February 1972 and again in January, February and March 1974, the volume of overtime and short-time was affected by an energy crisis.  
¶ Figures after June 1973 are provisional and are subject to revision when the results of the 1974 Census of Employment are available.  
¶¶ See page 333 for detailed analysis.

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

TABLE 121

1962 AVERAGE = 100

Year	Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*						
		All manufacturing Industries	Seasonally adjusted	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing Industries	Seasonally adjusted	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1956		104.6		98.6	106.9	119.0	100.1		103.7		103.7		102.8
1957		103.9		98.6	104.6	117.7	99.5		103.6		103.5		102.7
1958		100.4		96.5	101.6	108.3	100.1		102.5		102.4		102.5
1959		100.9		96.3	104.9	108.6	99.1		103.3		102.8		102.0
1960		103.9		99.4	107.9	110.1	100.1		102.4		101.7		101.7
1961		102.9		101.9	102.9	104.7	100.1		101.0		101.3		100.4
1962		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		99.9
1964		100.7		101.7	99.1	98.8	97.3		100.7		100.7		99.9
1965		99.8		101.9	96.2	99.4	99.4		99.4		97.4		98.1
1966		97.3		101.0	91.5	91.7	95.2		97.8		96.6		98.0
1967		92.4		96.8	86.1	84.4	92.8		97.1		96.6		97.3
1968		91.5		94.6	87.0	83.3	90.4		97.9		96.8		98.3
1969		92.4		96.1	88.3	83.6	90.8		98.0		97.3		98.4
1970		90.2		94.3	86.7	78.3	89.3		97.0		96.1		97.5
1971		84.4		87.2	82.1	74.0	85.9		95.1		93.4		96.6
1972		81.3		82.7	79.8	71.7	84.5		94.7		92.6		96.7
1973		83.0		85.6	82.4	71.3	85.2		96.5		94.9		97.6
1974		79.8		83.2	78.3	66.0	86.6		93.9		92.4		96.8
1971	April 17†	86.2	85.0	90.3	85.0	74.5	84.7	94.4	94.6	92.7	93.1	95.5	96.0
	May 15	87.2	85.5	91.0	86.0	76.8	85.6	95.4	95.2	93.8	94.1	96.4	96.4
	June 19	86.7	84.9	89.9	85.0	76.4	86.8	95.4	95.2	93.7	93.8	96.7	96.7
	July 17	81.5	84.5	81.7	73.5	69.6	86.4	95.6	95.1	93.6	94.4	96.7	97.2
	August 14	70.9	84.0	72.2	71.5	60.7	79.4	95.7	94.9	93.7	92.5	96.7	97.9
	September 18	85.8	83.5	88.0	82.8	76.4							

### 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)

Standard Industrial Classification 1968	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
<b>Average weekly earnings</b>													
1972 Oct.	£ 35.75	£ 38.88	£ 36.77	£ 37.97	£ 34.73	£ 32.17	£ 34.48	£ 34.98	£ 41.63	£ 34.02	£ 32.05	£ 30.03	£ 29.52
1973 Oct.	£ 40.24	£ 42.41	£ 41.31	£ 43.85	£ 40.51	£ 37.00	£ 39.14	£ 41.60	£ 45.74	£ 39.45	£ 36.75	£ 34.53	£ 33.90
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
<b>Average hours worked</b>													
1972 Oct.	46.4	42.9	44.2	44.6	43.5	43.4	43.4	43.5	42.3	43.9	44.7	44.2	41.5
1973 Oct.	47.1	42.3	44.6	45.1	44.6	43.9	44.0	44.0	43.0	44.7	44.9	44.5	42.0
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
<b>Average hourly earnings</b>													
1972 Oct.	p 77.05	p 90.63	p 83.19	p 85.13	p 79.84	p 74.12	p 79.45	p 80.41	p 98.42	p 77.49	p 71.70	p 67.94	p 71.13
1973 Oct.	p 85.44	p 100.26	p 92.62	p 97.23	p 90.83	p 84.28	p 88.95	p 94.55	p 106.37	p 88.26	p 81.85	p 77.60	p 80.71
1974 Oct.	p 102.94	p 130.16	p 116.04	p 115.54	p 109.71	p 101.42	p 106.41	p 115.86	p 124.66	p 107.48	p 100.32	p 93.64	p 98.22

Standard Industrial Classification 1968	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
<b>Average weekly earnings</b>												
1972 Oct.	£ 37.25	£ 34.06	£ 41.21	£ 35.10	£ 36.20	£ 35.12	£ 36.59	£ 35.29	£ 37.97	£ 29.53	£ 26.93	£ 35.82
1973 Oct.	£ 42.59	£ 39.36	£ 48.69	£ 40.11	£ 41.52	£ 39.86	£ 41.41	£ 39.78	£ 43.31	£ 34.21	£ 31.32	£ 40.92
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
<b>Average hours worked</b>												
1972 Oct.	46.5	45.0	44.7	44.4	44.1	49.0	47.0	43.1	48.5	43.6	43.5	45.0
1973 Oct.	47.1	45.1	44.7	44.9	44.7	48.8	47.2	43.8	49.6	44.1	43.9	45.6
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
<b>Average hourly earnings</b>												
1972 Oct.	p 80.11	p 75.69	p 92.19	p 79.05	p 82.09	p 71.67	p 77.85	p 81.88	p 78.29	p 67.73	p 61.91	p 79.60
1973 Oct.	p 90.42	p 87.27	p 107.96	p 89.33	p 92.89	p 81.68	p 87.73	p 90.82	p 87.32	p 77.57	p 71.34	p 89.74
1974 Oct.	p 109.33	p 104.13	p 125.19	p 109.86	p 111.64	p 100.96	p 104.17	p 108.43	p 105.17	p 95.16	p 86.66	p 107.83

Standard Industrial Classification 1968 FULL-TIME WOMEN (18 YEARS AND OVER)

Standard Industrial Classification 1968	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
<b>Average weekly earnings</b>													
1972 Oct.	£ 19.40	£ 20.45	£ 18.55	£ 18.80	£ 20.43	£ 18.00	£ 19.32	£ 18.29	£ 23.81	£ 17.94	£ 17.28	£ 15.41	£ 16.60
1973 Oct.	£ 22.68	£ 25.73	£ 21.47	£ 21.08	£ 23.52	£ 21.55	£ 22.36	£ 24.09	£ 26.18	£ 20.91	£ 19.89	£ 17.94	£ 19.03
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
<b>Average hours worked</b>													
1972 Oct.	38.2	38.6	38.7	38.3	38.4	38.2	37.8	38.2	38.2	37.7	37.6	37.5	36.7
1973 Oct.	38.6	38.6	38.5	38.5	38.1	38.2	37.4	40.0	37.7	37.3	37.3	36.7	36.4
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
<b>Average hourly earnings</b>													
1972 Oct.	p 50.79	p 52.98	p 47.93	p 49.09	p 53.20	p 47.12	p 51.11	p 47.88	p 62.33	p 45.96	p 45.96	p 41.09	p 45.23
1973 Oct.	p 58.76	p 66.66	p 55.77	p 55.92	p 61.73	p 56.41	p 59.79	p 60.23	p 69.44	p 56.06	p 53.32	p 48.88	p 52.28
1974 Oct.	p 75.66	p 80.95	p 74.82	p 73.01	p 79.00	p 70.90	p 75.83	p 76.32	p 88.34	p 72.21	p 68.60	p 61.99	p 66.59

Standard Industrial Classification 1968	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
<b>Average weekly earnings</b>												
1972 Oct.	£ 18.32	£ 19.68	£ 19.86	£ 17.19	£ 18.34	—	£ 15.20	£ 19.59	£ 24.95	£ 14.31	£ 18.52	£ 18.30
1973 Oct.	£ 21.16	£ 22.93	£ 22.79	£ 20.02	£ 21.15	—	£ 18.96	£ 23.04	£ 28.84	£ 16.79	£ 23.37	£ 21.16
1974 Oct.	£ 27.54	£ 28.86	£ 30.09	£ 26.27	£ 27.05	—	£ 23.92	£ 29.89	£ 34.58	£ 21.73	£ 29.18	£ 27.01
<b>Average hours worked</b>												
1972 Oct.	36.8	38.1	38.9	37.8	37.7	—	36.8	37.1	42.8	38.5	40.0	37.9
1973 Oct.	36.5	37.5	38.6	37.7	37.5	—	37.2	37.3	43.0	38.4	40.3	37.7
1974 Oct.	36.3	37.7	38.7	37.5	37.2	—	38.1	36.7	42.4	38.7	39.5	37.4
<b>Average hourly earnings</b>												
1972 Oct.	p 49.78	p 51.65	p 51.05	p 45.48	p 48.65	—	p 41.30	p 52.80	p 58.29	p 37.17	p 46.30	p 48.28
1973 Oct.	p 57.97	p 61.15	p 59.04	p 53.10	p 56.40	—	p 50.97	p 61.77	p 67.07	p 43.72	p 57.89	p 56.13
1974 Oct.	p 75.87	p 76.55	p 77.75	p 70.05	p 72.72	—	p 62.78	p 81.44	p 81.56	p 56.15	p 73.87	p 72.22

\* 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 1972			October 1973			October 1974		
	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
<b>All manufacturing industries</b>									
Full-time men (21 years and over)	£ 36.20	44.1	p 82.09	£ 41.52	44.7	p 92.89	£ 49.12	44.0	p 111.64
Full-time women (18 years and over)	£ 18.34	37.7	p 48.65	£ 21.15	37.5	p 56.40	£ 27.05	37.2	p 72.72
Part-time women (18 years and over)*	£ 9.84	21.7	p 45.35	£ 11.30	21.6	p 52.31	£ 14.56	21.4	p 68.04
Full-time boys (under 21 years)	£ 17.73	40.7	p 43.56	£ 21.60	40.9	p 52.81	£ 26.31	40.3	p 65.29
Full-time girls (under 18 years)	£ 11.83	38.4	p 30.81	£ 15.21	38.1	p 39.92	£ 19.31	37.8	p 51.08
<b>All industries covered†</b>									
Full-time men (21 years and over)	£ 35.82	45.0	p 79.60	£ 40.92	45.6	p 89.74	£ 48.63	45.1	p 107.83
Full-time women (18 years and over)	£ 18.30	37.9	p 48.28	£ 21.16	37.7	p 56.13	£ 27.01	37.4	p 72.22
Part-time women (18 years and over)*	£ 9.65	21.5	p 44.88	£ 11.11	21.4	p 51.92	£ 14.28	21.2	p 67.36
Full-time boys (under 21 years)	£ 17.55	41.4	p 42.39	£ 21.02	41.7	p 50.41	£ 26.00	41.2	p 63.11
Full-time girls (under 18 years)	£ 11.76	38.4	p 30.63	£ 15.13	38.1	p 39.71	£ 19.23	37.8	p 50.87

\* 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

TABLE 124 Fixed-weighted: April 1970 = 100

Year	Month	ALL INDUSTRIES			ALL MANUFACTURING INDUSTRIES		
		Non-manual males	Non-manual females	All non-manual employees	Non-manual males	Non-manual females	All non-manual employees
1959	October	52.7	52.5	52.6	53.0	53.0	53.0
1960	October	55.9	55.2	55.6	56.0	53.5	55.6
1961	October	58.6	58.1	58.4	59.0	56.5	58.5
1962	October	61.8	61.7	61.8	61.6	59.2	61.2
1963	October	65.1	65.1	65.1	64.5	61.5	64.0
1964	October	68.8	68.5	68.7	68.9	65.8	68.3
1965	October	74.7	74.6	74.6	74.3	71.1	73.7
1966	October	78.0	77.5	77.9	77.6	75.7	77.3
1967	October	81.6	81.0	81.4	81.3	80.2	81.1
1968	October	87.1	85.7	86.6	87.0	85.6	86.8
1969	October	93.8	92.7	93.4	93.8	92.2	93.5
1970	April	100.0	100.0	100.0	100.0	100.0	100.0
1971	October	105.6	106.6	105.9	105.7	107.1	106.0
1972	April	112.4	112.4	112.4	111.6	112.9	111.7
1973	April	125.5	125.3	125.4	124.0	126.2	124.4
1974	April	138.5	139.1	138.7	137.7	142.5	138.6
		156.0	158.5	156.8	153.3	167.4	155.8
Weights		515	485	1,000	648	{ 49 part-time 303 full-time	

Note: These new fixed-weighted indices are described in an article on pages 431 to 434 of the May 1972 issue of this Gazette.

### Annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom

TABLE 125

Year	Month	Average weekly wage earnings	Average hourly wage earnings	Average hourly wage earnings excluding the effect of overtime*	Average hourly wage rates†	Differences (col. (3) minus col. (4))
		(1)	(2)	(3)	(4)	(5)
1961	April	+ 6.6	+ 7.3	+ 6.5	+ 6.2	+ 0.3
	October	+ 5.4	+ 7.0	+ 6.9	+ 6.4	+ 0.5
1962	April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1
	October	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2
1963	April	+ 3.0	+ 4.1	+ 4.0	+ 3.6	+ 0.4
	October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3
1964	April	+ 9.				

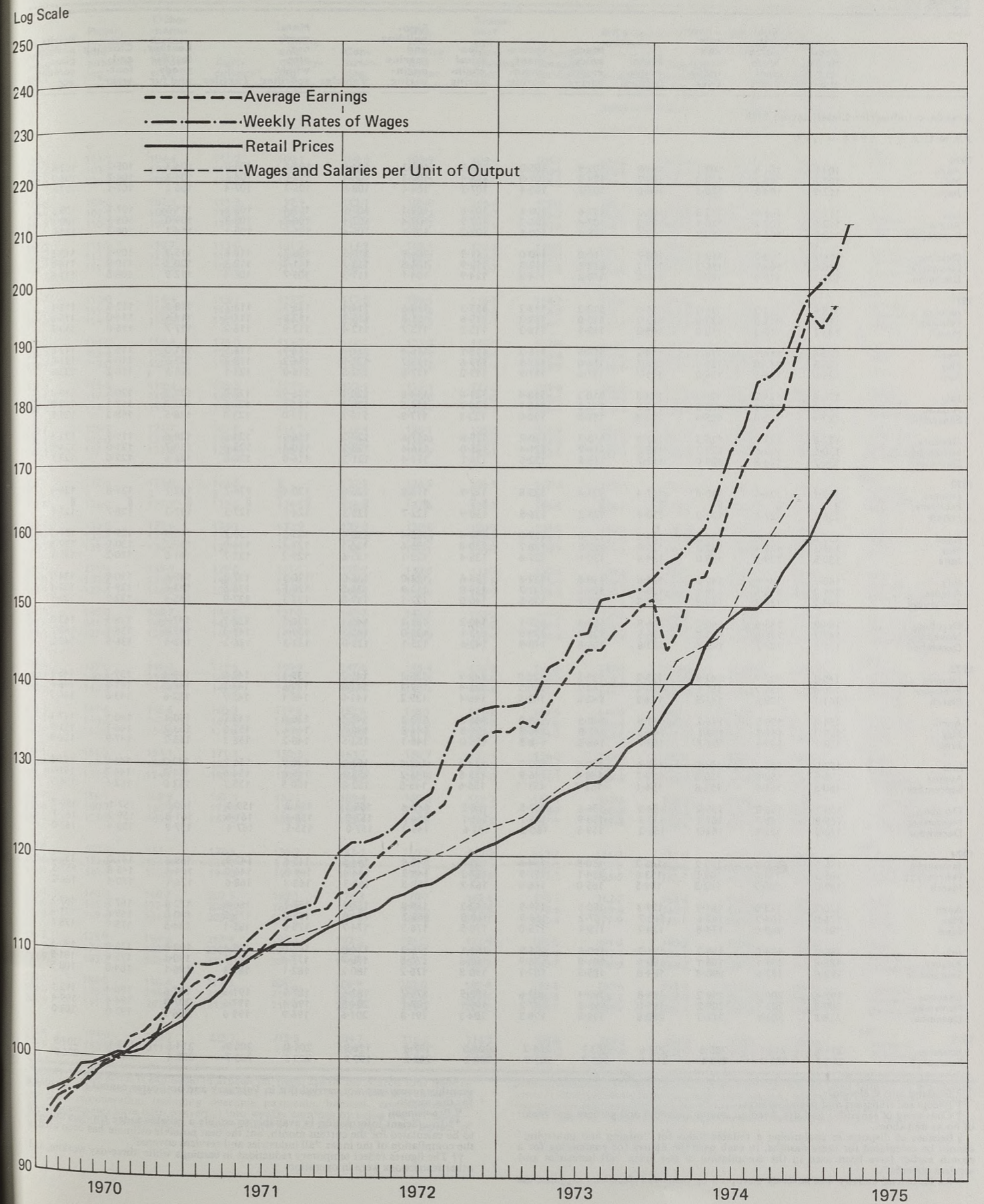
**EARNINGS AND HOURS**  
**Great Britain: manual and non-manual employees:**  
**average weekly and hourly earnings and hours (New Earnings Survey estimates)**

TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours		Average hourly earnings	Average weekly earnings		Average hours		Average hourly earnings
	excluding those whose pay was affected by absence		excluding those whose pay was affected by absence			excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence
£	£	p	p	£	£	p	p	£	£	
<b>Full-time manual men (21 years and over)</b>										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
<b>Full-time non-manual men (21 years and over)</b>										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	
<b>All full-time men (21 years and over)</b>										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
<b>Full-time manual women (18 years and over)</b>										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
<b>Full-time non-manual women (18 years and over)</b>										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
<b>All full-time women (18 years and over)</b>										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
<b>Full-time youths and boys (under 21)</b>										
April 1972	16.7	17.1			16.0	16.2				
April 1973	19.9	20.4	42.7	48.0	19.0	19.3	42.3	45.5	44.3	
April 1974	26.1	26.9	43.0	62.5	24.7	25.1	42.4	59.1	57.4	
<b>Full-time girls (under 18)</b>										
April 1972	11.0	11.3			10.2	10.3				
April 1973	12.8	13.1	39.6	33.2	11.8	11.9	39.0	30.6	30.4	
April 1974	16.6	17.1	39.2	43.8	15.4	15.7	38.4	40.9	40.7	
<b>Part-time men (21 years and over)</b>										
April 1972	10.4	10.5			12.1	12.2				
April 1973	12.8	13.0	20.4	56.0	15.0	15.2	18.9	64.6	64.4	
April 1974	14.0	14.3	20.2	66.0	14.8	15.1	19.0	72.2	72.0	
<b>Part-time women (18 years and over)</b>										
April 1972	9.3	9.5			8.5	8.6				
April 1973	10.8	11.0	22.6	49.0	9.9	10.1	20.3	49.1	49.0	
April 1974	12.5	12.9	22.7	57.3	11.7	11.9	20.7	57.5	57.4	

**Earnings, wage rates, retail prices, wages and salaries per unit of output**

AVERAGE 1970 = 100





## 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 1972	January 1973	June 1973	January 1974	June 1974	June 1974	June 1972	January 1973	June 1973	January 1974	June 1974	June 1974
	£											
<b>SHIPBUILDING AND SHIP REPAIRING*</b>												
Timeworkers												P
Skilled	212.9	213.1	242.2	244.0	277.3	47.07	231.7	249.4	262.1	274.3	297.4	97.76
Semi-skilled	215.4	227.1	253.9	253.5	281.7	39.26	229.0	247.8	262.8	272.9	290.9	78.17
Labourers	213.6	234.6	257.8	254.4	300.9	40.05	236.7	257.5	274.1	290.0	307.4	75.70
All timeworkers	220.3	226.6	254.9	257.7	288.8	43.81	241.1	261.0	274.6	289.8	307.6	88.94
Payment-by-result workers												
Skilled	205.2	214.8	231.8	224.4	268.5	49.32	216.8	230.6	244.3	267.6	274.1	105.17
Semi-skilled	208.3	218.4	237.3	227.2	277.5	41.97	226.1	245.2	256.9	280.7	291.8	84.62
Labourers	189.2	202.5	219.5	217.4	263.2	41.34	204.2	219.2	239.5	266.8	274.5	78.80
All payment-by-result workers	204.9	215.2	232.1	224.5	270.2	46.77	217.7	232.2	245.4	268.7	276.4	97.32
All skilled workers	205.7	213.0	232.7	227.9	268.9	48.72	217.4	232.2	244.9	263.9	276.0	103.16
All semi-skilled workers	213.5	224.4	246.3	239.5	282.5	40.95	225.3	244.2	256.6	274.9	288.7	82.17
All labourers	200.4	216.7	235.7	233.4	280.5	40.97	218.0	234.9	254.9	281.2	290.4	77.92
All workers covered	207.4	216.9	236.5	231.8	273.2	45.89	221.6	237.8	250.5	270.8	281.9	94.80
<b>CHEMICAL MANUFACTURE†</b>												
Timeworkers												
General workers	206.9	224.2	233.4	243.8	270.1	45.79	243.0	260.1	268.2	291.6	311.9	103.59
Craftsmen	199.6	214.0	226.5	235.5	259.7	48.88	228.4	244.1	255.2	274.0	291.1	109.58
All timeworkers	205.4	221.9	232.2	242.4	268.0	46.58	240.5	257.2	266.5	288.8	308.0	105.11
Payment-by-result workers												
General workers	192.5	209.6	220.9	224.5	247.8	44.07	205.0	224.2	223.8	235.2	253.5	97.23
Craftsmen	185.1	201.5	208.3	203.2	230.7	46.10	199.4	223.3	215.7	224.4	246.1	105.18
All payment-by-result workers	191.2	208.8	218.1	219.4	243.7	44.53	203.9	225.1	221.7	232.3	251.2	99.00
All general workers	201.9	218.8	228.5	237.5	263.0	45.49	227.9	244.8	251.2	271.3	290.6	102.45
All craftsmen	194.2	208.8	220.2	226.7	251.1	48.44	215.9	233.1	240.1	256.5	273.8	108.90
All workers covered	200.4	216.9	226.9	235.3	260.4	46.23	225.3	242.4	248.9	268.2	286.7	104.05
<b>ENGINEERING‡</b>												
Timeworkers												
Skilled	187.4		213.8		244.6	47.66	209.4		232.7		264.3	102.85
Semi-skilled	197.3		233.0		257.0	44.41	218.8		253.9		283.0	96.57
Labourers	190.8		223.2		257.3	36.02	211.6		241.0		275.7	75.36
All timeworkers	193.4		224.4		253.0	45.25	215.3		244.0		275.4	97.75
Payment-by-result workers												
Skilled	182.0		209.3		240.0	48.17	203.5		225.7		257.1	109.76
Semi-skilled	177.3		202.5		230.1	42.81	193.5		215.1		243.8	97.13
Labourers	178.4		208.4		246.4	36.64	199.0		227.8		270.2	79.83
All payment-by-result workers	179.7		206.1		235.9	45.21	198.8		220.8		251.6	102.67
All skilled workers	184.7		211.5		242.1	47.88	205.7		228.2		259.5	105.75
All semi-skilled workers	186.6		217.3		243.1	43.71	204.5		232.5		261.1	96.81
All labourers	188.0		219.8		254.7	36.15	208.8		238.0		274.6	76.32
All workers covered	186.5		215.3		244.4	45.23	206.8		232.0		262.9	99.78

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.

Note: The specified pay-week for the January 1974 enquiry occurred in the period when electricity supplies to industry were restricted as part of the measures taken at the time of the coal mining dispute. This may have affected the figures although it is uncertain by how much, and other factors could also have exerted an influence.

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

TABLE 130

JULY 31, 1972 = 100

All industries and services		BASIC WEEKLY RATES OF WAGES				NORMAL WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES			
		Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers
		Index numbers											
1972	Average of monthly index numbers	101.5	100.4	101.7	101.3	99.9	99.9	99.9	99.9	101.5	100.5	101.7	101.4
		114.9	115.7	117.2	115.2	99.8	99.4	99.5	99.6	115.2	116.5	117.8	115.6
1973	Average of monthly index numbers	136.4	144.4	143.0	137.9	99.6	99.1	99.3	99.5	136.9	145.8	144.1	138.7
1973	January	108.3	106.9	108.9	108.1	(40.1)	(40.4)	(40.3)	(40.2)	108.5	107.4	109.3	108.4
	February	108.6	108.4	109.8	108.6	99.8	99.6	99.6	99.8	108.8	108.9	110.2	108.9
	March	109.0	110.4	110.0	109.3	99.8	99.6	99.6	99.8	109.2	110.9	110.5	109.5
	April	111.5	113.6	113.4	111.9	99.8	99.3	99.4	99.6	111.8	114.4	114.1	112.3
	May	112.4	114.9	115.0	112.9	99.8	99.3	99.4	99.6	112.6	115.7	115.6	113.3
	June	115.0	115.5	118.0	115.3	99.8	99.3	99.4	99.6	115.3	116.3	118.7	115.7
	July	115.4	115.7	118.3	115.6	99.8	99.3	99.4	99.6	115.7	116.6	119.0	116.0
	August	119.1	118.9	121.8	119.3	99.8	99.3	99.4	99.6	115.7	119.4	119.8	119.7
	September	119.3	119.6	122.1	119.5	99.8	99.3	99.4	99.6	119.6	120.4	122.8	120.0
	October	119.7	119.7	122.3	119.8	99.7	99.2	99.4	99.6	120.0	120.7	123.1	120.3
	November	120.3	120.9	122.9	120.5	99.7	99.2	99.4	99.6	120.6	121.8	123.6	121.0
	December	120.9	123.7	123.5	121.4	99.7	99.2	99.4	99.6	121.2	124.7	124.3	122.0
1974	January	122.3	126.2	125.7	123.0	99.7	99.1	99.4	99.5	122.7	127.3	126.5	123.7
	February	122.7	129.8	126.8	124.0	99.6	99.1	99.3	99.5	123.2	131.0	127.7	124.7
	March	124.6	131.3	128.6	125.9	99.6	99.1	99.3	99.5	125.1	132.5	129.5	126.5
	April	126.2	132.6	129.5	127.3	99.6	99.1	99.3	99.5	126.6	133.8	130.4	128.0
	May	129.8	138.6	135.0	131.4	99.6	99.1	99.3	99.5	130.3	139.8	135.9	132.1
	June	134.8	141.8	141.1	136.2	99.6	99.1	99.3	99.5	135.3	143.1	142.1	136.9
	July	137.8	144.2	144.7	139.1	99.6	99.1	99.3	99.5	138.3	145.5	145.8	139.9
	August	143.6	149.0	150.8	144.8	99.6	99.1	99.3	99.5	144.2	150.4	151.9	145.6
	September	144.1	151.3	152.3	145.6	99.6	99.1	99.3	99.5	144.6	152.7	153.4	146.4
	October	145.9	155.2	155.6	147.9	99.6	99.1	99.3	99.5	146.5	156.6	156.7	148.7
	November	150.6	162.4	161.6	153.0	99.6	99.1	99.3	99.5	151.2	163.9	162.8	153.9
	December	153.8	170.9	164.9	157.0	99.6	99.1	99.3	99.5	154.4	172.5	166.1	157.9
1975	January	155.4	172.6	167.2	158.7	99.6	99.1	99.3	99.5	156.0	174.1	168.4	159.6
	February	157.4	173.7	170.6	160.6	99.6	99.1	99.3	99.5	158.0	175.3	171.8	161.5
	March	163.7	179.3	176.6	166.8	99.6	99.1	99.3	99.5	164.4	180.9	177.8	167.7
<b>Manufacturing industries</b>													
1972	Average of monthly index numbers	101.6	100.7	101.4	101.5	100.0	100.0	100.0	100.0	101.6	100.7	101.4	101.5
		114.3	115.8	115.5	114.6	100.0	100.0	100.0	100.0	114.3	115.8	115.5	114.6
1973	Average of monthly index numbers	132.8	141.4	137.5	134.3	100.0	100.0	100.0	100.0	132.8	141.3	137.5	134.3
1973	January	108.0	106.7	107.9	107.8	(39.9)	(40.0)	(40.0)	(40.0)	108.0	106.7	107.9	107.8
	February	108.1	107.9	108.4	108.1	100.0	100.0	100.0	100.0	108.1	107.9	108.4	108.1
	March	108.3	108.4	108.8	108.3	100.0	100.0	100.0	100.0	108.3	108.4	108.8	108.3
	April	110.0	112.0	111.7	110.4	100.0	100.0	100.0	100.0	110.0	112.0	111.7	110.4
	May	111.3	114.2	113.3	111.8	100.0	100.0	100.0	100.0	111.3	114.2	113.3	111.8
	June	112.4	115.1	114.2	112.9	100.0	100.0	100.0	100.0	112.4	115.1	114.2	112.9
	July	112.7	115.5	114.6	113.2	100.0	100.0	100.0	100.0	112.7	115.5	114.6	113.2
	August	119.6	120.9	120.6	119.9	100.0	100.0	100.0	100.0	119.6	120.9	120.6	

### WAGE RATES AND HOURS

#### Indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131 JULY 31, 1972 = 100

		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries*	All metals combined†	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
<b>Basic weekly rates of wages</b>										
1972	Average of monthly index numbers	100	100	100	96	104	97	95	100	100
1973		116	106	112	106	119	110	108	111	112
1974		149	143	136	124	137	136	136	129	133
1973	October	121	108	116	110	127	114	114	113	114
	November	121	108	116	110	127	114	114	113	117
	December	121	108	120	110	127	115	114	113	118
1974	January	135	108	121	111	127	117	121	113	118
	February	136	109	121	111	127	117	121	120	118
	March	136	141	121	111	127	117	121	124	121
	April	136	142	121	111	128	117	121	124	124
	May	144	146	128	115	129	134	128	129	129
	June	149	149	136	126	131	139	139	129	133
	July	152	151	138	133	132	143	143	129	135
	August	154	152	141	134	146	145	145	129	138
	September	154	152	142	134	146	146	145	131	139
	October	157	154	146	134	147	149	147	131	141
	November	164	158	152	136	148	155	152	131	149
	December	166	159	161	136	149	158	152	155	151
1975	January	176	159	168	141	149	158	158	155	151
	February	177	159	168	141	149	158	158	156	153
	March	177	201	168	141	164	159	158	167	154
<b>Normal weekly hours‡</b>										
1972	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1973		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1974		99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
1973	October	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)	(40.0)
	November	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	December	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
1974	January	99.5	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	February	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	March	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	April	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	May	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	June	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	July	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	August	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	September	99.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	October	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
	November	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
	December	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
1975	January	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
	February	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
	March	99.2	100.0	99.9	100.0	100.0	100.0	100.0	100.0	99.8
<b>Basic hourly rates of wages</b>										
1972	Average of monthly index numbers	100	100	100	96	104	97	95	100	100
1973		116	106	112	106	119	110	108	111	112
1974		150	143	136	124	137	136	136	129	133
1973	October	121	108	116	110	127	114	114	113	114
	November	121	108	116	110	127	114	114	113	118
	December	122	108	120	110	127	115	114	113	118
1974	January	136	108	121	111	127	117	121	113	118
	February	137	109	121	111	127	117	121	120	118
	March	137	141	121	111	127	117	121	124	121
	April	137	142	121	111	128	117	121	124	124
	May	145	146	128	115	129	134	128	129	130
	June	150	149	136	126	131	139	139	129	133
	July	153	151	138	133	132	143	143	129	135
	August	155	152	141	134	146	145	145	129	138
	September	155	152	142	134	146	146	145	131	140
	October	158	154	146	134	147	149	147	131	141
	November	166	158	152	136	148	155	152	131	149
	December	167	159	161	136	149	158	152	155	151
1975	January	178	159	168	141	149	158	158	155	151
	February	179	159	168	141	149	158	158	156	153
	March	179	201	168	141	164	159	158	167	154

\* Comprises Orders IV and V of 1968 Standard Industrial Classification.  
 † Comprises Orders VI-XII of the 1968 Standard Industrial Classification.

‡ Actual averages of normal weekly hours at the base date of the series (July 31, 1972) are shown in brackets.

### WAGE RATES AND HOURS

#### Indices of basic weekly and hourly rates of wages and normal weekly hours: industrial analysis: all manual workers: United Kingdom

TABLE 131 (continued) JULY 31, 1972 = 100

		Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	
<b>Basic weekly rates of wages</b>											
1972	Average of monthly index numbers	100	98	99	109	102	97	101	100	97	
1973		113	105	109	139	111	107	114	114	105	
1974		138	126	130	162	135	131	138	145	128	
	October	117	107	111	146	112	111	117	115	106	
	November	117	108	111	146	113	111	118	121	106	
	December	118	108	111	146	114	111	118	127	109	
	January	127	109	119	146	118	114	119	128	112	
	February	127	112	119	146	118	114	123	130	115	
	March	127	112	122	146	127	115	126	131	115	
	April	127	117	122	146	127	122	126	133	117	
	May	133	123	126	147	132	126	131	139	120	
	June	137	126	130	164	136	129	132	144	129	
	July	140	129	131	169	138	136	134	147	130	
	August	143	130	133	173	140	138	139	150	131	
	September	145	132	133	173	140	138	146	150	131	
	October	146	136	134	175	141	139	152	152	138	
	November	151	140	143	181	149	145	159	165	145	
	December	151	147	143	181	149	153	165	176	149	
1975	January	164	147	143	183	155	157	165	176	149	
	February	164	147	143	199	155	158	165	177	149	
	March	164	147	143	199	155	160	170	177	149	
<b>Normal weekly hours‡</b>											
1972	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7	
1973		100.0	100.0	100.0	100.0	100.0	98.7	100.0	97.9	100.0	98.5
1974		100.0	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2
1973	October	(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	
	November	100.0	100.0	100.0	100.0	97.4	100.0	97.8	100.0	98.1	
	December	100.0	100.0	100.0	100.0	97.4	100.0	97.8	100.0	98.1	
1974	January	100.0	100.0	100.0	100.0	97.4	100.0	97.8	100.0	97.5	
	February	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2	
	March	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2	
	April	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2	
	May	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2	
	June	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2	
	July	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
	August	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
	September	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
	October	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
	November	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
	December	100.0	100.0	100.0	99.9	97.4	100.0	97.7	100.0	97.2	
1975	January	100.0	100.0	100.0	99.8	97.4	100.0	97.7	100.0	97.2	
	February	100.0	100.0	100.0	99.8	97.4	100.0	97.7	100.0	97.2	
	March	100.0	100.0	100.0	99.8	97.4	100.0	97.7	100.0	97.2	
<b>Basic hourly rates of wages</b>											
1972	Average of monthly index numbers	100	98	99	109	102	97	101	100	97	
1973		113	105	109	139	111	107	114	114	106	
1974		138	126	130	162	138	131	141	145	132	
	October	117	107	111	146	115	111	120	115	108	
	November	117	108	111	146	116	111	121	121	108	
	December	118	108	111	146	117	111	121	127	112	
	January	127	109	119	146	121	114	122	128	115	
	February	127	112	119	146	121	114	126	130	119	
	March	127	112	122	146	130	115	129	131	119	
	April	127	117	122	146	130	122	129	133	121	
	May	133	123	126	147						

**RETAIL PRICES**  
**United Kingdom: general\* index of retail prices**

TABLE 132

Weights	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations	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 direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All						
<b>JANUARY 16, 1962 = 100</b>													
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		
<b>JANUARY 15, 1974 = 100</b>													
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	36.2‡	195.8‡	41.2‡	66.4‡	107.6‡	42.3	45.9‡	768	963.8‡		
1974 Monthly average	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8		
1974 January 15	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
February 19	101.7	100.9	97.6	101.6	101.4	104.8	103.4	99.3	100.7	102.0	101.9		
March 19	102.6	102.0	99.5	102.5	102.2	106.3	104.6	98.9	102.1	102.8	102.8		
April 23	106.1	103.2	102.1	103.4	108.1	110.8	109.6	92.2	102.5	107.0	106.3		
May 21	107.6	104.5	106.9	103.9	108.7	111.5	110.5	91.8	103.0	108.7	107.7		
June 18	108.7	105.9	111.1	104.7	109.5	113.1	111.6	91.8	104.0	109.6	108.6		
July 16	109.7	105.5	103.1	106.1	113.4	115.6	114.7	90.9	104.5	111.1	110.0		
August 20	109.8	106.1	99.1	107.8	115.2	118.9	117.4	91.4	105.6	111.1	110.3		
September 17	111.0	107.5	99.8	109.3	116.8	120.8	119.2	92.3	107.2	112.1	111.5		
October 15	113.2	110.4	104.6	111.8	119.7	124.7	122.6	93.8	108.9	114.2	113.7		
November 12	115.2	113.3	105.7	115.0	121.9	130.3	126.9	97.2	110.4	115.8	115.6		
December 10	116.9	114.4	106.5	116.3	123.9	133.4	129.5	96.4	111.1	117.7	117.4		
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		
February 18	121.9	121.3	108.9	124.2	131.7	150.8	143.0	98.8	114.2	122.1	122.5		
March 18	124.3	126.0	114.9	128.7	133.1	153.7	145.3	108.9	116.9	123.8	124.8		

\* See footnote on page 344.  
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of this Gazette.  
‡ Provisional.

**RETAIL PRICES**  
**general\* index of retail prices: United Kingdom**

TABLE 132 (continued)

Weights	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‡	<b>JANUARY 16, 1962 = 100</b>	
												1968	Weights
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	86	126	65	55	43		1970	
91	65	59	119	60	61	87	136	65	54	44		1971	
92	66	53	121	60	58	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	
<b>JANUARY 15, 1974 = 100</b>													
1974	100.7	100.3	100.0	103.3	101.3	100.4	102.0	100.5	100.6	101.9		1968	Weights
1963	106.1	102.3	100.0	108.4	106.0	100.1	103.5	100.5	101.9	104.0		1969	
1964	110.2	107.9	105.8	114.0	109.3	102.3	104.9	102.1	105.0	106.9		1970	
1965	116.2	117.1	118.0	120.5	114.5	104.8	107.0	106.7	109.0	112.7		1971	
1966	123.3	121.7	120.8	128.5	120.9	107.2	109.9	109.9	112.5	120.5		1972	
1967	126.8	125.3	120.8	134.5	124.3	109.0	111.7	112.2	113.7	126.4		1973	
1968	135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9‡	1968	
1969	140.1	136.2	135.5	147.0	137.8	116.3	117.7	123.9	132.3	142.5	135.0‡	1969	
1970	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5‡	1970	
1971	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0‡	1971	
1972	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3‡	1972	
1973	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0‡	1973	
1974	215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3‡	1974	
1963 January 15	105.9	100.9	100.0	105.5	106.5	99.8	103.2	99.6	101.0	102.4		1963	
1964 January 14	109.7	103.2	100.0	110.9	110.1	101.2	104.0	100.6	102.9	105.0		1964	
1965 January 12	114.9	110.9	109.5	116.1	114.8	104.0	106.0	103.9	109.0	108.3		1965	
1966 January 18	121.8	119.0	120.8	123.7	119.7	105.6	108.1	109.1	110.6	116.6		1966	
1967 January 17	126.8	125.4	120.7	131.3	124.9	108.8	111.4	110.9	113.8	124.7		1967	
1968 January 16	133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4‡	1968	
1969 January 14	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5‡	1969	
1970 January 20	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4‡	1970	
1971 January 19	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1‡	1971	
1972 January 18	179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9‡	1972	
1973 January 16	190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2‡	1973	
1974 January 15	198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5‡	1974	
<b>JANUARY 15, 1974 = 100</b>													
1974	80	70	43	124	52	64	91	135	63	54	51	1974	Weights
1975	77	82	46	108	53	70	89	149	71	52	48	1975	Weights
1974 Monthly average	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	Monthly average 1974	
1974 January 15	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1974	
February 19	100.4	101.2	100.9	101.4	102.6	100.6	102.6	104.3	102.0	100.6	101.0	1974	
March 19	101.1	102.6	101.4	101.7	103.2	101.3	104.2	104.7	103.3	101.3	102.2	1974	
April 23	101.8	109.5	114.6	107.2	103.2	105.1	106.7	108.6	106.6	102.5	104.8	1974	
May 21	104.0	110.5	121.6	107.6	106.2	105.9	108.3	110.2	108.0	104.7	106.1	1974	
June 18	106.5	110.7	121.6	108.1	109.6	106.6	109.0	110.9	109.6	105.7	107.5	1974	
July 16	110.5	111.7	121.6	108.2	113.6	109.2	109.7	112.2	112.4	108.0	109.1	1974	
August 20	112.7	110.7	120.3	105.1	115.7	109.5	110.9	112.7	113.3	109.3	110.4	1974	
September 17	113.6	111.6	121.6	105.8	115.8	110.5	112.9	113.5	115.4	110.3	111.7	1974	
October 15	114.0	115.4	121.6	107.1	116.0	113.7	115.1	115.0	120.1	111.7	113.8	1974	
November 12	112.2	116.0	121.6	108.6	120.4	115.3	116.3	115.0	121.6	113.2	115.3	1974	
December 10	118.8	116.3	123.8	109.0	122.4	116.9	117.2	123.3	122.4	113.7	116.5	1974	
1975 January 14	119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	1975	
February 18	123.1	119.5	124.0	111.1	127.8	119.8	121.0	132.6	127.9	116.7	120.5	1975	
March 18	128.3	120.7	125.5	111.8	130.0	121.3	122.5	134.5	130.2	121.0	122.1	1975	

‡ The Cost of Living Advisory Committee (now renamed the Retail Prices Index Advisory Committee) recommended in 1962 that until a satisfactory index series based on actual prices became available half the expenditure on meals out should continue to be allocated to the food group and the other half spread proportionately over all groups, including the food group. The index for meals out for January 16, 1968 implicit in this recommendation was 121.4. Since January 1968 an index series based on actual prices has been available and indices in this series have been linked with the implicit index for meals out for January 16, 1968 to obtain indices for meals out with January 16, 1962 taken as 100.



### 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	120.2	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

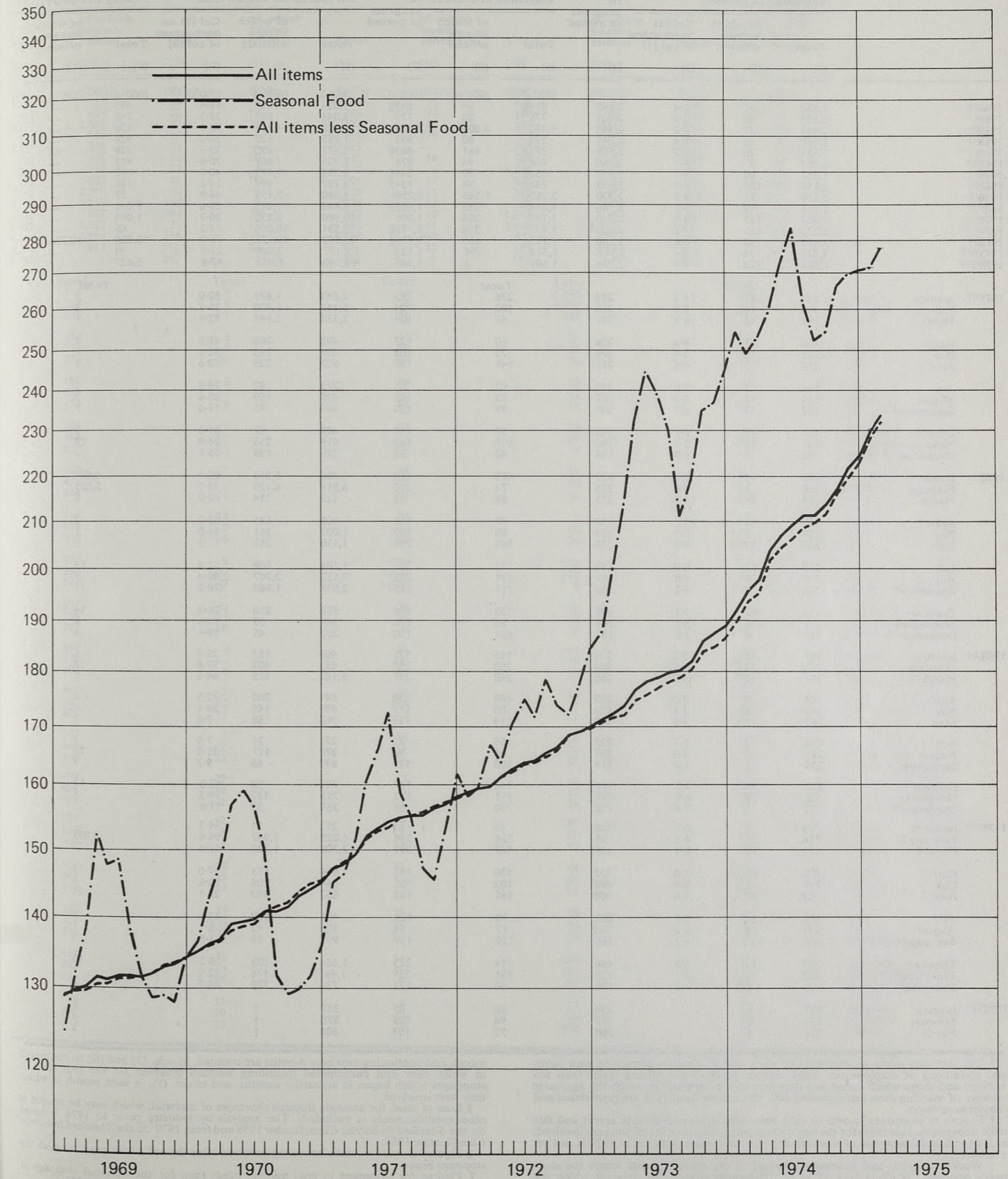
TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

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											
1962	101.3	101.5	100.3	100.0	101.2	99.6	102.1	102.2	100.9	101.5	102.1
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
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1962	101.3	101.6	100.3	100.0	101.2	100.0	102.3	101.6	100.8	101.2	102.1
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	112.7	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
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16 1962 = 100											
1962	101.4	102.3	100.3	100.0	101.3	100.4	102.0	100.5	100.6	101.9	102.0
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	139.5	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	155.0	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

### Index of retail prices

January 1962 = 100

Log Scale





## 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)

		1966	1967	1968	1969	1970	1971	1972	1973†	1974†
<b>1</b>	<b>WHOLE ECONOMY</b>									
	<b>Output, employment and output per person employed</b>									
1a	Gross domestic product‡	91.1	92.7	96.6	98.4	100.0	101.4	104.5	109.8	108.8
1b	Employed labour force*	102.6	101.2	100.7	100.6	100.0	98.0	98.7	(100.7)	
1c	GDP per person employed*	88.8	91.6	95.9	97.8	100.0	103.5	105.9	(109.0)	
	<b>Costs per unit of output</b>									
1d	Total domestic incomes	84.2	86.5	89.5	92.8	100.0	110.4	121.1	132.0	150.4
1e	Wages and salaries	83.8	85.1	87.1	91.3	100.0	109.6	119.6	129.1	153.3
1f	Labour costs	82.0	84.0	86.3	98.0	100.0	109.0	118.6	127.7	152.5
<b>2</b>	<b>INDEX OF PRODUCTION INDUSTRIES</b>									
	<b>Output, employment and output per person employed</b>									
2a	Output	90.6	91.7	97.1	99.7	100.0	100.4	102.4	109.9	106.4
2b	Employment	105.6	102.8	101.5	101.5	100.0	96.9	94.6	(95.7)	(95.3)
2c	Output per person employed	85.8	89.2	95.7	98.2	100.0	103.6	108.2	(114.8)	(111.6)
	<b>Costs per unit of output</b>									
2d	Wages and salaries	85.9	85.7	85.5	90.3	100.0	107.3	117.4	125.8	
2e	Labour costs	85.5	84.8	84.7	89.7	100.0	107.5	117.7	126.0	
<b>3</b>	<b>MANUFACTURING INDUSTRIES</b>									
	<b>Output, employment and output per person employed</b>									
3a	Output	89.2	89.8	95.7	99.4	100.0	99.6	102.0	110.5	107.9
3b	Employment	102.6	99.8	99.0	100.3	100.0	96.8	93.7	(94.2)	(94.2)
3c	Output per person employed	86.9	90.0	96.7	99.1	100.0	102.9	108.9	(117.3)	(114.5)
	<b>Costs per unit of output</b>									
3d	Wages and salaries	82.9	82.9	83.3	88.5	100.0	108.7	117.7	124.2	
3e	Labour costs	83.5	82.2	82.5	88.0	100.0	109.2	118.5	125.4	
<b>4</b>	<b>MINING AND QUARRYING</b>									
	<b>Output, employment and output per person employed</b>									
4a	Output	115.3	114.5	111.4	104.9	100.0	99.7	84.0	93.6	83.8
4b	Employment	139.3	132.1	117.5	104.5	100.0	96.8	92.8	(88.4)	(85.5)
4c	Output per person employed	82.8	86.7	94.8	98.6	100.0	103.0	90.5	(105.9)	(98.0)
	<b>Costs per unit of output</b>									
4d	Wages and salaries	91.8	92.3	89.1	92.0	100.0	101.3	138.2	133.5	
4e	Labour costs	90.9	91.5	89.1	92.0	100.0	101.0	143.5	138.2	
<b>5</b>	<b>METAL MANUFACTURE</b>									
	<b>Output, employment and output per person employed</b>									
5a	Output	97.7	92.0	97.9	100.3	100.0	90.8	90.8	99.5	91.5
5b	Employment	105.8	100.7	98.7	99.3	100.0	94.4	87.4	(87.5)	(87.1)
5c	Output per person employed	92.3	91.4	99.2	101.0	100.0	96.2	103.9	(113.7)	(105.1)
	<b>Costs per unit of output</b>									
5d	Wages and salaries	76.1	78.1	76.8	84.2	100.0	111.8	120.8	125.4	
5e	Labour costs	76.3	77.3	76.0	83.9	100.0	112.3	121.3	125.9	
<b>6</b>	<b>MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING</b>									
	<b>Output, employment and output per person employed</b>									
6a	Output	84.7	87.5	91.2	96.7	100.0	101.1	100.5	111.5	110.2
6b	Employment	100.1	98.9	97.6	99.1	100.0	96.7	92.1	(92.4)	(93.0)
6c	Output per person employed	84.6	88.5	93.4	97.6	100.0	104.6	109.1	(120.7)	(118.5)
	<b>Costs per unit of output</b>									
6d	Wages and salaries	85.3	84.1	85.6	89.7	100.0	106.6	114.6	118.7	
6e	Labour costs	85.3	83.2	84.6	89.2	100.0	107.0	115.3	119.6	
<b>7</b>	<b>VEHICLES</b>									
	<b>Output, employment and output per person employed</b>									
7a	Output	96.3	94.5	100.5	105.9	100.0	98.5	101.6	101.6	95.1
7b	Employment	101.4	97.8	97.0	99.3	100.0	97.4	93.9	(94.9)	(93.6)
7c	Output per person employed	95.0	96.6	103.6	106.6	100.0	101.1	108.2	(107.1)	(101.6)
	<b>Costs per unit of output</b>									
7d	Wages and salaries	77.1	78.1	80.3	84.1	100.0	110.3	123.2	142.5	
7e	Labour costs	77.4	77.6	79.6	83.7	100.0	110.5	123.9	143.3	
<b>8</b>	<b>TEXTILES</b>									
	<b>Output, employment and output per person employed</b>									
8a	Output	85.9	84.1	97.1	100.2	100.0	100.7	103.0	108.6	100.0
8b	Employment	112.5	104.8	103.0	104.6	100.0	92.6	88.6	(87.7)	(84.5)
8c	Output per person employed	76.4	80.2	94.3	95.8	100.0	108.7	116.3	(123.8)	(118.3)
	<b>Costs per unit of output</b>									
8d	Wages and salaries	93.7	93.3	87.3	93.8	100.0	104.7	111.1	113.4	
8e	Labour costs	93.6	91.2	86.3	93.1	100.0	104.9	111.9	115.0	
<b>9</b>	<b>GAS, ELECTRICITY AND WATER</b>									
	<b>Output, employment and output per person employed</b>									
9a	Output	83.0	86.0	91.6	96.2	100.0	103.9	111.2	117.8	117.5
9b	Employment	111.2	111.4	108.1	103.9	100.0	96.1	91.1	(88.1)	(86.9)
9c	Output per person employed	74.6	77.2	84.7	92.6	100.0	108.1	122.1	(133.7)	(135.2)
	<b>Costs per unit of output</b>									
9d	Wages and salaries	98.3	97.0	93.5	94.1	100.0	108.2	113.0	115.5	
9e	Labour costs	97.4	96.7	93.3	94.0	100.0	108.8	113.3	116.4	

\* 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 326 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 indications 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

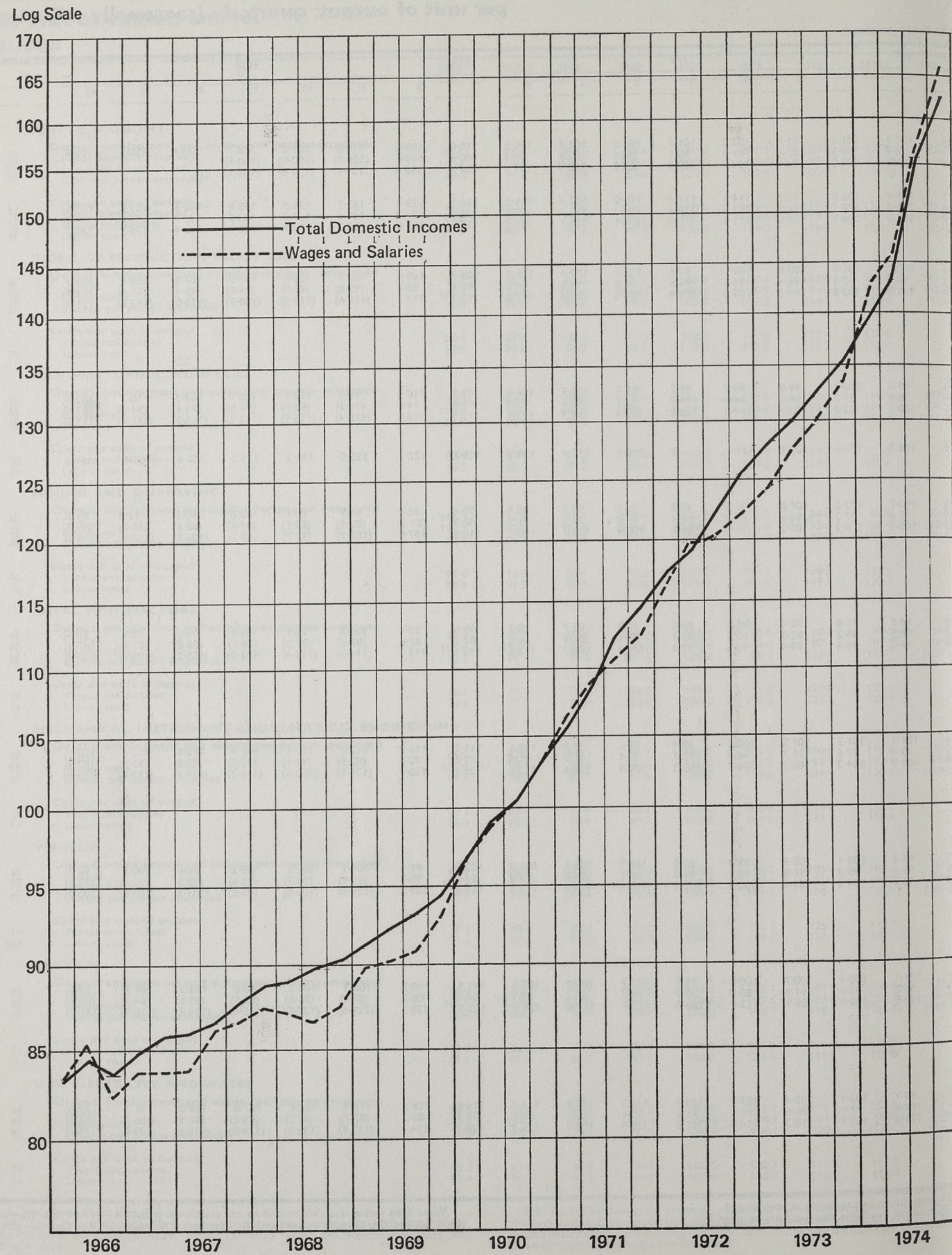
### Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued)

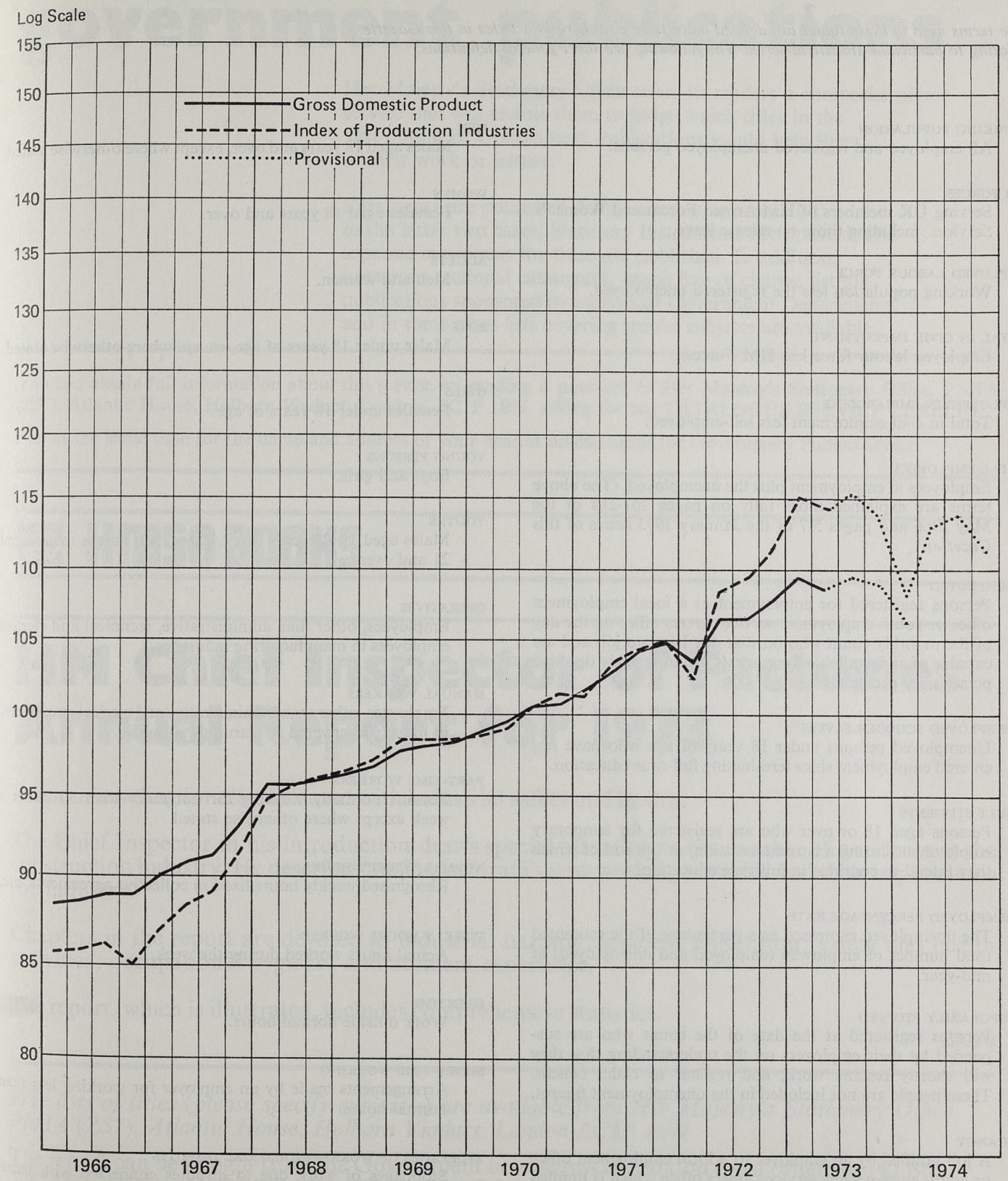
(1970 = 100)

1970	1971				1972				1973				1974				
	1	2	3	4	1	2	3	4	1	2	3†	4†	1†	2†	3†	4†	
100.6	100.2	101.3	101.9	102.2	101.3	104.5	105.2	106.8	110.0	109.2	110.3	109.8	106.7	109.4	110.5	108.8	1a
99.7	98.5	98.3	97.6	97.6	98.1	98.4	98.9	99.4	100.4	100.6	(100.8)	(100.9)	(100.5)				1b
100.9	101.7	103.0	104.4	104.7	103.3	106.2	106.4	107.4	109.6	108.5	(109.4)	(108.8)	(106.2)				1c
103.6	105.8	108.8	112.3	114.5	117.4	119.0	122.3	125.5	128.1	129.8	133.7	136.3	138.9	143.5	155.8	162.4	1d
103.3	106.6	108.7	110.9	112.3	116.6	119.3	120.0	122.2	123.0	127.7	131.4	134.0	143.5	146.4	156.0	166.3	1e
103.4	105.9	108.7	109.8	111.5	115.8	118.1	119.1	121.3	122.4	125.8	129.7	132.9	143.0	145.4	155.3	165.7	1f
100.6	100.0	101.0	100.5	100.1	97.3	102.8	103.6	105.8	109.9	109.6	110.7	109.5	103.5	107.8	108.6	105.4	2a
99.2	98.7	97.3	96.4	95.3	94.6	94.5	93.6	93.4	93.8	95.4	(95.8)	(95.8)	(95.6)	(95.4)	(95.4)	(94.8)	2b
101.4	101.3	103.8	104.3	105.0	102.9	108.8	109.6	111.6	115.2	114.5	(115.6)	(114.3)	(108.3)	(113.0)	(113.8)	(111.2)	2c
100.9	99.4	100.2	99.8	98.9	97.7	101.6	102.9	106.0	109.9	110.0	111.5	110.5	105.7	109.3	110.2	106.2	3a
99.4	98.9	97.3	96.2	94.9	94.0	93.7	93.6	93.4	93.8	94.1	(94.2)	(94.2)	(94.3)	(94.4)	(93.8)		3b
101.5	100.5	103.0	103.7	104.2	103.9	108.4	109.9	113.5	117.2	116.9	(118.4)	(116.9)	(112.2)	(115.9)	(116.7)	(113.2)	3c
103.9	106.7	107.2	109.3	111.6	†	116.9	119.4	120.2	118.3	122.2	125.0	131.2	134.3	140.4	151.6	167.3	3d
93.5	102.7	103.2	101.6	91.2	45.5	96.1	95.5	98.9	99.6	96.2	94.7	84.1	58.0	90.5	93.0	93.7	4a
97.9	97.6	97.2	96.6	95.8	94.4	93.0	92.1	91.5	90.3	(89.2)	(87.9)	(86.1)	(84.9)	(85.3)	(85.7)	(85.9)	4b
95.5	105.2	106.2	105.2	95.2	48.2	103.3	103.7	108.1	110.3	107.8	(107.7)	(97.7)	(68.3)	(106.1)	(108.5)	(109.1)	4c
98.8	94.8	91.8	92.4	86.6	80.6	91.2	92.7	98.5	99.8	99.1	100.0	98.9	89.3	91.3	95.6	90.1	5a
99.4	98.5	95.2	93.0	90.7	88.4	87.4	86.9	86.8	87.5	87.6	(87.6)	(87.2)	(86.7)	(86.8)	(87.4)	(87.6)	5b
99.4	96.2	96.4	99.4	95.5	91.2	104.3	106.7	113.5	114.1	113.1	(114.2)	(113.4)	(103.0)	(105.2)	(109.4)	(102.9)	5c
100.6	101.2	101.7	101.2	100.3	99.4	99.6	99.8	103.1	111.2	110.6	112.0	112.3	107.6	110.1	112.3	110.9	6a
99.8	99.4	97.6	95.7	94.0	92.7	92.1	91.9	91.6	91.8	92.2							

Costs per unit of output (1970=100): Seasonally adjusted.



Output per person employed (1970=100): Seasonally adjusted.



## 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.

<b>WORKING POPULATION</b> All employed and registered unemployed persons.	<b>MEN</b> Males aged 18 years and over, except where otherwise stated.
<b>HM FORCES</b> Serving UK members of HM Armed Forces and Women's Services, including those on release leave.	<b>WOMEN</b> Females aged 18 years and over.
<b>EMPLOYED LABOUR FORCE</b> Working population less the registered unemployed.	<b>ADULTS</b> Men and women.
<b>TOTAL IN CIVIL EMPLOYMENT</b> Employed labour force less HM Forces.	<b>BOYS</b> Males under 18 years of age, except where otherwise stated.
<b>EMPLOYEES IN EMPLOYMENT</b> Total in civil employment less self-employed.	<b>GIRLS</b> Females under 18 years of age.
<b>TOTAL EMPLOYEES</b> 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).	<b>YOUNG PERSONS</b> Boys and girls.
<b>UNEMPLOYED</b> Persons registered for employment at a local employment office or youth employment service careers 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 are excluded).	<b>YOUTHS</b> Males aged 18-20 years (used where men means males aged 21 and over).
<b>UNEMPLOYED SCHOOL-LEAVERS</b> Unemployed persons under 18 years of age who have not entered employment since terminating full-time education.	<b>OPERATIVES</b> Employees, other than administrative, technical and clerical employees in manufacturing industries.
<b>ADULT STUDENTS</b> 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.	<b>MANUAL WORKERS</b> Employees, other than administrative and clerical employees, in industries covered by earnings enquiries.
<b>UNEMPLOYED PERCENTAGE RATE</b> The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year.	<b>PART-TIME WORKERS</b> Persons normally working for not more than 30 hours a week except where otherwise stated.
<b>TEMPORARILY STOPPED</b> 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.	<b>NORMAL WEEKLY HOURS</b> Recognised weekly hours fixed in collective agreements, etc.
<b>VACANCY</b> A job notified by an employer to a local employment office or youth employment service careers office which is unfilled at the date of the monthly count.	<b>WEEKLY HOURS WORKED</b> Actual hours worked during the week.
<b>SEASONALLY ADJUSTED</b> Adjusted for normal seasonal variations.	<b>OVERTIME</b> Work outside normal hours.
	<b>SHORT-TIME WORKING</b> Arrangements made by an employer for working less than normal hours.
	<b>STOPPAGES OF WORK—INDUSTRIAL DISPUTES</b> 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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