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Unregistered unemployed

Equal pay experience in 25 firms

**Equal pay and sex discrimination —
the first six months**

**New estimates of employment —
employers and the self-employed
1961-74**

International strike comparisons

Annual subscription, inclusive of postage, £13.02

DEPARTMENT OF EMPLOYMENT GAZETTE

December 1976 (pages 1329-1416)

Contents

SPECIAL FEATURES

- PAGE 1331 Unregistered unemployed in Great Britain
 1337 Equal Pay experience in 25 firms
 1341 Equal Pay and Sex Discrimination—the first six months
 1344 New estimates of employment on a continuous basis—employers and the self-employed 1961-74
 1350 Resettlement trials in the employment service
 1353 International strike comparisons
 1355 Women and young people—exemption orders, October

QUESTIONS IN PARLIAMENT

- 1356 Job creation schemes—Counter-inflation policy—Maintenance of jobs—Comparison with EEC—Health and safety—Ionising radiation—Factory Inspectorate—Protection of workers—Removal expenses—Building contracts—Work permits—New Year's Day 1978—Race relations—Discrimination—Severely handicapped people—Mine fatalities—Training—Job release scheme—Self-employed—Industrial tribunals

NEWS AND NOTES

- 1362 Sharp upturn in pit casualties—Safety in shipbuilding—Extra £120 million to save jobs—First aid provisions—Dock Work Act—Trade union certification—Pay inquiries—"Ingenious" work project—Preparing the young for work—Ban on statistical work—Occupational health services study—Rubber industry hazards—Disabled people—Training boards

MONTHLY STATISTICS

- 1366 Summary
 1367 Earnings, wage rates and hours
 1369 Retail Prices
 1370 Stoppages

STATISTICAL SERIES

- 1371 General description

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Guide to some major articles 1975-1976

1975		1976 (continued)	
October	Page	June	Page
The Retail Prices Index explained	971	Use of manpower in British manufacturing industry	571
Unemployment problems in West Germany	979	Private employment services: new controls	577
The changing structure of the labour force	982	Employment laws apply offshore	579
Careers and training for "technologists" in chemical industries	986	Household spending in 1975	582
Labour costs in Great Britain, 1973—"manual" and "non-manual" workers	1013	West German employment trends	585
Continuous employment estimates, United Kingdom	1030	Unfair dismissal applications, 1975	590
		Labour costs: distribution, banking and other finance, 1974	596
		Unemployment—occupational analyses	609
November		July	
Apprentice training trends	1115	✓ Attack on inflation—2nd year, White Paper	699
Membership of trade unions, 1974	1118	Questions and answers on the pay guide-lines	705
Employment rehabilitation	1120	Elephant Jobs	707
New Earnings Survey 1975—key results	1123	✓ International unemployment statistics	710
Quarterly employment estimates	1153	✓ Surveying the local labour market	716
Unemployment—occupational analyses	1160	Manpower planning literature	722
		Census of employment, GB, June, 1975	727
December		Occupations in engineering etc, May, 1975	736
Equal rights for women	1243		
✓ The Employment Protection Act	1245	August	
Employers, recruitment and the employment service	1251	New employment schemes for young people	827
Labour force projections, 1976-1991	1258	World employment and ILO conferences, 1976	830
The mobility of labour	1264	Earnings and hours in certain industries, April, 1976	832
Young people entering employment, 1974	1269	Census of employment, June 1975: regions	834
Non-manual earnings, Oct. 1973 and Oct. 1974	1274	Continuous employment estimates, 1965-1975	839
International strike comparisons	1276	Unemployment—occupational analyses	851
		September	
1976		Pattern of household spending, 1975	955
January		Teachers' pay — men's and women's earnings	963
Manpower in London's public services	3	Industrial democracy in Western Europe	969
Manpower planning in action	6	Unemployment and vacancy flows	976
How to start manpower planning	9	Quarterly employment estimates, Sept. 1974-March, 1976	988
Retraining redundant steel workers	13	Census of employment, UK, June, 1975	998
Industrial disputes—stoppages, 1975	26		
Wage rates and hours of work, 1975	31	October	
		Flow of new graduates into industry	1075
February		Manpower planning in a construction firm	1079
Incidence of industrial stoppages in the United Kingdom	115	Agency's performance in the manpower market	1083
Duration of unemployment and age of unemployed	129	Changed relationship between unemployment and vacancies	1093
Earnings and hours of manual workers in October 1975	131	New Earnings Survey 1976 — key results	1100
Unemployment—occupational analyses	142	Earnings of manual workers in engineering, shipbuilding and chemical industries	1131
		November	
March		Distribution and concentration of industrial stoppages in G.B.	1219
80 years of ministering to industrial relations	235	Disabled people—public sector quota figures	1225
Qualified manpower in employment	242	Employment rehabilitation 1975-1976	1228
Retail prices in 1975	246	Planning for manpower demand	1231
Racial disadvantage — a PEP report	252	Unemployment — occupational analyses	1235
The "self-management" system in Yugoslavia	254		
Questions in Parliament	261	December	
		Unregistered unemployed in G.B.	1331
April		Equal pay experience in 25 firms	1337
The demoralising experience of prolonged unemployment	339	Equal pay and sex discrimination — the first six months	1341
Monthly index of average earnings: extension	350	Employers and the self-employed — estimates	1344
Unfair dismissal cases, 1975	354	International strike comparisons	1353
Dealing with unemployment in Belgium	356		
New graduates in 1976	359		
Incomes policy and direct taxes	373		
		May	
Pay policy: Mr Healey's statement to the House	451	Pay policy: Mr Healey's statement to the House	451
Trade unions' independence—criteria for certification	453	Trade unions' independence—criteria for certification	453
Young people leaving school	455	Young people leaving school	455
Work patterns in retailing	461	Work patterns in retailing	461
Temporary Employment Subsidy	464	Temporary Employment Subsidy	464
Stoppages of work due to industrial disputes in 1975	469	Stoppages of work due to industrial disputes in 1975	469
Ministerial changes at the Department of Employment	502	Ministerial changes at the Department of Employment	502

The unregistered unemployed in Great Britain

MOST DISCUSSION of the unemployment situation is in terms of the official figures released each month. These figures are counts of the numbers of unemployed persons who are registered at local offices of the Employment Service Agency (ESA) or careers offices of local education authorities. In addition, however, there are those unemployed who are seeking work but do not register at one of these offices. This article discusses this group of people described as the "unregistered unemployed", their numbers and some of their characteristics.

Numbers of unregistered unemployed have previously been estimated in *British Labour Statistics, Historical Abstract 1886-1968* (Annex A, p. 412), the White Paper on Unemployment Statistics (Cmd 5157) published in November 1972, "Statistics of Unemployment in the United Kingdom" (*Gazette*, May 1974), and "The Unemployment statistics and their interpretation" (*Gazette*, March 1975). This article goes into more detail and includes later information.

In Great Britain, during the period 1971-3, the number of unregistered unemployed was estimated at 70-100,000 men and 160-200,000 or more women.

Most of the women were married, not eligible for unemployment benefit, and thus had no financial incentive to register. Furthermore, many of them may have been seeking jobs of a special kind, for example in certain locations with special hours which they believed might not have been available at ESA offices. There were also a significant number of men who did not register, and it is likely that many of these were between jobs and either did not bother to claim for a short period or were not eligible for benefit because they left their previous job voluntarily (disqualifying them from receiving benefit for six weeks). Many of the "unregistered unemployed" advertised, replied to advertisements or made direct approaches to employers.

By definition, the unregistered unemployed are not recorded in administrative records. They can only be identified from surveys of the population. The most comprehensive survey is the Census of Population which takes place in the first year of each decade and covers the whole population. However, there was a 10 per cent "sample census" held in 1966. Data from this and the 1971 census are discussed in this article. A more frequent source of information is the General Household Survey (GHS). This is a continuous survey covering about 12,000 private households each year in Great Britain. In contrast to the censuses, which are held at a particular date during the year, the results of this survey present an average picture for the year. Full GHS results are available for 1971-3.

This article first discusses the definition of the unregistered unemployed and, using this definition, describes estimates derived from the two censuses and the GHS. Finally, it discusses some of the characteristics of the unregistered unemployed.

Definition of unemployed

For those unemployed people who register at Employment Service Agency (ESA) offices, it is relatively straightforward to devise a set of rules to determine those who should be included in the official monthly count. However, in a survey, whether or not someone is classified as unemployed (as opposed to economically inactive) depends to a large extent on answers given by him or her. Thus, while the registration figures give an objective measure of unemployment, surveys are based on subjective information, which may to some degree affect the consistency and quality of the results.

Survey questions refer to a reference period, usually the week preceding the survey. Respondents may be classified as unemployed if, during the reference period, they have not worked and are

- actively seeking work
- waiting to start a job, already obtained
- prevented from seeking work because of temporary sickness, holiday etc.

Those who are not at work during the reference period but have a job to return to are treated as employed irrespective of whether or not they are being paid by their employer.

Ideally, each of the above categories ought to be based on specific and precise criteria, but they are not clear-cut concepts; and it may be noted that in different countries, statistical practices vary in respect of some of them. For example, some of those who describe themselves as seeking work and are counted as such in the surveys limit themselves to registration or, say, to looking for job vacancies in newspapers; not all countries regard these as "active" steps.

Secondly, "waiting to take up a job" should be counted as unemployed only if they are currently available for work. For example, a student about to leave full-time education may have a job starting in a few weeks time but in the meantime intends to take a holiday. Such a person is not part of the economically active population until the job has been taken up. However, in the survey information to be discussed, the current availability of those "waiting to take up a job" was not ascertained and so all those who described themselves as in this category were counted as unemployed.

Finally, in respect of those "prevented from seeking work because of temporary sickness", the definition of temporary

sickness is left to the interviewee; in the GHS, if a respondent queries this term, the definition used is an illness lasting 28 days or less. Anyone registered as unemployed is taken off the ESA register after three days of sickness, being regarded as not available for work. Since the registration figures in general exclude people who are sick this category has been excluded for purposes of this article from the estimates of unemployed made from the surveys.

In general, therefore, the identification of the unemployed from survey information has been made in this article so that the coverage is as close as possible to the official registration figures.

In comparing the data from surveys, with the registration figures, the latter have to be slightly modified. These modifications are described below:

- To be counted as unemployed in a survey, one must be out of work for the whole of the reference week whereas, in the official registration count, one need be out of work only on the day of the count. Hence, an adjustment—a deduction—has to be made from the official figures for them to be on the same basis as surveys (see Annex 1 for further information).
- Registered people seeking part-time work are not counted in the monthly official unemployment figures, unless they are claiming unemployment benefit. In surveys the distinction between seeking full-time work and part-time work is not always made. Hence for comparison with the surveys, an addition has to be made to the official figures to include those seeking part-time work; the numbers to be added are small—about 1,000 males and 8,000 females.
- The official registration figures include “occupational pensioners”, many of whom would classify themselves in a survey as retired rather than unemployed. Hence, they need to be excluded from the official figures for comparison purposes. This is not possible regularly since they are not separately identified in the official figures, but occasional estimates are available.
- Since March 1976, students in full-time education who are registered for vacation work have been excluded from the official figures. In the censuses, students in full-time education were omitted from the main analyses of economic activity whereas, in the GHS, being classified as employed or unemployed took precedence over being classified as a full-time student. While students are therefore to be omitted from past official figures when comparing with the censuses, this is not so when comparing with the GHS.

The definition of unemployment underlying the estimates of unregistered unemployed in this article is not quite the same as the ILO definition adopted at the Eighth International Conference of Labour Statisticians in Geneva in 1954. A comparison of the two definitions for various categories is given in Annex 2.

Estimates from censuses of population—1966 census

The “sample census” of April 1966 obtained information from a nominal 10 per cent of the population in Great Britain.* The various population estimates were obtained by multiplying the sample estimates by 10.

The census questionnaire included questions on whether or not individuals were employed, unemployed or “economically inactive” in the reference week and also on a particular day during the reference week. This day coincided with that for the official monthly registered count. There was also a question on registration in the census. (The questions are reproduced in Annex 3.)

By comparing the census figures for those registered as unemployed on the day with those unemployed for the week, it is possible to estimate what adjustment should be applied to the official registered count to convert the latter to a “weekly” basis. Only a small adjustment is required to the registered count to make it comparable with the 1966 census results for this and other points—a deduction of 6,000 males and an addition of 4,000 females. This is discussed in more detail in Annex 1.

The census figures for the week and the adjusted official count are:

	Thousands	
Census (reference week), beginning 18 April, 1966	Males	Females
Registered	192	63
Unregistered	95	122
Adjusted official count, 18 April 1966	228	67

Comparing the census figures for registered unemployed with the adjusted official count there is a shortfall in the census estimate of about 36,000 males and 4,000 females. Apart from under-enumeration and sampling errors (of 2–3,000 at the most) in the census, some small part of the explanation for this shortfall may arise from the treatment of temporarily sick people. Some 20,000 males and 8,000 females described themselves in the census as registered but unable to seek work because of temporary sickness. Accordingly, they are not treated as unemployed in using the census results. However, some of these may have been counted as unemployed at the monthly count in error or because their spell of sickness had not been sufficiently long to exclude them from the count. (Normally spells of sickness of three days or less would not lead to an unemployed person's removal from the register).

The most likely explanation for the shortfall, particularly for males, is the inclusion of occupational pensioners in the official count figures. Probably most of these would have classified themselves as retired in the census (although it is not possible to assess what proportion would do so).

Having broadly accounted for the differences between the census registration figures and the official count of unemployed, it seems reasonable to assume that the census unregistered figures do not require any adjustment to allow for possible deficiencies in coverage. The estimates of unregistered unemployed from the 1966 census are thus approximately 90,000 males and 120,000 females.

1971 census

The 1971 census was a complete count of individuals in all households and institutions in the United Kingdom. The figures discussed in this article are those for Great

* It was discovered afterwards that there had been an under-enumeration of approximately 1½ per cent. No allowance has been made for this since the effect on particular characteristics is not known.

Britain only. They are from the analysis of the 10 per cent sample from the census. The questions asked were similar to those asked in 1966 except that there was no question on registration and only a reference week was used. These questions are reproduced in Annex 4.

Since there was no question on registration, the number of unregistered unemployed can only be obtained by subtracting an estimate of the registered unemployed from the total unemployed. This estimate is obtained by taking the average of the two official counts on either side of the census date (April 25, 1971) and suitably adjusting for comparison with the census (see Annex 1).

The census category “out of employment (other than sick)” includes prisoners who had been in detention for less than six months; these need to be excluded for comparison with the official count figures. For end-March 1971, the numbers are estimated to be 25,000 males; the female numbers are negligible. After allowance for this, the census results and the adjusted official registered count (see Annex 1) are:

	Thousands	
	Males	Females
Census unemployed (registered and unregistered)	642	344
Adjusted official count	598	115
Difference	44	229

The difference between the census unemployed and the adjusted official count yields an estimate of the unregistered unemployed. However, the official count includes, particularly for males, a number of occupational pensioners who would have classified themselves as retired in the census; in the light of the GHS results for 1972–3 (see Annex 4) an estimate of about 40,000 for this group seems reasonable. After making allowance for the occupational pensioners, the numbers of unregistered unemployed estimated from the 1971 census are approximately 80,000 males and 230,000 females.

Estimates from the General Household Surveys 1971–3

The GHS is a continuous survey, launched in 1971, covering about 12,000 households each year. Compared with the censuses, the GHS is very small and sampling errors are by no means negligible. Further, it does not cover the institutional population (for example those in schools, hospitals, hotels, etc). The figures presented here are grossed up to the estimated mid-year total population and biases will therefore be introduced if the unemployment characteristics of the institutional population are different from those of the household population; however only about 1½ per cent of the economically active population were recorded in institutions. Finally, there may be differences in the accuracy with which respondents answer questions in interview surveys and in self-completed census forms.

The 1971 survey was not as detailed as that for 1972 and 1973; the results for the later years are discussed first. As in censuses, the questions determined the economic activity of everyone in a reference week and, for all those out of work, except the temporarily sick, whether they were registered or not. The questions are given in Annex 3.

There are two methods of obtaining from the GHS sample data grossed up estimates of the unregistered unemployed:

- (A) A grossing factor for each year, for males and females separately, is obtained by comparing the appropriate sample number with the mid-year population estimate. These factors are then applied to the sample numbers for the relevant characteristics (see Annex 4). This method provides an independent estimate of the registered unemployed for comparison with the official figures.
- (B) The ratio of unregistered to registered unemployed from the sample data is applied to the appropriate (adjusted) official count.

The GHS results for 1972–73 using both methods are shown in the following table. Since these are annual figures, the appropriate official count is the annual average. This average has also been suitably adjusted for comparison with the GHS (see Annex 1).

	Thousands			
	1972		1973	
	Males	Females	Males	Females
Official count of registered unemployed adjusted for comparison with GHS	694	141	494	103
GHS grossed up figures				
—registered (method (A))	597	148	410	89
—unregistered (method (A))	91	180	100	147
—unregistered (method (B))	106	171	121	170

For females, the GHS registration figures agree fairly well with the official figures for both 1972 and 1973 (the sampling error on the GHS female figures could be as much as 30,000). And the estimates of the unregistered unemployed from both methods are fairly similar. It is suggested that acceptable estimates would be 175,000 unregistered females in 1972 and 160,000 in 1973.

For males, the GHS registration figures show a shortfall of roughly 90,000 in 1972 and 1973 from the adjusted unemployment counts. Both sets of figures include occupational pensioners.* A possible explanation is in the treatment of the temporarily sick. In the GHS for 1972 and 1973 sick people were not asked the registration question. Annex 4 shows that there were about 80,000 unemployed males who would have said that they were temporarily sick. However, 50,000 of these are probably long-term sick (see the discussion on the definition of the unemployed), and not all the remaining 30,000 would necessarily have been registered. (This is because they would normally be taken off the register for (known) sickness of more than three days). Further, the likely maximum error in the GHS figures due to sampling is 30,000 though it is perhaps unlikely that a large error would fall in the same direction in both years.

Because the discrepancy for males between the GHS figures and the official figures cannot be fully accounted for, method (B) for calculating the unregistered unemployed may be unsatisfactory. It is uncertain whether the shortfall

*Annex 4 shows that the GHS implies estimates of about 45,000 male occupational pensioners who were registered in both 1972 and 1973. This agrees quite closely with the estimate of 50,000 given in the article “Characteristics of the Unemployed” (Gazette, March 1974).

has been repeated in the GHS unregistered or whether there has been some offsetting between the GHS registered and unregistered. In the absence of further evidence, it is assumed that the better estimates of the unregistered males are those grossed by the method (A). This suggests estimates of approximately 90,000 unregistered males in 1972 and 100,000 unregistered males in 1973.

In the 1971 GHS, similar information was obtained but the registration question was asked only of those seeking work. If assumptions are made on the basis of information obtained from the 1972 and 1973 surveys in order to estimate the registered/unregistered split for those waiting to take up a job, then the 1971 estimates of unregistered unemployed are approximately 70,000 males and 190,000 females.

Summary of estimates of unregistered unemployment

Estimates of unregistered unemployed obtained in the ways described are shown below

	Thousands	
	Males	Females
1966 Census of Population (April)	90	120
1971 Census of Population (April)	80	230
1971 GHS (annual average)	70	190
1972 GHS (annual average)	90	175
1973 GHS (annual average)	100	160

The estimates based on the Censuses of Population differ very slightly from those previously published, due to minor differences of definition.

The two estimates for 1971 agree reasonably for males but not for females. It is possible that some females described themselves as seeking work at the self-completion census but did not do so at the GHS interview. But there is a larger element of estimation in the 1971 GHS figure.

One point which needs emphasis is that people seeking part-time work are not included in the official registered count (unless entitled to unemployment benefit). Since many of the unregistered unemployed females are probably seeking part-time work, the official unemployment total would not be increased to the full extent of the figures shown above, even if all the unregistered unemployed persons decided to register.

Characteristics of the unregistered unemployed

Both the 1966 census and the GHS for 1972 and 1973 provide an age breakdown of the unregistered unemployed. In percentage terms these are as follows:

Age	1966	1972	1973
Males	Census	GHS	GHS
	%	%	%
15-24*	33	41	33
25-54	44	41	48
55-64	15	11	8
65 and over	8	7	11
Females			
15-24*	30	30	25
25-54	56	61	65
55-59	7	7	8
60 and over	7	2	2

* In 1973, the lower age limit was 16.

1972-3 figures

The figures for 1972-3 should be treated with particular caution because of the small size of the sample in these cells.

The GHS also contains other information about the characteristics of the unemployed though its usefulness is limited by the small sample numbers. One analysis of interest is of the steps taken to find work by those who said they were seeking work, but who were not registered. The results in percentage terms, for males and females combined, are as follows:

Steps taken to find work during the reference week	1971	1972	1973
	%	%	%
Registered with private employment agency	14	14	5
Advertised or replied to advertisement	38	28	30
Made a direct approach to prospective employer	39	36	29
Awaited the results of job applications	31	31	28
Looked at newspaper vacancy advertisements for "waited for something to turn up"	22	13	12
Other	4	6	5

The percentages add to more than 100 per cent since some people tried more than one method.

A further analysis compares the time since leaving the last job for the registered and unregistered unemployed. The figures from the 1973 GHS are:

Time since leaving last job	Males		Females	
	Registered %	Unregistered %	Registered %	Unregistered %
Less than 6 months	44	59	34	51
6 months to 11 months	17	14	18	9
1 year or more	38	24	45	34
Never previously worked	2	3	3	6

Left voluntarily

Even allowing for the small sample size, there appears to be a preponderance of the unregistered unemployed to be in the "less than six months" category. This is probably due to those between jobs who left their previous job voluntarily and so have no immediate financial incentive to register because they would not be eligible for benefits.

Finally, the GHS gives estimates of the reasons why the unregistered unemployed left their last job. The 1973 figures are:

Reason for stopping work	Males	Females
	%	%
Pregnancy	—	17
Domestic	7	10
Ill-health	22	17
Retired	2	2
{ voluntarily	2	0
{ compulsorily	25	16
Redundant/sacked	27	26
Dissatisfied with job	8	7
Last job temporary	7	6
Moving house	5	5
Training or education	2	4
Other	—	—

The percentages add to more than 100 per cent because in some cases more than one reason was given.

Annex 1

Modification of the official registration count for comparison with surveys

In the discussion on the definition of the unemployed, it was pointed out that several modifications need to be made to the official monthly count so that it is on the same basis as a survey estimate of the unemployed. Most of these modifications are relatively small and are concerned with those seeking part-time work and severely disabled persons seeking work. Both these categories are excluded from the official monthly figures but the former and some of the latter would probably be included as unemployed in a survey. Also, for comparison with the censuses, full-time students seeking work should be excluded from the official figures, in which they were originally included up to March 1976.

The main modification, particularly for males, is concerned with making the official figures applicable to a reference week instead of a reference day. The only information available for this is from the 1966 census which has estimates of the registered unemployed for both the reference week and a reference day. The difference between these two estimates was approximately 9,000 males and 5,000 females. This represents about 25 per cent and 50 per cent respectively of those in the official count who had been out of work for less than a week. In making estimates for 1971-3, it has been assumed (in the absence of other evidence) that the difference between the reference week and the reference day was also for males and females 25 per cent and 50 per cent respectively of those unemployed on the day of the count who had been without a job for less than a week.

The net adjustments needed to put the official count on a survey basis are as follows:

Survey	Total adjustment	
	Males	Females
1966 Census	-6	+4
1971 Census	-15	+3
1971 GHS	-9	+5
1972 GHS	-11	+2
1973 GHS	-5	+4

The modification for 1973 also includes those people looking for work through a job centre (the so-called "self-service" customer). Such people are excluded from the count if they are not receiving benefit but would be classified as unemployed in a survey.

One particular group of persons to whom attention should be drawn is those who work on only a few days each week. Examples include market stall workers and people able to find odd jobs. If such people are genuinely looking for full-time work and their employment is incidental to their more general unemployment status, they may be counted as unemployed if they are registered for work on the day of the count. (For benefit purposes, unemployment benefit may be claimed for those days in each week when the person was unemployed.) If they work for some number of days each week, however, they will not be counted as unemployed in a survey using a reference week. However, no allowance has been made for this category since their numbers are unknown.

Annex 2

Comparison of the official count and the ILO definition

In the discussion on the definition of the unemployed, the difference in coverage between the official count and the ILO definition was mentioned. This annex lists various categories of people and indicates how these would be treated in the two cases.

	Whether included in official count (if registered)	Whether unemployed under ILO definition
(a) Those waiting to start a job which they have already obtained, but currently available for work	Yes	Yes
(b) Those temporarily sick, but with a job to return to	No	No
(c) Those temporarily sick with no job to return to	No, if sick for more than three days	Yes, if would have sought work
(d) The long-term sick	No	No
(e) Those temporarily suspended from work without pay as a result of bad weather, lack of orders, etc., but with a job to return to	No	Yes, if suspended for the reference period
(f) Those available for work but not taking active steps to find one other than registration	Yes	Yes, if registration is treated as an active step
(g) Students seeking vacation work or working their way through college	No (since March 1976)	Yes
(h) Persons seeking part-time work (unless receiving benefit)	No (unless receiving benefit)	Yes

The main difference between the two definitions is for groups (c) and (e), the temporarily sick and the temporarily stopped. For the temporarily sick, it is possible to attempt estimates which would need to be added to those of the unregistered unemployed in this article in order to bring the latter nearer to the ILO definition. In 1971-73, about 80,000 males and 45,000 females (annual average) said they were prevented from seeking work by temporary sickness (see Annex 4). However, this estimate appears improbably high; if the sickness rate were the same as for the employed, the numbers out of work who were temporarily sick would be about 30,000 males and 15,000 females. These are suggested as reasonable estimates which would be added to convert to the ILO definition; while the assumption of the same sickness rate as for the employed may involve an over-reduction to the figures declared by the respondents, there is some offset since it is possible in the surveys for respondents to describe themselves as sick though registered as unemployed.

Those temporarily suspended from work without pay, but with a job to return to, are entitled to register for unemployment benefit. Such people are now excluded from the official registered count from the end of 1972 but they are included in the ILO definition. However, in surveys using a reference period of a week, the difference is probably not large since, in Great Britain, few of the temporarily suspended are laid off for the whole week. (There is further discussion of this and associated points in the article "International unemployment statistics" in the *Gazette* for July 1976).

Annex 3

Questions asked in the censuses of population and the General Household Survey

(i) 1966 Census of Population

11. Has the person had any job at any time during the week ended 23 April 1966? (See notes). Write "Yes" or "No". If "Yes" answer questions 12 to 18. If "No" go on to question 19.
18. Did the person have a job on Monday, 18 April 1966? (See notes) Write "Yes" or "No". If "Yes" go on to question 22. If "No" answer questions 19 to 21.
19. On Monday, 18 April, 1966 was the person—
 - (a) Registered at a Ministry of Labour Employment Exchange or Youth Employment Office? Write "Yes" or "No"
 - (b) Seeking work but not registered at a Ministry of Labour Employment Exchange or Youth Employment Office? Write "Yes" or "No"
 - (c) Unable to seek work because of temporary sickness or injury? Write "Yes" or "No"
 - (d) Waiting to take up a job starting on 24 April or later? Write "Yes" or "No"
 - (e) Wholly retired? Write "Yes" or "No"
 - (f) Not seeking work for any other reason? Please specify. For example, write "Housewife", "Home duties", "Permanent sickness", "Disablement", "Studying", "Private means"

The notes make clear that the following persons count as "having a job":

- Persons away from work on holiday if their job is waiting for them on their return.
- Persons away from work because of illness or injury if their job is waiting for them on their return.
- Persons away from work because of a strike or other industrial dispute.
- Persons temporarily laid off work by their employers for that week.

Those answering "Yes" to (a), (b) or (d) of question 19 are considered to be unemployed on the reference day, Monday April, 18 which was also the day of the unemployment count. If those also answering "Yes" at question 11 are excluded the figures relate to the reference week.

(ii) 1971 census of population

- B7. Did the person have a job last week (the week ended April 24, 1971)? Tick box 1 if the person had a job even if it was only part-time or if the person was temporarily away from work, on holiday, sick, on strike, or laid off.
If the person did not have a job tick whichever of boxes 2, 3, 4 or 5 is appropriate; if box 5 is ticked state the reason; for example "Housewife", "Student", "Permanently sick".

This question need not be answered for children under 15 years of age.

- 1 YES—in a job at some time during the week
- 2 NO—seeking work or waiting to take up a job
- 3 NO—intending to seek work but sick
- 4 NO—wholly retired
- 5 NO—not seeking work for some other reason, namely

(iii) General Household Survey (1972 and 1973)

1. Were you working for pay or profit at any time last week—that is the 7 days ending last Sunday? Yes (1)

IF NO

- (a) Even though you weren't working did you have a job which you were away from last week? Yes (2)

IF NO

- (1) Last week were you waiting to take up a job which you had already obtained? (3)

- PROMPT AND RING FIRST** out of employment but looking for work? (4)

- THAT APPLIES** or would you have looked for work but for temporary sickness or injury? (5)

- NONE OF THESE** (6)

Those coded (3), (4) or (6), were asked "Last week were you on the books of an employment exchange (youth employment office)?" In 1971 only code (4) was asked this question.

Annex 4

Results from the General Household Surveys for 1971-3

	Males			Females		
	1971	1972	1973	1971	1972	1973
Sample Numbers						
Seeking Work						
—registered	279	309	201	69	61	32
—unregistered	23	32	39	80	66	63
Waiting to take up a job						
—registered	35(a)	18	9	47(a)	10	6
—unregistered		22	24		42	29
Inactive						
—registered (b)	n.a.	26	27	n.a.	18	15
Temporarily sick	52	49	46	30	20	33
Total in sample	12,301	11,635	11,197	13,588	12,967	12,470

THOUSANDS

Population Estimates

	1971	1972	1973	1971	1972	1973
Seeking Work						
—registered	448	523	348	110	101	55
—unregistered	37	54	67	127	110	108
Waiting to take up a job						
—registered	56(a)	30	15	75(a)	17	8
—unregistered		37	33		70	39
Inactive						
—registered (b)	n.a.	44	47	n.a.	30	26
Temporarily sick	83	83	80	48	33	56

(a) In the 1971 GHS, those waiting to take up a job were not asked the registration question.
(b) Largely male occupational pensioners and females who describe themselves as other than working or unemployed in the reference week.

Equal Pay experience in 25 firms

By P. Glucklich, C. R. J. Hall, M. Povall and M. W. Snell

IMPLEMENTATION and effects of the Equal Pay Act at company level in 25 organisations are being monitored by the Equal Pay and Opportunity Research Project at the London School of Economics. Some of the projects's findings are described here and represent the independent views of the research team.

The Equal Pay Act 1970 provides for equal treatment for men and women employed on the same or broadly similar work, or on work rated as equivalent. The Act also provides for the removal of discrimination from collective agreements, pay structures and wages orders.

Two previous articles in the *Gazette* (August 1974 and August 1975) examined the progress being made towards implementation of equal pay, in the period before the Act came into force. The main measure of progress used was the removal of discrimination from collective agreements and wages orders on the DE register. The approach proved useful in providing a broad picture of progress towards implementation, but was less useful in illustrating implementation at company level, where collective agreements may be modified, and where equal pay may also be given to women on the basis of like work or work rated as equivalent.

The project was commissioned by the Department of Employment in 1974 to see how the Equal Pay Act is being implemented, the progress made, the problems encountered, and what effects it has, both intended and unintended. Monitoring is being carried out through detailed case studies in selected organisations over a two and a half year period covering the one and a half years before and the one year after the Act came into force on December 29, 1975.

The 25 participating organisations were chosen to cover a range of characteristics which were likely to be relevant to the study, such as degree of labour intensity, unionisation, and proportion of women employed. The sectors into which they fall are indicated in Table 1.

Table 1

Organisation by industry type	numbers
Engineering and electronics	9
Other manufacturing	9
Banking and insurance	2
Public administration and nationalised industries	3
Hotels	1
Distributive trades	1

Some of these organisations are being studied as a whole. In others we are studying only certain establishments or groups of employees.

For each of the participating organisations, information on jobs, wage rates and earnings is being collected at regular intervals. These data are being supplemented by detailed interviews with management, supervisors, shop stewards and, where possible, men and women workers, to obtain information on policies, procedures, practices and attitudes. Repeated visits allow issues and events to be followed up in depth using information from a variety of sources. Although our findings cannot be assumed to be representative of all sectors of employment, the aim of the study is to highlight the kind of things which are happening

at establishment level as a result of the legislation. The case study method allows us to examine in detail changes in pay and job structures over time, as well as to analyse the factors inhibiting or encouraging them, in a manner which conventional survey techniques would not allow.

The Equal Pay Act and the methods organisations used to implement it*

Section 1 of the Equal Pay Act requires employers to give equal treatment for pay and terms and conditions of employment to men and women employed on like work or work which, though different, has been given an equal value under a job evaluation scheme. A woman is regarded as being employed on like work with men if the work is of the same or a broadly similar nature and if the differences between the things she does and the things they do are not of practical importance in relation to terms and conditions of employment. However, under Section 1(3) of the Act, unequal treatment of a man and a woman can be justified if the employer can prove that this is genuinely due to a material difference (other than the difference of sex) between the woman's case and the man's. A woman (or man) who thinks she is not receiving equal pay or terms and conditions under the Act can take a complaint to an industrial tribunal, and appeals against industrial tribunal decisions can be taken to the Employment Appeal Tribunal. Additionally, under Sections 3, 4 and 5 of the Act, where an agreement, wages order or pay structure contains any provisions applying specifically to men only or to women only, it can be referred to the Central Arbitration Committee for amendment to remove that discrimination.

Job evaluation Most of the organisations studied (15 out of 25) have used job evaluation to implement equal pay

* Within individual organisations, equal pay has been implemented in different ways for different groups of workers. This means that the total number of instances mentioned below will add up to more than 25.

although job evaluation is not required by the Act. Four of these organisations introduced job evaluation specifically to implement the Act, and a further six introduced new job evaluation schemes after 1970 partly as a result of the Act, but partly also as a means of tidying up and rationalising pay structures, for which the Act provided a convenient impetus. The remaining five organisations already had job evaluation schemes which rated men's and women's jobs in the same way, but in which scales or rates for grades were different for the two sexes, and implementation, made much easier in such a situation, merely meant equalising these scales or rates.

Collective agreements and wages orders In 12 organisations, equal pay for large predominantly manual groups was implemented by following the provisions of the Act relating to the removal of discrimination from collective agreements or wages orders. In seven organisations, the provisions of national agreements were strictly applied. In one of these, women's rates were put up to the lowest male rate (regardless of the level of job they were doing,) while in the other six they were raised to what was considered to be an appropriate rate. The five remaining organisations made minor adjustments to the provisions of the agreement or wages order, sometimes to the advantage of the women concerned. In two of these cases, however, the women were brought up to the lowest male rate specified in the agreement whereas the lowest male rate paid in the establishment concerned was in fact higher than this.

Same or broadly similar (The majority of women doing work of the same or broadly similar nature to work done by men received equal pay under the provision of the Act relating to job evaluation, or through equal rates for the job being introduced under a collective agreement.) Apart from these, only a handful of women in three organisations have received equal pay increases because they were thought to be doing work which was broadly similar to that done by a man. This is (partly because of the vagueness of the concept of "broadly similar" and partly because the widespread job segregation that exists particularly in manual areas means that men and women are rarely employed on the same or similar work. Where "broadly similar" has been used, it has sometimes been misunderstood, being given a meaning more akin to "equal value".

Employees not directly affected by the Act In 14 of the participating organisations there are very small numbers of women not directly affected by any section of the Act. These (mainly consist of white collar employees such as secretaries, personnel officers and clerks in smaller manufacturing establishments.)

Some of these establishments are parts of larger organisations, but the women in them are not directly affected (because they are not part of a formal pay structure and there are no men doing comparable jobs.) In half of these organisations, the women concerned received no increases at all as a result of the Act, in the other seven they received increases, some of which were linked to employees who were covered by the Act.

The extent of implementation

(There are genuine difficulties with interpretation of the Equal Pay Act, especially with respect to what constitutes broadly similar work, differences of practical importance and a genuine material difference between a man's case and a woman's. These can only be clarified by tribunal inter-

pretations. Although there have recently been Employment Appeal Tribunal decisions which have ruled in favour of women and which relate to these issues, case law is still building up and there are differing opinions on what the Act requires. However, on present understanding of the Act, it would seem to us that a very small number of women in five organisations in the monitor group are not receiving equal pay or terms and conditions in situations where they are legally entitled to it. These cases mainly consist of relatively small groups of women who are paid less than men even though they are doing jobs which could be seen as being the same or broadly similar to jobs done by men and where there is no material difference between the men's and women's cases to account for the difference. (In some cases this is because of employers' lack of detailed knowledge of job content or of the Act.)

In several organisations employers are not complying with the Act because (larger relaxation allowances) are given to women in the setting of bonus performance rates. This results in women receiving higher earnings for the same level of performance. Although a recent tribunal decision (Freemans (London SW9) Ltd v Tremlett) ruled that men's allowances should be increased to the women's level, some employers are still not aware that such allowances are covered by the Act.

Another organisation is not complying with the Act because it maintains separate bonus rates for men and women, regardless of job. They have not realised that the Act applies to all constituents of pay.

Employers actions to reduce obligations

We have found 15 instances in 11 organisations where employers have taken actions* in order to reduce their obligations under the Act.

Job Segregation In two organisations, mixed sex jobs were made single sex to avoid equal pay comparisons.

Job Evaluation (Job evaluation schemes which are not unlawful may nevertheless be disadvantageous to women, even where employers are not consciously discriminating.) (For instance, schemes may give greater weight to factors which tend to occur in men's jobs, such as heavy lifting, rather than to factors such as manual dexterity which occur more in women's jobs.) In our opinion two organisations have given undue weight to factors favouring men. In a third organisation factors in the job evaluation scheme were revised so that some women fell into lower grades than in the previous scheme. In one organisation a woman's job was put in a lower grade than that in which it initially appeared after a job evaluation exercise, in order to reduce the size of salary increase she would have to be given.

Unisex salary scales In four organisations, (unisex grades and salary scales have been introduced, but most men are well above the scale minimum while most women are below the men. This is sometimes because women who were below the minimum were brought up only to the minimum rather than to what would appear to us to be an appropriate place on the scale.)

Altering job content Three organisations altered the content of men's jobs by giving them (additional duties to

* All these actions took place before December 29, 1975. Had they taken place after this date, the Sex Discrimination Act would have been in force, and those involving job segregation and the altering of job content for one sex only might not have been legal. In some of these cases the employer may still be open to claims to tribunals.

ensure the men would fall into a different and higher grade than the women.) In one case, men are carrying out the additional duties. In another, they are not. In the third organisation, men in some departments are doing them and in others are not.

Maintaining differentials One organisation (tightened women's piecework rates to offset the increase in women's basic pay.) In another organisation, jobs such as "operator" which had single male and female rates regardless of type of operator were (split into several grades) so that most women were not on the same rate as men.

Reactions to the Act from trade unions, male and female employees

Trade unions Though the Equal Pay Act has had support from unions at national level, the backing it has received from shop stewards at local level has been (found to be less strong.) In most of the organisations in the monitor group, implementation was not started until 1973 or after, and we have had very little evidence of any pressure from shop stewards to start plans moving earlier. In some of the instances of minimisation mentioned in the previous section, shop stewards either actively colluded with management (four examples) or allowed management to carry them out without protest (five examples). The collusion cited involved (joint management-union agreement and action to ensure that most men continued to earn more than most women.)

(The lack of positive pressure on management has often been due to lack of knowledge or involvement. Shop stewards may not have been involved in the negotiation of pay structures because union involvement has been at national and headquarters level.) Pay structures can be very complex, and shop stewards involved in negotiating them do not always fully understand them. In other cases shop stewards have done little because they were satisfied with management's strategies for implementation. We have however had one example in which shop stewards deliberately withdrew from involvement in the implementation of a pay structure, so as to be in a better position to criticise it after it had been implemented.

(Since the end of 1975, we have had indications of a greater level of interest in equal pay amongst shop stewards,) and in three organisations there have been examples of shop stewards, two of whom were women, and other union officials taking up potential equal pay issues with management, in some cases successfully.

Male employees In most organisations in the monitor group, men tended not to react to equal pay until implementation was complete, (becoming sensitive only when some women started to earn more than some men.) However, in one instance, being put in the same grade as women was enough to stimulate the men into demanding a transfer. We have seen other examples of reactions from men. In one case, a group of men, including one shop steward, set out to discourage the women by telling them they would have to work nights and do heavy lifting, with the result that the men asked management not to give them equal pay. In another case, men took industrial action to force management to alter their grade and bonus scheme so that women would not start to earn more than some men.

In two cases, men refused to help women with labouring duties in their jobs, such as carrying trays of work to and

from machines which traditionally they always had done. In another, men put pressure on management to change job titles and consequently to increase pay in order to restore differentials. Finally, in two organisations men have pressed for upgrading. In almost all cases, management have been willing to make the necessary adjustments to satisfy the men in order to maintain industrial peace.

Female employees Until recently, women working in organisations in the monitor group have been rather passive in their response to the legislation, and in five organisations the response of some women has actually been negative. In three cases (including the one mentioned above) women believed, erroneously as it turned out, that they would be required to do heavy "men's" jobs and to work shifts as a result of equal pay. In the other two cases, women feared that they would lose their jobs as a result of equal pay. There has been no reaction from women to actions taken to reduce employers' obligations under the Act. This is probably due to the ignorance we have found amongst most women of the workings of the systems determining pay levels, and of what other employees, especially men, are paid. However, certain changes have been observed since the end of 1975, and in particular there appears to have been increasing interest in and (awareness) of the concept of equal pay, probably as a result of press (publicity) about the Act and tribunal decisions. In four organisations in the group there has in fact been pressure from individual women for equal pay in situations where they feel they ought to have it, and (there seems to be an increasing belief amongst the women in the fairness of the maxim of equal pay for work of equal value, regardless of sex.)

Effects of the Act on labour utilisation

(The monitoring of effects of the Equal Pay Act on labour utilisation has been complicated by the economic situation and by the introduction of the Sex Discrimination Act.) The Sex Discrimination Act requires employers not to discriminate between men and women in recruitment or in access to opportunities for training or promotion.) Thus changes in labour utilisation since the end of 1975 may not be due exclusively to equal pay. In any case, as far as the project's research has found, this whole area has been rather uneventful.

(When the Equal Pay Act was passed in 1970, it was argued that in the absence of any sex discrimination legislation, the Act would have one of two effects: it would either be against the interests of women since by making them more expensive it would lead to substitution of men or machines for female labour, or it would be further women's interests by encouraging employers to use them more effectively due to their increased cost.) In only two cases have these effects been found.

(Social attitudes) in particular plants as to what is men's and what is women's work are so strong and ingrained that it would take a lot more than (equal pay induced rises in costs) to persuade an employer to tamper with such a potentially "hot" issue as (substitution of male for female labour or the reverse.) However we have one example where a company put women into previously male jobs to recoup some of the costs of equal pay, and in another example, in an associated establishment of one of the organisations in the study, large numbers of women are being replaced by

men because men can lift heavy goods in addition to doing the women's jobs.

It is not always thought that men are better value than women; just that men are better at some jobs than women, and equally that women are better at some jobs than men, such as manually dextrous jobs, and they are utilised in the ways they are because of this and not because of relative cost differences.

As with labour substitution, many factors other than equal pay, such as the cost and relative ease of borrowing money, the capital structure of the company, and so forth, influence the substitution of machinery for female labour. Several of our organisations have capital investment programmes under way which will result in a reduction in female jobs. In no case was the Equal Pay Act a major influence in the timing or magnitude of the programme.

Effects of the Act on costs

One point to emerge from the project's research is that, in spite of the great concern expressed by industrialists (about increased costs and inflationary effects) prior to the passing of the Act in 1970, it appears that only one participating company has made any effort to cost the effects the Act has had on it in detail. There do not appear to have been attempts to separate labour cost increases as a result of the Equal Pay Act from other labour cost increases, and this is in spite of the fact that under successive price codes, equal pay cost increases were not subject to the productivity deduction which had to be subtracted from most other cost increases before they could be passed on to the consumer. (The productivity deduction was discontinued in the current price code, which came into operation on August 1, 1976.)

Thus, we found examples of firms throwing away the chance of recouping some of the costs allowed under the price codes even though there have been widespread protests as to the stringency of these codes. The reasons given for this have been that equal pay cost increases have been swamped by increases in other areas, and that management accounting information systems have been inadequate for the analysis of cost increases, including those due to equal pay, that has been required by government price restrictions. (A department in one organisation has, however, been closed because equal pay cost increases made their products more expensive than their competitors who applied a different equal pay implementation strategy.) As a result, 170 jobs were lost, 150 of which had been held by women, and there were 60 redundancies.

Other effects of the Act

Rates and earnings Detailed findings on this aspect of the effects of the Act must await final analysis at the end of the study, but preliminary analyses indicate variations in differential changes between groups of employees at the same plants, rather than any consistent overall trends, relative changes being dependent upon the types of implementation strategies adopted, among other factors. In several cases where men and women are entitled to equal rates of pay it has been found that earnings differentials have narrowed but not disappeared, due to changes in components of earnings other than basic rates, such as piecework rates and overtime premium rates.)

Absenteeism and productivity The research team has as yet been unable to find any evidence to substantiate the view held by some employers that women work for a fixed target income and therefore, as their rates are increased, will tend to be absent more often. (Absenteeism in several instances has actually dropped during the course of the research unit's work, both for men and women, which is perhaps to be expected when jobs become scarce.) Similarly, productivity does not appear to have dropped as predicted by employers. We have in one instance been able to obtain hard evidence to show that when performance bonus rates for women were increased to the men's level, women's productivity as measured by the incentive scheme actually jumped by over 10 per cent, and has so far remained at this higher level for six months.

Labour supply and turnover The research team's work has concentrated on investigations within the plant, and we have not had the resources needed to investigate local labour markets. As with labour utilisation, this area has been potentially much affected, since the beginning of 1976, by the passing of the Sex Discrimination Act. Prior to this date, we have had little evidence of women applying for men's jobs, or vice versa. Given the Sex Discrimination Act and the economic situation combined with the fact that active resistance to women entering men's jobs has been found to be greater than the other way round, applications from men for previously female jobs might be expected. Since the beginning of 1976, we have in fact found more examples of this than we have of women applying for previously male jobs, though the examples of both have been few in number, and have probably been due more to the Sex Discrimination Act and to the economic situation than to the Equal Pay Act. For example, in one company, several men applied for jobs as semi-skilled wiring operatives and are currently undergoing wiring and soldering training. (In another, men are applying for the previously female job of packer and using it as a stepping stone to better jobs in the factory.) Voluntary turnover has greatly decreased over the period of the study; there is no sign that this is related to equal pay, but rather to the economic situation.)

Conclusions

The interim report on some of the results of the research team's work must be looked at in the light of the rather unusual (economic context) in which the work has been carried out. The very high levels of unemployment and inflation which have prevailed have tended to minimise recruitment and training activities and consequently possible positive labour utilisation changes, while at the same time dwarfing equal pay cost increases in relation to other cost increases. Together with the large overall volume of other legislation which organisations have had to cope with, this has served to relegate equal pay to a rather lower level of priority than might otherwise have been the case. (Additionally, lack of strong pressure to implement on the part of shop stewards has meant that implementation has started at a rather late stage, and many implementation strategies have served to minimise effects rather than to show positive commitment.) The extent to which it has been possible to adjust pay structures and jobs to reduce the effects of the Act on women's earnings, while at the same time staying within the Act, is indeed noteworthy.

INFORMATION is provided here on the outcome of applications to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975. It relates to cases completed during the period from December 29, 1975, when the Acts came into operation, to June 25, 1976.

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

At the conclusion of each case, that is after it has been determined at a tribunal hearing or settled by agreement without recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS. These are processed by the Department of Employment's computer centre producing the statistics on which this article is based. Cases which involve complaints brought under both Acts are included in the statistics for each Act.

Equal Pay Act 1970

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

The applicants

Action on 894 individual complaints was completed during the period. Of these, 25 were made by men. Table 1 analyses the total of 894 individuals by age. The figures of men and women are combined. Table 1 shows that there is a fairly even spread of complaints throughout all age groups between 18 and 60 with a slightly heavier concentration in the middle groups.

Table 1 Analysis of applicants by age

	Number	Per cent
Under 18	9	1.0
18-24	102	11.4
25-34	179	20.0
35-44	190	21.3
45-54	217	24.3
55-64	67	7.5
65-74	20	2.2
75 and over	110	12.3
Total	894	100.0

Equal Pay and Sex Discrimination: the first six months

Nature and outcome of complaints

The provisions of the Act under which complaints are made to tribunals are set out above. Almost 90 per cent of the 894 complaints referred to above were made on the grounds of doing the same or broadly similar work as a person of the opposite sex (nearly all of them were men). The balance of 10 per cent of complaints related to work rated as equivalent under job evaluation.

Conciliation

Table 2 gives a breakdown of the outcome of the 894 complaints during the period. Very few cases were withdrawn without an attempt at conciliation; nearly two thirds (572) either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services had been used. In 190 of these cases it is known that there was either a conciliated or a private settlement. The other cases will include those where the parties reached a private settlement but ACAS were not informed or where the applicant found her complaint was out of scope.

Tribunal hearings

Just over a third of complaints were decided by tribunals. About a quarter of the decisions were in favour of the applicant. The remaining three quarters of cases decided by tribunals were dismissed usually on the grounds that the applicant was not doing the same or broadly similar work as a man or work rated as equivalent to that of a man.

Table 2

	Number of complaints	Per cent
Conciliated settlements and withdrawals where conciliation attempted		
Settlements	81	9.1
Withdrawals—private settlement	109	49.1
—reasons not known	382	54.9
Other withdrawals		
—private settlement	4	0.9
—reasons not known	4	
Tribunal hearings		
Complaints upheld	83	9.3
Dismissals —not like or equivalent work	169	25.8
—not same employment	4	
—material differences	38	
—other reasons	20	
Total	894	100.0

Further analyses of applicants

Information about the region, occupation, industry and size of firm in which applicants worked is given in the analyses in Tables 3, 4, 5 and 6. Table 4 shows that over a quarter of applicants were in clerical and related occupations. A considerable proportion of applicants (over 20 per cent) were from the engineering industry as Table 5 shows. There were relatively few applicants from the public sector.

Table 3 Analysis by region

	Number	Per cent
South Eastern	244	27.3
South Western	57	6.4
Midlands	95	10.6
Yorkshire and Humberside	113	12.6
North Western	194	21.7
Northern	63	7.0
Wales	55	6.2
Scotland	73	8.2
Total	894	100.0

Table 4 Analysis by occupation

	Total	Per cent
Managerial occupations (general management)	—	—
Professional and related occupations supporting management and administration	6	0.7
Professional and related occupations in education, welfare and health	4	0.5
Literary, artistic and sports occupations	11	1.2
Professional and related occupations in science, engineering, technology and similar fields	9	1.0
Managerial occupations (excluding general management)	28	3.1
Clerical and related occupations	249	27.8
Selling occupations	32	3.6
Security and protective service occupations	1	0.1
Catering, cleaning, hairdressing and other personal service occupations	103	11.5
Farming, fishing and related occupations	3	0.3
Materials processing occupations (excluding metal)	39	4.4
Making and repairing occupations (excluding metal and electrical)	55	6.2
Processing, making, repairing and related occupations (metal and electrical)	184	20.6
Painting, repetitive assembling, product inspecting, packaging and related occupations	96	10.7
Construction, mining and related occupations not elsewhere classified	—	—
Transport operating, materials moving and storing and related occupations	42	4.7
Miscellaneous occupations	32	3.6
Total	894	100.0

Table 5 Analysis by industry

	Number	Per cent
Agriculture, forestry, fishing	4	0.4
Mining and quarrying	1	0.1
Food, drink, tobacco	40	4.5
Coal and petroleum products	—	—
Chemicals	7	0.8
Metal manufacture	36	4.0
Mechanical engineering	104	11.6
Instrument engineering	13	1.5
Electrical engineering	171	19.1
Shipbuilding and marine engineering	1	0.1
Vehicles	29	3.3
Metal goods not elsewhere specified	86	9.6
Textiles	20	2.2
Leather, leather goods and fur	7	0.8
Clothing and footwear	57	6.4
Bricks, pottery, glass, cement, etc	22	2.5
Timber, furniture, etc	2	0.2
Paper, printing and publishing	31	3.5
Other manufacturing industries	45	5.0
Construction	11	1.2
Gas, electricity, water	1	0.1
Transport and communication	10	1.1
Distributive trades	90	10.1
Insurance, banking and finance	7	0.8
Professional and scientific services	8	0.9
Miscellaneous services	79	8.9
Public administration and defence	12	1.3
Total	894	100.0

Table 6 Analysis by size of firm

Number of employees	Number	Per cent
Less than 20	67	7.5
20-49	71	7.9
50-99	59	6.6
100-249	134	15.0
250-499	80	8.9
500-999	35	3.9
1000 and over	292	32.7
Not known	156	17.5
Total	894	100.0

Applicants to tribunals are asked to state their wages on the application form. An analysis of the figures given is shown in Table 7.

Table 7 Analysis by basic weekly wage

Wage £	Number	Per cent
Less than 20	123	13.8
21-25	91	10.2
26-30	188	21.0
31-35	185	20.7
36-40	136	15.2
41-50	102	11.5
51-60	19	2.1
61 and over	9	0.9
Not known	41	4.6
Total	894	100.0

Sex Discrimination Act 1975

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

Over the period December 29, 1975 to June 25, 1976 action was completed in respect of 103 applications to industrial tribunals in relation to complaints arising under the employment provisions of the Sex Discrimination Act.

The following paragraphs set out the main points emerging from the Department's analysis of the first computer tables. It describes some characteristics of the applicants, the types of discrimination involved, the type of respondent and the area of complaints and the outcome of the applications.

The applicants

Table 1 below analyses the applications by age and sex and that over a quarter of the applicants were aged 54 and over. Table 2 shows the South Eastern Region had the largest number of cases and the Northern Region the least.

Table 1 Applications analysed by Age and Sex

	Males	Females	Total
Under 18	2	1	3
18-24	5	12	17
25-34	9	19	28
35-44	6	15	21
45-54	2	18	20
55-60	1	3	4
Over 60	1	1	2
Not known	3	5	8
Total	29	74	103

Table 2 Applications analysed by region and sex

	Males	Females	Total
South Eastern	9	35	44
South Western	—	5	5
Midlands	6	9	15
Yorkshire and Humberside	4	5	9
North Western	3	6	9
Northern	—	3	3
Wales	2	3	5
Scotland	5	8	13
Total	29	74	103

Types of discrimination

The Act defines five types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the ground of his or her sex, than a person of the opposite sex is or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional) and which cannot be shown to be justified. In the employment field direct and indirect discrimination against married persons as compared with unmarried persons of the same sex are defined in similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act. Table 3 shows that the vast majority of cases completed were cases of direct discrimination on grounds of sex.

Table 3 Applications analysed by type of discrimination and sex

	Males	Females	Total
On grounds of sex			
Direct	27	63	90
Indirect	2	—	2
Against married persons			
Direct	—	6	6
Indirect	—	—	—
Victimisation	—	5	5
Total	29	74	103

The respondents and area of complaint

The coverage of the employment provisions includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and

employers' associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation. As table 4 shows, in 101 of the complaints cleared during the period an employer has been named as the respondent, the remaining two cases had alleged discrimination by an employment agency. Of the complaints against an employer about one third were in respect of discrimination at the recruitment stage. Two-thirds of the complaints made by men related to refusal of employment, whereas three quarters of complaints made by women were made by those already in employment.

Table 4 Applications analysed by type of complaint and sex

	Males	Females	Total
By applicants for employment against employers regarding			
Arrangements made by employers for recruitment	—	1	1
Terms offered	—	3	3
Refusal to engage or to offer employment	18	14	32
By employees regarding access to opportunities for			
Promotion	1	3	4
Training	—	1	1
Transfer	—	2	2
Other benefits	2	28	30
By employees in respect of			
Dismissal	4	18	22
Other unfavourable treatment	3	3	6
By applicants for employment against an employment agency			
Registration or submission	—	—	—
Other services	1	1	2
Total	29	74	103

The outcome of applications

Table 5 shows that 59 applications were cleared without the need for a tribunal hearing and that in about a third of all cases the applicants either received a settlement (in conciliation or privately) or had their application upheld by a tribunal.

Table 5 Outcome of applications

	Males	Females	Total
Cases cleared without a tribunal hearing			
Conciliated settlement	4	9	13
Withdrawn	—	—	—
Private settlement	2	9	11
Reasons not known*	11	24	35
Tribunal decisions			
Applications upheld	3	8	11
Applications dismissed	9	24	33
All applications	29	74	103

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

New estimates of employment on a continuous basis

Employers and the self-employed 1961-1974

THIS ARTICLE presents a new series of estimates of the numbers of employers and self-employed people from 1961. The series has been compiled by making adjustments for discontinuities which have occurred over the period. The year 1961 is a convenient starting point because a census of population was held then, and these censuses are the prime source of statistics of employers and the self-employed. The estimates provided in this article are complementary to the estimates of employees in employment on a continuous basis published in the March 1975 issue of the *Gazette* (for Great Britain), in the October 1975 issue (for the United Kingdom) and in the August 1976 issue (for standard regions).

As with previously published estimates of employment on a continuous basis, these estimates follow current classifications. In particular, they relate to the 1968 Standard Industrial Classification and conform with the new regional boundaries which became effective in April 1974. Apart from the adjustments needed to provide consistent estimates for the whole series, some further revisions have been made to the figures previously published for all industries combined. The article also contains information which has not been published before, including annual estimates of numbers in each industry order group, and an age distribution.

The estimates contained in this article refer to self-employed persons working on their own account with or without employees and are compatible with estimates derived from censuses of population. As far as possible, all class 2 insured people are included, for example proprietors of businesses, members of partnerships, parochial clergy, and medical practitioners who are principals in the National Health Service or in private practice.

Two million self-employed

The most recent estimate of the numbers of employers and self-employed people relates to June 1974, when it was estimated that there were nearly two million in the United Kingdom out of a total working population of 25.6 million. The latter figure included HM Forces and the registered unemployed. In the 1971 census of population, approximately four-fifths of employers and the self-employed were male; three-fifths were self-employed people working on their own account without employees and the remaining two-fifths were employers, that is they employed at least one other person.

Employers and self-employed people form an important component of the working population. Their number does

not always move in sympathy with changes in the number of employees in employment. For example, between 1966 and 1973, the number of male employers and self-employed people in the United Kingdom increased by 255,000 in contrast with the decline in the number of male employees in employment of over a million: this suggests some change of status from the employee category to self-employment. The most recent estimate indicates a levelling off in this growth.

During the four years 1966 to 1970, there was a sustained upward movement in the total of employers and self-employed people. Such growth as occurred during the succeeding four years from 1970 to 1974 was less consistent and bearing in mind the increase in self-employment in the construction industry during this period, it is evident that self-employment in some other industries suffered a decline.

The estimates which follow cover all industries and services. Alternative estimates, sometimes on the basis of different definitions, are available in certain industries from censuses carried out by other departments such as the annual censuses of agriculture and periodic censuses of distribution.

Sources of data

Censuses of population

Censuses of population were held in 1961, 1966 and 1971 although the 1966 census comprised only a 10 per cent sample. These censuses provide the benchmark estimates. The only adjustments made to the census information were:

- a very small residual (where the industry/region of the person had been inadequately described) was spread pro rata between industries/regions, and
- estimates from the 1966 census were increased by 1.3 per cent to allow for under-enumeration.

Sample from the Department of Health and Social Security (DHSS)

For each year between 1966 and 1974, use was made of the Department of Health and Social Security's $\frac{1}{2}$ per cent sample of class 2 national insurance cards due for exchange in June by employers and self-employed people. These analyses provided estimates of annual changes in the number of males. The information for females from this source was not used because many female self-employed persons were covered by their husband's insurance and so did not hold a national insurance card.

A feature of the data was that estimates were available for the number of class 2 national insurance cards exchanged each year (i) nine months and (ii) 15 months after the due exchange date in June. Hitherto, published estimates had been compiled using information up to nine months after the exchange date, primarily because such information was available six months earlier. Now, in compiling a historical series, the 15 month data are preferred, where these are available.

New sources of data

The last annual updating from DHSS records provided information for the June 1974 estimate. Owing to data from national insurance card exchanges being discontinued, a new source of information is required to provide statistics for later years. Possible data sources are the EEC Labour Force Surveys or information provided by the Board of Inland Revenue. Information from these sources is not available yet to provide estimates for June 1975.

Construction of the estimates

1961-1966

For years prior to 1966, no industrial analysis was available from the DHSS sample. Consequently between the two censuses of population held in April 1961 and April 1966, a linear change in the numbers was assumed for both males and females. This procedure is obviously imperfect, but no alternative method was available.

1966-1971

At all industry level, the DHSS sample provided information from which an annual proportion of change could be calculated for males for each of the five years. These proportions were applied successively to the 1966 census figure to obtain provisional annual estimates for males in all industries and services.

For years after 1966, sample information about individual industries was available also. However, before a similar procedure could be applied to the individual industries, it was necessary to spread pro rata between industries the numbers of people who had not been classified adequately by industry. After this had been done, annual proportions of change were applied to each individual industry order group. In practice, the aggregate of these industry orders did not add up to the all industry figure already obtained, so the individual industry estimates were scaled to agree.

The time series has been confined to industry order groups because the $\frac{1}{2}$ per cent DHSS sample was too small to provide reliable annual estimates at Minimum List heading level.

The provisional mid-year estimates so obtained for males for the years 1966 to 1971 were then adjusted to make the provisional 1971 industry estimates conform with the corresponding industry estimates from the 1971 Census of population, allowance being made for the slight difference in timing between the mid-year estimate and the date of the census. Estimates for inter-censal years were adjusted pro rata.

For females, estimates were obtained directly by linear interpolation between the 1966 and 1971 census figures.

1971-1974

The procedure adopted for males for this period were similar to those for 1966-71, with the exception that the estimates will remain provisional until brought into conformity with results from the 1981 Census of Population. For females, the estimates will be assumed to remain unchanged at their 1971 values until the results of the 1981 Census are known.

The proportion of the DHSS sample, not classified to a particular industry, rose between 1971 and 1974. This could imply that the industry estimates for later years are less precise than those for earlier years. One factor which could have contributed to the increase in numbers not classified by industry was the marked increase in self-employment between 1971 and 1974. In an attempt to reduce any imprecision, the estimates for the construction industry (which was particularly affected by the increase) were agreed each year with the Department of the Environment, which had access to other sources of information.

Change of Standard Industrial Classification (SIC)

The estimates obtained so far for the earlier years were based on the 1958 Standard Industrial Classification. Unlike estimates for employees in employment, linked data were not available for a particular year using both the 1958 and 1968 classifications. Also, some industry order group headings in the 1968 SIC were not the same as those in the 1958 SIC. Therefore, in order to compile a continuous series on a consistent basis it was necessary to relate certain groups of industries in the 1958 classification with corresponding groups in the 1968 classification. The industry orders which were related in this way are shown below.

1958 SIC

A: Chemicals and allied industries (IV)

B: Engineering and electrical goods (VI)
Metal goods not elsewhere specified (IX)

C: Insurance, banking and finance (XXI)
Miscellaneous services (XXIII)

1968 SIC

Coal and petroleum (IV)
Chemicals and allied industries (V)

Mechanical Engineering (VII)
Instrument Engineering (VIII)
Electrical Engineering (IX)
Metal goods not elsewhere specified (XII)

Insurance, banking, finance and business services (XXIV)
Miscellaneous services (XXVI)

The industry orders (or parts or groups of orders) in the 1958 SIC were expressed in terms of the corresponding orders (or groups or parts of orders) in the 1968 SIC, eg MLHs 361 to 369 (1958 SIC) became order group IX (1968 SIC). Thus, each of the industry orders IV, V, VII, VIII, IX, XII, XXIV, and XXVI of the 1968 SIC could be expressed as a proportion of one of the aggregated industry orders A, B or C for the years 1961, 1966 and 1971. By applying interpolated proportions for inter-censal years to the aggregated industry order groups, estimates for each of the eight order groups were obtained for the years 1961 to 1971.

Estimates for years subsequent to 1971 were already classified to the 1968 SIC.

Definitive series by industry order group

The series for Great Britain and the United Kingdom are shown in tables 1 and 2 respectively: the series for

Resettlement trials in the Employment Service

BETWEEN 1973 and 1976, the Employment Service (from October 1974 the responsibility of the Employment Service Agency of the Manpower Services Commission) operated various experimental projects to test out new ways of giving special help to people with problems in finding and keeping employment. The trials operated at eight employment offices in Britain and the clients helped included both people with mental and physical disabilities and people whose personal circumstances, for example severe domestic or personal problems or inability to cope with social pressures, put them at a serious disadvantage. The last group (described as "socially disadvantaged" in the original trials and later as able-bodied people with special employment needs) formed much the larger group helped.

Discussion paper

In 1972 the Department of Employment (then responsible for running the public employment service) issued a discussion paper entitled *Resettlement Policy and Services for Disabled People*. Here it was suggested among other things, that it was increasingly important to identify as early as possible disabled people who were in need of special help in finding or keeping a job and that this might be provided best by more sophisticated short term vocational assessment than was already available through the Disablement Resettlement Officer Service. Further, the paper suggested that there were people who were not disabled but who had similar problems in finding or keeping employment who might benefit from a similar service.

The National Advisory Council on Employment of Disabled People (NACEDP), in July 1972, supported a Departmental proposal to set up several experiments designed to test some of the ideas that had been put forward. In April 1973, trials were started at four places—Cardiff, Edinburgh, Manchester and Washwood Heath (Birmingham)—to test the effect of an additional vocational assessment and advisory service. This experimental service consisted of a team of four experienced staff from different specialisations, who would make an in-depth assessment of people's special problems and of their capabilities and would act as a support to the normal job-finding and advisory services of the Department for both disabled and able-bodied people. The operation of these four assessment units as they were called, is described later in more detail.

It was hoped that these four trials would help to answer the following questions, which were put forward in the discussion paper:

(a) whether the present Disablement Resettlement Service

- (b) whether a specialised service should be provided separately for these other disadvantaged people or
- (c) whether the existing employment services should remain in their present form with concentration on their improvement or
- (d) whether sophisticated professional assessment facilities should be made more readily available to all disadvantaged people finding difficulty in settling in work.

The first trials were intended to end in December 1974, (although evaluation of the results would take a further year), but it was becoming clear as that date approached that the results were unlikely to give clear answers to the questions posed. Therefore they were allowed to continue during 1975 using modified working methods. Also, other trials to test alternative methods of providing a specialist employment service for able-bodied clients with special employment needs were introduced. Instead of adding an assessment unit team of specialists to the normal service, a specialist service was provided either by an experienced employment adviser alone, or by a social worker to whom staff in the employment office could refer clients identified as needing special help and advice. Four experiments which are described in detail later, were begun in employment offices at Sheffield, Liverpool, Manchester and Willesden in the spring and summer of 1975.

Staffing and operation of the resettlement trials

The assessment units

The assessment units at Cardiff, Edinburgh and Manchester were each staffed by a team composed of a senior resettlement officer, a social worker, an occupational psychologist and a doctor. The Washwood Heath assessment unit was staffed by a senior resettlement officer alone who sought advice from specialist colleagues and social service agencies as required. The units interviewed clients referred to them and made an in-depth assessment of their vocational abilities and of their handicaps.

Findings and recommendations were then used by the usual employment office staff to help them in taking steps to resettle their clients in work. Originally, the criterion for selection of clients was completion of eight weeks unemployment but many of them were found to have no social disadvantage, so it was decided to change the selection system for the 1975 trials, to allow employment office staff to select clients who had special problems in their

search for employment and to refer them at any time. By this means it was hoped that more appropriate referrals would be made and that liaison between employment office staff and the assessment units would be improved.

Liverpool and Manchester trials

The objective of these two trials was to see whether a combined counselling and placing service would be more effective than assessment units. The trials tested a service provided by employment advisers (EAs), for able-bodied clients with special employment needs operating without help from specialist professional staff. At Liverpool three EAs, and at Manchester (Wythenshawe) two EAs, undertook intensive resettlement and placing work with small case-loads of clients who had been referred by the other staff. The specialist EAs interviewed and counselled clients in depth and then, if appropriate, made special approaches to employers on their behalf. Statutory and voluntary organisations were involved if necessary and clients were helped to make the most of the services provided by the Employment Service Agency.

Sheffield and Willesden trials

Whether the addition of a social worker, working alongside the normal employment services, could help in dealing with the more difficult able-bodied clients with special employment needs and so achieve better resettlement results than the existing normal service alone, was the objective of these two trials. Further, it was intended to try to see whether any particular disadvantages seemed to be more amenable than others to the specialist help of a social worker. If this were so, the help would be provided much more economically than through assessment units in which the social worker had been only one of four specialists available.

The social worker interviewed selected clients in order to identify social problems that prevented them from finding suitable employment, and to help them to resolve their difficulties so that they would be better able to return to work. She made recommendations to the referring employment adviser and personally carried out short-term casework as necessary.

Evaluation of the resettlement trials

Evaluation of the resettlement trials has rested on a number of criteria and, wherever possible, comparative data have been used. For the original assessment unit trials, a very detailed system of evaluation, using matched experimental and control groups, was adopted and all people in these groups were followed up by interviewers of the British Market Research Bureau commissioned by the Department of Employment. For the subsequent trials, including the revised assessment unit trials, simpler evaluation methods were used which did not involve follow-up interviews. In all cases, however, the evaluation focused on the effect of the trial service—the outcome for the client after a given period—for example whether in work, training and on assessment of:

- (a) the nature of the work handicaps of the clients
 - (b) the personal characteristics of the clients helped
 - (c) the effect on their work handicaps of the service received.
- The views of staff and management were also sought.

Summary of results

The following main points have emerged from the individual trials:

Assessment unit trials 1973/4

Between 45 per cent and 50 per cent of disabled people attending the assessment units had obtained work by the end of six months and between 21 per cent and 29 per cent after three months.

Between 50 per cent and 70 per cent of the able-bodied clients (who were thought likely to be socially disadvantaged) attending the assessment units had obtained work by the end of six months and between 26 per cent and 48 per cent after three months. (But many of these clients were judged after referral to have no social disadvantage).

With one exception there was no statistically significant difference between the results for those clients attending the units and those receiving the normal employment office service. The exception was at Manchester where, amongst the unregistered disabled clients who attended the unit, the proportion obtaining work was 12 per cent higher than amongst unregistered disabled clients receiving the usual service.

The assessment units' staff considered that they had improved the motivation and prospects of many clients and there was some support for this view from employment office staff, many of whom found the units' reports valuable, although some considered that the reports only confirmed their own views.

There was no significant increase in applications for employment rehabilitation or training courses—numbers of applications were very small, possibly due to suitable candidates being already identified and the fact that vocational assessment by the assessment units reduced the need for assessment at Employment Rehabilitation Centres.

Job satisfaction (for those who found work) and satisfaction with the service received was similar for those clients receiving the units' services and for those receiving the normal service.

More frequent introductions of clients as candidates for vacancies did not result in more jobs being obtained.

Assessment unit trials 1975

14 per cent of the disabled clients attending the units were in work three months after referral.

Between 18 per cent and 23 per cent of clients with special employment needs attending the units were in work three months after referral.

A smaller proportion of clients got jobs in 1975 than in 1973/74 but it must be remembered that the employment climate had worsened and that in 1975 clients were identified specifically as needing special help rather than by length of unemployment and were likely to have been difficult to help into work.

Only at Manchester (where disabled people only were seen) was there any indication of better results for those receiving the unit's service than for clients receiving the usual service. This was almost certainly due to the fact, however, that those attending the units had on average been unemployed for a shorter period than those receiving the normal service.

The numbers of applications for employment rehabilitation and training courses remained small.

The shorter the time unemployed before referral to the units the more likely clients were to be in a job three months later.

Liverpool and Manchester trials

Between 20 per cent and 25 per cent of these able-bodied clients with special employment needs were in work three months after receiving special resettlement help from EAs.

At Manchester, where a randomly assigned comparison group was possible, those receiving a service from the specialist EAs did better (7 per cent more in a job) than those receiving the normal service.

Applications for employment rehabilitation and training courses were again very low overall, although at Liverpool short training with employers was found very useful under the Training Opportunities Scheme.

The specialist EAs identified fewer work handicaps than the specialist staff at the other trials.

The shorter the time unemployed before referral to the specialist EAs the more likely clients were to be in work three months later. Many of the Liverpool clients had been unemployed for some time before referral.

Sheffield and Willesden trials

At Sheffield 20 per cent and at Willesden 8 per cent were in work three months after referral to the social worker for advice and guidance.

At Sheffield 50 per cent and at Willesden 20 per cent of the clients referred to the social worker were judged to be temporarily unemployable.

Very few training applications were made but at Sheffield 20 per cent of the clients were identified as potentially in need of an employment rehabilitation course (compared with 3 per cent at Willesden).

The very marked differences in results at the two trials may be partly explained by the very different characteristics of the communities in which the two offices are situated and by the fact that the social worker at Sheffield was already well known to and accepted by employment office staff and clients, whereas the social worker at Willesden was new to the area.

The results of the Sheffield and Willesden trials do not permit assessment of the extent to which handicaps have been removed or reduced and which ones were more amenable to "treatment" or less of a handicap to employment.

Conclusions

The results of the resettlement trials must be interpreted with care because they have been influenced by many factors, the effects of which are difficult to assess. For example differences in methods of identifying suitable

clients and referring them, differences in unemployment rates and employment opportunities among other things, might be expected to have affected the performances of all the trials, but to an unknown extent. Conclusions can be drawn about the effect of each separate type of resettlement trial on the clients they tried to help but only tentative conclusions can be drawn about their effect when one type of trial is compared with another.

As far as the four original questions are concerned, the resettlement trials have only gone some way towards providing answers. There has been no evidence from the trials to suggest that the existing Disablement Resettlement Service should be broadened to include other disadvantaged people (question (a)) whereas there is some evidence to suggest that a specialised service for this group should be provided separately (questions (b) and (c)). The main conclusion that can be drawn from the trials is that sophisticated professional assessment facilities (as offered at the assessment units) did not noticeably affect the numbers of people in work, training or rehabilitation and should not be introduced (question (d)). However, evidence from the other trials which ran during 1975 is useful in examining how the employment service might otherwise be developed to help more fully jobseekers with special employment needs.

Comparison of the trials and their results is difficult as has already been explained; allowances must be made for differences in the characteristics of the clients and the localities of the various trials. However, the effectiveness of the Liverpool and Manchester (Wythenshawe) trials and their economy and simplicity suggest that, compared with the assessment units, they are more efficient in the use of staff and still beneficial in helping clients with employment problems to settle into work.

As a result of the findings from these trials, the ESA is now giving further consideration to the possible development of its services for people with special employment needs, particularly using the experience gained at Liverpool and Manchester (Wythenshawe). It expects to present its conclusions to the Manpower Services Commission in the near future.

Further information

A full and detailed report of the operation of these trials, and the findings has been completed. A copy of this report is available free of charge and may be of special interest to researchers and organisations working on behalf of disabled and other disadvantaged people. Copies can be obtained from:

Employment Service Agency (ESD6)
7 St Martin's Place
London WC2N 4JH

Industrial disputes: international comparisons

THE TABLE below (based on information supplied by the International Labour Office) shows the number of days lost through industrial disputes per 1,000 people employed in a number of countries, including the United Kingdom, in each of the last 10 years. The industries covered are in most cases mining, manufacturing, construction and transport. As the definitions used for these statistics vary from country to country, too much significance should not be attached to relatively small differences in the figures.

The 1975 figures

In 1975, only three of the 16 countries for which figures are available (Canada, France and New Zealand) lost more days per 1,000 people employed than in the previous year. Of these countries, Canada has shown an increase for the fourth consecutive year. A number of other countries showed significant improvements. The largest reductions in days lost per 1,000 people employed, in percentage terms

were shown by Norway (98 per cent), West Germany (83 per cent) and the United Kingdom (57 per cent).

The 5 and 10 year averages

In all but three countries the strike record in the second five year period (1971-75) was worse than in the first (1966-70). Those countries which have on average lost more days per 1,000 employees than the UK in both the five year periods 1966-70 and 1971-75 include Australia, Canada, India, Italy and the United States. The major industrial countries with better records than the UK in both five year periods are Belgium, West Germany, France, Japan, Netherlands and Sweden.

The 1975 figure for India and the United States is not available. The statistics for Sweden before 1972 are not truly comparable with those for subsequent years, as only since 1972 have separate figures been available for the industry groups to which the table relates.

Days lost per 1,000 people employed

	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975†	Average for		
											5 years 1966-1970	5 years 1971-1975	10 years 1966-1975
Australia*	360	320	460	860	1,040	1,300	880‡	1,080‡	2,670‡	1,390	608	1,464	1,036
Belgium	320	90	230	100	830	720	190‡	520‡	340‡	340	314	422	368
Canada	1,570	1,200	1,670	2,550	2,190	800	1,420	1,660‡	2,590‡	2,840	1,836	1,862	1,849
Denmark§	30	20	20	80	170	30	40	4,440‡	330‡	190	64	1,006	535
Federal Republic of Germany	—	30	—	20	10	340	10	40	60	10	12	92	52
Finland	150	410	250	200	270	3,300	520‡	2,470‡	460‡	300	256	1,410	833
France	240	430	(a)	200	180	440	300	330	250	390	263 (b)	342	303 (b)
India	890	1,270	1,150	1,270	1,440	1,100	1,300	1,330	2,480	(a)	1,204	1,553 (c)	1,379 (c)
Irish Republic	1,420	520	910	2,170	490	600	600	420	1,260	810	1,102	752	927
Italy	1,710	580	930	4,160	1,730	1,060	1,670	2,480‡	1,800	1,640	1,822	1,730	1,766
Japan	170	100	160	200	200	310	270	210	450	400	166	328	247
Netherlands	10	—	10	10	140	50	70	330	—	—	34	90	62
New Zealand	230	320	310	300	470	350	300	530	360	380	326	384	355
Norway	—	10	10	—	70	10	—	10	490	10	18	104	61
Sweden**	110	—	—	30	40	240	10	10‡	30	20	36	62	49
Switzerland	—	—	—	—	—	10	—	0	—	—	—	2	1
United Kingdom	170	220	370	520	740	1,190	2,160	570	1,270	540	404	1,146	775
United States‡‡	880	1,430	1,590	1,390	2,210	1,600	860	750	1,480	(a)	1,500	1,173 (c)	1,337 (c)

* Including electricity and gas, excluding communication.

† Preliminary figures.

‡ Revised figures.

§ Manufacturing only.

** All industries included until 1971.

‡‡ Figures cover also electricity, gas and sanitary services.

(a) Figures not available.

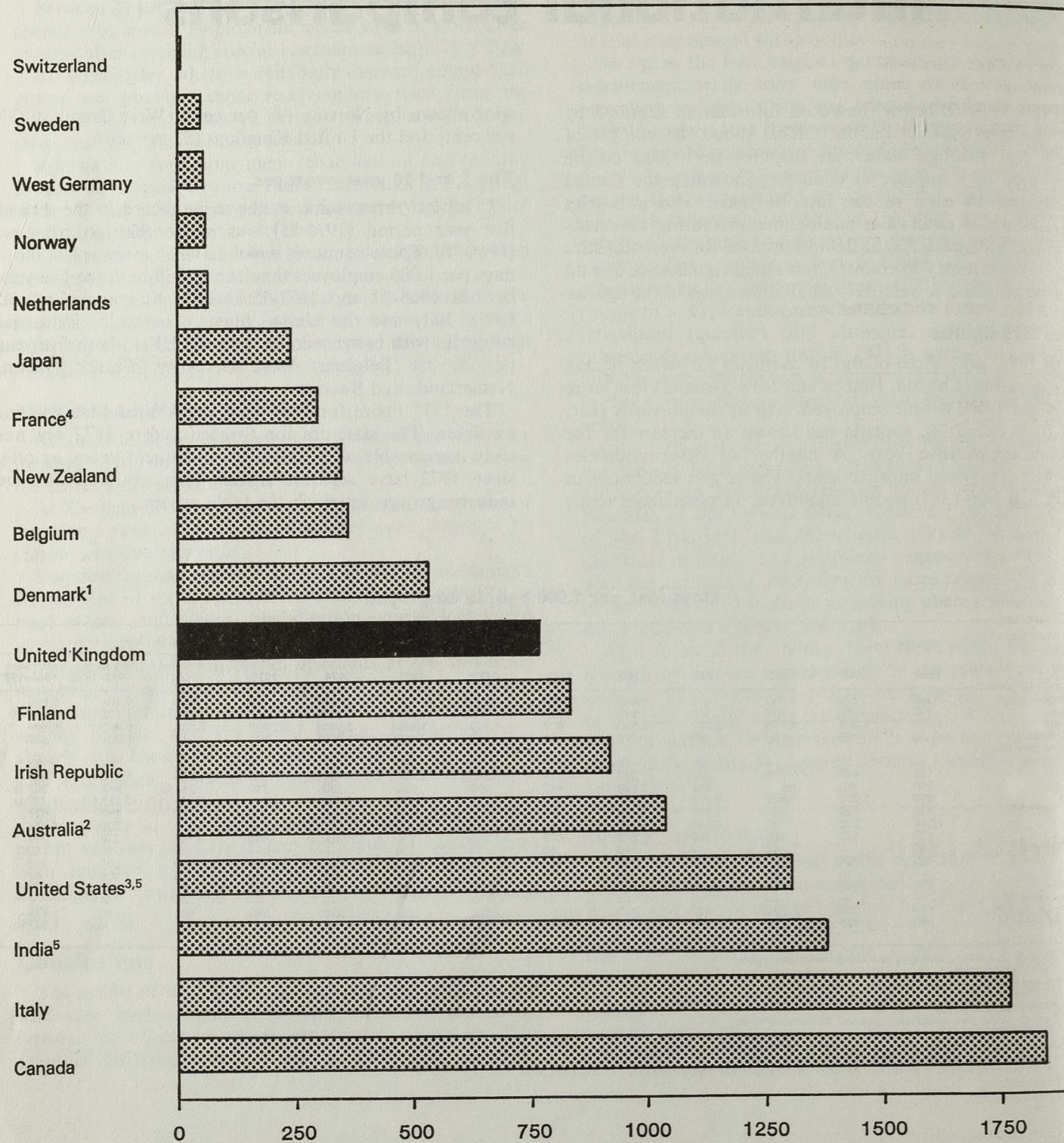
(b) 1968 figure unavailable and not included in averages.

(c) 1975 figure unavailable and not included in averages.

Note: Where no figure is given the number of days lost per 1,000 employed is less than five.

Industrial disputes – how the United Kingdom compares

Annual average number of working days lost per 1,000 employees, 1966-1975



1 Manufacturing only
 2 Including electricity and gas, excluding communication
 3 Figures cover also electricity, gas and sanitary services
 4 1968 not included
 5 1975 not included

Employment of women and young people: special exemption orders, October

THE Factories Act 1961 and related legislation place restrictions on the employment of women and young people 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 people aged 16 and over, by making special exemption orders for employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on October 31, 1976, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young people of 16 but under 18	Female young people of 16 but under 18	Total
Extended hours†	24,339	1,047	1,489	26,875
Double day shifts‡	45,363	2,731	2,218	50,312
Long spells	9,396	286	1,210	10,892
Night shifts	47,184	1,451	—	48,635
Part-time work§	19,755	100	116	19,971
Saturday afternoon work	6,024	256	169	6,449
Sunday work	46,807	1,359	1,943	50,109
Miscellaneous	5,029	378	246	5,653
Total	203,897	7,608	7,391	218,896

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.
 † "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.

‡ Includes 18,871 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.
 § Part-time work outside the hours of employment allowed by the Factories Act.

Deaths and diseases—October 1976

Fatal accidents	September	October	Notified diseases	September	October
Factory Acts			Aniline	1	—
Factory Processes	21	26	Anthrax	—	—
Building Operations	5	14	Arsenical	—	—
Works of Engineering Construction	5	4	Beryllium	—	—
Docks and Warehouses	1	3	Cadmium	—	—
Total	32	43	Carbon bisulphide	—	—
Fatalities reported under other Acts			Chrome ulceration	3	5
Explosives	—	1	Chronic benzene	—	—
Mines and Quarries*			Compressed air	11	3
Coal Mines			Epitheliomatous ulceration	—	—
Underground	3	5	Lead poisoning	1	4
Surface	—	1	Manganese	—	—
Other Stratified Mines	—	—	Mercurial	—	—
Miscellaneous Mines	2	1	Phosphorous	—	—
Quarries	1	1	Toxic anaemia	—	—
Railway Service	4	5	Toxic jaundice	—	—
Seamen					
Trading Vessels	—	—			
Fishing Vessels	2	3			
Agricultural Employees	3	—			

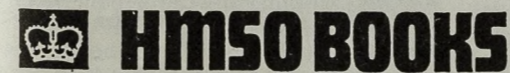
* Figures relate to a period of — weeks in current month and — weeks in the previous month.

British Labour statistics: Historical Abstract 1886—1968

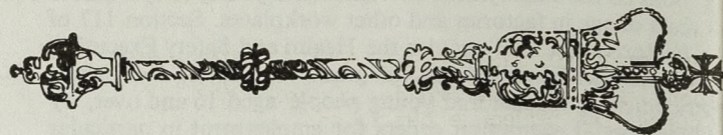
This unique standard work of reference brings together all the main series of official statistics compiled by the Department of Employment and its predecessors since 1886, plus some for even earlier years. It contains 389 pages of tables and 50 pages of text and the subjects covered are wage rates, earnings, hours of work, retail prices, employment, unemployment, vacancies, family expenditure, industrial accidents, and disputes, membership of trade unions, labour costs and output per head. This will be a most valuable source-book for everyone concerned with the study and formulation of economic policies. £7 (by post £7.70)

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Government publications can be bought from the Government bookshops in London (Post Orders to PO Box 569, SE1 9NH), Belfast, Edinburgh, Cardiff, Manchester, Birmingham and Bristol, or through booksellers



Questions in Parliament



Parliament was prorogued on November 22, 1976 and the Queen re-opened the new Session on November 24. A selection of questions in the House of Commons on matters of interest to readers of the Gazette put to ministers of the Department of Employment and other ministers from November 11 until December 10 is printed on these pages. The questions are arranged by subject, and the date on which they were answered is given after each answer.

Job creation schemes

Mr Ian Wrigglesworth (Teesside, Thornaby) asked what was the total allocation of funds in the current year for the job creation scheme in the North East; and how it compared with amounts allocated to other regions.

Mr Golding: The sums allocated to areas under the Job Creation Programme relate to the duration of the programme (October 1975 to September 1977). Allocations are not made on the basis of the calendar or financial year. The allocations made to each area of Great Britain are:

AREA	ALLOCATION (£M)
Northern (including Cumbria)	14.0
London & South East	5.0
Merseyside	13.0
South West	4.5
Yorkshire & Humberside	6.0
Midlands	4.5
North West (excluding Merseyside)	7.0
Scotland	21.0
Wales	9.5
Total	84.5

(November 16)

Mr Richard Luce (Shoreham) asked how many job creation projects had been funded on the basis that they aimed for long-term viability; and how many of these projects were now expected to achieve long-term viability once the funds were used up.

Mr Golding: Eight projects have so far been approved which aim to continue after Job Creation Programme support ceases, using self-generated revenue to meet all or most of the operating costs.

Department of Employment Ministers

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

Harold Walker M.P., Minister of State

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

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

It is too early to say how many will achieve this aim. (November 18)

Mr Frank Hatton (Manchester, Moss Side) asked how much money had been made available for the job creation programme schemes to Scotland, Wales and each of the English Regions in the last 12 months; and how many jobs had been provided.

Mr Golding: The information is as follows:

Area	Allocation (£M)	No. of jobs approved up to November 5 1976
Scotland	21.0	13,700
Wales	9.5	5,200
London & South East	5.0	2,500
Northern	14.0	8,100
South West	4.5	3,200
Yorkshire & Humberside	6.0	3,400
Midlands	4.5	3,300
North West	7.0	3,000
Merseyside	13.0	6,300

(November 18)

Mr Richard Luce (Shoreham) also asked where job creation projects were funded on the prospect of long-term viability, what practical steps were taken to assist in the project's success.

Mr Golding: Where appropriate, the Manpower Services Commission arranges for specialist advice to be given to groups setting up projects which aim to become self-financing. In addition, general advice and information is provided by commission staff in the course of visits to projects after they have started. (November 18)

Mr Anthony Steen (Liverpool, Wavertree) asked what was the total cost of the census being carried out by young people on Merseyside under the Job Creation Programme; when it would be completed; and what it was proposed should be done with the information obtained.

Mr Golding: A grant of £40,057 has been approved for the project, which is

Job creation schemes (cont)

sponsored by Merseyside County Council. The project is due to end in February 1977. The results of the project will help the Council to plan its services and longer term strategies. (November 29)

Mr John Ovenden (Gravesend) asked what plans the Secretary of State had to ensure that leaflets on the job creation scheme and the work experience scheme were more readily available to employers and voluntary organisations; and if he would arrange for copies of leaflets to be made available in post offices.

Mr Golding: Several thousand leaflets describing the Work Experience Programme and the Job Creation Programme have been distributed to employers' organisations and voluntary organisations. Further copies are available on request from the Area Offices of the

respective programmes. There are no plans at present to make the leaflets available in Post Offices (November 17)

Mr Iain Sproat (Aberdeen South) asked what estimate had been made of the cost to public funds of paying people aged between 64 and 65 years who were already unemployed to stay unemployed under the job release scheme.

Mr Golding: The main aim of the job release scheme is to allow those in Assisted Areas who are within a year of statutory minimum pensionable age to leave their jobs, if they wish, and create a vacancy for a younger person from the unemployed register. In equity it was thought right to give the same opportunity to those at present on the unemployed register, to withdraw from the competition of job seeking at a time of high unemployment, at a net cost estimated at £7m. (November 22)

Counter-inflation policy

Mr John Cartwright (Greenwich, Woolwich East) asked whether the pay restraint policy agreed between the Government and the Trades Union Congress allowed payment beyond the agreed limits to be made to individuals who had accepted additional responsibilities.

Mr Walker: Under the pay policy, individual employees who have taken on additional responsibility which is clearly identifiable and significant may be paid the appropriate rate in terms of the existing pay structure without the increase counting against the pay limit. (December 3)

Mr Terry Walker (Kingswood) asked the Prime Minister if he would make a statement about the Government's counter-inflation publicity programme.

The Prime Minister: Lord Cudlipp will continue as my adviser on the presentation of the Government's economic policies. But on his advice the Government have agreed that, following the acceptance of the £6 pay policy and the agreement to stage 2 of the pay policy, there should be no further paid publicity in pamphlets or in advertising for the time being in support of the counter-inflation measures. The Counter-Inflation Publicity Unit, set up in 1975, has therefore been stood down, but it can be re-assembled quickly should this be necessary. (November 18)

Mr Jack Ashley (Stoke-on-Trent South) asked if the Secretary of State was satisfied that the pay code had been observed in all settlements since it was established.

Mr Walker: As has been previously explained, my department maintains comprehensive monitoring only of major settlements. All of these have been entirely in conformity with the policy and I have every reason to think that the TUC guidelines have been generally observed. (November 18)

Mr Jack Ashley then asked if the settlement of the seamen's dispute was within the pay code.

Mr Walker: The settlement negotiated between the General Council of British Shipping and the National Union of Seamen was within the pay guidelines. (November 18)

Mr Ashley also asked on what criteria the Secretary of State based his interpretation of the pay code in any discussions with trade unions.

Mr Walker: Interpretation of the pay policy is based on the provisions of the White Paper "The Attack on Inflation" (Cmnd. 6151) and "The Attack on Inflation: The Second Year" (Cmnd. 6507). (November 18)

(continued on page 1358)

Questions in Parliament

Maintenance of jobs

Mr John Watkinson (West Gloucestershire) asked the Secretary of State for Employment how much of public funds have been spent on the various schemes presently in operation to encourage the creation and maintenance of jobs.

Mr Golding: My department administers a number of schemes to encourage the creation and maintenance of jobs.

1. Under the Youth Employment Subsidy Scheme applications approved by November 26 involved a cash commitment of approximately £550,000. In general, payments are made quarterly in arrears so little or none of this has yet been spent.

2. At November 26, the cumulative cash commitment in respect of applications approved under the Temporary Employment Subsidy Scheme was £137m. Expenditure by the end of October was £37.5m.

3. From 1971, when it was set up, to the end of November the cost of Community Industry to this Department has been £9.6m of which £5.6m has been paid since September 1975.

4. £1.5m has been allocated to the strengthening of the Careers Service for the period September 1975-March 1977. Expenditure by local authorities under this allocation was £400,000 up to the end of June 1976.

The Manpower Services Commission has provided me with the following information about the schemes they operate:

5. Grants totalling £71m of the £90m available for the Job Creation Programme had been approved by 25 November. For a majority of projects payment is quarterly in arrears and the total of payments to sponsors under the programme by the end of November was £16m.

6. By 27 November applications had been approved under the Work Experience Programme involving a financial commitment of £2m. Expenditure by the same date totalled £9,500.

7. Since June 1975 the Government has allocated an additional £143m to the Manpower Services Commission for increased training in industry and for expansion of the Training Services Agency's direct training operations through the Training Opportunities Scheme. It is not possible, however, to distinguish in each case actual expenditure of this additional money from that originally planned.

In addition the DI administers a number of schemes under the Industry Act which encourage the creation and maintenance of jobs. (December 6)

Questions in Parliament

Counter inflation policy (cont)

Miss Joan Maynard (Sheffield, Brightside) asked the Secretary of State for Employment whether the latest proposals put forward by the Agricultural Wages Board relative to agricultural workers' wages are within the Government's incomes policy; and, if not, what action he proposes to take.

Mr Walker: The proposals of the Agricultural Wages Board for England and Wales which were published on November 8, 1976 are within the limits of the TUC's pay guidelines printed as Annex B to the White Paper "The Attack on Inflation: The Second Year" (Cmd 6507). (December 6)



Comparison with EEC

Mr John Ovenden (Gravesend) asked what was the overall level of unemployment in October of each year since 1965 in numerical and percentage terms; what were the corresponding figures for unemployment in the under 25 years age group; and how these figures compare with the average for all EEC countries.

Mr Golding: The available information is given in the table below. An age analysis is compiled in Great Britain only twice a year, in January and July. For comparison

Health and Safety

Mrs Margaret Bain (East Dunbartonshire) asked if the Government intended to implement the recommendations of the Health and Safety at Work Consultative Document "Compulsory Notification of Proposed Experiments in the Genetic Manipulation of Micro-Organisms"; and if Parliament would be given an opportunity to discuss such regulations as those in Appendix B of the document.

Mr Grant: The Government has accepted the general principles of the report of the working party on the practice of genetic manipulation which recommended, inter alia, that regulations should be made under the Health and Safety at Work Act to require notification of experiments. The Health and Safety Commission, accordingly, prepared draft regulations and circulated them in its consultative document.

I am informed by the commission that

other data are also given for July. I regret that rates for individual age groups cannot be supplied for Great Britain for current periods because the necessary employment analyses by age are not available; nor are they available for the EEC. The numbers under 25, however, have been expressed as a percentage of total unemployed and are shown together with corresponding estimates by the EEC from statistics of seven member countries. Because of differences in national definitions and coverage, the statistics for Great Britain and the EEC are not directly comparable.

Unemployment in Great Britain and the EEC

Year	Great Britain (1)				E.E.C.				
	All Ages		Under 25		All Ages (3)		Under 25 (4)		
	October	July	July	July	July	July	Mid-Year		
	Number unemployed	Percentage Rate (2)	Number unemployed	Percentage of total unemployed	Number unemployed	Percentage of total unemployed	Number unemployed	Percentage of total unemployed	
1965	309.2	1.3	275.0	1.2	65.7	23.9	1,310	1.5	NA
1966	374.6	1.6	258.2	1.1	60.1	23.3	1,340	1.6	NA
1967	531.6	2.3	470.2	2.0	119.8	25.5	1,820	2.1	21.3
1968	538.8	2.3	499.7	2.2	114.1	22.8	1,840	2.1	22.2
1969	542.6	2.4	486.6	2.1	110.7	22.7	1,820	1.8	24.0
1970	576.3	2.5	527.9	2.3	126.3	23.9	1,670	1.9	25.5
1971	819.1	3.7	718.9	3.2	205.9	28.6	1,960	2.2	27.0
1972	789.5	3.5	775.1	3.5	228.1	29.4	2,310	2.6	27.7
1973	506.8	2.2	535.4	2.4	134.4	25.1	1,970	2.2	28.1
1974	610.3	2.7	542.5	2.4	149.8	27.6	2,310	2.5	30.7
1975	1,098.6	4.8	944.4	4.1	344.3	36.5	3,950	4.3	35.3
1976	1,320.9	5.7	1,402.5	6.1	615.1	43.9	4,600	5.0	NA

(1) Adult students are excluded throughout, partly on an estimated basis.

(2) Numbers unemployed expressed as a percentage of total employees (employed and unemployed); for EEC countries the basis is broadly similar.

(3) Sources: OECD main economic indicators and labour force statistics 1962-1973, Istituto Centrale di Statistica Bollettino Mensile di Statistica. Some estimates have been made for Belgium, Ireland and Denmark for early years. Data for Luxembourg are not included.

(4) Source: Commission of the European Communities. Figures for Ireland and Luxembourg are excluded.

(November 17)

they have received a substantial volume of comment on the draft regulations, all of which they will wish to consider, holding such further consultations with interested organisations as may be necessary, before recommending to the Government the form in which the regulations might finally be drawn.

Under normal practice these regulations would be made by negative resolution and would not be the subject of debate in Parliament. (November 29)

Mrs Bain also asked what microbiological, molecular biological, biochemical or genetic expertise existed on the Health and Safety Commission Executive; and what proportion of the Factory Inspectorate had such expertise.

Mr Grant: The Health and Safety Executive will not be in a position to assess precisely the financial and staffing implications of administering regulations based on the proposals in the consultative document until it has reached a conclusion on the definition of the activities in genetic manipulation to be covered in the regulations which it will finally recommend to the Government. The Health and Safety Commission is at the moment considering the comments on this point which it has received during the consultative process.

The executive has only a few staff with expertise in these disciplines but has appointed a principal scientific officer (micro biology) and is considering what other steps it should take to meet its developing commitments in the field of genetic manipulation. The commission and executive hope, in any case, to be able to draw on considerable resources of external expertise, primarily the genetic manipulation advisory group, for advice on genetic manipulation matters. (November 29)



Miss Joan Maynard (Sheffield, Brightside) asked whether the Employment Medical Advisory Service had carried out an epidemiological study to establish the community health of farm workers; and if any such study was planned by the service.

Mr Grant: No such studies have been undertaken or are planned by the Employment Medical Advisory Service. Community health is a matter for the area health authorities which are the responsibility of the Secretary of State for Health and Social Services rather than of the Health and Safety Commission and Executive. (November 29)

Health and safety (cont)

Mr Greville Janner (Leicester West) asked, where individual managers and workers had been convicted of offences under the Health and Safety at Work Act, what penalties had been imposed.

Mr Grant: I am advised by the chairman of the Health and Safety Commission that in the three successful cases against directors, fines of £50, £75, and £300 were imposed.

In the eleven successful cases against employees, two were given conditional discharges, and fines imposed on the remaining nine ranged from £10 to £200, the average fine being £69.50. (November 22)

Ionising radiation

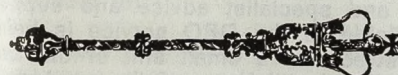
Mr Andrew Faulds (Warley E) asked the Secretary of State for Employment when he expects to announce new radiological safety regulations under the Health and Safety at Work Act 1974, which are presently being drafted by the Health and Safety Commission to replace the ionising radiation regulations which presently apply only to factories.

Mr Grant: The Chairman of the Health and Safety Commission informs me that work has started on the prepara-

Protection of workers

Mr T. H. H. Skeet (Bedford) asked what progress has been made in vinyl chloride monomer production to protect workers against angiosarcoma; and what steps are being taken to detect carcinogenic potential in chemical products.

Mr Grant: When the relationship between exposure to Vinyl Chloride Monomer (VCM) and angiosarcoma was established in 1974, HM Chief Inspector of Factories set up a Tripartite Working Group to consider what action should be



taken. By February 1975 the Working Group had produced the Vinyl Chloride Code of Practice for Health Precautions. Before the carcinogenicity of VCM was established, the threshold limit value had been set at 200 parts per million (ppm).

Questions in Parliament

tion of new radiological protection regulations. Allowing time for the necessary consultations, it is expected that these regulations will be laid before the House early in 1978. The regulations will apply to all work activities. (November 11)

Factory Inspectorate

Mr Max Madden (Sowerby) asked if the Secretary of State would give an assurance that all newly-established factories, which came to the notice of the Factory Inspectorate would be inspected by an inspector of factories within two months of such notice being received and recorded.

Mr Grant: The visiting of newly-established factories notified to HMFI is accepted as one of the inspectorate's high priorities. However, the time within which such a visit might take place must be related to other priority cases on the local inspector at the time. Normally a visit will be paid within two months and any such visits are paid before production begins. In many cases the local inspector will know of the proposed new factory and will have had discussions with the employer before he receives the official notification. (November 15)

ing out of any necessary research with a view to the discovery and, so far as is reasonably practicable, the elimination or minimisation of any risks to safety or health to which the substance may give rise. This duty extends to carcinogenic potential.

Widespread use is made of the results of animal experiments and the possibilities of rapid screening for carcinogenic potential using micro-organisms are currently being investigated both by industry and by the Health and Safety Executive through the Medical Research Council (November 17).



Mrs Audrey Wise (Coventry South West) asked how many factory inspectors there were; and how many factories they covered.

Mr Grant: There are 663 general factory factory inspectors in post including those working in factory inspectorate headquarters and in the secretarial branches of the HSE as well as those outstationed in the area offices. In addition, there are 167 specialist inspectors working in the headquarters consultant sections, in the secretariat branches and outstationed in the area Offices.

On December 31, 1975 there were 209,573 premises registered under the Factories Act 1961 of which 205,466 were factories. There were also 179,451 premises registered under the Offices, Shops and Railway Premises Act 1963 for the bulk of which the Factory Inspectorate is the enforcing authority.

In addition, the Factory Inspectorate is responsible for all construction work, although the precise number of sites in existence is not known, and the inspectorate is also the enforcing authority for all work activity newly brought under health and safety legislation by the Health and Safety at Work Act 1974. (November 30).

Sir Bernard Braine (South East Essex) asked what warnings were given to the owners of industrial and commercial premises and householders about the toxic properties of polyurethane foams and in particular the danger from isocyanate fumes, where such material was used or stored on their premises.

Mr Grant: Polyurethane foams do not possess toxic properties and in normal

Questions in Parliament

Health and safety (cont)

use do not cause danger from isocyanate fumes. The foams are, however, highly flammable and toxic fumes, including isocyanates, are given off by the foams when they are on fire. The fire risks from polyurethane foams, and emission of toxic fumes from burning foam, are well recognised by HM Factory Inspectorate and the dangers have been drawn to the attention of industry and commerce for a number of years. Warnings about these toxic fumes are given in the Health and Safety Executive Technical Data Note 29(REV) entitled: "Fire risk in the Storage and Industrial Use of Cellular Plastics". This publication is available free to the public on application to the local offices of the Health and Safety Executive, and I am sending a copy to Sir Bernard.

Specific information and warnings on the dangers have not been addressed to householders, but the above information is freely available to them.

A film entitled "Polyurethane Foam: fire risk in industry" has been made for HM Factory Inspectorate which makes reference to these dangers, and this film is available for hire from the Health and Safety Executive. (November 18)

Mr Max Madden (Sowerby) asked why no limitation had been placed on inspectors who had been given full powers under the Health and Safety at Work Act 1974 confirming their authority to act to the relevant statutory provisions with which they were familiar.

Mr Grant: Although the Health and Safety Executive place no explicit limitations upon an inspector, senior officers exercise control over these activities. This allows the experience, skills and training of individual inspectors to be properly applied in the exercising of their powers. (December 2).



Removal expenses

Mr Iain Sproat (Aberdeen South) asked how many people had received removal expenses in the latest 12 months period for which figures were available; and what was the total cost to public funds.

Mr Golding: Under the Employment Transfer Scheme, the number of people

who received household removal assistance in the year ended September 30, 1976 totalled 7,553. This assistance may include one or more of the following: removal expenses, rehousing grant and a grant towards the cost of legal fees for buying and/or selling property. In the same period, expenditure on these items totalled £4,742,505. (November 15)

Building contracts

Mr David Mitchell (Basingstoke) asked what action is proposed to deal with the situation in which the building trade employers are reluctant to employ craftsmen who are not self-employed owing to difficulties arising from the Employment Protection Act when a building contract is complete and men have to be laid off.

Mr Walker: "The Lump" has always been used to evade taxation, national insurance and other statutory responsibilities, such as those introduced in the Employment Protection Act. New measures to strengthen existing provisions to control the lump will come into force on April 6, 1977 (November 17).

Work permits

Mr Iain Sproat (Aberdeen South) asked if the Secretary of State would set up an official investigation into the number of people working in the United Kingdom without work permits.

Mr Grant: My Department and the Home Office are jointly considering the subject of illegal working by overseas nationals. Its very nature makes measurement or investigation difficult, but we are concerned to find an answer to the problem. (November 16).

New Year's Day, 1978

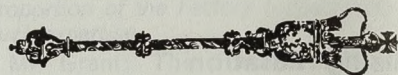
Mr John Loveridge (Havering, Upminster) asked if the Secretary of State would help manufacturing industries in their production planning programmes, especially those concerned in exporting, by ensuring that the Government's decision on the granting of any substitute holiday for New Year's Day 1978 was announced as early as possible in the new year and, in any event, not later than the end of February.

Mr Walker: It is the Government's intention to make an announcement as soon as possible, so as to assist industry and commerce in planning future holiday arrangements. (November 15)

Race relations

Miss Joan Lestor (Eton and Slough) asked the Secretary of State if he would discuss the improvement of race relations in industry with the CBI.

Mr Grant: I expect to have a number of opportunities to discuss with representatives of employers and trade unions how the necessary improvement in race relations in employment can be most effectively achieved against the background of the new race relations legislation. (November 18)



Discrimination

Mr Hugh Jenkins (Wandsworth, Putney) asked if the Secretary of State contemplated any further action against employers who were continuing to discriminate against women workers.

Mr Grant: The Sex Discrimination Act 1975 together with the Equal Pay Act 1970 provide comprehensive protection for women against discrimination by employers. (December 2).

Severely handicapped people

Mr Lewis Carter Jones (Eccles) asked if the Secretary of State would establish a small unit within his department to specialise in the employment of severely handicapped people; if he would establish on computer records the experience of methods of employing severely handicapped persons; and if he would make such information freely available to disablement resettlement officers.

Mr Grant: The Employment Service Agency is giving special consideration to the range and type of services needed to help severely disabled people both in open and sheltered employment. The points made by Mr Jones are therefore raised at an appropriate time. The technical and specialist advice and support available to the DRO service is being reviewed and a small unit of the kind mentioned will be carefully considered. The recording and dissemination of information about the effective employment of severely disabled people is already recognised as important and is given special attention through the training of and guidance to disablement resettlement officers. Attention is already being given to improving these arrangements and the points raised will be considered. (November 15)

Mine fatalities

Mr James Sillars (South Ayrshire) asked how many mineworkers were killed during the current year; and how many were in the age groups 45-50 years, 50-60 years and 60-65 years.

Mr Grant: The numbers of fatalities at mines in accidents underground and on the surface in the 49 weeks to December 4, 1976 are:

Total	Number killed in age groups		
	45-49	50-59	60-65
53	8	15	6

(December 10)

Training

Sir John Eden (Bournemouth West) asked to what extent there is duplication and overlapping between the work of the Manpower Services Commission, the Training Services Agency and the Construction Industry Training Board; and what steps he is taking to avoid it.

Mr Golding: The work being carried out by the Manpower Services Commission and the Training Services Agency complements, but does not duplicate, that of the Construction Industry Training Board, which has the prime responsibility for promoting training in the construction industry.

The Training Services Agency (TSA), as an executive arm of the Manpower Services Commission (MSC), maintains very close and continuing liaison with the CITB, including full discussions of its plans and programmes to meet the industry's training needs. As part of the MSC's measures to combat the effects of the current recession upon employment and training, the TSA and the CITB in 1975 and 1976 jointly agreed on the introduction of a number of measures designed to maintain the intake of trainees to the industry. TSA promotes and finances training through the CITB. The greater part of the financial assistance during 1975 and 1976 has been devoted to supporting opportunities for the young people to start apprenticeships and other forms of long-term training. (November 16)

Mr James Sillars (South Ayrshire) asked if, because of the continuing decline in mining, action to establish an industrial training centre at Cumnock would be initiated.

Mr Golding: The Training Services Agency has recently reviewed the training provision in the area. It is satisfied that the training needs, including any arising as a result of the situation in mining, can be adequately met by the Skill-centre at Irvine, the Technical Colleges at

Kilmarnock and Ayr and the facilities available at employers' establishments. There are no plans therefore to establish a training centre at Cumnock.

(December 6).

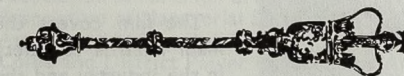
Mr Lewis Carter-Jones (Eccles) asked if the Secretary of State was satisfied with the co-ordination taking place between his department and the Department of Education and Science in providing enough technical training and re-training in view of the present high unemployment:

Mr Golding: I am informed by the Manpower Services Commission that they and the education services are working increasingly closely together in a wide area of education and training provision and, while arrangements for co-ordination are generally satisfactory, they are kept constantly under review. (November 17)

Mr Ralph Howell (North Norfolk) asked the Secretary of State if he intended to change the present position which permitted training allowances to be paid to around 7,000 people annually who were completing TOPS sponsored courses in construction trades, but excluded from eligibility to either training allowance or unemployment benefit unemployed people who were completing vocational training outside the TOPS scheme.

Mr Golding: I am informed by the Manpower Services Commission that there are no plans to extend the payment of either training allowances under the TOPS scheme or unemployment benefit to people who are undergoing vocational training outside the TOPS scheme.

The TSA has provided very considerable funds for a variety of training grant and award schemes to be administered by the Construction Industry Training Board so as to increase the number of industrial training places available. (November 30).



Mr Tony Newton (Braintree) asked what estimate had been made of the additional amount of industrial training taking place in the construction industry, and in industry generally, as a result of the increased incentive grants announced in June 1976.

Mr Golding: If all the grants now on offer through industrial training boards and other organisations are taken up by employers, some 34,000 additional training places, including 3,800 in construction, will be occupied during the 1976/77 training year. In addition, over 7,000 grants have been made available to safeguard normal recruitment in the construction industry. Details of actual take up of these various grants are not yet available. (November 18)

Questions in Parliament

Job release scheme

Mr Greville Janner (Leicester West) asked how much was the estimated cost of the Job Release Scheme as at present planned; and by (a) how much and, (b) what percentage it was estimated that such cost would be increased were it to be extended to non-assisted areas.

Mr Golding: The Job Release Scheme is a measure new to Great Britain and so we have no previous experience on which to base estimates of take-up. Our best judgment is that the gross cost of the scheme, which is to operate from January 3, 1977 for six months in Assisted Areas, is likely to be about £70 million. The net cost, when account is taken of savings of unemployment benefit and other savings to public funds, would then be about £27 million.

If the present scheme were to be extended to non-Assisted Areas, the estimated additional gross cost would be about £60 million and additional net cost about £22 million. These figures represent an increase of both gross and net costs of over 80 per cent. (December 6)

Self-employed

Mr Michael Shersby (Uxbridge) asked what the policy of the Manpower Services Commission towards: (a) finding jobs for workers who want to be self-employed, and (b) finding workers for companies who have self-employed vacancies.

Mr Golding: I am informed by the Manpower Services Commission that the Employment Service Agency does not accept responsibility for bringing together companies who offer employment on a self-employed basis and workers who want to be self-employed. This policy is aimed at safeguarding the interests of workers who may not be fully aware of the legal implications and responsibilities of being self-employed. (November 22)

Industrial Tribunals

Miss Jo Richardson (Barking) asked how many applications made to industrial tribunals since January 1, 1976 had been (a) settled and (b) withdrawn before the hearing.

Mr Grant: During the first nine months of 1976, 14,068 applications were settled at a tribunal hearing; 8,654 were settled by conciliation; and 13,292 were withdrawn. Some of these applications were however made before January 1, 1976; whilst some applications made during the first nine months of this year had not been disposed of by the end of September. (December 7)

News and notes

Sharp upturn in pit casualty figures

ACCIDENTS in British coal mines—both fatal and serious—took a sharp upturn in 1975—64 coal miners were killed and 586 seriously injured compared with 48 and 497 in 1974.

The accident rates per 100,000 manshifts showed an increase from 1.12 to 1.20—the highest since 1968, says the annual report of HM Chief Inspector of Mines and Quarries.* This is the first report since the Inspectorate became part of the Health and Safety Executive.

Mr. James Carver, HM Chief Inspector, says: "The deterioration in the number of falls of ground accidents at the face is disappointing, particularly in view of the number of powered support installations in use, a feature which has hitherto made a considerable contribution to the reduction

in falls of ground accidents at the face".

As an immediate remedy, Mr. Carver says that a more searching and disciplined approach should be made before deciding to position men in advance of the front row of props. In the long term he considered that a more widespread use of broader hydraulically operated forepoles and the adoption of immediate forward support systems should contribute to a reduction in this type of accident.

Underground transport accidents accounted for 34 per cent of all those reportable and 35 per cent of fatal accidents. Transport systems were the greatest single cause of accidents and were responsible for 40 per cent of all fatal accidents underground, says Mr. Carver.

"The fact that twice as many people

were killed during the year compared with 1974 is a matter of real concern, particularly in view of the increasing effort being directed towards reducing accidents from this cause," he adds.

The remarkable advances in face technology had not extended to transport operations elsewhere in the mine, especially in materials transport and until greater attention was given to this problem, the accident rate would not be materially affected."

Immediate action required

This "unsatisfactory situation" was being examined by a national steering committee on haulage and transport set up in 1974, which had already identified certain areas of operational activities where immediate action was required. These included vehicle design, haulage track, materials handling, arrest of runaway vehicles the use of dead ropes and locomotive haulage. A catalogue of safety devices for haulage systems would be published later.

New cases of pneumoconiosis during 1975 numbered 683 compared with 539 in 1974, but, despite the upward trend, the present position was in fact improving, says Mr. Carver. The development of the disease reflects the past rather than the present exposure, and is often complicated by changes in mining population as a result of closure of mines and transfer of employees. More recent studies have indicated that its prevalence is reducing, and the age at which miners are showing any sign of developing the disease is rising.

In quarries, including opencast coal quarries, 15 men were killed and 65 seriously injured in 1975, the lowest total accident figures ever recorded. "This represents a 24 per cent reduction in total accidents," says Mr. Carver. "It is particularly gratifying to report no fatal casualties from falls of ground and that the serious accidents from this cause were halved. For the first time since the introduction of the Quarry Vehicles Regulations 1970, there was a reduction in accidents involving trackless vehicles."

* Health and Safety: Mines and Quarries 1975, available from HMSO, price £1.75 plus postage.



SAFETY IN SHIPBUILDING

★ ★

A new film on "Safety in shipbuilding", made by Sorel Films, has been issued to all shipbuilding firms, says the annual report of the Shipbuilding Industry Training Board.

The film covers the main hazards to safety in the industry and the report says that it makes a valuable basis for discussion in management, supervisory and induction courses as well as in safety training.

The photo shows a scene from the film: Derek Benfield, of "The Brothers" television series playing the part of a safety officer and Brian Stirner playing the part of a shipbuilding worker.

★ ★

News and notes

Extra £120 million to save jobs

The Government announced plans on December 15, 1976 to extend two of its most successful short-term job saving measures until April 1977 when the future of these, and the other schemes recently introduced, will be reviewed. The measures to be extended are:

Temporary Employment Subsidy, due to close for applications at the end of December, has been extended for four months to the end of April 1977. At a gross cost of £60 million it is hoped that a further 70,000 jobs will be saved.

Job Creation Programme—the Government has agreed to finance the Job Creation Programme for a further four months so that applications can be received to the end of April 1977. The Manpower Services Commission will be making the detailed arrangements.

Introduced in August 1975, the main provisions of the Temporary Employment Subsidy scheme remain unchanged. An employer, faced with making 10 or more workers in an establishment redundant, receives a £20 per week subsidy for each worker kept on. By the end of December 1976 it is estimated that some 200,000 jobs will have been saved at a gross cost of £180 million. These costs are offset by savings on unemployment benefit etc, and the maintenance of tax revenue.

The Job Creation Programme was started in September 1975. So far projects have been approved providing 55,000 jobs for young people at a cost of £74 million.

After financing the Temporary Employment Subsidy and the Job Creation Programme for four months some £45 million will remain to be spent on employment measures yet to be decided.

Pay inquiries

The telephone number of the Incomes Division of the Department of Employment, through which advice and guidance about incomes policy can be obtained, will be changed as from January 17. From that date initial inquirers should ring 01-214 3030. Detailed information on the pay policy may still be obtained by writing to the Department of Employment Incomes Division, Rex House, 4-12 Regent Street, London SW1Y 4PN.

First aid provisions for all workers

Greater legal requirements for the provision of first aid facilities are being considered to cover all people at work in Britain, said Mr John Locke, Director General of the Health and Safety Executive, addressing the annual conference of the Society of Occupational Health Nursing at the Commonwealth Institute.

He said they would be looking at what was needed for all workers now coming under the Health and Safety at Work Act and not just those covered by the present first aid regulations under current legislation relating to factories, mines and quarries, agriculture, and offices, shops and railway premises.

The review will be undertaken by a working group of the Medical Advisory Committee recently formed by the Health and Safety Commission and will include representatives of the bodies concerned with first aid and first aid training, including the Royal College of Nursing.

The working group will look at provisions for training, for exemption from first aid regulations and for materials to be supplied, as well as the needs of those coming for the first time under such regulations.

Dock Work Act

The Dock Work Regulation Bill has received Royal Assent and its provisions will be brought into force by order as soon as practicable in the New Year.

The Act provides for the re-constitution of the National Dock Labour Board with wider representation than at present, and for the preparation of a New Dock Labour Scheme.

All work which is dock work for the purposes of the present scheme or treated as dock work by custom and practice will be covered by the new scheme.

All work of loading and unloading ships at places not covered by the present Dock Workers' Employment Scheme will, with certain specified exceptions, have to be reported to the National Dock Labour Board by the employers concerned. The board will then, under the criteria set out in the Act, recommend to the Secretary of State whether or not particular work should be covered by the new scheme.

The board is also able to consider whether cargo-handling and associated work carried on at premises within half a mile of a harbour or of harbour land should be subject to the scheme.

Trade union certification

Since November 11, 1976 the Certification Officer, Mr John Edwards has issued certificates of independence to a further 14 trade unions under section 8 of the Employment Protection Act 1975. They are:

Amalgamated Textile Workers Union—Oldham AWA Division
Association of Foremen British Aircraft Corporation Limited (Filton Factory and Fairford)
Association of Managerial Staff of the National Bus Company and Subsidiary Companies
Association of Planning Officers
Colne and District Power Overlookers Association
Foremen's Association of the British Aircraft Corporation Limited Military Aircraft Division
Guardian Royal Exchange Staff Union
Military and Orchestral Musical Instrument Makers Trade Society
Musicians Union
National Association of Teachers in Further and Higher Education
National Association of Youth Hostel Wardens
National Owner Drivers Association UK
Nelson and District Clothlookers and Warehouse Association
Northern Counties Textile Trades Federation

Applications from the following trade unions have been refused:

Alumasc Employees Association
British Aircraft Corporation (Military Aircraft Division) Professional Staff Association
Medical Insurance Agency Staff Association

Certificates have now been issued to 206 trade unions (of which 135 are affiliated to the TUC or are constituents of affiliated unions), 14 applications have been refused, and one application has been withdrawn. At December 13, applications from 46 unions (of which four are affiliated to the TUC or are constituents of affiliated unions) were under consideration.

News and notes

An "ingenious" work project

Brathay Hall, a Lakeland training centre, is being extended under a Job Creation Programme project to provide jobs for Merseyside and Cumbrian youngsters. It was launched recently by Mr Albert Booth, Secretary of State for Employment.

The £75,000 scheme will employ up to 30 young people—apprentices who have become redundant, and Construction Industry Training Board award-holders who so far have failed to find apprenticeships.

Mr Booth said that the Government wanted to give priority under the Job Creation Programme to work for young people.

The work at Brathay Hall includes the conversion of old farm buildings to provide a ground-floor accommodation unit and a first-floor multi-purpose hall. Living and dining areas will be improved, a new laboratory will be provided and an old lakeside cottage restored.

"One of the farm buildings, I am told," added Mr Booth, "is the old barn and some cow stalls are to be converted into attractive



and comfortable dormitories. That certainly shows ingenuity even if it does not quite provide silk purses out of sows ears".

Since the Job Creation Programme was launched in October 1975 nearly 5,000

projects had been approved, providing temporary jobs for over 50,000 people.

Our photo shows Mr Booth listening to one of the young workers telling him about the project.

Preparing the young for work

Four industrial training boards, the seven regions of the Training Services Agency (TSA) and 12 local education authorities will be involved in the first phase of the Government's pilot schemes programme for vocational preparation.

Sixteen to nineteen-year-olds who leave school and go into jobs with little or no further education or training will be catered for and the programme will provide a basis for planning future provision for this age group.

The first phase of the programme will comprise 20 schemes in England and Wales and a further four in Scotland. The schemes will be in a variety of settings including colleges of further education, TSA skillcentres and in employers' premises. Most of the schemes will start early in 1977; some may begin earlier.

Concentration will be on young people in employment, and attendance will involve no loss of earnings. Some unemployed school-leavers will also be able to take part,

and they will be eligible for training allowances.

The recurrent costs of the programme will be met from central government funds, and all schemes will be subject to the approval of the TSA, DES, Scottish Education Department and Welsh Education Office.

The Government's "Unified vocational preparation: a pilot approach" published on July 21 stated: "Most young people find jobs of one sort or another and adapt to the demands of work life. But the absence of organised preparation for work can be damaging and disillusioning. Without proper induction young workers may feel that no one much cares what they do, how well they do it or how they should develop. Commitment to the job and an interest in the wider functions and success of the firm are less likely to grow; and performance and productivity will suffer."

As part of the broad aim of giving young people a fair start in working life, initial vocational preparation should assist young people to:

- assess their potential and think realistically about jobs and careers;

- develop the basic skills which will be needed in adult life generally;
- understand their society and how it works;
- strengthen the foundation of skill and knowledge on which further training and education can be built.

Ban on statistical work

The Department of Employment Group Section Executive Committee of the Civil and Public Services Association has imposed since November 1, 1976 a ban on statistical work by its members within the Group in support of the Association's national campaign against manpower economies.

Because of this it is not possible to include in the Monthly Statistics section of this *Gazette* some of the usual statistical tables.

The tables in the statistical series section will continue to be shown, in order to provide the latest information which is available.

Occupational health services study

A study is to be published early next year, Mr Locke announced, of the whole field of occupational health services in Britain. The Health and Safety Executive had not been happy with the treatment of this subject in the report of the Robens Committee, which preceded the Health and Safety at Work Act—"Indeed I must say personally that I found it one of the least satisfactory parts of that report," he commented. For that reason the Executive had decided a fuller study was needed of the present situation and what ought to be done in the future.

The study was very much concerned with the work of trained occupational health nurses, Mr Locke told the conference and he looked forward to fruitful discussions with them about it, especially some of the far-reaching proposals made by the Royal College of Nursing.

A survey of existing occupational health services had been carried out as part of the study, which suggested that there were probably about 9,000 occupational health nurses in Great Britain, with or without specialist training.

Hazards in rubber industry

Tighter controls in the rubber and cablemaking industries have been called for by the Health and Safety Executive. This follows a report of a survey indicating an increased number of people dying from bladder cancer and lung cancer in these industries.

This call for tighter control over the exposure of the workforce to all materials has been made in a letter sent to the industry from the executive, which also points out that it does not yet know what has caused this increase in cancer deaths.

The survey report, which was published in the November issue of the *British Journal of Industrial Medicine*, is written by Dr John Fox and Mr Patrick Collier, who were working at the time with the Employment Medical Advisory Service.

The increase in lung cancer deaths, particularly in the type sector of the industry, confirms the findings of an earlier report published two years ago. The increased number of people dying from bladder cancer, however, was not shown in this earlier analysis.

This excess in bladder cancer is not only found among men who worked in the industry at a time when substances known to be liable to cause bladder cancer were in

use but also among men who in all probability had not been exposed to these known bladder carcinogens.

Because of the lack of knowledge as to what precisely caused the excess of bladder and lung cancer deaths, the report asks that attention should be paid to the control of exposure to all potential toxic hazards in the industry. It also suggests the further investigations of a different type are required to relate the lung cancer and bladder cancer deaths to particular jobs.

Use of a number of substances, shown to be carcinogenic, was largely discontinued after 1950, and it was hoped that the cause of the excess in the number of bladder cancer deaths would be eliminated. This study, set up in 1967, was designed to monitor the causes of death of people in the industry to see if this had in fact been the result. The present and earlier reports indicate that hazards other than these known carcinogens may have been operating in the industry. The Health and Safety Executive will continue to monitor the results of this study at two-yearly intervals.

Training boards

Mr Albert Booth, Secretary of State for Employment, has approved proposals of the **Construction Industry Training Board** for a levy on employers within scope of the board at rates varying up to £35 per employee depending on the occupational category, and one per cent of all labour only payments. The maximum amount payable by any employer is not to exceed one per cent of his payroll plus labour only payments in the year ended April 5, 1976.

Firms with payrolls plus labour only payments of less than £15,000 are to be exempt, and each leviable employer will receive a reduction of the first £20 of levy.

Other levies are:

Carpet industry Training Board—0.6 per cent in the year ended April 5, 1976. Employers with fewer than 26 employees are excluded. Those who satisfy the board's training criteria may obtain exemption.

Rubber and Plastics Processing Industry Training Board—0.75 per cent in the year ended April 5, 1976. Employers with less than 26 employees will not be assessed.

Chemical and Allied Products Industry Training Board—0.75 per cent in the year ended April 5, 1976. Each employer's payroll is reduced by £140,000 before assessment. Employers with payrolls of less than £140,133 are exempt.

Ceramics, Glass and Mineral Products Industry Training Board—Employers in the

Disabled people

At April 19, 1976 the number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 543,064 compared with 557,217 at April 21, 1975.

At October 14, 1976, there were 76,545 disabled people on the register who were registered as unemployed of whom 66,772 were males and 9,773 females. Those suitable for ordinary employment were 57,112 males and 8,038 females, while there were 11,395 severely disabled people classified as unlikely to obtain employment other than under special conditions. These severely disabled people are excluded from the monthly unemployment figures given elsewhere in the *Gazette*.

In the five weeks ended October 8, 1976, 3,649 registered disabled people were placed in ordinary employment. They included 3,020 males, and 629 females. In addition 173 placings were made of registered disabled people in sheltered employment.

glass and pottery industries, 0.65 per cent and all other employers 0.5 per cent. Employers in the extractive and cement industries with payrolls of less than £54,000, those in the brick and pottery industries with payrolls under £108,000, and those in the glass industry with payrolls below £162,000 will not be assessed. For employers in these sectors who were not liable for levy in the 1975/76 period these amounts are increased by £5,000, £10,000 and £15,000.

Training board reconstituted

The **Chemical and Allied Products Industry Training Board** has been reconstituted for a further three years from October 9, 1976. Mr Alfred Horace Wright has been reappointed chairman and new members are Mr Jack Ferguson, of ICI, Mr Robert White joint managing director, Blundell-Permaglaze Holdings, and Dr David Cobern, training services manager, Unilever.

New chairman

Mr Geoffrey Reid Herrick has been appointed chairman of the Knitting, Lace and Net Industry Training Board. He succeeds Mr Babington Smith. Mr Herrick retired recently as chairman of John Beales Associated Companies Ltd, one of the larger firms in the knitwear trade.

News and notes

Monthly Statistics

Summary

As explained on page 1364, up-to-date information is available for only a limited number of statistical series. Those for which figures have been compiled are shown below.

Basic rates of wages and hours of work

At November 30, 1976 the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 219.3 and 220.6 compared with 218.2 and 219.5 at October 31.

Index of retail prices

At November 16, 1976, the official retail prices index was 165.8

(prices at January 15, 1974 = 100) compared with 163.5 at October 12. The index for food was 172.7, compared with 169.3 at October 12.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in November which came to the notice of the Department of Employment was 161, involving approximately 50,400 workers. During the month approximately 63,700 workers were involved in stoppages, including some which had continued from the previous month, and 318,000 working days were lost, including 131,000 lost through stoppages which had continued from the previous month.

Monthly index of average earnings: new series

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

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

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

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

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

These new figures will be subject to seasonal movements, but it will not be possible to estimate their pattern for some years. Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of the underlying trend in average earnings than movements in the seasonally adjusted index given in table 127 relating mainly to production industries.

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

Latest two months' figures
(January 1976 = 100)

SIC Order	Type		August 1976 (provisional)	See note (2)
I to XXVII	B	WHOLE ECONOMY	107.8	
I	C	Agriculture and forestry	not available	
II	A	Mining and quarrying	105.5	
III to XIX	C	ALL MANUFACTURING INDUSTRIES	107.0	
III	A	Food, drink and tobacco	108.4	
IV	A	Coal and petroleum products	105.7	
V	A	Chemicals and allied industries	107.0	
VI	A	Metal manufacture	108.4	
VII	C	Mechanical engineering	106.7	
VIII	A	Instrument engineering	106.8	
IX	A	Electrical engineering	107.7	
X	C	Shipbuilding and marine engineering	106.5	
XI	A	Vehicles	106.6	
XII	A	Metal goods not elsewhere specified	107.2	
XIII	A	Textiles	107.6	
XIV	A	Leather, leather goods and fur	102.1	
XV	A	Clothing and footwear	104.1	
XVI	A	Bricks, pottery, glass, cement, etc	105.0	
XVII	A	Timber, furniture, etc	104.0	
XVIII	C	Paper, printing and publishing	108.2	
XIX	A	Other manufacturing industries	107.1	
XX	C	Construction	107.2	
XXI	A	Gas, electricity and water	110.4	
XXII	C	Transport and communication	103.5	
XXIII	B	Distributive trades	109.4	
XXIV	B	Insurance, banking and finance	101.5	
XXV	B	Professional and scientific services	113.6	
XXVI	C	Miscellaneous services	106.8	
XXVII	B	Public administration	106.2	

Notes: (1) Some relatively small industries are not covered; for example, fishing in Order I, sea transport in Order XXII and business services in Order XXIV.
(2) No new figures are available as a consequence of industrial action by some Department of Employment Group staff.

Monthly index of wages and salaries per unit of output

This series was introduced in an article on page 360 of the April 1971 issue of the *Gazette*. The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of this *Gazette*, page 1410.

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	85.8	86.0	86.5	86.6	86.6	86.8	87.8	89.0	90.2	90.8	91.8	92.9
1970	94.2	95.4	96.7	98.0	98.9	99.8	100.9	101.7	102.2	102.9	104.2	105.1
1971	106.2	107.6	108.6	108.1	107.6	107.9	109.0	109.1	109.6	109.8	110.1	109.7
1972	109.8	*	111.2	111.5	111.6	112.2	113.2	114.2	114.8	115.3	115.4	115.3
1973	115.0	115.2	116.6	118.6	120.6	121.8	122.7	124.1	125.5	127.5	130.5	132.2
1974	132.5	133.4	134.2	136.8	139.1	143.8	148.2	153.0	158.2	164.8	171.6	174.7
1975	176.6	178.2	183.3	188.5	192.2	196.8	202.2	206.2	208.3	209.2	213.4	214.6
1976	215.4	214.6	215.5	215.7	218.2	220.9	225.5					

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

UNEMPLOYMENT

unemployed persons by entitlement to benefit:* Great Britain

TABLE 112 THOUSANDS

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

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

UNEMPLOYMENT

international comparisons

THOUSANDS

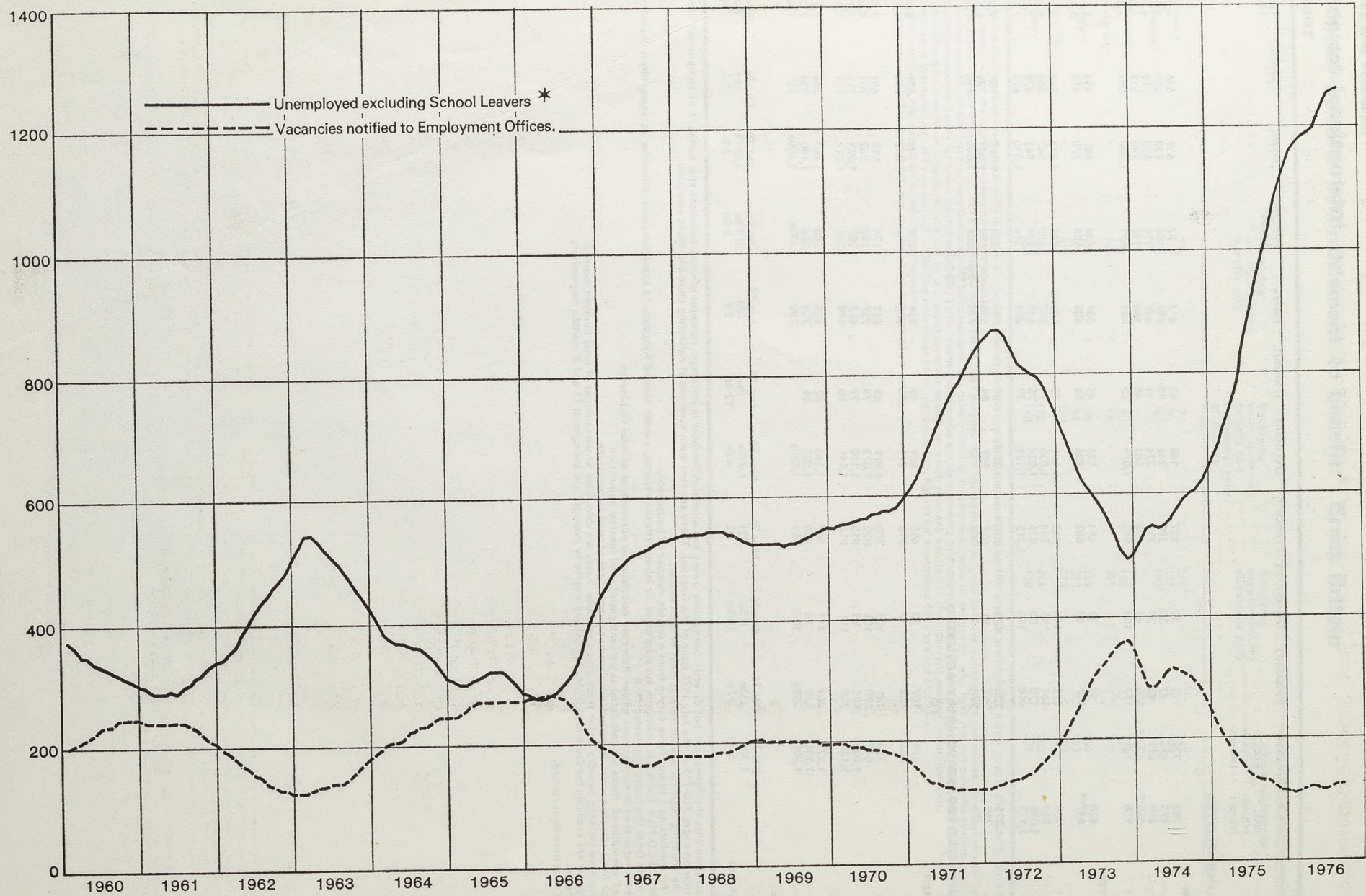
TABLE 113

		United Kingdom*		Belgium†	Denmark‡	France* ^R	Germany*	Ireland‡	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡
		Incl. school-leavers	Excl. school-leavers										
NUMBERS UNEMPLOYED													
Annual averages													
1971		792	776	71	30	337	185	42	613	62	639	536	4,993
1972		875	855	87	30	380	246	48	696	108	730	555	4,840
1973		619	611	92	20	394	274	44	669	110	670	519	4,305
1974		615**	600**	105	45	498	583	48	560	135	740	519	5,076
1975		978	929	177	103	840	1,074	75	654	195	1,000	697	7,830
Quarterly averages													
1974	3rd	628		99	39	454	525	45	551	126	687	493	5,115
	4th	647**		127	83	682	806	55	605	158	770	518	5,612
1975	1st	789		152	114	763	1,151	73	603	196	1,073	745	8,282
	2nd	854		161	95	744	1,036	74	667	178	947	693	8,004
	3rd	1,096		178	88	836	1,024	75	648	194	943	678	7,809
	4th	1,172		218	116	1,015	1,133	79	699	214	1,030	674	7,223
1976	1st	1,298		226	123	978	1,296	87	681	230	1,257	787	7,911
	2nd	1,295		217	91	853	989	84	693	194	1,083	726	6,950
	3rd	1,474		224	91	868	928		776	209	1,010	718	7,309
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED													
Quarterly averages													
1974	3rd		614	107	50	495	609	49	556	139	743	521	5,138
	4th		643**	122	77	616	815	56	604	156	842	551	6,117
1975	1st		738	141	101	708	1,019	69	553	174	910	667	7,476
	2nd		847	170	101	829	1,073	74	727	190	962	702	8,087
	3rd		1,000	191	99	915	1,110	78	653	207	1,025	716	7,997
	4th		1,132	210	111	916	1,141	80	698	211	1,124	719	7,912
1976	1st		1,223	209	111	907	1,163	82	625	208	1,067	704	7,151
	2nd		1,246	230	98	950	1,027	84	755	206	1,100	738	7,014
	3rd		1,308	238e	102e	951	1,015e		780	222e	1,100e	751	7,439
1976 latest data													
Month		Oct 76	Oct 76	Oct 76	Nov 76	Nov 76	Aug 76	July 76	Oct 76	Sep 76	Oct 76	Nov 76	
Number		1,306	233e	115e	931	1,046e	86e	780	214-2e	1,067e	784	7,769	
Percentage rate		5.5	8.7e	10.5e	5.2	4.6e	12.4e	3.8	5.2e	7.6	8.1		

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of the Gazette). There are two main methods of collecting unemployment statistics:
 (1) by counting registrations for employment at local offices;
 (2) by conducting a labour force survey from a sample number of households.
 2 Source: OECD Main Economic Indicators supplemented by labour attaché reports, except United Kingdom. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.
 * Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 † Insured unemployed. Rates are calculated as percentages of total insured population.
 ‡ Labour force sample survey. Rates are calculated as percentages of total labour force.
 § Unemployed claiming benefits under trade union schemes. Rates are calculated as percentages of total number insured.
 ** No figures are available for December 1974. Annual and quarterly averages are averages of 11 and 2 months respectively.
 e Estimated.
 R Some data have been revised.

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

* Excludes adult students registered for vacation employment

UNEMPLOYMENT AND VACANCIES

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

TABLE 117

THOUSANDS

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow (10)	Outflow (11)	Excess of inflow over outflow (12)
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)			
1967	October 9	249	92	341	242	93	335	7	-1	6	173	169	4
1968	January 8	243	88	331	240	88	328	3	-1	3	172	172	-
	April 8	248	89	337	247	91	338	1	-2	-1	181	179	3
	July 8	241	82	323	237	83	320	4	-1	3	181	178	3
	October 14	241	82	323	247	83	330	-6	-1	-7	182	180	1
1969	January 13	246	83	329	251	84	335	-6	-1	-7	190	188	3
	April 14	251	80	331	252	81	333	-1	-1	-2	181	180	2
	July 14	248	80	328	247	79	327	1	1	1	179	179	-1
	October 13	250	81	331	245	80	326	4	-	5	178	178	-
1970	January 12	251	80	331	249	81	329	3	-1	1	179	180	-
	April 13	252	80	332	250	79	329	2	1	3	189	192	-2
	July 13	244	78	322	244	78	322	-1	-	-	187	187	-
	October 12	239	79	318	237	78	315	2	1	3	183	187	-4
1971	January 11	246	79	325	236	77	313	10	2	12	176	181	-5
	April 5	251	81	332	233	78	311	18	4	22	158	167	-9
	July 12	248	78	326	227	75	302	21	3	24	157	162	-6
	October 11	250	81	332	236	78	314	15	3	18	157	159	-2
1972	January 10	245	84	329	232	81	313	13	3	16	160	157	3
	April 10	230	78	308	228	78	306	2	-	2	163	159	4
	July 10	228	80	308	245	82	327	-17	-2	-19	174	172	2
	October 9	227	78	304	234	78	312	-7	-1	-8	180	174	5
1973	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
	April 9	210	76	286	232	80	312	-22	-4	-26	235	213	22
	July 9	210	74	283	223	77	300	-13	-4	-17	232	217	15
	October 8	206	73	278	219	76	295	-13	-4	-17	233	222	11
1974	January 14	214	74	288	213	73	286	2	1	2	207	219	-12
	February 11	221	75	296	210	72	281	11	3	15	194	214	-20
	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8§	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	-	-	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	August 12	238	86	323	230	83	313	8	3	11	212	219	-6
	September 9||	239	86	325	231	83	314	8	3	11	208	216	-8
	October 14||	238	86	324	229	84	313	9	3	12	204	213	-9
	November 11||	240	87	327	232	85	317	8	2	10	201	211	-10
	December 9||	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20||	..	..	..	..	..	..	..	..	..	..	..	..
	February 10||	..	..	..	..	..	..	..	..	..	..	..	..
	March 10||	..	..	..	..	..	..	..	..	..	..	..	..
	April 14||	..	..	..	..	..	..	..	..	..	..	..	..
	May 12||	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	August 11	264	113	377	230	100	330	34	13	47	160	167	-8
	September 8	266	117	383	236	104	340	30	13	43	163	167	-4
	October 9	264	118	383	239	108	347	25	11	36	161	165	-5
	November 13	260	119	379	235	109	344	25	10	35	155	161	-6
	December 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	January 8	246	112	357	215	99	314	31	12	43	146	147	-1
	February 12	242	110	352	217	99	315	25	12	37	148	144	4
	March 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	August 12	248	128	376	248	118	367	-	9	9	180	176	4
	September 9	244	129	373	245	119	364	-1	10	9	186	180	6
	October 14	242	129	371	246	124	370	-4	5	1	188	185	3

* The flow statistics are described in the Gazette, September 1976, pp. 976-987. While the coverage of the flow statistics is somewhat different from the published totals of unemployed, excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.

† Flow figures are collected for 4 or 5 week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier (5 days in the period before October 1975).

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

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

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

VACANCIES

notified vacancies remaining unfilled: regional analysis

TABLE 118 THOUSANDS

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Numbers notified to employment offices													
1974 August 7	139.0	10.2	24.0	22.2	18.2	22.1	24.9	13.6	9.4	19.1	302.7	4.1	306.8
September 4	138.3	10.4	24.6	21.9	18.2	22.3	26.1	13.7	9.7	22.1	307.2	4.2	311.4
October 9*	136.7	9.9	21.3	21.6	17.9	21.6	24.7	13.6	8.9	22.8	299.1	4.3	303.4
November 6*	124.9	8.3	18.0	..	17.2	19.9	22.1	11.7	8.3	21.9	270.9	3.9	274.8
December 4*	..	..	16.4	..	..	17.2	20.0	10.4	7.2	21.0	..	3.5	..
1975 January 8*	..	..	..	..	..	..	..	..	..	..	..	3.3	..
February 5*	80.2	5.0	11.2	..	10.0	14.3	14.5	10.6	5.9	17.1	180.6	3.9	184.5
March 5	75.5	5.6	12.5	10.0	9.5	14.0	14.0	11.3	6.5	19.1	178.0	3.6	181.6
April 9	72.7	4.8	12.8	8.8	9.0	13.9	14.2	11.1	6.5	19.7	173.4	3.4	176.8
May 7	67.3	5.1	12.2	8.0	8.8	12.4	13.9	10.9	6.2	19.3	164.1	3.2	167.3
June 4	64.8	4.9	12.4	7.3	8.7	11.5	14.0	10.8	6.0	18.6	159.0	3.1	162.1
July 9	59.1	4.5	10.5	6.9	7.7	10.3	12.6	9.7	5.4	16.1	142.7	2.6	145.4
August 6	54.6	4.7	9.9	6.7	7.4	9.4	12.2	9.9	5.1	16.0	135.8	2.7	138.5
September 3	57.2	4.6	10.3	7.0	7.8	9.4	12.7	9.8	5.1	16.9	140.8	2.6	143.4
October 3†	54.4	4.2	8.6	6.3	7.6	8.7	11.3	8.4	4.5	15.5	129.4	2.5	132.0
November 7	46.0	3.3	6.7	5.7	7.0	7.6	10.9	7.2	3.9	14.9	113.3	2.4	115.7
December 5	39.5	3.0	6.4	5.2	6.2	7.1	9.8	6.4	3.7	13.7	101.0	2.1	103.1
1976 January 2	33.8	2.5	5.1	4.5	5.7	5.9	8.0	5.8	3.8	11.6	86.8	2.0	88.8
February 6	37.7	2.7	6.2	5.1	5.7	7.1	8.9	6.8	4.1	12.9	97.2	2.3	99.5
March 5	40.7	3.2	7.4	5.6	6.3	7.8	9.8	7.3	4.5	14.4	106.9	2.1	109.0
April 2	44.6	3.4	8.7	6.0	6.9	9.3	10.2	7.8	5.4	15.0	117.4	2.3	119.7
May 7	46.2	3.8	9.4	6.1	6.9	10.1	10.6	7.6	5.6	15.6	122.0	2.4	124.4
June 4	48.9	3.8	9.5	6.1	7.0	9.7	10.9	7.9	5.3	15.7	124.8	2.2	127.0
July 2	50.1	4.0	9.1	6.4	7.2	10.4	11.0	8.6	5.7	14.5	127.1	2.0	129.1
August 6	50.3	3.9	8.9	6.9	7.7	10.4	11.1	8.5	5.5	14.9	128.0	1.8	129.8
September 3	54.7	4.0	9.7	8.3	8.5	11.1	12.3	8.8	6.3	15.8	139.3	2.3	141.6
October 8	57.0	4.1	7.9	8.0	8.7	11.2	11.9	8.5	5.5	14.8	137.7	2.1	139.8
Numbers notified to careers offices													
1974 August 7	37.1	3.4	8.9	14.5	6.2	11.8	7.7	4.0	2.9	7.3	103.9	2.3	106.2
September 4	34.4	2.9	6.8	10.8	6.0	10.0	7.7	3.1	2.8	7.0	91.7	2.2	93.8
October 9*	29.8	2.6	5.0	8.4	4.8	8.1	6.9	2.4	2.4	6.0	76.5	2.1	78.6
November 6*	26.4	2.3	3.9	..	4.0	6.8	5.8	2.1	2.2	5.6	65.8	2.0	67.9
December 4*	..	..	3.1	..	..	5.6	4.6	1.7	1.7	5.5	..	1.7	..
1975 January 8*	..	..	..	..	..	..	..	..	..	..	..	1.6	..
February 5*	17.9	1.5	2.2	4.2	2.4	4.3	3.2	1.5	1.4	2.6	41.2	1.5	42.7
March 5	17.5	1.6	2.3	4.4	3.0	4.6	3.6	1.9	1.4	2.6	42.9	1.2	44.2
April 9	16.1	1.6	3.0	3.7	2.6	4.5	3.3	2.0	1.4	2.7	40.9	1.3	42.1
May 7	15.1	1.4	2.6	3.1	2.2	4.0	3.1	1.7	1.2	3.0	37.5	1.1	38.6
June 4	14.7	1.0	2.1	3.1	1.9	3.2	2.7	1.4	1.3	3.5	34.8	1.1	36.0
July 9	13.2	1.2	2.2	6.3	2.2	3.4	2.6	1.7	1.2	3.1	37.0	0.9	38.0
August 6	10.1	1.0	2.0	3.1	1.5	2.6	2.1	1.4	1.0	2.4	27.2	0.9	28.1
September 3	10.3	1.0	2.1	2.4	1.6	2.2	2.5	1.4	1.0	2.3	26.8	0.8	27.6
October 3†	10.4	0.9	1.8	2.1	1.5	2.2	2.3	1.1	0.9	2.3	25.6	0.8	26.4
November 7	9.6	0.8	1.5	1.9	1.6	2.1	2.5	1.0	0.8	1.9	23.5	0.7	24.2
December 5	8.0	0.7	1.2	1.6	1.4	1.7	1.9	0.8	0.5	1.9	19.7	0.7	20.4
1976 January 2	7.1	0.6	1.0	1.5	1.3	1.5	1.7	0.9	0.6	1.8	17.9	0.6	18.5
February 6	7.1	0.6	1.0	1.6	1.2	1.5	1.8	0.9	0.6	1.4	17.6	0.6	18.3
March 5	8.3	1.0	1.5	2.0	2.0	1.9	2.0	0.8	0.6	1.3	21.2	0.6	21.9
April 2	9.8	1.0	1.4	2.2	2.0	1.9	2.1	1.1	0.7	1.4	23.6	0.7	24.3
May 7	11.7	1.2	1.8	3.8	2.5	2.2	2.0	1.2	0.7	1.7	28.7	0.7	29.3
June 4	12.0	0.9	1.2	4.2	1.6	1.9	1.3	1.6	0.7	2.3	27.7	0.5	28.2
July 2	11.7	0.8	1.2	3.7	1.5	2.1	1.2	1.3	0.8	1.7	26.0	0.5	26.5
August 6	11.3	0.7	1.3	3.5	1.6	1.7	1.4	0.9	0.8	1.6	24.8	0.5	25.4
September 3	11.7	0.7	1.4	3.6	1.7	1.9	1.8	1.0	0.7	1.1	25.6	0.7	26.3
October 8	10.3	0.7	1.3	2.7	1.6	1.8	1.7	0.8	0.7	1.1	22.7	0.6	23.3

Notes: The figures represent only the numbers of vacancies notified to local employment offices and careers offices and remaining unfilled on the day of the count. They are not a measure of total vacancies. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. Because of industrial action by some staff in the Department of Employment Group, figures for November 1976 are not available. * Because of industrial action at local offices (a) some of the figures for October, November and December 1974 and for February 1975 include estimates for certain offices which did not render returns, (b) in December 1974, no count of unfilled vacancies was made in the South East, East Anglia, West Midlands and East Midlands regions, and (c) in January 1975 no count of unfilled vacancies was made in any region in Great Britain. † From October 1975 the day of the count was changed from a Wednesday to a Friday.

VACANCIES

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

TABLE 119 THOUSANDS

	South East†	East Anglia	South West†	West Midlands	East Midlands†	Yorkshire and Humber-side†	North West†	North†	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
1971 October 6	50.5	3.2	9.6	7.7	7.4	8.4	12.1	5.2	4.5	5.6	117.5	1.7	119.2
November 3	51.0	3.4	10.7	7.8	7.1	8.1	11.8	5.4	4.4	5.7	119.3	2.0	121.3
December 1	51.4	3.7	10.6	7.6	7.1	8.8	11.5	5.9	4.7	6.2	118.9	2.1	121.0
1972 January 5	54.0	3.8	10.7	7.8	8.0	9.5	10.9	5.5	4.6	6.2	121.6	2.0	123.6
February 9	56.7	4.2	11.0	7.7	8.1	9.6	10.7	5.4	4.6	6.2	124.1	1.9	126.0
March 8	60.1	4.2	11.4	7.8	8.1	9.5	10.6	5.4	5.0	6.1	126.8	1.8	128.6
April 5	63.9	4.3	10.7	8.0	8.4	9.9	10.3	5.3	4.9	5.9	130.0	1.7	131.7
May 3	65.3	4.4	11.2	8.0	8.3	10.1	10.0	5.3	4.9	6.3	132.1	1.8	133.9
June 7	67.6	4.6	11.5	8.6	9.0	10.3	9.7	5.9	5.4	7.0	138.0	2.0	140.0
July 5	67.9	4.8	12.0	8.4	9.1	10.1	10.2	6.0	5.0	7.5	139.9	2.1	142.0
August 9	70.7	5.1	12.7	9.0	9.6	10.9	11.4	6.4	5.5	8.0	150.2	2.2	152.4
September 6	72.8	5.0	12.9	9.2	9.5	10.4	11.1	5.9	5.0	6.8	151.2	2.1	153.3
October 4	76.7	5.6	13.8	10.2	10.3	11.5	10.9	6.5	5.0	7.9	161.5	2.3	163.8
November 8	81.7	6.2	14.9	10.2	11.5	12.9	12.6	7.7	5.3	8.9	176.3	2.3	178.6
December 6	88.0	6.8	16.2	13.6	12.4	13.9	14.0	8.3	5.7	10.0	190.8	2.4	193.2
1973 January 3	94.7	7.4	17.4	14.7	13.3	14.7	15.9	9.2	6.2	10.9	204.6	2.4	207.0
February 7	105.9	8.1	19.7	17.3	14.8	16.2	18.3	10.8	7.1	13.5	232.3	2.7	235.0
March 7	117.2	9.0	21.3	19.3	16.3	17.5	20.6	11.9	7.3	14.8	255.6	2.9	258.5
April 4	125.6	9.9	23.0	21.1	18.0	18.8	22.0	12.8	8.0	16.1	275.6	3.2	278.8
May 9	134.0	11.0	24.3	23.1	19.8	20.5	23.9	13.3	8.6	17.3	296.0	3.2	299.2
June 6	141.5	11.5	24.9	24.1	19.9	21.6	25.3	13.3	8.9	17.5	308.5	3.0	311.5
July 4	149.4	12.1	26.2	25.6	21.0	22.5	26.3	14.2	9.2	18.3	324.8	2.9	327.7
August 8	152.6	12.3	26.8	26.1	21.1	22.9	27.1	14.1	9.0	18.8	330.9	3.1	334.0
September 5	156.1	12.8	27.9	27.7	21.8	24.6	27.3	15.2	9.3	19.3	343.2	3.2	346.4
October 3	161.6	13.2	28.2	29.1	22.5	25.3	29.9	15.8	9.8	19.8	354.9	3.3	358.2
November 7	167.0	13.4	28.6	29.1	22.2	25.7	30.0	15.6	9.8	20.0	360.8	3.5	364.3
December 5	164.8	12.9	27.6	28.8	22.1	25.5	29.9	15.1	9.8	19.4	356.1	3.6	359.7
1974 January 9													

OVERTIME AND SHORT-TIME
Great Britain: manufacturing industries

TABLE 120

Week ended	OPERATIVES													
	WORKING OVERTIME						ON SHORT-TIME							
	Hours of overtime worked				Stood off for whole week†		Working part of week				Total			
	Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative working overtime	Total actual number (millions)	Total seasonally adjusted number (millions)	Total of operatives (000's)	Total number of hours lost (000's)	Hours lost		Hours lost				
Number of operatives (000's)								Percentage of all operatives (per cent)	Number of operatives (000's)	Percentage of all operatives (per cent)				
1972 February 19||	1,173	22.9	8.0	9.35	9.79	46	1,857	995	13,838	13.9	1,041	20.4	15,694	15.1
March 18	1,475	29.0	8.1	11.91	12.42	9	363	114	1,229	10.7	123	2.4	1,591	12.9
April 15	1,470	28.9	8.0	11.79	12.02	14	563	68	583	8.6	82	1.6	1,146	14.0
May 13	1,561	30.7	8.1	12.66	12.41	5	200	65	628	9.6	70	1.4	828	11.8
June 17	1,567	30.8	8.2	12.88	12.61	3	135	38	317	8.4	41	0.8	452	11.0
July 15	1,503	29.5	8.4	12.64	12.59	3	113	29	239	8.3	32	0.6	352	11.1
August 19	1,485	29.1	8.2	12.15	13.14	5	182	28	241	8.6	33	0.6	424	12.9
September 16	1,578	30.8	8.2	12.99	12.74	5	200	26	218	8.5	31	0.6	418	13.6
October 14	1,660	32.4	8.3	13.72	13.10	4	150	25	222	8.9	29	0.6	372	12.9
November 18	1,742	33.9	8.3	14.39	13.44	1	56	20	156	7.7	22	0.4	212	9.8
December 9	1,732	33.7	8.4	14.61	13.90	1	41	16	138	8.5	17	0.3	179	10.4
1973 January 13	1,643	32.1	8.2	13.41	14.26	4	176	27	207	7.7	31	0.6	384	12.3
February 17	1,754	34.2	8.3	14.55	15.11	6	253	17	160	9.5	23	0.5	412	17.9
March 17	1,757	34.3	8.3	14.61	15.22	8	308	25	350	13.8	33	0.6	457	19.9
April 14	1,772	34.5	8.4	14.80	15.05	4	142	20	155	7.7	24	0.5	297	12.6
May 19	1,827	35.5	8.5	15.60	15.35	5	185	13	117	8.9	18	0.3	302	16.9
June 16	1,830	35.6	8.5	15.50	15.21	3	103	13	112	8.8	15	0.3	213	14.0
July 14	1,760	34.0	8.8	15.48	15.37	1	46	13	116	9.0	14	0.3	162	11.6
August 18	1,717	33.1	8.5	14.62	15.42	1	47	11	82	7.6	12	0.2	129	10.8
September 15	1,823	35.2	8.6	15.76	15.47	14	571	9	97	10.4	24	0.5	668	28.3
October 13	1,885	36.3	8.7	16.32	15.72	1	32	10	90	9.4	10	0.2	121	11.7
November 17	1,940	37.2	8.6	16.73	15.79	3	109	21	211	10.3	23	0.4	320	13.8
December 15	1,969	37.6	8.9	17.43	16.73	1	35	9	71	7.9	10	0.2	105	10.7
1974 January 19||	1,264	24.4	7.8	9.81	10.74	8	309	1,130	15,543	13.8	1,137	22.2	15,852	13.9
February 16||	1,397	27.1	7.7	10.79	11.42	8	317	941	12,430	13.2	949	18.5	12,747	13.4
March 16||	1,586	30.8	8.1	12.89	13.55	8	319	227	2,725	12.0	235	4.6	3,044	13.0
April 6	1,735	33.7	8.4	14.53	14.78	3	110	33	360	11.0	35	0.7	470	13.2
May 18	1,769	34.3	8.5	15.13	14.87	6	221	28	244	8.6	34	0.6	465	13.7
June 15 (a) *	1,742	33.9	8.6	14.84	14.54	3	107	23	245	10.6	25	0.5	352	13.7
June 15 (b) *	2,066	36.7	8.6	17.71	17.61	3	115	25	260	10.6	27	0.5	375	13.7
July 13	1,994	35.2	8.8	17.60	17.39	3	104	24	273	11.2	27	0.5	377	14.0
August 17	1,880	33.1	8.8	16.47	17.36	4	140	31	306	9.9	34	0.6	446	13.0
September 14	1,989	35.1	8.7	17.31	16.94	6	226	58	722	12.5	63	1.1	948	15.0
October 19	2,011	35.5	8.5	17.00	16.24	23	927	59	769	13.1	82	1.4	1,696	20.7
November 16	2,017	35.6	8.5	17.07	15.89	19	740	65	632	9.7	84	1.5	1,373	16.4
December 14	2,003	35.7	8.6	17.19	16.18	8	321	64	686	10.7	72	1.3	1,008	13.9
1975 January 18	1,785	32.1	8.3	14.88	16.30	6	222	124	1,261	10.2	130	2.3	1,483	11.5
February 15	1,758	31.9	8.2	14.45	15.20	11	449	171	1,762	10.3	182	3.3	2,210	12.1
March 15	1,729	31.6	8.2	14.14	14.82	17	665	206	2,076	10.1	222	4.1	2,740	12.3
April 19	1,683	31.0	8.1	13.71	13.95	11	444	228	2,250	9.9	239	4.4	2,695	11.3
May 17	1,610	29.8	8.3	13.34	13.04	17	681	221	2,291	10.3	238	4.4	2,973	12.5
June 14	1,560	29.1	8.2	12.86	12.84	14	570	194	1,865	9.6	208	3.9	2,434	11.7
July 19¶	1,510	28.2	8.8	13.22	12.98	21	846	111	1,159	10.4	132	2.5	2,006	15.1
August 16¶	1,389	26.0	8.4	11.61	12.47	17	684	107	1,090	10.2	124	2.3	1,774	14.3
September 13¶	1,560	29.3	8.4	13.04	12.65	12	490	119	1,176	9.9	131	2.5	1,667	12.7
October 18¶	1,617	30.5	8.3	13.40	12.61	6	229	146	1,556	10.7	151	2.9	1,784	11.8
November 15¶	1,667	31.8	8.3	13.77	12.55	20	812	156	1,529	9.8	176	3.4	2,341	13.3
December 13¶	1,685	32.2	8.5	14.30	13.28	24	936	127	1,221	9.6	150	2.9	2,157	14.4
1976 January 10¶	1,427	27.5	7.8	11.16	12.62	13	501	139	1,339	9.6	151	2.9	1,839	12.2
February 14¶	1,563	30.3	8.3	13.00	13.77	6	246	159	1,526	9.6	166	3.2	1,771	10.7
March 13¶	1,616	31.4	8.4	13.58	14.30	4	175	127	1,287	10.1	132	2.6	1,462	11.1
April 10¶	1,627	31.6	8.3	13.48	13.68	4	164	110	1,048	9.5	114	2.2	1,213	10.6
May 15¶	1,680	32.7	8.4	14.10	13.80	2	94	100	918	9.2	102	2.0	1,012	9.9
June 12¶	1,632	31.7	8.3	13.53	13.54	6	257	76	716	9.5	82	1.6	973	11.8
July 10¶	1,658	32.0	8.6	14.19	13.93	2	83	51	484	9.5	53	1.0	566	10.7
August 14¶	1,515	29.2	8.5	12.93	13.77	6	228	42	393	9.3	48	0.9	621	13.0
September 11¶	1,703	32.7	8.6	14.65	14.26	3	104	52	488	9.4	54	1.0	592	10.9

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

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

‡ In February 1972 and again in January, February and March 1974, the volume of overtime and short-time was affected by energy crises.

¶ Figures after June 1975 are provisional and are subject to revision to take account of the results of the 1976 Census of Employment.

Note: Because of industrial action by some staff in the Department of Employment Group, figures for October 1976 are not available.

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

TABLE 121

1962 AVERAGE = 100

Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*							INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1956	104.6		98.6	106.9	119.0	100.1	103.7		103.7	104.1	104.3	102.8
1957	103.9		98.6	104.6	117.7	99.5	103.6		103.5	104.5	104.5	102.7
1958	100.4		96.5	101.6	108.3	100.1	102.5		102.4	103.2	103.0	102.5
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	103.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	102.0	104.7	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	97.3	98.0
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	79.8	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.8	97.6
1974	81.2		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4		80.2	75.2	61.2	82.1	92.8		91.3	92.5	93.7	95.4
1972 December 16	84.1	82.0	86.0	84.6	74.3	86.1	95.9	95.9	94.1	95.0	96.4	97.4
1973 January 13	82.8	82.2	85.0	83.1	73.5	82.8	95.0	96.2	93.3	93.5	95.8	95.8
February 17	83.6	83.4	86.3	83.3	73.8	82.2	96.0	97.0	94.5	94.6	96.6	96.2
March 17	83.8	83.3	86.6	82.3	74.2	82.8	95.9	96.6	94.6	93.0	96.7	96.4
April 14	84.1	83.1	86.9	83.2	74.1	83.4	96.2	96.4	94.6	94.2	96.8	97.1
May 19	84.7	83.1	87.3	84.1	74.1	84.7	96.6	96.4	95.1	94.6	96.8	97.6
June 16	84.9	83.1	87.2	84.9	73.2	85.1	96.5	96.3	94.9	94.5	96.8	97.9
July 14	80.3	83.0	82.9	74.0	66.5	86.4	96.9	96.1	95.3	95.9	96.9	98.

EARNINGS AND HOURS**United Kingdom: manual workers: average weekly and hourly earnings and hours worked****TABLE 122**
Standard Industrial Classification 1968**FULL-TIME MEN (21 YEARS AND OVER)**

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, goods and fur	Clothing and footwear
	£	£	£	£	£	£	£	£	£	£	£	£	£
Average weekly earnings													
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
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
Average hours worked													
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
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
Average hourly earnings													
1973 Oct.	85.44	100.26	92.62	97.23	90.83	84.28	88.95	94.55	106.37	88.26	81.85	77.60	80.71
1974 Oct.	102.94	130.16	116.04	115.54	109.71	101.42	106.41	115.86	124.66	107.48	100.32	93.64	98.22
1975 Oct.	130.50	163.71	147.78	149.16	138.17	127.02	134.57	153.83	151.01	133.30	126.53	116.16	118.91

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
	£	£	£	£	£	£	£	£	£	£	£	£
Average weekly earnings												
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
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
Average hours worked												
1973 Oct.	47.1	45.1	45.1	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
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
Average hourly earnings												
1973 Oct.	90.42	87.27	107.96	89.33	92.89	81.68	87.73	90.82	87.32	77.57	71.34	89.74
1974 Oct.	109.33	104.13	125.19	109.86	111.64	100.96	104.17	108.43	105.17	95.16	86.66	107.83
1975 Oct.	137.24	129.54	153.70	136.61	139.91	126.74	133.58	142.91	134.90	117.38	115.46	136.65

FULL-TIME WOMEN (18 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, goods and fur	Clothing and footwear
	£	£	£	£	£	£	£	£	£	£	£	£	£
Average weekly earnings													
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
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
Average hours worked													
1973 Oct.	38.6	38.6	37.7	38.1	38.2	37.4	37.4	40.0	37.7	37.3	37.3	36.7	36.4
1974 Oct.	38.8	38.4	37.5	38.0	37.9	37.2	37.2	36.7	37.9	37.1	37.2	36.1	36.1
1975 Oct.	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
Average hourly earnings													
1973 Oct.	58.76	66.66	55.77	55.92	61.73	56.41	59.79	60.23	69.44	56.06	53.32	48.88	52.28
1974 Oct.	75.66	80.95	74.82	73.01	79.00	70.90	75.83	76.32	88.34	72.21	68.60	61.99	66.59
1975 Oct.	98.89	111.17	98.68	96.49	103.84	94.87	98.06	105.92	112.88	93.48	87.98	77.07	80.85

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
	£	£	£	£	£	£	£	£	£	£	£	£
Average weekly earnings												
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
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
Average hours worked												
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
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
Average hourly earnings												
1973 Oct.	57.97	61.15	59.04	53.10	56.40	—	50.97	61.77	67.07	43.72	57.99	56.13
1974 Oct.	75.87	76.55	77.75	70.05	72.72	—	62.78	81.44	81.56	56.15	73.87	72.22
1975 Oct.	98.05	99.38	101.61	88.31	93.02	—	81.20	109.49	106.19	69.43	95.88	92.41

* 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 1973			October 1974			October 1975		
	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
All manufacturing industries									
Full-time men (21 years and over)	41.52	44.7	92.89	49.12	44.0	111.64	59.74	42.7	139.91
Full-time women (18 years and over)	21.15	37.5	56.40	27.05	37.2	72.72	34.23	36.8	93.02
Part-time women (18 years and over)*	11.30	21.6	52.31	14.56	21.4	68.04	18.38	21.4	85.89
Full-time boys (under 21 years)	21.60	40.9	52.81	26.31	40.3	65.29	32.87	39.7	82.80
Full-time girls (under 18 years)	15.21	38.1	39.92	19.31	37.8	51.08	23.15	37.5	61.73
All industries covered†									
Full-time men (21 years and over)	40.92	45.6	89.74	48.63	45.1	107.83	59.58	43.6	136.65
Full-time women (18 years and over)	21.16	37.7	56.13	27.01	37.4	72.22	34.19	37.0	92.41
Part-time women (18 years and over)*	11.11	21.4	51.92	14.28	21.2	67.36	18.02	21.2	85.00
Full-time boys (under 21 years)	21.02	41.7	50.41	26.00	41.2	63.11	33.08	40.4	81.88
Full-time girls (under 18 years)	15.13	38.1	39.71	19.23	37.8	50.87	23.03	37.5	61.41

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

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

Fixed-weighted: April 1970 = 100

TABLE 124

	ALL INDUSTRIES: non-manual						ALL MANUFACTURING INDUSTRIES: non-manual		
	ALL AGES, including part-time employees								
	Males	Females	Males and females	Males	Females	Males and females			
1970 April	100.0	100.0	100.0	100.0	100.0	100.0			
1971 April	112.4	112.4	112.4	111.6	112.9	111.7			
1972 April	125.5	125.3	125.4	124.0	126.2	124.4			
1973 April	138.5	139.1	138.7	137.7	142.5	138.6			
1974 April	156.0	158.5	156.8	153.3	167.4	155.8			
Weights	515	485	1,000	648	(49 part-time, 303 full-time)	1,000			
The above series terminated at April 1974									
	FULL-TIME ADULTS: men (21 years and over) women (18 years and over)								
	Men	Women	Men and women	Men	Women	Men and women			
1970 April	100.0	100.0	100.0	100.0	100.0	100.0			
1971 April	111.5	112.2	111.8	110.7	112.5	111.0			
1972 April	124.1	125.8	124.5	122.3	124.9	122.7			
1973 April	137.3	139.8	138.0	135.9	139.9	136.5			
1974 April	155.3	161.8	157.0	152.1	165.2	154.3			
1975 April	195.0	224.0	202.9	191.8	226.7	197.5			
1976 April	232.6	276.6	244.5	225.6	276.2	233.9			
Weights	575	425	1,000	689	311	1,000			

Notes: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issues of the Gazette.

The series for full-time adults relate to those whose pay for the survey pay-period was not affected by absence.

annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom**TABLE 125**

		Average weekly wage earnings	Average hourly wage earnings	Average hourly wage 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	+ 3.6	+ 4.0	+ 3.6	+ 0.4	
October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3	
1964 April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6	
October	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4	
1965 April	+ 7.5	+ 8.4	+ 8.0	+ 5.3	+ 2.7	
October	+ 8.5	+ 10.1	+ 9.5	+ 7.3	+ 2.2	
1966 April	+ 7.4	+ 9.8	+ 9.7	+ 8.0	+ 1.7	
October	+ 4.2	+ 6.2	+ 6.5	+ 5.6	+ 0.9	
1967 April	+ 2.1	+ 2.8	+ 3.0	+ 2.7	+ 0.3	
October	+ 5.6	+ 5.3	+ 5.0	+ 5.3	- 0.3	
1968 April	+ 8.5	+ 8.1	+ 7.7	+ 8.6	- 0.9	
October	+ 7.8	+ 7.2	+ 7.0	+ 6.7	+ 0.3	
1969 April	+ 7.5	+ 7.1	+ 6.9	+ 5.4	+ 1.5	
October	+ 8.1	+ 8.0	+ 8.0	+ 8.0	+ 0.0	
1970 October						

EARNINGS AND HOURS

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

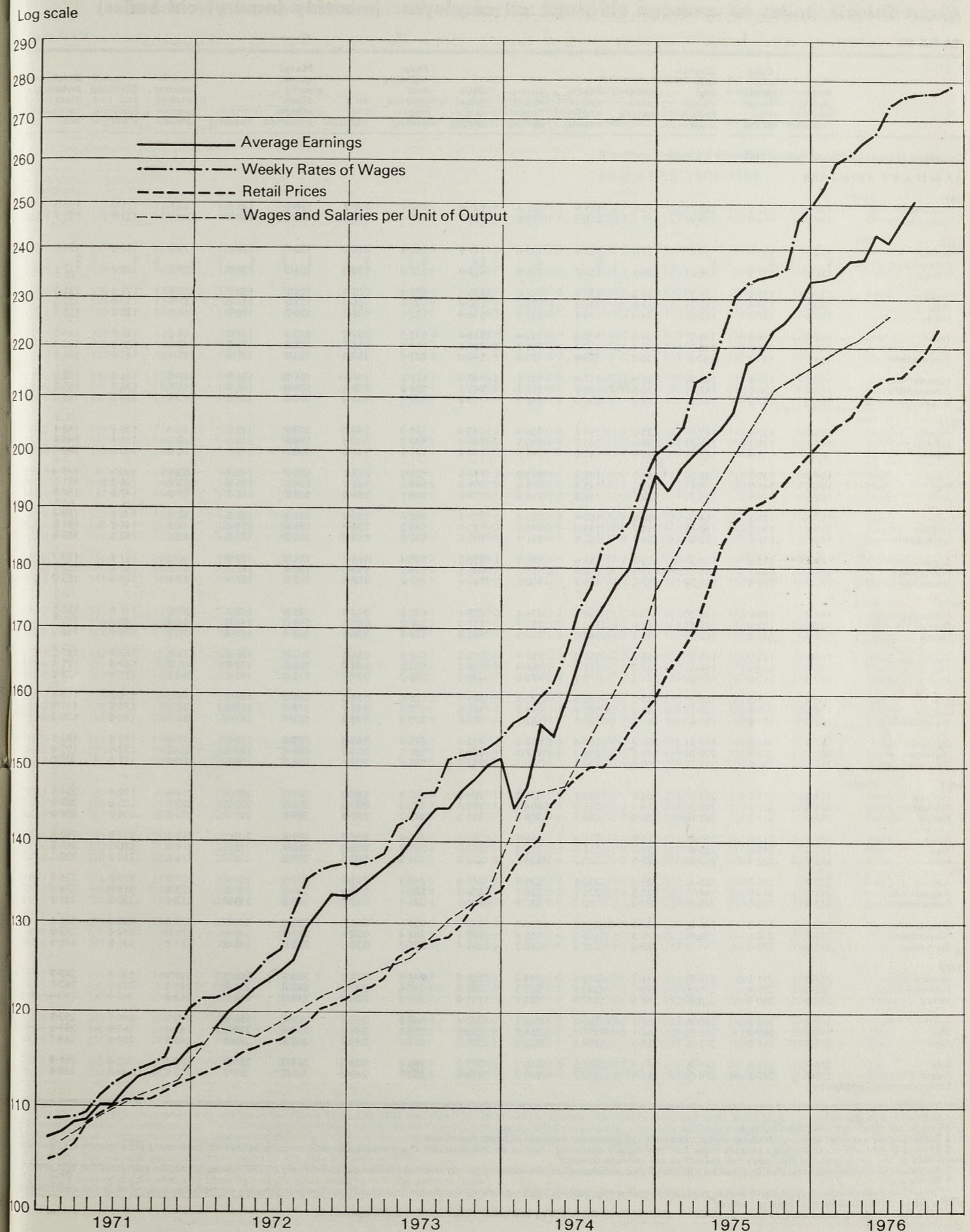
TABLE 126

	MANUFACTURING INDUSTRIES						ALL INDUSTRIES					
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings			
	including those whose pay was affected by absence	excluding 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			
	£	£	p	p	£	£	p	p	£	£		
Full-time manual men (21 years and over)												
April 1972	33.6	34.5	45.6	75.8	83.7	32.1	32.8	46.0	71.3	69.1		
April 1973	38.6	39.9	46.4	86.0	87.0	37.0	38.1	46.7	81.7	79.2		
April 1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1		
April 1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2		
April 1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0		
Full-time non-manual men (21 years and over)												
April 1972	43.7	43.8	38.9	111.3	122.4	43.4	43.5	38.7	110.7	110.8		
April 1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6	121.7		
April 1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1		
April 1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6		
April 1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6		
All full-time men (21 years and over)												
April 1972	36.2	37.1	43.9	83.7	94.5	36.0	36.7	43.4	83.7	83.3		
April 1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7		
April 1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2		
April 1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3		
April 1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6		
Full-time manual women (18 years and over)												
April 1972	17.0	17.7	40.0	44.4	51.2	16.6	17.1	39.9	43.0	42.6		
April 1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1		
April 1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7		
April 1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1		
April 1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2		
Full-time non-manual women (18 years and over)												
April 1972	19.4	19.5	37.3	52.3	58.3	22.1	22.2	36.8	59.9	59.8		
April 1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1		
April 1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7		
April 1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9		
April 1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8		
All full-time women (18 years and over)												
April 1972	17.8	18.4	39.0	47.0	53.5	20.1	20.5	37.8	54.0	53.9		
April 1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3		
April 1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6		
April 1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3		
April 1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4		
Full-time adults												
(a) Men (21 years and over)												
April 1972	31.7	32.7	42.6	76.4	84.1	31.4	32.0	41.8	75.8	75.0		
April 1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1		
April 1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8		
April 1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7		
April 1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8		
(b) Males and females (18 years and over)												
April 1972	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9		
April 1973	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5		
April 1974	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0		
April 1975	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6		
*Full-time youths and boys (under 21)												
April 1972	16.7	17.1	42.7	48.0	46.7	16.0	16.2	42.3	45.5	44.3		
April 1973	19.9	20.4	42.7	62.5	60.7	19.0	19.3	42.4	59.1	57.4		
April 1974	26.1	26.9	43.0	62.5	60.7	24.7	25.1	42.4	59.1	57.4		
April 1975	33.4	34.2	42.0	81.5	79.5	32.9	33.3	41.8	79.8	78.1		
April 1976	39.4	40.2	41.9	96.3	94.4	38.2	38.7	41.6	93.3	91.7		
*Full-time girls (under 18)												
April 1972	11.0	11.3	39.6	33.2	33.0	10.2	10.3	39.0	30.6	30.4		
April 1973	12.8	13.1	39.2	43.8	43.6	11.8	11.9	38.4	40.9	40.7		
April 1974	16.6	17.1	39.2	43.8	43.6	15.4	15.7	38.4	40.9	40.7		
April 1975	22.8	23.4	38.7	60.3	60.2	22.0	22.3	38.1	58.5	58.3		
April 1976	26.4	27.3	38.9	70.2	70.0	25.7	26.0	38.2	68.3	68.1		
*Part-time men (21 years and over)												
April 1972	10.4	10.5	20.4	56.0	55.5	12.1	12.2	18.9	64.6	64.4		
April 1973	12.8	13.0	20.4	66.0	65.5	15.0	15.2	18.9	72.2	72.0		
April 1974	14.0	14.3	20.2	66.0	65.5	14.8	15.1	19.0	72.2	72.0		
April 1975	20.1	20.3	20.2	89.4	88.3	17.9	18.3	18.2	93.9	93.6		
April 1976	24.2	24.6	20.4	114.0	112.6	22.1	22.5	18.0	122.2	121.9		
*Part-time women (18 years and over)												
April 1972	9.3	9.5	22.6	49.0	48.7	8.5	8.6	20.3	49.1	49.0		
April 1973	10.8	11.0	22.7	57.3	57.0	9.9	10.1	20.7	57.5	57.4		
April 1974	12.5	12.9	22.7	57.3	57.0	11.7	11.9	20.7	57.5	57.4		
April 1975	17.0	17.6	22.9	77.5	77.3	17.1	17.4	21.4	81.3	81.2		
April 1976	21.0	21.5	22.8	95.8	95.5	20.3	20.5	20.9	99.2	99.1		

* From 1975 the New Earnings Survey only covers employees who are members of PAYE schemes; it therefore excludes substantial numbers of part-time workers and youths, boys and girls with low earnings working full-time. The survey estimates for these categories are therefore not directly comparable with those for earlier years.

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

AVERAGE 1970 = 100



EARNINGS Great Britain: index of average earnings: all employees (monthly inquiry—old series)

TABLE 127. Standard Industrial Classification 1968. JANUARY 1970 = 100. 1971, 1972, 1973, 1974, 1975, 1976, 1977. Includes columns for Food, drink and tobacco; Coal and petroleum products; Chemicals and allied industries; Metal manufacture; Mechanical engineering; Instrumental engineering; Electrical engineering; Ship-building and marine engineering; Vehicles; Metal goods not elsewhere specified; Textiles; Leather, leather goods and fur; Clothing and footwear; Bricks, pottery, glass, cement, etc.

* England and Wales only. † Except sea transport and postal services. ‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes. § Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for these months. In each case the figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered". ¶ As industrial activity was severely disrupted by restricted electricity supplies, the monthly survey was not carried out in February and so figures cannot be calculated for this month. †† Provisional. ** Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered". ††† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.

EARNINGS index of average earnings: all employees (monthly inquiry—old series): Great Britain

TABLE 127 (continued)

TABLE 127 (continued). Standard Industrial Classification 1968. JANUARY 1970 = 100. 1971, 1972, 1973, 1974, 1975, 1976. Includes columns for Timber, furniture, etc; Paper, printing and publishing; Other manufacturing industries; Agriculture; Mining and quarrying; Construction; Gas, electricity and water; Transport and communication; Miscellaneous services; All manufacturing industries (undadjusted, seasonally adjusted); All industries and services covered (undadjusted, seasonally adjusted).

Note (1): This series is explained in articles in the March 1967, July 1971 and May 1975 issues of the Gazette. The information collected is the gross remuneration including overtime payments, bonuses, commission, etc. Monthly earnings have been converted into weekly earnings by using the formula:—monthly earnings multiplied by 12 and divided by 52. In arriving at the indices of average earnings the total remuneration is divided by the total number of employees without distinguishing between males and females, adults and juveniles, manual and non-manual employees or between full-time and part-time employees. Note (2): The seasonal adjustments are based on the data for 1963 to 1973. Note (3): A new series, based on January 1976 = 100, has been introduced, including index numbers for the whole economy and 27 industry groups. It is explained in an article in the April 1976 issue of the Gazette. The latest figures are given elsewhere in the present issue. Note (4): As a consequence of industrial action by some Department of Employment Group staff, figures from September 1976 are not available.

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 1974		January 1975		June 1976		June 1974		January 1975		June 1976	
	£	p	£	p	£	p	£	p	£	p	£	p
SHIPBUILDING AND SHIP REPAIRING*												
Timeworkers	277.3	315.7	327.0	399.5	403.2	68.43	297.4	345.2	370.7	437.3	448.7	147.5
Skilled	281.7	341.9	356.9	438.7	452.6	63.07	290.9	356.5	391.9	455.3	480.4	129.1
Semi-skilled	300.9	360.4	391.4	404.1	479.0	63.76	307.4	393.9	405.6	464.2	505.2	124.4
All timeworkers	288.8	337.7	351.7	423.7	436.5	66.21	307.6	367.7	395.7	462.9	479.7	138.7
Payment-by-result workers	268.5	313.1	370.0	381.9	420.2	77.19	274.1	340.1	380.6	416.1	428.1	164.3
Skilled	277.5	326.5	386.2	409.2	452.1	68.39	291.8	367.9	410.1	459.6	476.2	138.1
Semi-skilled	263.2	307.5	365.0	375.2	401.2	63.01	274.5	341.8	389.8	425.5	441.3	126.7
All payment-by-result workers	270.2	315.7	373.4	388.3	426.4	73.81	276.4	344.4	386.0	425.5	438.8	154.5
All skilled workers	268.9	311.1	357.2	384.1	416.1	75.38	276.0	335.2	374.1	416.3	430.2	160.8
All semi-skilled workers	282.5	336.3	383.0	425.1	461.1	66.85	288.7	360.2	402.3	454.8	476.1	135.5
All labourers	280.5	330.1	382.3	392.9	432.9	63.23	290.4	368.0	408.1	450.8	474.1	126.0
All workers covered	273.2	318.9	365.8	395.4	428.8	72.02	281.9	346.1	386.3	432.0	448.5	150.8
CHEMICAL MANUFACTURE†												
Timeworkers	270.1	313.9	328.3	379.7	414.6	70.28	311.9	369.9	394.2	449.9	484.1	160.8
General workers	259.7	305.3	312.2	371.6	404.4	76.10	291.1	342.8	360.3	416.7	449.1	169.1
Craftsmen	268.0	312.3	324.7	379.1	413.2	71.83	308.0	364.7	387.2	443.8	477.7	163.0
Payment-by-result workers	247.8	296.2	302.6	352.6	395.1	70.27	253.5	303.0	326.8	371.4	402.8	154.5
General workers	230.7	285.8	300.7	333.1	372.9	74.53	246.1	288.1	317.2	361.2	390.5	166.9
Craftsmen	243.7	294.0	302.9	346.7	388.5	71.00	251.2	299.0	324.4	366.4	397.4	156.6
All payment-by-result workers	263.0	307.1	320.0	370.8	406.3	70.28	290.6	345.6	368.8	421.2	453.9	160.0
All general workers	251.1	297.6	305.6	361.3	393.9	75.98	273.8	322.4	341.0	393.9	424.9	169.0
All craftsmen	260.4	305.3	316.9	369.5	404.1	71.74	286.7	340.1	362.1	415.0	447.2	162.3

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.

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

	BASIC WEEKLY RATES OF WAGES				NORMAL WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES				
	Men	Women	Juvenciles†	All workers	Men	Women	Juvenciles†	All workers	Men	Women	Juvenciles†	All workers	
													(40-1)	(40-4)	(40-3)	(40-2)
All industries and services													
1972	101.5	100.4	101.7	101.3	99.9	99.9	99.9	99.9	101.5	100.5	101.7	101.4	
1973	114.9	115.7	117.2	115.2	99.8	99.4	99.5	99.6	115.2	116.5	117.8	115.6	
1974	136.4	144.4	143.1	138.0	99.6	99.1	99.3	99.5	136.9	145.8	144.1	138.7	
1975	175.4	191.8	190.1	178.7	99.6	99.0	99.2	99.4	176.2	193.7	191.6	179.8	
1974	November	150.7	162.4	161.7	153.1	99.6	99.1	99.3	99.5	151.3	163.9	162.9	153.9
	December	153.9	170.9	164.9	157.1	99.6	99.1	99.3	99.5	154.5	172.5	166.1	158.0
1975	January	155.6	172.8	167.5	158.9	99.6	99.1	99.2	99.4	156.2	174.5	168.8	159.8
	February	157.9	174.1	171.3	161.1	99.6	99.1	99.2	99.4	158.5	175.8	172.7	162.0
	March	165.0	180.3	178.0	168.1	99.6	99.1	99.2	99.4	165.7	182.1	179.4	169.0
	April	166.1	181.1	179.0	169.1	99.6	99.1	99.2	99.4	166.8	182.8	180.4	170.1
	May	172.5	186.8	185.5	175.4	99.6	99.1	99.2	99.4	173.2	188.6	187.0	176.4
	June	178.9	190.8	193.6	181.5	99.6	99.0	99.2	99.4	179.7	192.8	195.2	182.6
	July	180.6	195.3	195.6	183.7	99.6	99.0	99.2	99.4	181.4	197.3	197.2	184.8
	August	181.3	196.0	197.2	184.4	99.6	99.0	99.2	99.4	182.1	198.0	198.9	185.6
	September	181.7	196.6	197.9	184.9	99.6	99.0	99.2	99.4	182.5	198.7	199.6	186.0
	October	182.9	199.5	199.3	186.3	99.6	99.0	99.2	99.4	183.7	201.6	200.9	187.5
	November	190.6	209.2	207.7	194.4	99.6	99.0	99.2	99.4	191.4	211.3	209.4	195.6
	December	192.1	219.0	208.5	197.0	99.6	99.0	99.2	99.4	192.9	221.2	210.3	198.2
1976	January	195.5	224.4	214.6	200.9	99.6	99.0	99.2	99.4	196.3	226.7	216.3	202.1
	February	199.8	227.9	218.8	205.1	99.6	99.0	99.2	99.4	200.7	230.2	220.6	206.4
	March	201.4	229.5	220.3	206.7	99.6	99.0	99.2	99.4	202.2	231.9	222.2	207.9
	April	203.5	231.3	222.4	208.8	99.6	99.0	99.2	99.4	204.4	233.6	224.2	210.1
	May	204.8	234.7	224.9	210.5	99.6	99.0	99.2	99.4	205.7	237.1	226.8	211.7
	June	209.8	238.2	231.3	215.3	99.6	99.0	99.2	99.4	210.7	240.6	233.2	216.6
	July	211.5	243.5	235.5	217.7	99.6	99.0	99.2	99.4	212.4	246.0	237.4	219.0
	August	211.6	243.5	235.5	217.8	99.6	99.0	99.2	99.4	212.5	246.0	237.5	219.1
	September	211.7	243.7	235.7	217.9	99.6	99.0	99.2	99.4	212.6	246.2	237.7	219.2
	October	211.8	245.9	235.7	218.2	99.6	99.0	99.2	99.4	212.7	248.4	237.7	219.5
	November	212.8	247.6	236.8	219.3	99.6	99.0	99.2	99.4	213.7	250.1	238.8	220.6
Manufacturing industries													
1972	101.6	100.7	101.4	101.5	100.0	100.0	100.0	100.0	101.6	100.7	101.4	101.5	
1973	114.3	115.8	115.5	114.6	100.0	100.0	100.0	100.0	114.3	115.8	115.5	114.6	
1974	132.8	141.4	137.5	134.3	100.0	100.0	100.0	100.0	132.8	141.4	137.5	134.3	
1975	170.9	191.3	180.7	174.4	100.0	100.0	100.0	100.0	171.0	191.4	180.7	174.5	
1974	November	144.9	157.2	151.7	147.0	100.0	100.0	100.0	144.9	157.2	151.7	147.1	
	December	147.3	164.9	155.3	150.3	100.0	100.0	100.0	147.3	164.9	155.3	150.4	
1975	January	148.5	168.1	157.3	151.8	100.0	100.0	100.0	148.5	168.2	157.3	151.9	
	February	148.9	168.6	157.5	152.2	100.0	100.0	100.0	148.9	168.7	157.6	152.3	
	March	158.0	178.6	166.3	161.4	100.0	100.0	100.0	158.0	178.8	166.3	161.5	
	April	159.1	179.8	167.8	162.6	100.0	100.0	100.0	159.2	180.0	167.8	162.7	
	May	170.9	191.0	178.8	174.3	100.0	100.0	100.0	171.0	191.1	178.8	174.3	
	June	175.4	195.0	184.4	178.7	100.0	100.0	100.0	175.4	195.1	184.5	178.8	
	July	176.2	196.0	185.4	179.6	100.0	100.0	100.0	176.3	196.1	185.4	179.7	
	August	177.1	197.2	187.8	180.6	100.0	100.0	100.0	177.2	197.3	187.9	180.7	
	September	177.8	198.5	189.1	181.4	100.0	100.0	100.0	177.9	198.6	189.1	181.5	
	October	178.5	198.8	189.6	182.1	100.0	100.0	100.0	178.6	199.0	189.7	182.2	
	November	190.1	210.5	201.6	193.7	100.0	100.0	100.0	190.1	210.7	201.7	193.8	
	December	190.5	213.0	202.4	194.4	100.0	100.0	100.0	190.5	213.2	202.4	194.5	
1976	January	192.8	221.1	207.3	197.7	100.0	100.0	100.0	192.8	221.3	207.3	197.8	
	February	198.4	225.4	212.5	203.1	100.0	100.0	100.0	198.4	225.6	212.6	203.2	
	March	198.7	228.2	213.8	203.8	100.0	100.0	100.0	198.7	228.4	213.8	203.9	
	April	201.6	231.4	217.3	206.8	100.0	100.0	100.0	201.6	231.6	217.4	206.9	
	May	203.4	236.6	220.2	209.1	100.0	100.0	100.0	203.4	236.8	220.2	209.2	
	June	205.1	240.4	222.8	211.2	100.0	100.0	100.0	205.1	240.5	222.8	211.3	
	July	206.2	241.8	224.4	212.3	100.0	100.0	100.0	206.2	241.9	224.4	212.4	
	August	206.3	241.8	224.4	212.5	100.0	100.0	100.0	206.4	242.0	224.5	212.6	

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

		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	JULY 31, 1972 = 100				
Basic weekly rates of wages															
1972-1975	Average of monthly index numbers	100	100	100	96	104	97	95	100	100					
		116	106	112	106	119	110	108	111	112					
		149	143	136	124	137	136	129	133	133					
		186	190	177	165	179	176	171	167	171					
1975	August	192	192	181	182	186	182	181	167	174					
	September	192	193	181	182	186	184	181	172	178					
	October	192	193	181	182	186	184	181	172	180					
1976	January	230	193	197	184	206	195	191	201	191					
	February	232	194	199	184	214	195	191	202	193					
	March	232	214	199	184	214	195	191	202	197					
1976	April	232	215	202	184	215	195	191	214	203					
	May	232	215	202	195	215	217	191	214	203					
	June	232	215	213	208	215	219	191	214	204					
1976	July	232	215	213	208	215	220	210	214	205					
	August	232	215	214	208	215	220	210	214	205					
	September	232	215	214	208	215	220	210	216	207					
1976	October	232	215	214	208	215	220	210	216	207					
	November	232	215	219	208	215	220	210	217	210					
Normal weekly hours‡															
1972-1975	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0					
		99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8					
		99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
1975	August	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)					
	September	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	October	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
1976	January	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	February	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	March	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
1976	April	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	May	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	June	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
1976	July	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	August	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	September	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
1976	October	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
	November	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8					
Basic hourly rates of wages															
1972-1975	Average of monthly index numbers	100	100	100	96	104	97	95	100	100					
		116	106	112	106	119	110	108	111	112					
		150	143	136	124	137	136	129	133	134					
		187	190	178	165	179	176	171	167	172					
1975	August	194	192	182	182	186	182	181	167	174					
	September	194	193	182	182	186	184	181	172	179					
	October	194	193	182	182	186	184	181	172	180					
1976	January	231	193	197	184	206	195	191	201	191					
	February	233	194	200	184	214	195	191	202	194					
	March	233	214	200	184	214	195	191	202	197					
1976	April	233	215	203	184	215	195	191	214	203					
	May	233	215	203	195	215	217	191	214	203					
	June	233	215	214	208	215	219	191	214	205					
1976	July	233	215	214	208	215	220	210	214	206					
	August	233	215	215	208	215	220	210	214	206					
	September	233	215	215	208	215	220	210	216	207					
1976	October	233	215	215	208	215	220	210	216	207					
	November	233	215	220	208	215	220	210	217	210					

* 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)

		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	JULY 31, 1972 = 100				
Basic weekly rates of wages															
1972-1975	Average of monthly index numbers	100	98	99	109	102	97	101	100	97					
		113	105	109	139	111	107	114	114	105					
		138	126	130	162	135	131	138	145	128					
		171	160	158	215	170	169	181	182	163					
1975	August	172	165	161	228	173	175	184	181	165					
	September	178	165	162	228	173	175	184	181	165					
	October	178	168	162	228	173	176	189	181	177					
1976	January	179	173	162	228	173	177	198	194	180					
	February	182	173	163	228	176	178	199	211	190					
	March	197	174	164	229	187	185	200	211	198					
1976	April	198	180	164	229	187	193	202	211	204					
	May	198	180	164	229	187	196	202	211	204					
	June	198	204	169	229	201	200	203	211	204					
1976	July	198	204	169	229	201	200	209	211	204					
	August	198	204	176	260	201	200	209	211	204					
	September	200	205	199	260	201	202	227	214	217					
1976	October	200	205	199	260	201	202	227	214	217					
	November	200	205	199	260	201	203	235	220	218					
Normal weekly hours‡															
1972-1975	Average of monthly index numbers	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7				
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	97.9	100.0	98.5				
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	97.2				
		100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.0					
1975	August	(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(41.3)					
	September	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	October	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
1976	January	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	February	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	March	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
1976	April	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	May	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	June	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
1976	July	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	August	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	September	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
1976	October	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
	November	100.0	100.0	100.0	100.0	100.0	100.0	97.7	100.0	96.9					
Basic hourly rates of wages															
1972-1975	Average of monthly index numbers	100	98	99	109	102	97	101	100	97					
		113	105	109	139	112	107	117	114	106					
		138	126	130	162	138	131	141	145	132					
		170	160	158	215	175	169	185	182	168					
1975	August	172	165	161	229	178	175	188	181	171					
	September	178	165	162	229	178	175	188	181	171					
	October	178	168	162	229	178	176	193	181	182					
1976	January	179	173	162	229	178	177	202	194	186					
	February	182	173	163											

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

Table with 12 columns: ALL ITEMS, FOOD† (All, Items the prices of which show significant seasonal variations, All items other than those the prices of which show significant seasonal variations), Items mainly manufactured in the United Kingdom (Primarily from home-produced raw materials, Primarily from imported raw materials, All), Items mainly home-produced for direct consumption, Items mainly imported for direct consumption, All items except food, All items except items of food the prices of which show significant seasonal variations. Data includes monthly averages and specific dates for years 1968-1974.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

Table with 11 columns: 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. Data includes monthly averages and specific dates for years 1968-1974.

* See footnote on page 1369.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the Gazette.
‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
§ Provisional.

RETAIL PRICES
United Kingdom: indices for pensioner households

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

Year	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter											
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	156.2	158.6	166.7	157.4	159.5	162.4	165.5
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	168.7	173.8	176.6	182.6
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	190.7	201.9	208.0	218.1
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4		151.5	157.3	160.5		151.4	156.6	160.4	

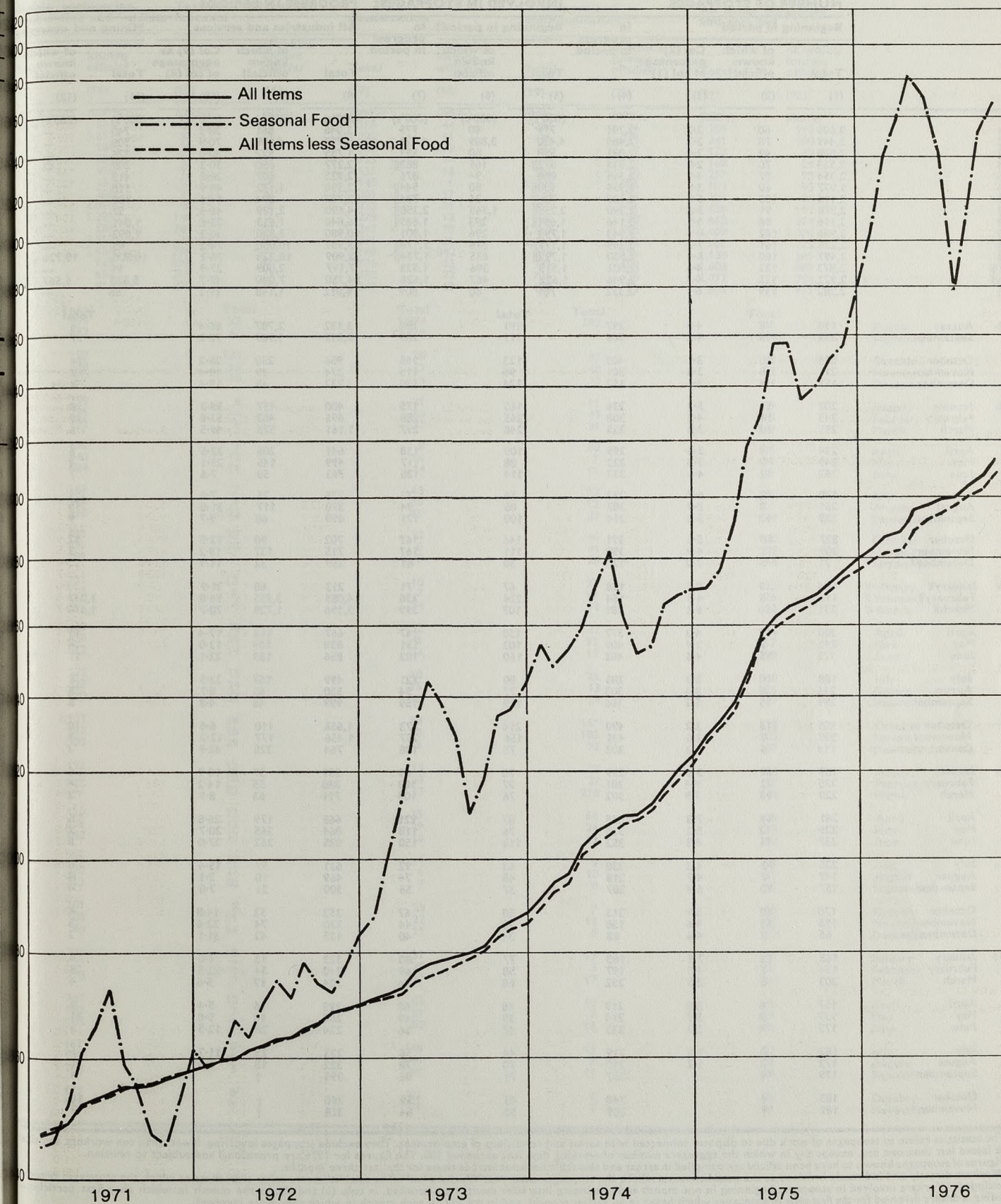
TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

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
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	136.4	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	183.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
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
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
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	101.9	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	135.0
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	145.5
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	165.0
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	180.3
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	159.9	168.0	180.5	211.0
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4

Index of retail prices

January 1962 = 100

g scale



INDUSTRIAL DISPUTES*
United Kingdom: stoppages of work

TABLE 133

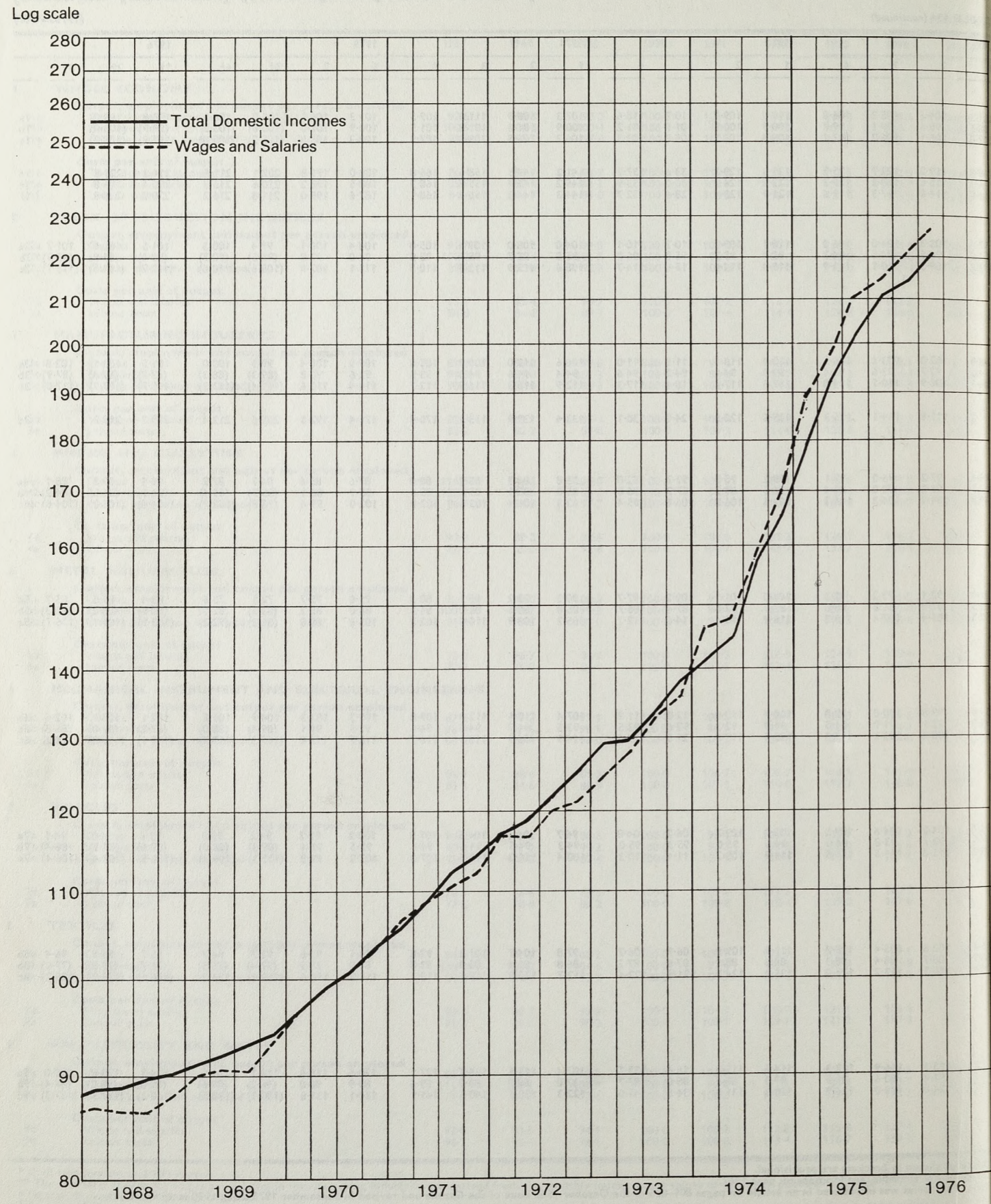
	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period		Col (2) percentage of col (1)	In progress in period	Beginning in period‡		In progress in period	All industries and services		Mining and quarrying		
	Total	of which known official†			Total	of which known official		Total	of which known official	Total	of which known official	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
				(000's)	(000's)	(000's)	(000's)	(000's)	Col (9) as percentage of col (8)	(000's)	(000's)	
1961	2,686	60	2.2	2,701	771	779	3,046	861	28.3	740	—	
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,738	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	1,755	527	30.0	326	—	
1964	2,524	70	2.8	2,535	872||	161	883||	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530||	50	544||	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731||	36	734||	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255||	1,565	2,258||	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654||	283	1,665||	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171||	376	1,178||	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722||	635	1,734||	23,909	18,228	76.2	10,800	10,726
1973†	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974†	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
				Total		Total		Total		Total	Total	
1972	198	8	4.0	297	191	262	3,132	2,707	86.4	4	—	
September	212	9	4.2	303	111	285	2,517	1,969	78.2	11	—	
October	324	10	3.1	405	123	165	956	250	26.2	14	—	
November	211	8	3.8	301	96	116	374	39	10.4	9	—	
December	111	4	3.6	152	124	130	232	45	19.4	3	—	
1973	207	11	5.3	236	165	175	400	157	39.3	6	—	
January	243	11	4.5	308	265	288	695	402	57.8	19	—	
February	293	10	3.8	355	248	297	1,161	575	49.5	5	—	
March	234	9	3.8	299	109	138	641	208	32.5	6	—	
April	249	8	3.2	323	88	117	499	145	29.1	4	—	
May	262	12	4.6	332	114	135	763	58	7.6	7	—	
June	178	12	6.7	233	56	72	276	21	7.6	3	—	
July	261	8	3.0	307	85	94	378	117	31.0	16	—	
August	239	13	5.4	314	100	121	699	68	9.7	9	—	
September	327	18	5.5	391	146	167	702	90	12.8	12	—	
October	309	15	4.9	399	111	167	715	137	19.2	5	—	
November	71	5	7.0	120	30	61	269	32	11.9	..	—	
December†	104	9	8.7	128	67	71	213	68	31.9	..	—	
1974	116	5	4.3	154	324	338	4,085	3,955	96.8	3,897	—	
January†	251	16	6.4	281	107	399	2,196	1,728	78.7	1,670	—	
February†	300	13	4.3	377	130	147	667	116	17.4	11	—	
March†	292	7	2.4	409	102	151	838	109	13.0	4	—	
April	323	15	4.6	403	160	183	856	189	22.1	11	—	
May	188	10	5.3	283	80	121	499	167	33.5	4	—	
June	236	8	3.4	303	77	94	520	45	8.7	5	—	
July	289	15	5.2	366	129	159	999	48	4.8	5	—	
August	401	13	3.2	490	214	273	1,656	110	6.6	10	—	
September	309	8	2.6	431	156	257	1,456	177	12.2	9	—	
October	113	6	5.3	203	75	138	764	328	42.9	2	—	
November	189	11	5.8	239	70	89	339	37	10.9	6	—	
December	235	22	9.4	301	97	109	388	55	14.2	4	—	
1975	220	13	5.9	302	76	108	711	63	8.9	2	—	
January	261	19	7.3	335	87	121	668	179	26.8	6	—	
February	229	12	5.2	339	76	118	864	265	30.7	7	—	
March	257	11	4.3	352	112	150	935	252	27.0	8	—	
April	235	10	4.3	330	63	92	631	97	15.4	5	—	
May	149	7	4.7	218	48	74	469	10	2.1	4	—	
June	157	10	6.4	207	37	56	300	21	7.0	4	—	
July	170	10	5.9	213	58	67	352	52	14.8	4	—	
August	115	11	9.6	158	30	44	220	74	33.6	3	—	
September	65	3	4.6	88	34	40	135	42	31.1	2	—	
October	165	12	7.3	183	77	80	323	13	4.0	4	—	
November	154	7	4.5	197	58	69	240	54	22.5	4	—	
December	203	5	2.5	252	68	74	304	17	5.6	4	—	
1976	157	6	3.8	219	48	68	298	16	5.4	3	—	
January	157	9	5.7	214	39	49	200	18	9.0	11	—	
February	175	4	2.3	233	47	56	224	28	12.5	3	—	
March	162	3	1.9	219	44	56	223	25	11.2	5	—	
April	172	2	1.2	210	70	78	322	18	5.6	6	—	
May	179	†	—	237	71	96	395	†	—	4	—	
June	183	†	—	240	43	59	260	†	—	9	—	
July	161	†	—	209	52	64	318	†	—	9	—	

INDUSTRIAL DISPUTES*
stoppages of work: United Kingdom

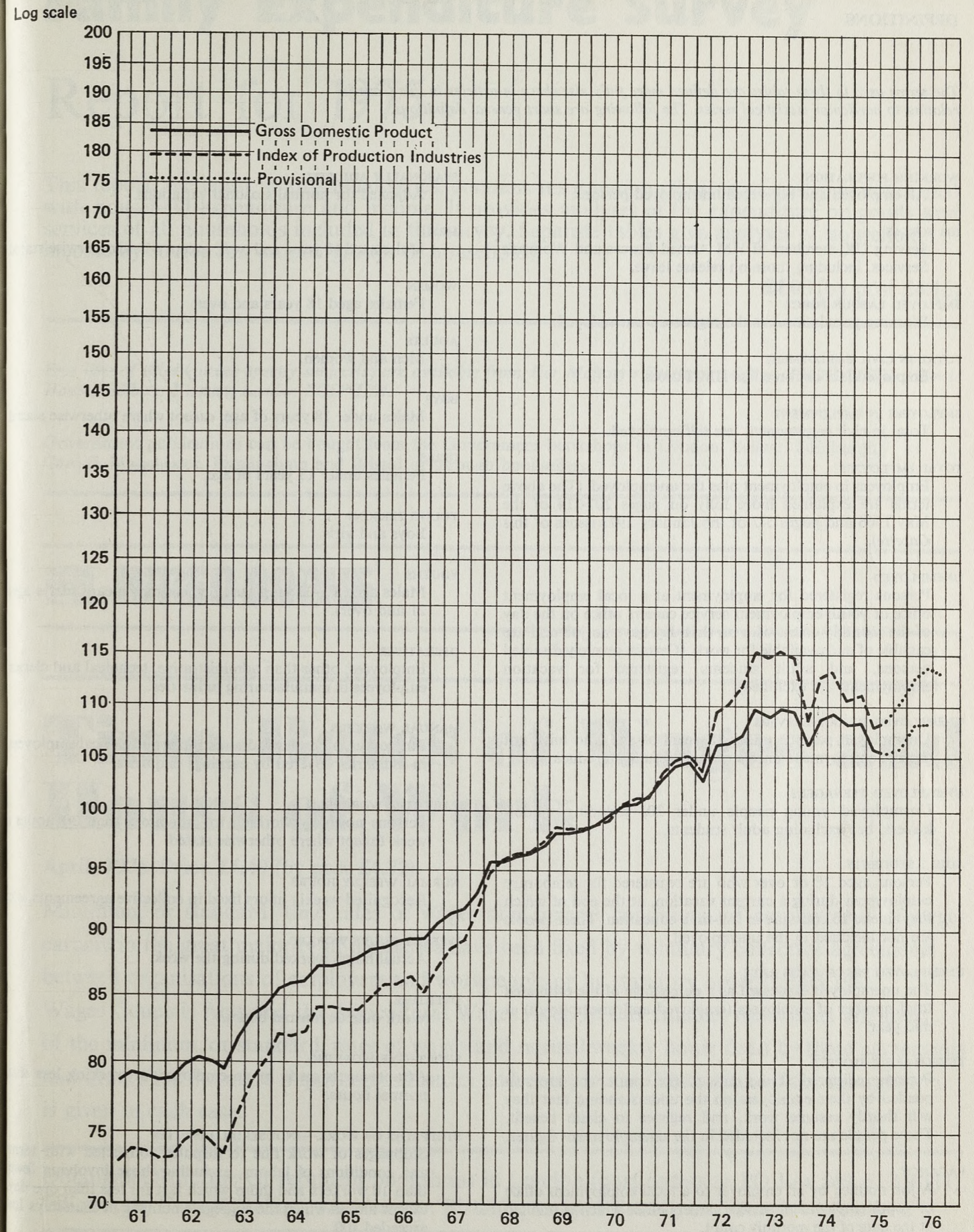
TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡										
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services		
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	
	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	
1961	4,464	624	22	14	285	44	230	36	305	143	1961
1962	4,559	3,652	37	21	222	61	431	275	241	100	1962
1963	854	189	25	4	356	279	72	7	122	49	1963
1964	1,338	501	34	—	125	—	312	117	160	29	1964
1965	1,763	455	52	20	135	16	305	20	257	95	1965
1966	871	163	12	4	145	6	1,069	906	183	93	1966
1967	1,422	205	31	10	201	17	823	136	202	26	1967
1968	3,739	2,010	40	6	233	31	559	41	438	112	1968
1969	4,540	587	384	7	278	12	786	90	862	274	1969
1970	6,035	3,552	71	10	255	21	6,539	6,242	586	225	1970
1971	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301	1971
1972	4,799	923	193	82	176	15	331	102	1,608	887	1972
1973†	5,837	602	255	23	252	22	705	33	2,072	794	1973
1974†	5,932	814	350	70	247	69	422	23	1,006	172	1974
Total	694	692	22	47	1,874	503	1,618	35	144		August
September	197	558	207	123	15	8	3	37	48	165	October
October	259	291	592	4	23	17	11	49	31	89	November
November	481	440	684	3	8	11	6	31	7	508	December
December	167	282	458	7	7	22	13	12	12	74	
1975	189	499	456	20	98	13	46	41	112	109	January
January	131	136	437	12	3	4	7	27	17	33	February
February	439	455	512	18	29	14	41	92	33	268	March
March	275	327	820	15	34	37	15	26	13	87	April
April	1,103	903	300	36	25	29	34	30	93	323	May
May	195	228	327	12	10	23	27	27	218	109	June
June	420	658	640	12	13	53	35	29	16	128	July
July	468	370	213	38	27	38	9	10	8	51	August
August	261	108	44	8	51	64	7	11	5	50	September
September	246	127									

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.

WORKING POPULATION

All employed and registered unemployed persons.

HM FORCES

Serving UK members of HM Armed Forces and Women's Services, including those on release leave.

EMPLOYED LABOUR FORCE

Working population less the registered unemployed.

TOTAL IN CIVIL EMPLOYMENT

Employed labour force less HM Forces.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

TOTAL EMPLOYEES

Employees in employment plus the unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 and pages 5-7 of the January 1973 issues of this Gazette).

UNEMPLOYED

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, and adult students registered for vacation employment, are excluded).

UNEMPLOYED SCHOOL-LEAVERS

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

UNEMPLOYED TEENAGERS

Unemployed young people under 20, including school-leavers, but excluding adult students.

ADULT STUDENTS

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

UNEMPLOYED PERCENTAGE RATE

The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year.

TEMPORARILY STOPPED

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

VACANCY

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.

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

MEN

Males aged 18 years and over, except where otherwise stated.

WOMEN

Females aged 18 years and over.

ADULTS

Men and women.

BOYS

Males under 18 years of age, except where otherwise stated.

GIRLS

Females under 18 years of age.

YOUNG PERSONS

Boys and girls.

YOUTHS

Males aged 18-20 years (used where men means males aged 21 and over).

OPERATIVES

Employees, other than administrative, technical and clerical employees in manufacturing industries.

MANUAL WORKERS

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

PART-TIME WORKERS

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

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in collective agreements, etc.

WEEKLY HOURS WORKED

Actual hours worked during the week.

OVERTIME

Work outside normal hours.

SHORT-TIME WORKING

Arrangements made by an employer for working less than normal hours.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

Stoppages of work due to disputes connected with terms and conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100.

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