



EMPLOYMENT

July 1979

Volume 87 No 7

GAZETTE

Department of Employment

New technology: the Japanese approach

Part-time working in Great Britain

The impact of employment legislation on small firms

Skill shortages: survey

Industrial relations: the new proposals in full

Department of Employment Move

Most of the Headquarters offices of the Department of Employment at present located in St James's Square will be moving during August and September to new permanent offices at:

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DEPARTMENT OF EMPLOYMENT GAZETTE July 1979 (pages 633-736)

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News and Notes

Proposed changes in employment legislation

Government proposals for changes in the law on picketing and the closed shop, and for legislation to provide financial help for trades union postal ballots, have been issued by the Secretary of State for Employment. Summaries of the main points are given below and the full text of the working papers is on p. 648.

Following the announcement of the Government's intentions in the Queen's

Speech, informal discussions have taken place with both sides of industry. The working papers have been prepared as the basis of formal talks, they have been sent to the TUC, CBI and other interested organisations.

Commenting on the proposals, Employment Secretary Mr James Prior said:

"The changes we are proposing are limited, but they are vitally important. They

are directed to particular problems which have give rise to widespread public concern and on which we believe there is general agreement that changes in the law are needed.

"We intend these working papers to provide the basis for full and detailed consultation over the next two or three months before final decisions are taken. It is essential that we get those changes in the law right".

Extra protection in the closed shop

It is proposed to extend protection against dismissal for non-membership of a union in a closed shop; this is now limited to those who object to membership of any union because of genuine religious beliefs.

The right to compensation for dismissal in these circumstances would be extended to:

- existing employees who were not members of the union(s) concerned at the operative date of the closed shop agreement; and
- those with deeply held personal conviction. Here, the question arises whether this should follow the existing provision and apply to those who object to membership of any trade union; or to those deeply objecting to membership of a particular union; or those who object to a particular union on reasonable grounds.

The unfair dismissal remedies under the Employment Protection (Consolidation) Act 1978 would apply in these circumstances. And in such situations there is a good case for enabling the employer to join a union in a case brought against him; a tribunal could then apportion compensation between them.

The Government believes any new closed shop agreement must be drawn up in accordance with best practice, and only if an overwhelming number of workers involved vote for it.

This could best be done, it is thought, by providing that a new union membership agreement could only be a defence against unfair dismissal where it was introduced following overwhelming support in a secret ballot of those affected.

The Government also envisages a statutory code, based on best current practice, on

Draft Orders on redundancies and unfair dismissal

Changes in the law on unfair dismissal and the handling of redundancies are proposed by the Government in draft Orders laid before Parliament.

They will:

- change the qualifying period of service for the right to complain of unfair dismissal from the present 26 weeks to 52 weeks;
- reduce from 60 days to 30 days the period required for consultation with the trade unions and notification to the Department of Employment on redundancies involving 10 to 99 employees. Also where a union has complained of non-compliance with the consultation requirements, the maximum award that an industrial tribunal can make is reduced to 30 days.

Following consultation with the CBI, TUC and others, one proposal—to increase the qualifying period for unfair dismissal to 104 weeks for employees aged under 18—will not be pursued for the time being.

The Orders are subject to approval of both Houses of Parliament. Both Orders would come into effect on October 1, 1979: the Order on unfair dismissals would apply to all terminations of employment on or after that date, while the Order on the handling of redundancies would affect dismissals due to take place on or after November 30, 1979.

New definition of pickets in law

The Government firmly believes that voluntary guidance alone will not ensure the setting of effective limits on the use of picketing in industrial disputes. And so it will be necessary to provide a new statutory definition of the picket's position in law.

The proposals are designed to avoid both the gratuitous creation of sources of conflict and the placing of an impossible burden on the police. It is not proposed to make picketing outside redefined limits a criminal offence.

Instead, section 15 of the Trade Union and Labour Relations Act 1974 would be amended to limit lawful picketing to those who are party to the actual dispute picketing at their place of work.

However, it is also necessary to limit in respect of picketing the immunity from civil action conferred by section 13 of the Act.

Several approaches are possible. One would remove from immunity anyone who picketed outside the amended limits of section 15 if the picketing induced breaches of

(Continued on page 636 col. 1).

Financial help for secret ballots

The postal costs of secret ballots on rules changes, certain elections, and the calling or ending of strikes should be reimbursed to trades unions through a scheme administered by the Certification Officer, the Government proposes. It would welcome views on the list of subjects covered; the legislation could be framed to enable the Employment Secretary to extend the list by Order.

Views are also sought on the provision of funds to cover the administrative costs of postal ballots, or the costs of secret ballots

(Continued on page 636 col. 1).

News and Notes

Industrial relations changes will benefit economic and social life, says minister

The climate is right for a change of direction in industrial relations which would have a beneficial effect on the country's economic and social life, Mr Patrick Mayhew, Parliamentary Under Secretary of State for Employment, told the Engineering Employers Association in Derby last month.

He said: "Who would have dreamed, let us say in the days of Clement Atlee or Ernest

Closed shop

(Continued from page 635)

introducing and applying closed shops, and periodic reviews of support for current agreements. It would have status in law and could be taken into account in court proceedings.

It is proposed that anyone, in a closed shop or not or in employment or not, should have the right to appeal to the High Court if they are arbitrarily or unreasonably expelled or excluded from a union. This would be judged according to the merits of the case—not just on the basis of union rules.

Picketing

(Continued from page 635)

contract. It would then be for the employer concerned to initiate action if he thought unlawful action was damaging his operations.

Alternatively, immunity could be limited in respect of all industrial action by restricting it to breaches of contracts of employment. This would limit interference with commercial contracts through secondary action, for instance, blacking.

The Government also proposes powers for the Secretary of State to draw up a code on picketing with status in law so it could be taken into account in legal proceedings. However, the code would only be drawn up in the absence of comprehensive and effective voluntary guidance.

Ballots

(Continued from page 635)

at the workplace. Special safeguards might be needed to assure the secrecy of workplace ballots.

No ballot would qualify for aid if it was held contrary to union rules and there would be no appeal from the Certification Officer if he found grounds to refuse reimbursement. However, a complainant would be able to go to the High Court if he felt the Certification Officer had been unreasonable.

Bevin, that the dead would one day lie unburied and the sick be left unfed? Or that, through blockade and blacking, the jobs would be lost and the livelihoods imperilled of workers quite unconnected with the original dispute. Yet all these things have been seen."

Mr Mayhew said the desire for change had been demonstrated and the Government was responding to that decision: "It is in our belief a fact that legislation of the last four years has gone far beyond the bounds of what is fair and reasonable.

"The scales are badly out of balance, and it is our task to level them once more."

On the question of picketing, Mr Mayhew told the Association: "The TUC itself has recognised the anxiety of its own members and of the public as a whole. In February it



Mayhew: "fair and reasonable"

issued guidelines for picketing. They provide a useful start but they do not go far enough, nor do they confer a legal remedy upon any person who may suffer if they are broken".

The Government would propose that the immunity from civil action—which previous legislation had strengthened—must be restricted to those who are party to the dispute, and are picketing at their place of work.

"If you picket further afield," he continued, "and in the course of it do something which the person harmed could ordinarily get the courts to stop by means of an injunction—then we think you should not enjoy the immunity which the present law provides".

This thorough review of the legislation had started with a view to identifying any changes needed to ensure a fairer balance between the employer and the employee, he said.

Team work should set pace for participation

"Each sector of industry, and each component of each sector must look at its own structure and see how participation can best fit in," Employment Secretary, Mr James Prior, told an Industrial Society conference in London last month. The Government would not impose industrial democracy on industry, he said.

Mr Prior said that good industrial relations practices were vital to Britain's economic recovery. He wanted to see the 'two sides of industry' phrase and its accompanying attitude struck out of Britain's industrial vocabulary.

"Production is a matter of team work and I want to see more companies involving more of the people working for them in making the decisions," he said.

The experiences of West Germany were often held up as a shining example of industrial democracy at work. "One does not have to cross the Channel to find good examples," he said. "There are excellent examples right here, amongst both large and small firms. But it is important that the company or organisation as a whole—and that means management and the workforce—must agree that greater participation is to their mutual benefit and then hammer out a system that suits them best."

"It is my experience that people regard a system in far higher esteem and as being far more relevant when they themselves have had a part in devising it and setting it up, than when it is handed down in a more remote fashion," he said.

Training levy set

Proposals submitted by the Paper and Paper Products Industry Training Board for a levy on employers within the scope of the Board equal to 1.0 per cent of their payroll in the year ended April 5, 1979 have been approved by the Secretary for Employment, Mr James Prior.

Mr Prior has also approved proposals submitted by the Clothing and Allied products Industry Training Board for a levy equal to 0.8 per cent of payroll in the year ended April 5, 1979, and those submitted by the Distributive Industry Training Board for a levy equal to 0.7 per cent of payroll (less £7,000) in the same year.

The Shipbuilding Industry Training Board levy proposals equal to 0.7 per cent also received approval from Mr Jim Lester, Parliamentary Under Secretary of State for Employment, last month.

Price rises push up benefits for unemployment and sickness from November

Unemployment and sickness benefits will go up from November 12 this year to take account of the rise in prices since November last year. For single people benefits will increase from £15.75 a week to £18.50 and for married couples from £25.50 to £29.95.

Package

These increases form part of a package of pensions and social security benefit increases announced in Parliament last month by Mr Patrick Jenkin, the Secretary of State for Social Services. They will cost

£2,700m in a full year and benefit about 12 million people.

The other main points from the package are:

- Basic retirement pension—now £19.50 a week for single people and £31.20 for married couple—goes up to £23.30 and £37.30. These increases amount to 19.5 per cent. They take into account the shortfall in the rates introduced last November and the likely rise in prices between November 1978 and November 1979. Widows, invalidity pensioners, industrial injury and war pensioners get corresponding increases. These are the biggest cash increases ever.
- Earnings limit for certain retirement pensioners—the amount they can earn before pension is reduced—goes up from £45 to £52 a week.
- A £10 Christmas bonus this year, paid to the same categories of people who received it last year. A bonus will also be paid in future years.
- Extra child benefit paid for the first child in one-parent families rises from £2 to £2.50 a week. This means from November a single parent will get a total of £6.50 for the first child in the family instead of £4 as in a two-parent family.
- Family income supplement goes up in November. Graduated pensions are also being increased, as are the earnings-related additional pensions under the new pension scheme.
- Future uprating of benefits will be linked to prices.

New course in organisation for senior specialists

A novel course to help senior specialists with administrative responsibilities develop organisational skills is being sponsored by the Training Services Division of the Manpower Services Commission.

The course, lasting nine months, is built around the exchange of ideas and experience among the participants; only 12 formal sessions will be included. It is particularly designed for specialists and professionals whose seniority gives them management duties.

It is based at the Centre for the Study of Organisational Change and Development, but holds its meetings when and where it is convenient to those taking part. It began under the directorship of Professor Iain Mangham of Bath University in response to the recommendations of a steering group drawn from nine Industrial Training Boards.

The cost to the MSC will be just over £20,000.

Dr Pat Terry, chairman of the steering group, said: "This is not just an academic course, but a research project to discover where initiatives are needed and to find better ways of applying training". He sees improved industrial organisation as crucial to Britain's economic survival.

Individual tuition allows participants to discuss their companies' particular problems, but small groups also meet regularly to develop general consultancy skills which could be applied to any organisation.

Information about future programmes from: Professor I L Mangham, Centre for the Study of Organisational Change & Development, University of Bath, Bath, Avon.

News and Notes

TSD chief appointed



Mr Alan Brown, Chief Executive of the Training Services Division of the MSC, who took up his post last month. Mr Brown was head of the Employment Services Division and now takes charge of public training services, including the direction of the Training Opportunities Scheme and relations with Industrial Training Boards.

Reports on molten metal dangers

The need for more research into the precise mechanism behind explosions which can occur when molten metal is inadvertently mixed with water is underlined in two reports published by the Health and Safety Executive last month.

One report, prepared by a sub-committee of the Joint Standing Committee on Health and Safety in Foundries, is based on pilot-scale experiments and practical experience on the casting of copper and copper-based alloys and makes a number of recommendations to industry. The sub-committee also examined procedures in the use of molten metal and cooling water in another report.

Thorough review for training system

A thorough review of the industrial training system has begun with the first working meeting of the Review Body on the Employment and Training Act 1973 set up by the Manpower Services Commission.

Mr Richard O'Brien, chairman of the MSC, who presided at the meeting said, "The present review provides the first opportunity to take a comprehensive and fundamental look at the operation of the various institutions and to judge whether

they continue to be fully relevant in rapidly changing circumstances to meet the future training needs of industry and the nation. We are concerned both with fundamental aims and with the means and the cost of attaining them."

Members of the Review Body, which hopes to complete its work by July 1980, include representatives of the industrial training boards, the CBI, TUC and educational interests.

News and Notes

Research into firms' race policies

Firms with multi-racial workforces which enjoy good race relations are to be studied to find the secrets of their success. The Department of Employment has commissioned the University of Manchester Institute of Science and Technology (UMIST) to look at firms who are actively operating successful equal opportunity policies.

As well as obtaining information showing the best methods of approach for companies trying to ensure equality of treatment and opportunity for all their employees, the research will aim to identify the benefits.

The study, which is aimed at helping trade unions and others concerned in addition to employers, is expected to take two years to complete at a cost of £35,000. It will be directed by Mr D Torrington and Mr D Knights of the Department of Management Sciences.

UMIST would be pleased to hear from employers willing to provide details of their equal opportunity policies.

Disabled workers are good workers

The Manpower Services Commission is to launch a campaign to promote employment prospects for disabled people, of whom 130,000 are currently unemployed.

The campaign, called "Fit for work", will be aimed especially at employers in industry and commerce. It is being backed by the Government, CBI, TUC and the National Advisory Council on the Employment of Disabled People.

Part of the campaign will be an annual award scheme for up to 100 firms which demonstrate exemplary policies and practices in the employment of disabled people. Firms will receive a trophy and also a wall plaque carrying the scheme's emblem, plus a certificate.

To launch the scheme, a British Rail exhibition train will tour the country next September and October to tell employers and employees about the benefits of employing disabled people, and the services available through the MSC.

Mr James Prior, Secretary of State for Employment, will open the campaign when the train begins its tour of 12 major centres in Britain at Marylebone Station, London, on Monday, September 17.

Details of the award scheme together with a booklet "Disabled Workers Are Good Workers"—written to convince firms of the benefits of adopting constructive policies on employing the disabled—will be sent to over 75,000 firms throughout the country.

European construction firms should face new market challenges together

The British construction industry should consider joining forces with other European firms in third markets where it is mutually advantageous for them to do so, Mr Cecil Parkinson, the Minister of Trade, told the Euro-Construct conference last month.

Pointing to the challenge to the industry from Japan and the newly industrialised countries like Korea, Mr Parkinson said that the UK industry should consider whether its different branches should follow the lead of other countries and adopt a more co-ordinated approach to overseas marketing.

"Relative to their counterparts in some countries, they occasionally seem to go their own separate ways, with the result that the UK package is not put together as effectively as might otherwise be the case", he said.

Other ways in which the industry could improve its competitiveness were by build-

ing on its technical and managerial strengths and raising the overall level of performance. In addition to teaming up with other firms in Europe, companies could go one step further and collaborate directly with their Japanese, Korean and other competitors both through joint ventures in third markets and through selling



Parkinson: trump card

them plant, equipment, and technical expertise.

Technical expertise was the European industry's trump card, said Mr Parkinson, who pointed out that UK consulting engineers alone were currently responsible for world-wide projects worth over £36 billion.

But he warned that between 1972 and 1977 the value of new contracts won by Japanese firms had increased by about 700 per cent. Korea and some other advanced developing countries were in direct competition with European firms for third country business, particularly in the Middle East.

Workers can check on EEC jobs

Workers thinking of applying for a job in another EEC country advertised in the press, can ask the public employment service in this country for information about the employer.

Answering a question in Parliament from Mr William Hamilton (Central Fife), junior Employment Minister Mr Jim Lester explained how the system would work.

"The extent to which such information can be provided depends upon the know-

ledge and practice of the employment service concerned. Such enquiries may be made at any MSC Jobcentre or employment office which can also provide free of charge a leaflet *Working in Europe* produced by the Commission and general information about living and working conditions in other EEC member states".

Mr Lester advised any worker thinking of taking a job abroad to obtain full information before he went.

Interest relief grant for firms

The maximum rate of interest relief grant and interest rates for loans under section 7 of the Industry Act 1972 have been increased with effect from July 2, 1979.

In those cases where it would be appropriate to allow the equivalent of an interest free period on a Department of Industry loan, but where firms obtain their finance from other sources, the rate of Interest Relief Grant available is being increased from 12 per cent to 13½ per cent for each interest free year.

The "concessionary" rate of interest on loans for employment creating projects (category A) is increased from 9 per cent to 10½ per cent. The "broadly commercial" rate of interest on loans for modernisation projects not providing additional employment (category B) is increased from 12 per cent to 13½ per cent.

Merger plans get the go-ahead

Trade Secretary Mr John Nott has decided, on the information at present before him, not to refer three mergers to the Monopolies and Mergers Commission under the provisions of the Fair Trading Act 1973. They are:

- the acquisition by Armstrong Equipment Ltd of Howard Tenens Engineering (Willenhall) Ltd
- the acquisition by Armstrong Equipment Ltd of a substantial minority interest in the ordinary share capital of Jenks & Cattell Ltd
- the proposed acquisition by Armstrong Equipment Ltd of the remainder of the ordinary share capital of Jenks & Cattell Ltd.

Radiological protection

A tripartite technical working party has been set up to consider the proposed new legislative requirement for radiological protection. The working party will be studying the coming EEC directive and will ensure the full consideration is given to specialist matters involving ionising and non-ionising radiation.

Shop floor must be involved in exports, says trade minister

"There is a desperate need for more shop floor involvement in exports. We must all be pushing from the same side—government, management and workforce—to achieve greater exports, but it is up to management to get the message down the line," Mr Cecil Parkinson, Minister of State for Trade told over 100 top businessmen recently. His impromptu statement was made during the discussion period at an Export United conference in the Greater London Council Chamber at County Hall, attended by HRH Duke of Kent.

Delegates heard how Export United campaigns in Vickers Ltd, Thorn Electrical Industries, Reckitt & Colman and Smiths Industries Ltd were helping the industrial relations climate of the companies and of the importance those companies placed on

good internal communications. "We back this all the way" said Mr Parkinson "and desperately need more companies to back Export United".

In an opening speech, the Duke of Kent, who is vice-chairman of the British Overseas Trade Board and patron of Export United, explained the aims of the campaign. "Export United provides firms with a framework—an idea—within which they can set up systems—appropriate to their needs—for making sure that everyone in the firm understands how his own welfare, his job prospects, the strength of the firm and eventually the prosperity of the country depend on satisfying overseas customers. The message is, therefore, one of involving individuals", he said.

Salesmen abroad

From the TGWU Mr Brian Mathers, regional secretary, said that there were many trades unionists who did not understand the problems of salesmen abroad. He felt that there was a need to improve the industrial communications machine.

Mr Ian Johnston, director of advisory services for ACAS, told the conference that improved communication led to a better industrial relations climate and it was absolutely certain that the benefits far outweighed the costs.

● More than 1,100 British firms, supported by the British Overseas Trade Board, this summer will participate in 65 trade fairs and seminars in 25 countries. And over 700 firms will get help to take part in 50 outward trade missions to 30 countries. The Overseas Trade Board is also supporting eight retail store promotions in other countries.



Mrs Jean Collingridge, newly appointed Chief Executive of the Employment Service Division of the Manpower Services Commission, who took over the running of Britain's public employment services last month.

In her new post Mrs Collingridge heads a staff of over 15,000, is responsible for an annual budget of £136 million and the operation of over 1,000 Jobcentres and employment offices as well as 27 Employment Rehabilitation Centres.

Mrs Collingridge's first appointment in the Civil Service was in what was then the Ministry of Labour and she has since gained wide experience of employment matters.

Employment subsidy experiment to end

The Adult Employment Subsidy, an experimental measure to reduce unemployment, is to end. Only 1,386 people have been assisted by the scheme since it was introduced in August last year.

The experiment, which took place in the Merseyside, Tyneside and Leeds areas, was to assess the effectiveness of a subsidy to help the long-term unemployed to get work. It offered a subsidy of £20 a week for up to 26 weeks to employers who recruited workers unemployed for twelve months or more.

News and Notes

News and Notes

Accident toll at the workplace nears 350,000 for last year

Provisional figures issued by the Health and Safety Executive show that 651 people were killed at work and another 340,294 injured last year. The numbers for the fourth quarter of the year were 171 killed and 90,535 injured.

These figures include known accidents among "new entrants", the seven to eight million employees who were brought within the scope of safety legislation for the first time by the Health and Safety at Work Act 1974. Nearly 16,800 accidents, 70 of them fatal, involving new entrants were reported in 1978. It is not known how representative this figure is as employers of new entrants have no statutory duty to report accidents at present. In the fourth quarter of the year there were over 5,100 accidents involving new entrants of which 22 were fatal.

Comparisons with previous years, excluding new entrant figures which were not available, show there were 551 deaths and over 324,200 injuries in 1978 compared with 514 deaths and 325,700 injuries in 1977. The increase in fatalities in 1978 is

within the range of year-to-year fluctuations which have been as much as 100 in three of the last seven years.

Deaths in mining and quarrying rose from 54 to 84, and in the construction industry from 130 to 144. Deaths in manufacturing industry were slightly down from 179 to 175, and in agriculture, forestry and fishing from 32 to 25.

Industrial disease

There were 110 cases of industrial disease reported to the Executive during 1978 of which 32 were during the last quarter.

There were 1,813 prosecutions by the Executive's inspectors and other enforcement agencies during the year, of which 613 were during the last quarter. There were also 15,621 enforcement notices issued; 4,309 of these were in the last quarter.

All figures quoted are based on reports to the Inspectorates of Factories, Explosives, Mines and Quarries, Agriculture, Railways, Nuclear Installations and Alkali and Clean Air, and to local authorities.

Accidents* in Great Britain notified to the Health and Safety Executive: Provisional figures 1978

Standard Industrial Classification	October-December 1978		Year 1978	
	Fatal	Total	Fatal	Total
Agriculture, forestry and fishing (†)	13	1,241	57	4,730
Mining and quarrying	26	12,710	88	47,287
Food, drink and tobacco	6	6,703	20	25,636
Coal and petroleum products	1	429	4	1,601
Chemical and allied industries	7	2,918	15	11,035
Metal manufacture	7	5,667	37	22,613
Mechanical engineering	4	6,296	21	23,909
Instrument engineering	—	379	—	1,410
Electrical engineering	—	2,962	3	11,129
Shipbuilding and marine engineering	2	1,903	6	7,408
Vehicles	1	4,734	10	18,911
Metal goods, not elsewhere specified	4	3,850	11	15,163
Textiles	—	2,958	8	11,264
Leather, leather goods and fur	—	169	2	698
Clothing and footwear	—	789	—	2,950
Bricks, pottery, glass, cement etc	6	2,600	15	9,768
Timber, furniture etc	—	1,738	8	6,479
Paper, printing and publishing	4	2,614	15	9,558
Other manufacturing industries	—	2,144	3	8,072
Construction	41	9,149	157	34,493
Gas, electricity and water	2	1,390	7	4,730
Transport and communications	28	3,274	76	11,683
Distributive trades	4	1,186	8	4,450
Insurance, banking, finance and business services	—	18	—	41
Professional and scientific services	3	789	8	2,403
Miscellaneous services	6	2,312	29	8,184
Public administration and defence	—	3,071	9	8,559
Industry not known (††)	6	6,713	34	26,781
Total	171	90,706	651	340,945

* Including injuries causing absence from work for more than 3 days (serious injuries only in mining other than coal mining and quarrying including open cast mining).

† Including 32 fatalities to farmers and other non-employees, excluded from the figures in the text. Accidents in fishing which are separately reported to the Department of Trade are excluded from this table.

†† Including all accidents reported to local authorities.

Increased medical examination fees proposed

Proposals to increase the fees paid by employers for statutory medical examinations have been made to the Secretary of State for Employment by the Health and Safety Commission.

The fees have not been increased since 1971 and it is the policy of the Commission and the Government to recover the full economic cost of the examinations. The proposals have been agreed by the Commission which includes CBI and TUC members.

Medical examinations under various Factories Acts Regulations are carried out by the Employment Medical Advisory Service (EMAS). They include, for example, those to detect increased lead absorption or early signs of poisoning. These form the major proportion of all statutory examinations, and fee increases would be from £1.05 to £6.75 for the first person examined and from 35p to £2.25 for every other person.

Statutory medical examinations at prescribed intervals are required for workers in certain processes which may put their health at risk, such as those involving lead or ionising radiations. About 22,000 such examinations are carried out every year.

A further 100,000 examinations are carried out by doctors employed by the companies concerned who have been approved for this purpose by EMAS. The fee for these examinations is a matter for agreement between the doctor and the employer.

Newsletter explains inspectors' duty

Employers and workers should know that they are entitled to health and safety information gained by inspectors during their visits, says the Health and Safety Commission.

A newsletter from the Commission emphasises mutual participation in health and safety at work as a fundamental principle of the legislation and explains the inspector's legal obligation to give to people at work factual information and details of any proposed action to be taken.

Copies of the newsletter are available from the Health and Safety Executive General Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF and area offices, on receipt of a stamped addressed envelope.

New technology: the Japanese approach

So far in the argument about the impact of the new micro-electronic technology on future jobs and job opportunities, those who take the gloomy view that the revolution must inevitably bring about large-scale unemployment seem to have had the best of it in terms of media coverage and it is not difficult to see why.

As the Central Policy Review Staff report pointed out, the potential adverse effects of any new technology upon employment tend to be more convincingly demonstrable than the potential bonuses. For instance when the steam engine was invented it took little imagination to see that it would dispense with the need for human or horse muscle in a multiplicity of functions.*

Unemployment is regarded as an unfamiliar and worrying feature of the Japanese scene, but its occurrence is almost wholly attributed to the phenomenon of the declining industries, in particular heavy engineering.

The official figure for unemployment in Japan currently stands at about 2.0 per cent. Labour supply is projected to grow at one per cent per annum to 1985 and demand for labour (on the assumption of a six per cent growth rate) is expected to increase by 0.9 per cent. Thus official figures suggest a small increase in the unemployed total over the period. We found nobody in Government, trade unions or individual firms who was prepared to attribute any existing unemployment to technological innovation.

Obviously it is universally recognised that individual applications of new technology are labour saving, but it remains the generally accepted wisdom that firms which are innovating will have little difficulty in finding new jobs for their workers whether as a result of diversification, expansion of output or moving displaced labour from the direct to the indirect category. We found some, but not much evidence of awareness that this process might not be able to go on indefinitely and that new technology might in the end create problems for the maintenance of full employment. For instance the telecommunications trade union (*Zendentsu*) looks to the expansion of services such as facsimile to provide countervailing job creation to the inevitable decline in telephone maintenance employment as the telephone system goes electronic. It admitted that facsimile in turn was bound to lose jobs in the postal service—but that was another union's problem.

Until fairly recently the Japanese retirement age was more or less standard at 55. This was largely a reflection of the lower life expectancy in Japan than in the West in the earlier part of the post-war period. The situation is now reversed; and with a life expectancy of 79 for women and 77 for men, Japan's is the highest in the world. The state retirement pension is barely at subsistence level, and in the main workers are expected to make financial provision for their own retirement, in particular by saving or investing the bonuses that in general are paid twice yearly.

Retirement (especially for potentially so high a proportion of total life) is not an enviable prospect, hence a major aim of trade unions in Japan is actually to raise the retirement age. A number of firms we spoke to were proud

* *Social and Employment Implications of Micro-electronics* Paper by the Central Policy Review Staff November 1978

It would have taken a great deal more imagination—more as it turned out than anyone possessed—to foresee the railway boom of the nineteenth century.

As part of their task of learning more about the likely effects of the new technology, both in the medium and longer term, the head of the Department of Employment's Manpower Study Group on Micro-electronics Jonathan Sleight, and Brian Boatwright, its economic adviser went to Japan to see the approach to technological change and the manpower consequences there. They gave Employment Gazette their general impressions of the Japanese employment structure and some specific examples of how some companies are coming to grips with the micro-chip.

to tell us that they have already raised it to 60 and hope to go higher still. Two important general considerations flow from this situation. One is that the low retirement age by comparison with the West has hitherto been of significant assistance to the Japanese in keeping the official unemployment rate low; the other is that the Japanese have set themselves a uniquely difficult task in relation to new technology if they are going simultaneously (a) to continue their high rate of innovation; (b) to raise the retirement age; and (c) to maintain full employment.

In the service sector about 5m new jobs are expected to be created over the next ten years. Although this figure conveniently matches expected growth in the labour force the expectation stands in stark contrast to a number of dire predictions that have been made in the West about the likely impact of new technology upon service sector employment. Two reasons for this dichotomy stand out as

The camera company visited has diversified vigorously into electronic calculators, small computers and output devices. (In fact, in 1969 non-camera sales reached more than half the total.) Particularly impressive were: the wide range of products using microprocessors being designed; the degree of automation in manufacturing; and the large selection of automated equipment that the company has designed and built for itself.

Employment has grown by 1,000 (about 10 per cent) since 1974 and productivity was said to be rising at about 10 per cent a year. In short, success in maintaining employment levels is attributable to successful diversification.

being particularly significant: one is essentially cultural; and the other is technological. The Japanese attitude to services—especially personal services—is visibly different to the West's. Labour intensive services are seen as almost an end in their own right; and we were struck over and over again by the numbers of people in organisations of all kinds whose sole job appeared to be to extend courtesies. Although such "jobs" can all too easily give the Westerner the impression of a substantial level of disguised unemployment, the fact that such functions appear to proliferate in organisations of all kinds, including those that are fast expanding their employment, suggests that the resultant level of service is a cultural expectation and that the provision of it is regarded as a normal business aim.

Nonetheless we came across one estimate by *Nikkeiren*, the Japanese equivalent of the CBI, that up to 2.5m workers in employment in Japan are really surplus to requirement.

A particular factor that will put a brake upon the impact of new technology in large areas of the commercial sector is the Japanese language, or rather the Chinese characters in which it is written. The characters are conceptual rather than phonetic, and given that about 2,500 of them are needed on a keyboard they neither lend themselves readily to keyboard input nor to digital storage. The obvious answer of using roman alphabet for phonetic input and computer logic to translate this into Chinese character output would not work since 80 per cent of the words in the language are homophonic. These difficulties of course go a long way to explain Japanese interest and expertise in facsimile, intelligent copiers and other devices for dealing with text in non-digital form; but they will continue to inhibit the growth of those systems based upon digital storage of text which are often broadly referred to in the West as "the electronic office".

The fact that there are no craft unions, nor is "craft" a significant influence or factor within the company unions combined with the high level of adaptability of the

One newspaper publisher was visited. The main publication now uses a computerised editing and composing system. On a "like with like" basis, the paper needed 540 employees (labour costs 88 per cent) to produce it in 1970. In 1979, 340 employees are needed (labour costs 56 per cent). The management agreed to make no redundancies, to maintain salaries and to retrain workers. It honoured its agreement through increasing the size and number of its publications and by adding new services, including an on-line data service to subscribers. Total employment now stands at 3,516, compared with 2,295 in 1967.

Japanese work force, the "lifetime employment" system and to a lesser extent the seniority system, make the Japanese unions extremely acquiescent to technological change. This despite the fact it may involve radical changes in the work that people are asked to do and the locations in which they are asked to do it.

Some 33 per cent of the working population belong to trade unions. Union membership is concentrated in the larger companies and overwhelmingly takes the form of single company unions. Japanese unions are grouped into four federations, one of which—*Domei*—was visited. Apart from the concern with retirement age the main concern of *Domei* seemed to be with finding new work for those who have become redundant (or more often accepted voluntary early retirement) in declining industries such as shipbuilding. *Domei* favours a programme of rehabilitation of depressed regions (such as improving the infrastructure of those regions) but although it would like to see more state money available for such purposes it would rather that the work was in the main carried out in the private sector. *Domei* has no fears about technological unemployment and sees the need for the above mentioned kind of infrastructure programme as essentially a temporary and transitional requirement.

But in terms of ready acceptance of technological change no single feature of the Japanese industrial scene seemed to us as important as the lifetime (meaning working lifetime) employment policy that is the more or less universal practice of the larger firms. Management in general regards the honouring of this guarantee as an absolute obligation and workers implicitly trust this guarantee. Extraordinary steps are taken by firms to honour their obligation.

A newspaper intended to introduce new computerised composing techniques which would lead to a reduced demand for labour. It also intended to launch a new publication. In order to avoid redundancy it delayed by three years its plans for the latter in order to be able to transfer directly the labour that would be shaken out by the former.

In another case a wood pulper found that new technology led to reduced labour requirement. As a new line the company started breeding worms in their previously unsaleable soiled pulp. The worms were sold to anglers and the residual pulp which was by then a good fertiliser, was sold to agriculture and redundancies were avoided.

Other instances were quoted to us also of companies reacting to job-destroying effects of new technology by large-scale movement of blue-collar workers into the sales and administrative side. This kind of approach is a reflection alike of the adaptability of the labour force and of the above-mentioned Japanese acceptance of the provision of service on a fairly lavish scale.

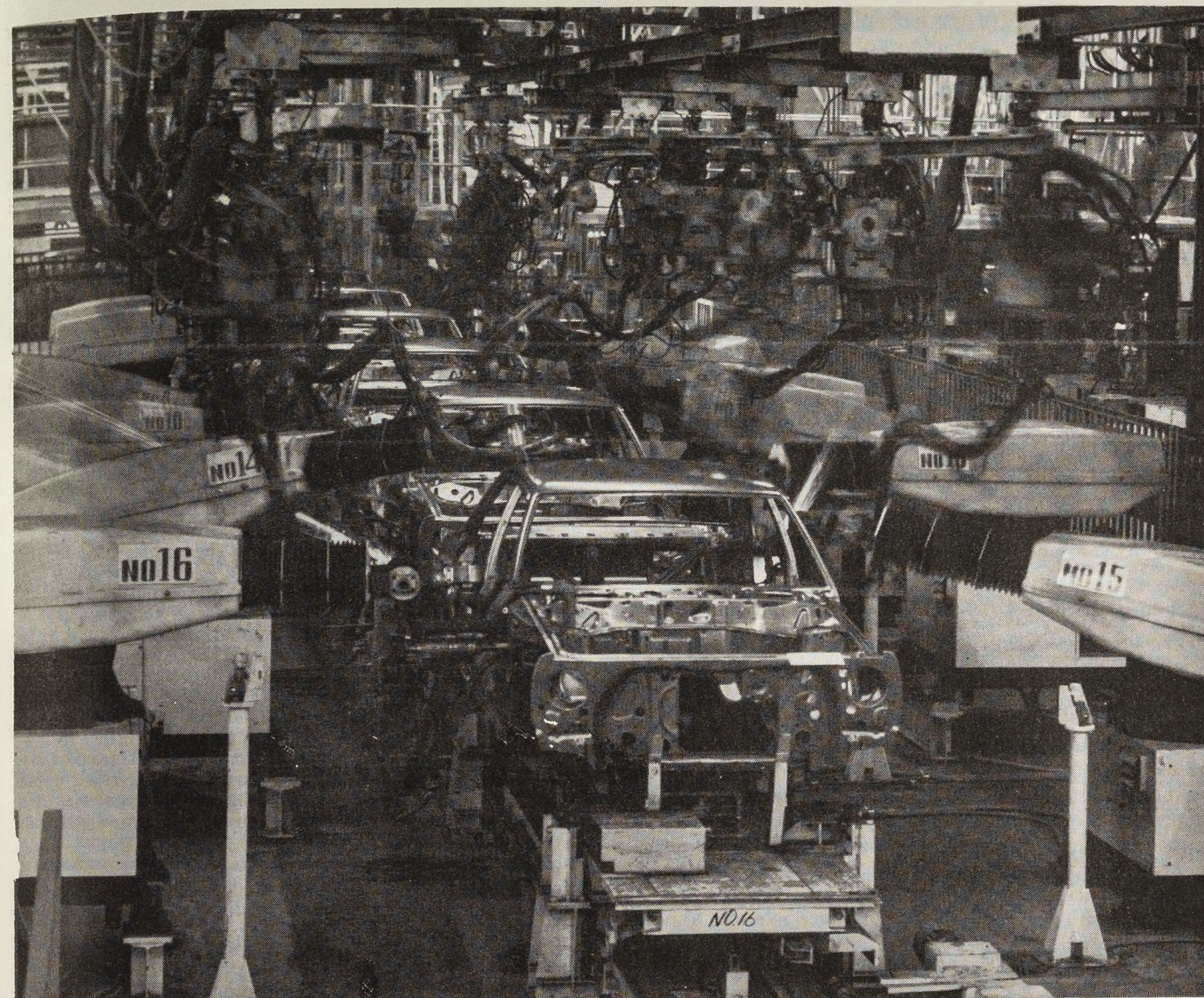
There were one or two pieces of evidence that the lifetime employment approach is under strain in some areas. Voluntary early retirement in some of the declining industries is obviously an expedient however "voluntary" the early retirement might have been. Where there had been some actual redundancies the lack of information about them suggested to us that employers see such redundancies as a matter for considerable shame. This is perhaps yet further reflected by the fact that the severance terms were generous, and additionally a special Act of the Diet has provided and subsequently prolonged unemployment benefit at 80 per cent of average earnings for those affected. Another interesting development is that some companies with reducing demand for labour have "loaned" employees to companies with increasing demands. This preserves the fiction that the lending companies have declared no redundancies. This inter-company transfer system has been working only for the last six months.

The automated body assembly plant of the major car manufacturer visited uses large numbers of robots but is not entirely unmanned. Reduction of employment here has been from 800 to 600, while output has increased. The robots can handle differing car bodies on the same line, following pre-programmed instructions activated by laser scan of a bar code. The company has so far avoided any labour problems connected with new technology, though it accepts labour may have a view if further automation is proposed. Maintenance of employment (55,000 in the whole company) is an important objective and major research into possible diversification is under way.

We visited only one small company—a mechanical engineering concern employing about 200 people. This firm gave no guarantee of lifetime employment, but though it could not rule out the possibility of redundancies it clearly felt a strong obligation to avoid them if possible. Interestingly enough this was the only company visited which had a profit-sharing scheme, and in this particular case there was a strong impression that profit-sharing was seen as a sort of alternative to the lifetime employment guarantee.

One feature of the Japanese industrial scene that has no

* See "Japan faces the pressure of growing unemployment" *Employment Gazette* February 1979



Welding robots in a car body assembly shop (Picture: Nissan)

general counterpart in British industry, but obviously complements the lifetime employment system is the "seniority system". Under this system the pay of an employee is directly related to the number of years he has served in the company. The system operates within very broad bands: for example blue collar workers are likely to constitute a single band so that a reasonably senior unskilled worker could well be earning more than a relatively junior skilled one. The evidence is, however, that the higher educational levels of those now entering industry, the competition between employers for people with certain skills and the high premium placed upon employees who are capable of assimilating new skills and techniques are all causing employers to look again at the seniority system. Seniority payments still form part of most workers wages, but it seems to be a declining part with higher proportions of the pay packet attaching to qualifications other than length of service. There seems every reason to suppose that this trend will continue until the seniority payments system virtually disappears.

A persistent theme emerging from a number of sources

was the generally high level of educational attainment of those seeking work at all levels. We did not obtain information which enabled us to make direct comparisons with the UK, but gained the distinct impression that much higher proportions of the overall school population reach the equivalent of A level standard and that a higher proportion go on from there to enter university. It is now not uncommon for graduates to begin in blue collar jobs (the Bullet Train between Tokyo and Osaka, for instance, is allegedly driven by engineering graduates).

Scope for mobility

The result of this generally higher level of attainment is two-fold. Firstly a high proportion of the work force is adaptable to new working methods and easily retrainable. Secondly there is scope for a great deal of upward (and indeed downward) mobility in Japanese industry. The means of upward mobility are often institutionalised with workers having a clearly recognised right to submit themselves once a year for qualification tests to prove that they are capable of tackling higher grade work. Nobody denies

that the effect of a lot of new technology has been to de-skill a number of jobs, but the impact of de-skilling is considerably softened by the fact that nobody need stay in a de-skilled job if he can prove himself capable of something better.

It is not suggested that this approach is institutionalised throughout Japanese industry; the smaller companies are not capable of sustaining the training organisations of the larger ones. However an attitude of encouragement for competitive mobility is prevalent across the whole of industry even if the means of achieving it are more apparent only in the larger companies. One interesting reflection of this phenomenon was the answer given by *Nikkeiren*, the Japanese employer's association, to a question about the actual or potential role of industrial democracy in Japan. The answer, in effect, was that they saw little need for workers on the board when such a high proportion of those on boards (15.7 per cent in September 1978) have an active union background. They made a clear distinction between workers on boards, of which we found no examples, and consultation which is thorough and takes place at company, plant, division and shop-floor level.

Vocational courses

The larger companies run large training and retraining organisations which provide vocational courses designed to convert workers to new skills and techniques and also non-vocational training (which has to be undertaken in the employee's own time) for general self-betterment purposes. There is a public industrial training organisation, run by the Prefectures, but we gained the impression that this system is mainly made use of by the smaller companies, the larger companies preferring to make their own arrangements.

The Ministry of Labour suggested that training problems associated with providing the skills needed to adapt to new technology were virtually solved and that conversion of those with redundant skills was the more pressing problem. Particularly acute was the problem of the older worker in

A brewery's automated warehouse system was visited. The most advanced system can control up to 20,000 pallets, each with 24 crates, and will eventually employ only four people: two on palleting; one controller using VDUs giving both input and output displays; and one loading lorries.

However, the system handles only one product and warehousing of other (lower demand) products remains fairly labour intensive. The rest of the plant showed impressively the amount of automation that can be achieved by pre-electronic technologies. Overall, little difficulty was seen in maintaining employment opportunities; in particular the company expects to diversify further into the expanding processed food market.

declining industries. Within the large companies where new work was being found for those with redundant skills this did not seem to be presenting much of a problem. But where workers have fallen outside the benevolent embrace of the lifetime employment system—as in the case of the declining industries—they experience much greater difficulties in terms of re-equipping themselves with relevant skills.

In terms of general lessons to be learned perhaps the most frustrating thing about a study of the Japanese industrial structure, especially its ready acceptance of new technology, is that it is simultaneously clear how their system

works and clear how few of the crucial elements of that success are susceptible to easy borrowing or imitation. Those crucial elements (not necessarily in order of importance) can be summarised as follows:

- a high general level of educational attainment making for a more adaptable labour force;
- the lifetime employment system which removes much of the fear of insecurity from rapid industrial change;
- the company union structure which at one and the same time avoids demarcation problems and reinforces company loyalty;
- a subtle combination of corporate mentality and a high level of motivation for self-betterment.

We went to Japan to enquire about the possible threats that new technology may pose to employment. It cannot be

Diversification at the steel company visited has been into shipbuilding, engineering and construction. The site had an older plant which is still operating and a highly-automated new one (on a man-made island) that is just beginning to produce. For the company as a whole (which includes elements of the declining shipbuilding industry) the employment figures given were: 1973, 40,000 (approx); 1976, 41,500 (approx); and 1979, 36,000 (approx). The company would not be drawn on how the (apparent) redundancies had been handled.

For the particular site visited, the following figures were given: 1968, 18,000 (old plant only); 1979 (April), 6,000 in old plant, 3,000 in new; 1979 (July), 4,000 in old plant, 3,000 in new. Between 1968 and April 1979 around 4,000 had been transferred to other steelworks; most of the rest had been accommodated by voluntary retirement and natural wastage. Another measure of the reduction was that only 13 people ran a new, highly-computerised blast furnace; older types would probably have required about 40. The computer control system for the plant as a whole covered storage and flow of materials from off-loading of ore to shipment of finished products.

emphasised too strongly that had we not conscientiously raised this subject at every possible opportunity it would probably never have arisen at all, so low is it in the Japanese list of industrial worries. Their major concerns are; the declining industries; the newly emerging industrial countries; the retirement age problem; and the price of raw materials, especially oil.

It would be true to say that the Japanese believe that they will be best equipped to deal with all these problems by staying in the forefront of new technology.

Difficult prediction

One point is offered by way of conclusion that tends in an opposite direction: at a Nissan car plant, having seen the much filmed body-assembly plant which is almost fully automated, we were shown the final trim line which remains fairly labour intensive. The company is considering the introduction of more automation in this part of the process, and we asked what would be their attitude if their workforce began to share the fears of their European counterparts and resist such further innovation. The answer was that this would probably be enough, given the strong corporate spirit and the importance of consultation, to persuade them to desist.

It cannot really be as simply as that. So far in Japan there has been no conflict between the maintenance of employment and the use of technology. Should such a conflict emerge or such a potential conflict be perceived it is extremely difficult to predict what might happen. ■

Skill shortage indicators: the quarterly survey

The May issue of Employment Gazette featured the first article in a series on skill shortages in British industry. It discussed the extent, causes and possible remedies. The first part referred to the quarterly survey of specific skilled vacancies in the industrial production sector carried out by the Department of Employment and the Manpower Services Commission. It set out some of the findings of the January survey. This article considers the survey in more detail and discusses the April's results.

The first quarterly survey of skilled vacancies was conducted in October 1977 to identify significant shortages of skilled labour, the factors behind them and to try to resolve them. As the previous article explained, it is very difficult to know precisely when a "skill shortage" exists, and therefore to gather regular and consistent information about shortages.

The MSC's Employment Offices and Jobcentres hold a great deal of information—about a third of all vacancies are notified to them—and by identifying vacancies for skilled workers which are particularly difficult to fill, the survey gives an indication of the extent and nature of shortages. More importantly, it greatly helps the employment and training services to ensure that all possible action is taken to help resolve the difficult cases.

The survey serves several purposes:

- it is the only regular source of detailed and extensive information on significant skilled vacancies (as it defines them);
- it helps to identify areas, industries and occupations in which there appear to be particular problems;
- it indicates trends in the demand for skilled labour;
- it helps to identify cases where skilled vacancies are affecting production/expansion and factors which make some skilled vacancies hard to fill; and
- it provides a basis for consideration by the Manpower Services Commission at regional and local level of action and policy responses to skill shortages.

As the previous article pointed out, many solutions to skill shortages can only be identified in the circumstances of a particular establishment. This survey enables attention to be focused on these circumstances and action to be geared to them.

The survey gives information on the impact of MSC and other DE Group services on particular notified skilled vacancies. In addition to the normal and continuing process of matching employers' vacancies against details held of registered unemployed skilled workers, all the vacancies reported in the survey are fully circulated to other local offices beyond the immediate travel-to-work area (except, for example, when an employer wished to recruit only local people).

Often they are further publicised on local radio, on television, or in the local and national press. Some local offices provide special interview facilities and arrange special recruitment campaigns in conjunction with employers using MSC expertise and resources.

In many cases, a joint approach is adopted by the MSC's Employment and Training Service divisions towards an

employer's skill shortage problems. This can involve arranging sponsored training or setting up additional training facilities within a firm, the upgrading through training of existing employees, and discussions about the recruitment of Skillcentre trainees. In some cases the Advisory Conciliation and Arbitration Service (ACAS) may be asked to provide advice on manpower planning and utilization of available skill resources.

When following up and initiating action on skill shortages, the MSC's regional directors almost invariably use this survey to identify particular cases for attention.

Sometimes, for example, this involves consultation with regional economic planning boards about the provision of local authority housing for skilled workers where it is thought that housing problems comprise a major factor in particular priority vacancies remaining unfilled. In others it may lead to visits to particular employers by MSC officials and industry training boards' representatives to discuss in detail their skilled manpower requirements and action to resolve them.

The results of future quarterly surveys of significant vacancies in skilled occupations will appear regularly in *Employment Gazette*.

How the survey works

The first quarterly survey in its present form was in October 1978. Since then, ESD local offices, (employment offices and Jobcentres) have reported three different categories of vacancies:

Category A—those which have been notified for two months or more but are still unfilled in firms with at least three such vacancies in the same or different occupations.

Category B—other vacancies for skilled workers which are thought to be constraining production or impeding plans for expansion (NB Some vacancies reported in Category A may also be constraining production/expansion).

Category C—unfilled vacancies in a range of ten selected engineering occupations which have been notified for two months or more but which do not qualify to be reported in Categories A or B above.

For the first two categories local offices also provide information on:

- (i) why (in the view of the local office) they are hard-to-fill, and;
- (ii) the impact of MSC and other DE Group services on the vacancies.

Because the survey is restricted to detailed information on vacancies notified to the MSC it is not a complete count of all shortages. But by collecting information only on the categories described, the survey concentrates on vacancies which have proved particularly difficult to fill; it avoids counting as shortages vacancies which are filled quickly (90 per cent of skilled vacancies filled by MSC are filled within 13 working days of them being notified).

Table 3 Regional breakdown of vacancies in skilled engineering occupations most frequently reported as skill shortages (category A and B): April 1979

Occupation	North	North West	Yorks and Humber-side	East Midlands	West Midlands	East Anglia	South East	South West	Scotland	Wales	All regions
Machine tool setter operators	8	107	48	82	41	44	396	121	47	36	930
Toolmakers, toolfitters	5	32	5	24	33	9	171	176	10	70	535
Maintenance fitters (non-electric)	5	7	103	101	16	6	194	6	15	32	485
Electricians (plant and machinery)	1	2	75	30	11	—	82	9	49	21	280
Engineering draughtsmen	—	9	1	20	73	7	104	39	7	2	262
Sheet metal workers	2	8	17	19	7	6	95	13	23	6	196
Other centre lathe turners	4	—	18	17	5	11	75	6	35	7	178
Inspectors and testers (skilled)	—	7	2	—	14	1	100	11	6	—	141
Metal working production fitters (fine-limits)	—	—	13	16	2	1	91	1	2	10	136
Instrument mechanics	16	7	11	11	7	—	3	—	64	3	122
Production fitters and wiremen	—	3	—	5	—	—	175	7	—	—	190
Press and machine tool setters	—	1	1	10	9	—	65	2	1	11	100

Table 4 Analysis of vacancies in engineering occupations most frequently reported as skill shortages: April 1979

Occupation	Category A: no. of vacancies outstanding 2 months or more and in establishments with 3 or more vacancies	Category B: other vacancies reported because affecting production expansion	Category C: no. of vacancies outstanding 2 months or more and not included in Category A or B	Total vacancies reported	Regions in which unfilled vacancies have been most frequently reported as skill shortages
Machine tool setter operators	855	49	1,074	2,004	South East, South West
Toolmakers, tool fitters	514	21	378	913	North West
Maintenance fitters (non-electric)	480	5	850	1,335	South West, South East, Wales
Electricians (plant and machinery)	275	4	391	670	South East, Yorkshire & Humberside, East Midlands
Engineering draughtsmen	257	5	314	576	South East, Yorkshire & Humberside, Scotland
Production fitters and wiremen (electrical & electronic)	188	2	209	399	South East, West Midlands, South West
Sheet metal workers	180	16	411	607	South East
Other centre lathe turners	164	14	294	472	South East Scotland
Inspectors and testers*	135	6	141	141	South East
Metal working production fitters*	134	2	136	136	South East
Instrument mechanics*	122	0	65	187	Scotland, Northern
Press and machine, tool setters*	99	1	100	100	South East

* These occupations are not included in the 10 selected occupations on which local offices are required to take a statistical count of vacancies in Category C.

skilled occupations satisfied the reporting criteria. A similar number were reported in January.

The skilled engineering occupations most frequently appearing as difficult to fill (tables 3 and 4) were:

(a) in all regions but chiefly the South East—machine tool setter operators, toolmakers and tool fitters and maintenance fitters; and

(b) in most regions—electricians (plant and machinery), engineering draughtsmen, sheet metal workers and centre lathe turners.

A total of 667 establishments (588 manufacturing and 79 non-manufacturing) were reported as having significant, defined skill shortages. These involved 4,948 vacancies outstanding for two months or longer in establishments with three or more such vacancies (category A); and 176 vacancies reported specifically because they were constraining production/expansion (Category B).

In addition 4,120 vacancies in 10 selected engineering occupations (Category C) were reported. This amounts to

almost a 20 per cent reduction in the number of establishments reported in January as experiencing shortages of skilled labour. But not all regions were equally affected; some reported a marginal increase, while one, South East, recorded a 30 per cent decrease.

To put these results in perspective, the number of manufacturing establishments with qualifying shortages of skilled labour is equivalent to some 4½ per cent of all such establishments employing over 100 people and to about 2½ per cent of those employing more than 50. Some 197 firms (almost 30 per cent of those covered by the survey) involving 1,381 vacancies were reported to be experiencing production/expansion constraints attribute to vacancies in skilled occupations. These results are similar to January's.

Local office returns indicate that the most frequently given reason for vacancies remaining unfilled (table 5) is a general shortage in an occupation; this is usually described as a local, but occasionally as a national shortage.

Other significant contributing factors include reluctance to accept Skillcentre trainees, difficulties over housing pro-

Table 1 Comparison of results from DE/MSQ quarterly survey with quarterly count of registered unemployed and unfilled notified vacancies in 36 skilled engineering occupations

	Oct. 1978	Jan. 1979	April 1979
No. of vacancies which satisfied criteria for reporting as skill shortages*	10,858	9,118	9,244
Vacancies reported to be affecting production/expansion as % of all vacancies reported*	16%	17%	15%
No. of establishments with skilled vacancies which satisfied skill shortage criteria*	934	820	667
Establishments where production/expansion affected as % of all establishments reported*	27%	30%	30%
National ratio of certified vacancies to registered unemployed in 36 skilled engineering occupations (V/U ratio)2†	0.54	0.53	0.50
No. of engineering occupations with v/u ratio over 1.1†	6	8	6

* DE/MSQ quarterly survey (see text).
† Quarterly count of registered unemployed and unfilled vacancies by occupation.

Notes: (1) Vacancies for sewing machinists and establishments with such vacancies which satisfied the criteria for reporting as skill shortages were excluded from local office returns for the April DE/MSQ survey. For this reason, and to facilitate comparison between quarters, the figures from the January and October surveys have been revised accordingly.
(2) Information taken from the quarterly count of registered unemployed and unfilled notified vacancies relates to September and December 1978 and March 1979.
(3) The results of research conducted during 1977 showed that probably around a third of all vacancies are notified to the MSC's Employment Service, although this varies according to skill and locality.

The survey in perspective

It is interesting to compare the results of the three surveys conducted since October 1978 with other skill shortage indicators (see table 1) which indicate broadly similar patterns in demand for skilled labour.

Table 2 Distribution by region of skilled vacancies reported as skill shortages: April 1979

Region	No. of establishments with skilled vacancies which satisfy the criteria for reporting as skilled shortages		Category (A): no. of vacancies outstanding 2 months and in establishments with 3 or more vacs.	Category (B): other vacancies reported because affecting production or expansion	Category (C): no. of vacancies outstanding 2 months or more in 10 selected occupations and not included in category A or B	Total no. of vacancies reported	% of total vacancies reported which are affecting production/expansion,*
	Manu-facturing	Non-manu-facturing					
Northern	19	5	82	2	60	144	21.5
North West	36	4	259	42	300	601	12.5
Yorks & Humberside	30	14	459	3	202	664	28.6
East Midlands	53	11	620	22	344	986	9.3
West Midlands	27	7	248	2	447	697	2.7
East Anglia	23	1	98	7	154	259	15.8
South East	288	19	2,064	54	1,988	4,106	17.6
South West	37	1	436	20	324	780	10.8
Scotland	42	5	378	10	159	547	22
Wales	33	12	304	14	142	460	24
Total (all regions)	588	79	4,948	176	4,120	9,244	15

* The number of vacancies reported as skill shortages and which are thought to be constraining production/expansion is expressed here as a percentage of the total number of vacancies (i.e. the sum of categories A, B and C) reported in each region.

Returns in the quarterly survey show that the persistently difficult to fill skilled vacancies are concentrated in engineering occupations.

The March 1979 count of registered unemployed and unfilled notified vacancies by occupation indicates that in 36 selected skilled engineering occupations, in the country as a whole, there were two registered unemployed people for every unfilled notified vacancy.

However in the South East and six of the 36 occupations there was a crude excess of vacancies over the number of registered unemployed. In the April survey, firms in the South East were most frequently reported as experiencing significant shortage of skilled manpower but nationally, four of the six above mentioned occupations—machine tool setter operators, toolmakers and toolfitters, instrument mechanics, and press and machine tool setters—were among occupations most frequently identified as skill shortages.

Information from the CBI April survey of industrial trends showed that the proportion of firms covered by the survey and expecting skill shortages to constrain output over the next four months had increased to 23 per cent from 20 per cent in the January survey, but remained on a par with the average for the surveys in 1978. Furthermore, the proportion of firms covered by the survey and working below a satisfactory full rate of operation had fallen from 61 per cent in January to 55 per cent the best figure in almost five years. In relation to capacity utilisation, shortages of skilled labour are less widespread than the CBI would have expected on the basis of their past experience.

A significant proportion of the firms covered by the April DE/MSQ survey have severe, and sometimes worsening, skill shortage problems. But comparing unfilled notified vacancies and numbers of registered unemployed with the survey results (table 1) suggests a slight easing in unsatisfied demand for certain skilled labour.

April survey: summary of results

In the April survey (table 2), 9,244 notified vacancies for (Continued on p. 651)

Industrial relations proposals: the working papers

Closed shop

The Government's Manifesto affirmed that the law on the closed shop must be changed and set out the nature of the changes required:

- existing employees and those with personal conviction must be adequately protected, and if they lost their jobs as a result of a closed shop they must be entitled to ample compensation;
- all agreements for a closed shop must be drawn up in line with the best practice followed at present and only if an overwhelming majority of the workers involved vote for it by secret ballot;
- there should therefore be a statutory code under Section 6 of the 1975 Employment Protection Act to give guidance on best practice;
- people arbitrarily excluded or expelled from any union must be given the right of appeal to a court of law.

These commitments reflect the widespread public concern at some features of the closed shop which have led both the CBI and TUC to offer guidance to their members on the subject, and to the testing of the UK legislation before the European Commission on Human Rights. The changes proposed, while crucial, are limited. The Government recognises that although closed shop agreements limit individual freedom, employers and unions have long had practical reasons for entering into such agreements. The aim is therefore to ensure that closed shops are established only with the wholehearted support of the workers covered and that there is a remedy for abuses of individual rights.

The present law

Both statute and the common law are involved. The main statutory provisions relevant to the closed shop are S.58(3) of the Employment Protection (Consolidation) Act 1978, and Section 30 of the Trade Union and Labour Relations Act 1974 as amended by the 1976 Act. Under these provisions the dismissal of an employee for not being a member of a union, in compliance with a union membership agreement, is to be regarded as fair unless the employee concerned genuinely objects on grounds of religious belief to being a member of any union; and a union membership agreement is defined to cover an agreement or arrangement which has the effect of requiring the relevant employee to be or become a member of the relevant union(s).

The remedies available under the common law to a union member who is expelled, or an applicant for union membership who is excluded, are limited. If a union expels a member for reasons which are not provided for in its rules, or in any way that contravenes the principles of natural justice, this is actionable, but where the application of the rules is otherwise unreasonable the position of the member is doubtful. The legal position of the applicant for union membership who is excluded is even less certain.

At present there is no legal constraint—either statutory or under the common law—on the way in which a closed shop agreement is introduced. There is therefore no pro-

tection for existing non-union employees, and no requirement that a closed shop agreement should be approved by those who will be affected by this major change in their terms and conditions of employment. Furthermore the sole statutory exemption in cases of dismissal is restricted to those with specifically religious objections to union membership.

The following proposals aim to rectify these deficiencies.

It is proposed to extend the protection against dismissal for non-membership of a union in a closed shop—a protection now limited to those with genuine religious belief. The new categories of employees who would be entitled to compensation if dismissed in these circumstances would be:

(a) *existing employees*—that is those in the employment of the employer at the time of the operative date of the closed shop agreement and not members of the union(s) concerned;

(b) *those with deeply held personal conviction*—on this the question arises whether the protection should follow the existing "religious belief" provision and so apply only to a person who genuinely objects on grounds of deeply held personal conviction to being a member of any trade union whatsoever, or whether it should be widened to those who object on grounds of deeply held personal conviction to being a member of a particular union or those who object on reasonable grounds to being a member of a particular union as in the 1974 Act, (Schedule 1 para 6(5)).

Joinder

The normal remedies for unfair dismissal under the Employment Protection (Consolidation) Act 1978 would be available for dismissal in these situations. Because, in the cases of dismissal in closed shops union pressures may cause the dismissal, there would seem a strong case for enabling the employer, if he chooses, to join a union in any case brought against him. It would then be open to the tribunal in such cases to apportion any compensation payable between employer and union, as it thought appropriate. This process of joinder should, it is thought, only be available to the employer in the case and not to the applicant.

Overwhelming support before closed shop agreements introduced

The Government has been considering how to give effect to the requirement that new agreements for a closed shop must be drawn up in accordance with best practice, and only if an overwhelming majority of the workers involved voted for it by secret ballot. It is thought that this might best be done by providing, in primary legislation, that a new union membership agreement (UMA) could only furnish an employer with a defence against unfair dismissal where it had been introduced following a secret ballot of those of whom it was to apply, in which an overwhelming majority had voted in favour of the UMA. The statutory Code of Practice could cover such detailed matters as decisions as to the constituency, what percentage of

the vote or workforce would constitute overwhelming support for a proposed closed shop, and who would be responsible for arranging and conducting the ballot. Views on these and other matters concerning the ballot are sought before the Government makes its decisions.

Code of Practice

As well as detailed guidance on the ballot, the Government envisages that a statutory Code would give practical advice, based on current best practice, on introducing and applying closed shops, perhaps including the holding of periodic reviews of the support for current agreements. The Code would have status in law in that it could be taken into account in court proceedings. Views on what should be covered in the Code are invited.

The question then arises who should produce the Code. One possibility would be for ACAS to draw up a Code, subject to Government approval. In any case it is intended to amend Section 6 of the Employment Protection Act 1975 to give a power for the Secretary of State to produce a Code.

Arbitrary exclusion or expulsion

The Government proposes that this new right should be analogous to Section 5 of the 1974 Act (repealed by the 1976 Amendment Act). It would apply to any worker, whether in a closed shop or not or whether in employment or not, who is arbitrarily or unreasonably excluded or expelled from union membership. Questions obviously arise about the operation of such a provision, including the basis for assessing appropriate compensation in some cases, and the Government wishes to discuss these.

In determining what should be regarded as "arbitrary" or "unreasonable" in this context the test might be similar to that which S.57(3) of the Employment Protection (Consolidation) Act 1978 establishes for unfair dismissal. This would require the action of the union to be judged according to the substantial merits of the particular case and not just on the basis of particular union rules. An alternative approach might be to lay down detailed criteria.

The Government proposes that the adjudicating body for this new right should be the High Court: there would be a strong affinity between the basis of the new right and the long-standing principle of the common law that a man should not be prevented from practising his trade or selling his labour.

Voluntary procedures

The provision of this statutory right would not conflict with voluntary procedures for handling these types of problems. It will be clearly valuable to individuals and unions that such procedures should continue to be available where parties avail themselves of them. The more effective voluntary procedures are made, the greater the chance that these cases could be satisfactorily dealt with without recourse to the law.

Support for public funds for union ballots

The Government has indicated in the Manifesto its intention to give every encouragement to the wider use of secret ballots for decision-making throughout the trade

union movement and, to this end, to provide public funds for postal ballots for union elections and other important issues.

There is wide public support for more extensive use of secret ballots in unions, and growing recognition within the union movement itself that secret ballots on important matters are desirable. Ballots produce greater membership involvement in decision-making, and give every trade union member the opportunity to record his or her decision without others watching and taking note. It is not practicable for every decision, whatever the circumstances, to be taken after a secret ballot of the membership and unions themselves must decide when ballots are appropriate. But the purpose of the forthcoming legislation will be to remove major financial constraints on unions from holding important ballots, and this should enable unions increasingly to employ secret ballots on important issues.

Matters to be covered by the scheme

- It is suggested that the scheme should cover, initially:
- elections to full-time trade union officer and to the executive or other governing body of an independent trade union;
 - matters involving changes in union rules;
 - the calling or ending of strikes.

The Government would welcome views on this list. Is it, for instance, sufficiently comprehensive? One possibility would be to frame the legislation to enable the Secretary of State to extend by Order the matters covered.

Postal ballots

The Government proposes that the legislation should be framed to enable a trade union to seek reimbursement of the reasonable postal costs of conducting a secret ballot on one or more of the matters listed above. This would enable unions to claim reimbursement of at least the cost of using the cheapest postal method and, at the discretion of the Certification Officer (CO), of the cost of using first class post.

There is the question whether it is practicable or necessary to provide public funds for the reimbursement of the associated administrative costs of postal ballots (for example, the fees of an external organisation administering the ballot). The Government would welcome views on whether it would be desirable to seek to do this and, if so, what non-postal costs should be reimbursed and whether these costs should be reimbursed in whole or in part. It would also seem necessary to have safeguards to ensure that extravagant expenditure would not attract reimbursement. One approach, if any administrative costs are to qualify under the scheme, might be to put a duty on the CO to be satisfied that the costs for which reimbursement is claimed have been reasonably incurred.

Non-postal ballots

Some unions conduct—or in the future may find it appropriate to conduct—secret ballots at the workplace. This method may involve administrative costs comparable to or greater than those associated with postal ballots. An important issue to be resolved is whether public funds should be made available for secret ballots of this kind as well as for postal ballots. This does, not course, raise the same

issues of the proportion of the costs to be reimbursed and the need to avoid extravagant expenditure referred to already. But it also raises questions about the proper conduct of non-postal ballots and especially about what assurance there might be of the secrecy of such ballots—an assurance more readily provided by the postal method. The reimbursement of costs of non-postal ballots might call for special safeguards on this matter.

Administration of the scheme

In the Government's view, the CO would be the most appropriate person to administer the scheme. Administration should be kept as simple as possible and reimbursement of the appropriate costs would be made if the relevant expenditure were certified by the authorised trade union officer as having been incurred through the holding of a secret ballot coming within the terms of the scheme. The union would be required to submit copies of ballot papers, paid-up accounts and other information the CO might require to satisfy himself that the relevant expenditure was reasonably incurred and that the secrecy of the ballot was properly secured.

No ballot would qualify under the scheme if it were held contrary to union rules. Nor is it envisaged that there would be any appeal from the CO if he refused reimbursement in whole or in part on the grounds that the ballot was not secret; did not otherwise fall within the terms of the scheme; or the expenditure had not been reasonably incurred. A complainant would, of course, be able to go to the High Court if he felt that the CO had exercised his discretion unreasonably.

Picketing

The Manifesto commitment

The Government is committed to introducing early legislation to amend the law on picketing. The Government believes that the function of the law in the case of picketing as in the case of other forms of industrial action is to describe with clarity the rights, immunities and liabilities of those who take part. In the words of the Manifesto:

"Workers involved in a dispute have a right to try peacefully to persuade others to support them by picketing but we believe that right should be limited to those in dispute picketing at their own place of work . . . We shall ensure that the protection of the law is available to those not concerned in the dispute but who at present can suffer severely from secondary action (picketing, blacking and blockading). This means an immediate review of the existing law on immunities in the light of recent decisions, followed by such an amendment as may be appropriate of the 1976 legislation in this field. We shall also make any further changes that are necessary so that a citizen's right to work and go about his or her lawful business free from intimidation or obstruction is guaranteed."

This paper outlines for consultation specific proposals on the legislative means of giving effect to the Manifesto commitments on picketing.

The background to the Government's proposals

The Government's commitment to amend the law on picketing reflects the widespread public concern at recent

developments in the use of picketing as a weapon in disputes. In the last few years there has been a greater tendency to use picketing to bring pressure to bear on companies *not* directly involved in disputes. The effect has been to put at risk the livelihood of working people who have no dispute with their employer, and to damage enterprises which have no disputes with their employees. In some cases the community as a whole has suffered considerable hardship.

These developments in the use of picketing are the result partly of easier communication and transport, which has made it possible for pickets to travel much longer distances than in the past; and partly of a greater degree of organisation of picketing, which is sometimes the work of unofficial groups rather than official union leaders. The growth and greater formalisation of the closed shop since 1974 has reinforced the effectiveness of picketing as a form of industrial action. There are indications of an increasing use of intimidation on picket lines, whether directly through the threat of physical violence or indirectly through the threat of loss of union membership, and, as a consequence, of jobs. The disputes of last winter showed how far these developments had gone and the need for early action to limit them.

The importance of voluntary guidance

These developments pose a direct threat to the tradition of peaceful picketing in this country. The TUC and some of the trade unions concerned felt it necessary to issue their own guidance on the conduct of industrial disputes earlier this year, and the Government believes that there is and will continue to be an important role for voluntary guidance of this kind. Nevertheless, the Government is firmly of the view that voluntary guidance alone will not ensure that effective limits are set to the use of picketing in industrial disputes. It is necessary to supplement voluntary guidance with a new legislative definition of the position in law of those who take part in picketing.

The Government's proposals

In drawing up proposals for consultation the Government has been mindful of the need not to create sources of conflict gratuitously, and not to place an impossible burden on the police. The police already have powers to limit the number of pickets at any one site and to deal with obstruction, violence, threatening behaviour and breaches of the peace. It is not therefore proposed that picketing outside redefined limits should be made a criminal offence.

Instead it is proposed that the redefinition of the limits of lawful picketing should be achieved by an amendment of S.15 of the Trade Union and Labour Relations Act 1974. This section now provides that:

"It shall be lawful for one or more persons in contemplation or furtherance of a trade dispute to attend at or near (a) a place where another person works or carries on business; or (b) any other place where another person happens to be, not being a place where he resides, for the purpose only of peacefully obtaining or communicating information, or peacefully persuading any person to work or abstain from working."

The Government's proposal is that this section be amended so that its application is restricted:

- (i) to those who are party to the trade dispute which occasions the picketing, and
- (ii) to the picketing which they carry out at their own place of work.

However that by itself would not provide sufficiently effective limitation. Some change in S.13 of the 1974 Act as amended in 1976 is also necessary.

One approach would be to amend S.13 so as to limit *in respect of picketing* the immunity conferred by this section to persons who picket within the redefined limits of S.15. This would mean that anyone who picketed outside the limits laid down in the amended S.15 would not be protected by S.13 if that picketing induced breaches of contract. It would then be for the employer concerned to initiate action when he thought that picketing was unlawful and damaging his firm's operations.

This approach involves distinguishing between picketing and other forms of industrial action. Another approach would be to limit the immunity conferred by S.13 in respect of *all* forms of industrial action. In practice picketing of employers, for example, with whom the pickets are not in dispute usually involves interference with commercial contracts, and the same is true of other forms of so-called "secondary" action (for example, blacking). A further possibility, therefore, would be to amend S.13 so that it reverts to the wording of the 1974 Act, so that the immunity it confers is limited to including breaches of *contracts of employment*. The effect of this would be to

reduce the extent to which S.13 protects interference with commercial contracts.

Any changes in S.13 of the 1974 Act will need to be considered in the context of the Government's current review of the existing law on trade union immunities. However the Government wishes to discuss its belief that amendments to S.13 of the kind described would, in conjunction with the amendment of S.15 described earlier, lead to an effective limitation of picketing in line with its Manifesto commitments.

Code

Finally the Government proposes that legislation should provide a power for the Secretary of State himself to draw up a Code covering all aspects of picketing. The Code would have status in law in that it could be taken into account in court proceedings. As a document approved by Parliament it could be expected to have considerable moral force, as well as helping to bring about a more consistent interpretation of the law by police and magistrates. One possibility would be for the Code to be drawn up by ACAS, subject to Government approval.

The Secretary of State would, however, intend to make use of the power to draw up a Code only in the absence of comprehensive and effective voluntary guidance.

Conclusions

The Government would welcome views on the proposals set out in these papers.

Skill shortages survey

(Continued from p. 647)

vision (particularly in the South East) for skilled workers who may be prepared to move to fill skilled vacancies, the levels of pay offered by some firms and employers' selective requirements for individual vacancies.

Local office reports provide an industrial breakdown by Standard Industrial Classification of *establishments* covered by the survey. This shows on a national basis that mechanical engineering, vehicles, electrical engineering and metal goods (not elsewhere specified) contain the highest number of establishments with significant skilled vacancies.

This information, however, needs careful interpretation. The criteria for reporting skilled vacancies may exclude small firms with less than three skilled vacancies; but in

small firms the lack of even one single worker may cause problems. Thus industries such as construction, where there are many small firms, may be underrepresented in the survey.

Although the survey is primarily concerned with identifying significant skilled vacancies notified to employment offices and Jobcentres some general information is also collected on occupations on the *Professional and Executive Register (PER)*; which are not normally held by employment offices or Jobcentres. This information suggests that in April 1979, draughtsmen, accountants, various categories of engineers including design, production, mechanical, electrical and electronic engineers, computer programmers and systems analysts were in short supply. This is broadly similar to the situation in previous quarters. ■

Table 5 Factors thought by MSC local office managers to make reported skilled vacancies hard to fill: April 1979

Region	General shortage	Pay	Competition from other employers	Employers' selective requirements	Housing	Accessibility of employers' premises	Poor or difficult working conditions	Trade union restrictions	Skill-centre trainees not accepted	Other factors
Northern	24	8	4	1	2	0	1	0	10	0
North West	109	40	6	43	13	0	1	15	69	3
Yorkshire and Humberside	68	27	0	1	4	0	9	0	35	18
East Midlands	60	6	4	11	0	5	3	11	0	9
West Midlands	34	11	2	11	0	0	6	0	16	6
East Anglia	18	5	0	4	6	1	0	0	5	0
South East	256	63	8	26	135	8	11	0	9	1
South West	37	8	0	17	11	2	2	0	13	5
Scotland	42	9	4	16	11	1	2	0	18	5
Wales	43	3	0	16	0	2	7	0	9	0
Grand Total	691	180	28	146	182	19	42	26	184	47

The impact of employment legislation on small firms

An article was published in *Employment Gazette* in June 1978* summarising the results of an officially sponsored research study of the impact of employment protection laws on larger firms. This study concluded that the chief effect of the legislation had been to encourage changes in personnel procedures rather than to discourage recruitment. A number of other studies have also been undertaken, principally by employers' organisations. These, by contrast, revealed that the legislation had been a burden on employers and a disincentive to recruitment. This article presents the results of a second official study which supplements the Daniel study by examining the effects of the legislation on small businesses. A full report on the research is available†.

The study was based on a personal survey by Opinion Research Centre of 301 firms with fewer than 50 people employed. The objective of the survey was to examine the impact of recent employment legislation on small firms. The firms surveyed were located in Edinburgh, London, Reading, Cardiff, Manchester and the North East, and were interviewed between March and May 1978. The firms were in five sectors which have a high proportion of small employers and provide examples of a variety of market conditions. The sectors were clothing manufacturers (73 firms), electrical and electronic equipment manufacturers (33), garages and motor agents (91), travel agents (55) and removal firms (49). Just under two-thirds of the respondents each employed ten or fewer workers. Because of the small size of the sample, it would not be correct to generalise the results to small firms as a whole in the economy. The results did not show any particularly striking difference between industrial sectors studied, and the findings reported below therefore refer to the sample as a whole.

The structure of the survey

The approach adopted was to proceed from very "open" questions that sought to see if employment legislation was raised by the respondents without prompting, to questions that raised in the minds of the respondents specific issues. Thus at the start of the interview respondents were asked:

"What would you say have been the main difficulties you have faced in the past year in running your business?"

Table 1 Single main difficulty in running business

Base: all respondents	301	%
Lack of money	20	20
Lack of orders/business	13	13
Getting good/experienced/hard working staff	13	13
VAT	7	7
Getting staff/labour	7	7
Paperwork/form filling	6	6
Competition from abroad/dumping	6	6
High running costs (electricity, rent etc)	6	6
Inflation	5	5
Taxation (other than VAT)/PAYE/Vehicle Tax/National Insurance	4	4
Capital costs (machinery/stock)	4	4
Unable to meet demand	3	3
Premises too small/no room to expand	3	3
EMPLOYMENT LEGISLATION	2	2
Government regulations/control (not employment legislation)	2	2
Difficulty getting equipment/spares	2	2
Unions	1	1
Absenteeism/staff won't work	1	1
School leavers won't work	1	1
People get more on the dole	1	1
HEALTH AND SAFETY REGULATIONS	*	*
Other problems	4	4

(* = less than 0.5 per cent. Some respondents mentioned more than one difficulty and thus the table adds to more than 100 per cent.)

In the middle of the interview they were asked: "Are there any specific bits of employment legislation that have affected you?" and towards the end: "Do you think that in the last twelve months you might have employed more or fewer people if the employment legislation had not existed, or has it made little difference?"

The questionnaire also included questions on factual knowledge of the legislation in order to see if reactions to the legislation were based on knowledge or ignorance of the provisions.

In each case the owner or chief executive responsible for running the business was interviewed.

The general impact of the legislation

At the start of the series of questions moving from the general to the specific, respondents were asked "What would you say have been the main difficulties you have faced in the past year in running your business?" The results, presented in table 1, show that employment legislation was mentioned by two per cent of respondents, and was 14th amongst the difficulties mentioned.

Respondents were then invited to list all the main difficulties they faced. As table 2 shows, employment legislation was mentioned by six per cent of respondents ranking equal 13th. Forty-four per cent mentioned financial problems and 35 per cent some labour problems (such as shortage of staff). Four per cent of the smaller firms (employing ten or fewer) mentioned employment legislation, compared with nine per cent of the larger firms.

The next stage was to ask specifically if any Government measures had helped or had caused difficulties. The difficulties most frequently mentioned were VAT (by 22 per cent of respondents), regulations such as drivers' log books, EEC regulations etc (nine per cent), other taxation problems (seven per cent), National Insurance Contributions (six per cent), PAYE (five per cent), Unfair Dismissal Claims (four per cent), Redundancy Payments (three per cent), and Health and Safety Regulations (two per cent). In total 28 respondents (nine per cent) mentioned some aspects of employment legislation.

Respondents were then asked if any specific bits of employment legislation had affected them, concentrating now on that legislation, but without prompting them with a list of specific provisions. (At this stage the question was deliber-

* Some of the findings are summarised in W. W. Daniel 'The effects of employment protection laws in manufacturing industry' *Employment Gazette* June 1978 pp 658-661.

† 'The impact of employment legislation on small firms'. Department of Employment Research Paper No 6 by Richard Clifton.

Table 2 All main difficulties in running business

Base: all respondents	301	%
Lack of money	31	31
Lack of orders/business	21	21
Getting good/experienced/hard working staff	21	21
VAT	16	16
High running costs (electricity, rent etc)	14	14
Paperwork/form filling	13	13
Competition from abroad/dumping	12	12
Taxation (other than VAT)/PAYE/Vehicle Tax/National Insurance	11	11
Getting staff/labour	11	11
Inflation	9	9
Capital costs (machinery/stock)	7	7
Difficulty getting equipment/spares	6	6
EMPLOYMENT LEGISLATION	6	6
Government regulations/control (not employment legislation)	6	6
Premises too small/no room to expand	6	6
Unable to meet demand	5	5
Unions	3	3
Absenteeism/staff won't work	3	3
School leavers won't work	2	2
People get more on the dole	2	2
HEALTH AND SAFETY REGULATIONS	2	2
Other problems	11	11
Any financial problems	44	44
Any staff/labour problems	35	35

ately put neutrally, that is "affected" rather than "caused problems"). Thirty-five per cent of respondents said they had been affected by employment legislation. The principal issue that affected them was unfair dismissal or "not being able to sack someone" which was mentioned by 11 per cent of respondents. Six per cent mentioned the Employment Protection Act (the research by Daniel suggests that this tends to be synonymous in the minds of employers with unfair dismissal). There were few mentions of other provisions of employment legislation (redundancy, health and safety measures, maternity rights and anti-discrimination laws each had one per cent or less). When asked to list three items of employment legislation most affecting them 13 per cent mentioned unfair dismissal or "not being able to sack someone".

Table 3 Experience of listed items of employment legislation

Item (prompted)	Percentage that had experience	Percentage that had found it troublesome
Base: all respondents (301)	%	%
Pay workers temporarily laid off	8	1
Give pregnant women maternity leave	4	—
Hold job open for 40 weeks for pregnant women	4	—
Give maternity pay which can be reclaimed	2	—
Encourage Trade Union recognition (via ACAS)	1	*
Give time off for trade union activities	2	—
Enable employees to complain about racial discrimination	1	1
Enable unions to enforce same rates as local firms	2	—
Enable employees to complain about sex discrimination	1	—
Enforcement of standards of health and safety	28	4
Right to complain about alleged unfair dismissal	15	7
Claims for redundancy payment	3	1
None of these	54	88

(* = less than 0.5 per cent.)

Respondents were asked what sort of problems employment protection legislation had caused, thus inviting respondents to think about "problems". The principal problem was the financial costs which were mentioned by 16 per cent of respondents. Other main problems included difficulty in sacking bad workers (eight per cent), the time involved and the paper work (both seven per cent). Seven per cent also mentioned that it acted as a disincentive to taking more staff.

Next respondents were given a specific list of provisions of employment legislation and asked to indicate which they had experienced in the company and which they found troublesome. The results are shown in table 3.

This shows that the legislation most commonly experienced was health and safety regulations (28 per cent) and unfair dismissal (15 per cent). However, 54 per cent had no experience of any of the provisions listed and 88 per cent had found none of them troublesome. The piece of legislation that had been most troublesome to those with experience of it was that on unfair dismissal. However, about as many of those with such experience did not find it troublesome.

Amongst those with experience of at least one of these legislative provisions, or who expected at least one of them to be troublesome in the future, the provision most frequently selected as likely to be troublesome (by 26 per cent) was unfair dismissal. Maternity leave came second (16 per cent). This confirms that it is the unfair dismissal provisions that cause most concern and that the maternity provisions also cause apprehension.

The specific impact of the provisions, those relating to unfair dismissal and to redundancy were examined in more detail.

Unfair dismissal

Twenty-four per cent said they had been affected by the legislation on unfair dismissal that is it had influenced them, though they may not necessarily have had experience of a complaint or threat of a complaint being made. Asked what the effect of the legislation was, eight per cent said they were reluctant to take on staff; a similar proportion mentioned that they now needed to be more careful in dealing with employees and that their freedom of action was restricted. Three per cent said that their employees were more difficult to handle, and 16 per cent thought the legislation might affect them in the future.

Asked directly whether the unfair dismissal laws had affected their labour policies, 47 per cent said it had affected care in recruitment, 26 per cent said it had affected numbers recruited, ten said it had affected numbers dismissed and 23 per cent said it had affected the categories of people recruited.

Those who said the types of people recruited had been affected were asked what the effect had been. Ten per cent simply said they were "more selective" and six per cent that they were reluctant to take on young people.

Redundancy

Five per cent of respondents said they had been affected by the legal provisions relating to redundancy. A further nine per cent said they were likely to have an effect on them. Replies to unprompted questions concerning what the effect might be reveal a variety of answers the most common of which is expense.

Despite the lack of effect indicated by replies to unprompted questions, 26 per cent of respondents replied that the legislation had made them more careful in recruitment. Fourteen per cent said it had affected the number recruited when the question was put directly, two per cent said it had affected numbers made redundant or whether redundancies took place and two per cent said it had affected the timing of a redundancy and won was chosen for redundancy.

Employment legislation and recruitment

An attempt was made to assess the possible effect of the legislation on the willingness of firms to take on more labour. Again the question was raised, indirectly and then directly, at various points in the questionnaire. In reply to the general question on the effect of employment legislation, 35 per cent of respondents said they had been affected by the legislation. When asked in what way, seven per cent indicated some reluctance to take on more staff.

Ninety-one firms had a greater volume of work, but had not increased their labour force. Forty-seven per cent of them said this was due to overmanning, 15 per cent to spare capacity and nine per cent to labour shortages. Four per cent mentioned the Employment Protection Act or difficulties in subsequently reducing their labour force. When specifically asked why they were using more agency staff, no respondent mentioned employment legislation. Of 19 firms employing fewer women, none mentioned maternity provisions as a reason.

Respondents were later asked specific questions about the two measures that were most likely to make it difficult to reduce their workforce (and thus might lead to reluctance to take on labour), the unfair dismissal provisions and the redundancy provisions. Twenty-four per cent of respondents said the unfair dismissal provisions had had some effect on their business and in unprompted responses, eight per cent said they were reluctant to take on new staff. A further 16 per cent thought the provisions might affect them in the future, two per cent mentioning a possible future reluctance to take on staff. Later on respondents were asked directly if the unfair dismissal provisions had affected numbers recruited. Twenty six per cent said that it had, and 47 per cent said that it had made them take more care in recruitment.

Five per cent of respondents had been affected by the redundancy provisions and one per cent said that they were less likely to take on staff because of them in unprompted replies. In reply to a later direct question, 14 per cent said that the redundancy provisions had affected the number of people they recruited.

Need to be compared

Near the end of the interview respondents were asked directly if they would have employed more people but for the employment legislation. Seventeen (six per cent) replied "a lot more" and fifty-four (18 per cent) replied "A few more", making seventy-one in all. 76 per cent said it made no difference. However, these figures need to be compared with the replies of the same employers to the unprompted questions. Earlier 14 of the 71 had said that no particular government measures caused them difficulty, 29 of the 71 indicated that no employment legislation provisions were affecting their business, and 56 of the 71 did not find any particular piece of

employment legislation troublesome when given a specific list including unfair dismissal.

Small firms knowledge of employment legislation

Respondents were asked a number of factual questions about employment legislation.

Twenty-four per cent knew that an employee had to be employed for six months before he obtained statutory protection against unfair dismissal. Thirty per cent knew that an employee had to be employed for two years before he obtained a right to a redundancy payment. Fifty-eight per cent knew that they could reclaim some part of the redundancy payment from the State and two per cent knew that the proportion that could be reclaimed was 41 per cent. Eleven per cent knew that an expectant mother had to work for her employer for two years before having a right to return to work in 40 weeks. Thirty-one per cent knew that the maternity pay paid out by the employer could be reclaimed from the State and six per cent knew it could all be reclaimed.

Forty-four per cent got either the unfair dismissal or the redundancy time periods right. Ten per cent got both right. Two per cent got both these questions and the one on maternity leave right. No respondent got all the questions probing factual knowledge right.

Sources of information and advice used by small firms

Respondents were asked in an entirely unprompted question where they would go for information on employment legislation. The most frequent reply was that they would go to the Department of Employment. Asked where they would go if they required *advice* rather than *information* a majority mentioned a solicitor or accountant:

Table 4 Sources of information and advice (unprompted)

Bases: all respondents	Information 301	Advice 301
	%	%
Employment Office/Exchange	21	12
Department of Employment	21	11
Solicitor	18	32
Accountant	17	21
Trade/Employers Association	14	15
Others mentioned	31	28

(Some respondents mentioned several sources)

Turning to what sources employers had actually used, 54 per cent of firms had heard of Department of Employment leaflets, 23 per cent had consulted them. The ACAS Code of Practice was known to 73 per cent of respondents; but a much smaller number (16 per cent) had a copy and five per cent had used it. The ACAS Advisory Service was known to 39 per cent of respondents. Four per cent had used it. Twenty-one per cent mentioned other sources of information on employment laws that they had actually used. Respondents were asked if they tried to keep up to date with changes in employment law. Fifty-five per cent were making no effort to keep up to date. Among the forty-five per cent who said they made efforts to keep up to date the principal methods were reading leaflets and journals, particularly trade or employers' association leaflets.

Conclusions

It is difficult to draw firm general conclusions from studies of this kind. First, studies which try to discover *how* people

behave by asking them to *say how* they behave are sometimes open to subtly different interpretations. The report itself describes the procedure as fraught with difficulty. Second, the investigation was relatively small in scale, covering five lines of business in six geographical locations. There were no striking differences between the responses of employers in different sectors on most of the issues examined but, despite this reassuring result, bland generalisations of the results to cover all small firms may be misleading. Thus, although the results of this study are a useful *indication* of the position of small employers, its conclusions must remain tentative.

The general conclusions that seem to emerge from the study suggest that the effects of the legislation have not been particularly pronounced or widespread; but that a significant proportion of firms have been sufficiently affected by the

legislation for it to influence their behaviour. The direction of the impact is that which might be expected on *a priori* grounds. The legislation gives employees' rights in employment that may involve expense to employers who are then more careful about whom they employ and may look more closely at their internal labour market before taking on new labour. It is clear that no exact estimates of the effects of the legislation on small firms can be made on the basis of this study. Only a small number of the employers who participated in the study seemed to view the legislation as the *predominant* constraint upon them; but, on the other hand, about a quarter of them said, when directly asked, that the unfair dismissal provisions had affected numbers recruited, and nearly half said that these had made them take more care in recruitment.

Quarterly results from the Family Expenditure Survey

Households in the fourth quarter of 1978 which contained on average 2.61 persons, of whom 1.37 were working, spent £88.75 per week. This was £9.65 (or just over 12 per cent) more than in the fourth quarter a year earlier and, except for durable household goods which recorded a small decrease in expenditure compared with a year earlier, the increase affected all categories of expenditure. The normal seasonal pattern is for expenditure to be markedly higher in the fourth quarter each year than in the third, but to fall back in the first quarter of the following year.

The latest available quarterly data from the Family Expenditure Survey are presented in the table below. This shows average weekly expenditure by households on various goods and services quarterly, from the fourth quarter of 1978 back to the beginning of 1977, and annually for 1976 and 1977.

The FES is a voluntary survey, covering both the expenditure and income of private households in the United

Kingdom. Each year about 7,000 households co-operate in the survey. The figures of expenditure and income for each calendar year and its four quarters are published towards the end of the following year in the FES annual report.

For general information about the FES and details of the definitions used, together with full analyses of the results of the survey, readers are referred to the annual reports. The most recent is Family Expenditure Survey 1977 (£4.75 net).

The results of the survey are subject to sampling error. The quarterly data are based on smaller numbers of households than the annual and are therefore subject to larger sampling errors. Standard errors for annual and quarterly expenditures are shown in the final two columns of the table.

The annual article giving early results from the Family Expenditure Survey for the whole of 1978 is expected to appear in the August edition of *Employment Gazette*.

Weekly household expenditure on goods and services

United Kingdom Family Expenditure Survey

	Annual		Quarterly				1978				Percentage pattern of expenditure	Standard errors of expenditures of households		
	1976	1977	1977 Q1	1977 Q2	1977 Q3	1977 Q4	1978 Q1	1978 Q2	1978 Q3	1978 Q4		Annual 1978	Annual 1977	Quarterly 1978/Q4
	£	£	£	£	£	£	£	£	£	£	%	% of expenditure in period		
Average total weekly household expenditure on commodity or service														
All items	61.70	71.84	64.93	69.52	73.98	79.10	74.29	76.92	81.48	88.75	100.0	0.8	1.7	
Food	15.37	17.74	16.88	17.27	18.17	18.65	18.45	18.91	19.42	20.53	24.1	0.7	1.4	
Housing	9.21	10.31	9.60	10.09	10.63	10.96	11.35	11.73	12.41	11.99	14.8	1.1	2.1	
Transport and vehicles	8.14	9.71	8.60	9.91	10.65	9.72	9.91	10.82	11.50	11.42	13.6	1.7	4.2	
Services	6.19	6.93	6.47	6.75	8.04	6.50	7.37	7.94	7.93	7.40	9.5	3.1	3.2	
Clothing and footwear	4.99	5.78	4.44	5.34	5.50	7.85	5.27	5.88	6.65	9.45	8.4	1.9	3.7	
Durable household goods	4.06	4.99	4.23	4.14	5.02	6.56	5.35	4.48	6.37	6.46	7.0	3.6	7.4	
Fuel, light and power	3.53	4.38	4.48	4.78	4.17	4.11	5.03	5.18	4.50	4.31	5.9	1.0	2.1	
Alcoholic drink	3.11	3.51	2.78	3.43	3.51	4.33	3.52	3.69	3.61	4.91	4.9	1.8	3.6	
Tobacco	2.29	2.60	2.34	2.70	2.81	2.58	2.55	2.69	2.72	2.92	3.4	1.5	3.1	
Other household goods	4.49	5.33	4.57	4.63	5.04	7.06	4.92	5.10	5.63	8.44	7.5	1.4	2.7	
Miscellaneous	0.32	0.56	0.53	0.49	0.42	0.79	0.59	0.51	0.76	0.91	0.9	5.7	8.3	

Quarterly estimates of employees in employment—March 1979

In the first quarter of 1979, the number of employees in Great Britain, seasonally adjusted, fell by 33,000 to 22,299,000. Male employment fell in the quarter by 27,000 to 13,058,000 while female employment fell by only 6,000 to 9,241,000. However, compared with a year earlier, the total number of employees in March was 106,000 higher—an increase in female employment of 130,000 partly offset by a fall in male employment of 24,000.

The seasonally adjusted figures for employment in manufacturing show a fall of 20,000 between December 1978 and March 1979 and of 87,000 between March 1978 and March 1979. Later figures are available for this series

and these show that employment in May 1979 was slightly higher (+1,000) than in March.

The following tables, which have not been seasonally adjusted, show that 12,811,000 people were employed in service industries in March—194,000 more than a year earlier—with most of the increase, 153,000, occurring in female employment. Employment increased during the year in all service sectors but particularly so in distributive trades (+43,000), professional and scientific services (+40,000) and miscellaneous services (+58,000).

All these estimates are provisional and they will be revised in due course when the results of the 1977 and later censuses of employment become available.

Table 1 Quarterly series of employees in employment: Great Britain

Industry (Standard Industrial Classification 1968)	March 1978*			December 1978*			March 1979*		
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Total, all industries and services†	13,012	9,044	22,056	13,106	9,294	22,400	12,987	9,175	22,162
Agriculture, forestry and fishing	277.6	79.7	357.3	281.8	91.2	373.0	275.9	80.1	356.0
Index of production industries‡	6,802.0	2,279.1	9,081.1	6,802.9	2,285.9	9,089.0	6,738.4	2,256.7	8,995.0
of which, manufacturing industries	5,080.7	2,095.3	7,176.0	5,067.0	2,100.1	7,167.1	5,018.4	2,070.7	7,089.1
Service industries††	5,932.4	6,684.8	12,617.1	6,021.3	6,916.7	12,938.5	5,972.8	6,838.1	12,811.0
Agriculture, forestry and fishing	277.6	79.7	357.3	281.8	91.2	373.0	275.9	80.1	356.0
Agriculture and horticulture	258.0	77.8	335.8	262.2	89.3	351.5	256.3	78.2	334.5
Mining and quarrying	327.2	14.4	341.7	318.2	14.4	332.7	319.1	14.4	333.5
Coal mining	283.6	9.9	293.6	274.6	9.9	284.6	275.5	9.9	285.4
Food, drink and tobacco	412.8	275.9	688.7	415.4	279.0	694.3	406.9	270.3	677.2
Grain milling	16.4	5.0	21.3	15.6	4.9	20.5	15.4	4.8	20.2
Bread and flour confectionery	63.6	36.1	99.7	64.0	36.9	100.9	62.6	36.1	98.8
Biscuits	15.7	26.1	41.8	16.1	26.3	42.4	16.0	25.3	41.3
Bacon curing, meat and fish products	52.9	49.1	102.0	52.8	49.1	102.0	51.5	48.6	100.2
Milk and milk products	41.5	15.2	56.6	40.9	14.9	55.8	41.0	15.1	56.0
Sugar	8.5	2.9	11.4	9.4	3.0	12.4	8.2	2.7	10.9
Cocoa, chocolate and sugar confectionery	33.0	38.6	71.6	33.5	39.9	73.3	33.2	38.2	71.4
Fruit and vegetable products	28.1	31.9	60.0	27.7	31.9	59.5	26.7	29.9	56.6
Animal and poultry foods	21.3	4.8	26.1	21.6	4.8	26.3	21.3	4.7	26.0
Vegetable and animal oils and fats	5.7	1.4	7.1	5.8	1.5	7.3	5.8	1.5	7.3
Food industries not elsewhere specified	19.9	14.0	33.9	19.6	13.9	33.3	19.5	13.8	33.1
Brewing and malting	55.8	13.1	68.8	56.3	13.0	69.3	55.4	12.7	68.1
Soft drinks	15.8	8.6	24.3	16.5	9.4	25.9	15.7	9.0	24.7
Other drink industries	20.1	13.1	33.2	20.7	13.5	34.2	20.4	13.3	33.7
Tobacco	14.6	16.1	30.7	15.0	15.9	30.8	14.5	15.0	29.5
Coal and petroleum products	32.8	4.0	36.9	32.5	4.0	36.5	32.3	4.0	36.3
Coke ovens and manufactured fuel	10.3	0.4	10.7	10.0	0.4	10.4	10.0	0.4	10.4
Mineral oil refining	16.6	2.1	18.7	16.4	2.0	18.4	16.3	2.0	18.3
Lubricating oils and greases	5.9	1.5	7.4	6.1	1.5	7.6	6.1	1.5	7.6
Chemicals and allied industries	306.3	122.3	428.6	309.4	123.9	433.3	308.3	121.9	430.3
General chemicals	113.6	22.1	135.7	115.0	22.4	137.4	115.0	22.3	137.3
Pharmaceutical chemicals and preparations	40.8	32.0	72.8	41.4	32.9	74.3	41.5	32.4	73.9
Toilet preparations	8.6	14.4	23.0	8.9	14.9	23.7	8.8	14.5	23.3
Paint	19.6	7.3	26.9	19.7	7.3	27.0	19.5	7.2	26.7
Soap and detergents	10.4	6.5	16.9	10.4	6.8	17.2	10.4	6.5	16.9
Synthetic resins and plastics materials and synthetic rubber	42.5	8.6	51.1	43.1	8.3	51.3	42.7	8.3	51.0
Dyestuffs and pigments	18.8	3.5	22.3	18.7	3.5	22.2	18.3	3.4	21.7
Fertilizers	9.5	1.6	11.2	9.7	1.6	11.3	9.7	1.7	11.4
Other chemical industries	42.6	26.2	68.8	42.6	26.3	68.9	42.5	25.7	68.1
Metal manufacture	416.3	53.4	469.7	401.3	52.7	454.0	396.7	51.7	448.4
Iron and steel (general)	209.5	19.9	229.4	198.7	19.2	217.8	196.1	18.8	214.9
Steel tubes	42.5	6.8	49.3	41.4	6.4	47.8	40.4	6.3	46.7
Iron castings, etc	69.5	6.9	76.4	67.4	7.0	74.4	67.2	6.9	74.1
Aluminium and aluminium alloys	42.8	7.6	50.5	42.2	7.3	49.5	42.1	7.3	49.4
Copper, brass and other copper alloys	34.0	8.2	42.2	34.1	8.7	42.8	34.0	8.5	42.5
Other base metals	17.9	4.0	21.9	17.5	4.1	21.6	16.9	3.8	20.8
Mechanical engineering	783.1	145.0	928.1	777.7	144.2	921.9	768.9	143.1	912.0
Agricultural machinery (except tractors)	25.9	4.2	30.1	24.4	4.0	28.4	24.2	3.9	28.2
Metal working machine tools	56.1	9.3	65.4	55.1	9.2	64.3	54.6	9.2	63.9
Pumps, valves and compressors	70.3	14.6	85.0	69.9	14.5	84.4	69.4	14.5	83.9
Industrial engines	25.6	4.2	29.8	25.7	4.0	29.7	24.8	3.9	28.7
Textile machinery and accessories	20.3	3.7	24.0	19.6	3.5	23.2	19.3	3.5	22.9
Construction and earth-moving equipment	38.7	4.5	43.1	38.8	4.4	43.2	38.3	4.3	42.7
Mechanical handling equipment	52.7	8.2	61.0	52.4	8.6	61.0	51.8	8.6	60.4
Office machinery	15.9	6.5	22.4	15.9	6.7	22.6	16.1	6.7	22.8
Other machinery	179.1	35.9	215.0	180.1	35.9	216.0	178.0	35.5	213.4
Industrial (including process) plant and steelwork	138.5	17.0	155.6	138.2	16.9	155.1	136.5	16.9	153.3
Ordnance and small arms	17.3	4.4	21.6	17.0	4.3	21.3	16.9	4.3	21.2
Other mechanical engineering not elsewhere specified	142.6	32.5	175.1	140.6	32.1	172.8	139.0	31.8	170.8

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

Industry (Standard Industrial Classification 1968)	March 1978*			December 1978*			March 1979*		
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Instrument engineering	95.5	52.8	148.3	96.2	53.0	149.2	95.5	52.8	148.3
Photographic and document copying equipment	8.9	3.1	12.0	8.7	2.8	11.5	8.7	2.8	11.5
Watches and clocks	5.5	6.4	11.9	5.3	6.6	11.9	5.3	6.3	11.6
Surgical instruments and appliances	15.7	11.2	26.9	15.8	10.8	26.6	15.3	10.8	26.1
Scientific and industrial instruments and systems	65.4	32.2	97.5	66.4	32.8	99.1	66.2	32.9	99.2
Electrical engineering	466.4	275.0	741.4	469.2	275.4	744.6	466.7	272.7	739.4
Electrical machinery	100.5	33.1	133.7	101.1	32.9	134.0	100.0	32.6	132.6
Insulated wires and cables	31.3	12.5	43.8	31.4	12.1	43.5	31.3	12.0	43.2
Telegraph and telephone apparatus and equipment	41.2	24.7	65.9	39.8	25.5	65.2	39.7	25.4	65.1
Radio and electronic components	63.4	65.0	128.4	64.1	65.8	129.9	64.3	65.8	130.1
Broadcast receiving and sound reproducing equipment	24.5	26.3	50.8	23.5	24.8	48.3	22.9	24.2	47.1
Electronic computers	32.9	12.4	45.3	34.3	12.7	47.0	34.3	12.7	47.0
Radio, radar and electronic capital goods	67.7	26.6	94.4	68.9	26.7	95.6	68.6	26.3	94.9
Electric appliances primarily for domestic use	41.4	20.7	62.1	41.7	21.6	63.3	41.5	21.2	62.7
Other electrical goods	63.5	53.7	117.2	64.4	53.4	117.8	64.1	52.6	116.7
Shipbuilding and marine engineering	161.6	13.1	174.7	159.5	13.3	172.8	155.6	13.2	168.8
Vehicles	675.0	93.6	768.6	670.3	93.1	763.4	666.3	92.1	758.4
Wheeled tractor manufacturing	33.2	2.6	35.8	30.8	2.5	33.2	31.1	2.5	33.6
Motor vehicle manufacturing	425.9	58.6	484.5	418.0	57.2	475.2	412.9	56.1	469.0
Motor cycle, tricycle and pedal cycle manufacturing	10.5	3.5	14.0	10.4	3.5	13.8	10.2	3.2	13.5
Aerospace equipment manufacturing and repairing	163.9	26.6	190.6	169.1	27.8	196.9	170.2	28.0	198.2
Locomotives and railway track equipment	17.1	1.0	18.2	17.3	1.0	18.3	17.2	1.0	18.3
Railway carriages and wagons and trams	24.3	1.2	25.6	24.8	1.2	26.0	24.6	1.2	25.9
Metal goods not elsewhere specified	385.3	150.2	535.5	386.9	150.0	536.9	382.1	147.6	529.7
Engineers' small tools and gauges	49.0	12.6	61.6	49.7	12.5	62.2	48.9	12.4	61.4
Hand tools and implements	13.3	6.2	19.5	13.2	6.1	19.2	12.8	6.0	18.8
Cutlery, spoons, forks and plated tableware, etc	7.7	5.2	12.9	7.9	4.6	12.5	7.6	4.5	12.1
Bolts, nuts, screws, rivets, etc	24.2	10.1	34.3	24.0	9.7	33.7	23.9	9.6	33.6
Wire and wire manufactures	29.1	7.8	37.0	28.1	7.9	36.0	27.9	7.6	35.5
Cans and metal boxes	17.8	13.3	31.1	17.8	12.7	30.5	17.3	12.3	29.6
Jewellery and precious metals	14.5	8.2	22.7	14.0	8.1	22.1	13.9	7.8	21.7
Metal industries not elsewhere specified	229.6	86.7	316.3	232.4	88.4	320.8	229.6	87.4	317.0
Textiles	255.6	212.7	468.3	250.8	208.3	459.1	249.8	205.4	455.2
Production of man-made fibres	26.6	4.2	30.7	26.2	4.2	30.5	26.2	4.2	30.5
Spinning and doubling on the cotton and flax systems	27.3	20.9	48.2	26.1	19.9	46.0	25.7	19.5	45.2
Weaving of cotton, linen and man-made fibres	22.5	15.1	37.6	22.1	14.8	36.9	22.1	14.7	

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

THOUSANDS

	Engineering and allied industries	Textiles leather and clothing	Other manufacturing	Construction**	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services†	Public administration and defence
South East and East Anglia									
March 1978*	1,048.0	122.0	525.2	395.4	116.3	642.5	1,044.9	2,915.7	622.4
June 1978*	1,043.2	121.5	526.7	398.7	116.7	648.5	1,055.5	2,932.0	624.4
September 1978*	1,047.6	120.4	529.4	401.0	117.2	654.6	1,059.0	2,942.2	625.9
December 1978*	1,044.7	120.7	530.5	401.4	117.5	651.8	1,101.5	2,963.6	626.3
March 1979*	1,036.8	118.6	526.7	396.0	117.5	650.3	1,062.6	2,952.7	625.0
South West									
March 1978*	225.2	37.0	90.2	89.2	29.5	81.6	203.1	498.1	110.4
June 1978*	224.6	37.0	90.7	89.9	29.6	81.8	206.8	528.2	112.6
September 1978*	226.6	36.7	91.7	90.5	29.9	83.3	210.2	525.5	112.2
December 1978*	227.3	36.5	92.5	90.6	30.3	82.2	215.4	513.0	111.4
March 1979*	227.3	37.1	91.7	89.3	30.4	82.9	209.6	513.1	111.1
West Midlands									
March 1978*	595.7	44.6	169.1	103.4	29.3	93.9	230.2	572.2	121.1
June 1978*	592.6	44.3	168.8	104.1	29.3	94.1	232.0	573.3	122.2
September 1978*	591.9	44.2	168.7	104.8	29.9	95.3	231.4	576.8	123.3
December 1978*	587.9	44.3	169.1	104.9	29.9	95.5	238.2	589.1	123.5
March 1979*	578.6	44.0	166.5	103.5	29.8	95.0	229.5	581.0	124.1
East Midlands									
March 1978*	215.5	171.2	93.6	75.5	24.3	69.2	165.0	372.5	96.4
June 1978*	216.9	170.1	93.9	76.0	24.4	70.2	167.1	371.6	96.9
September 1978*	218.7	169.6	94.5	76.6	25.2	71.2	167.5	368.9	98.1
December 1978*	217.5	168.9	95.2	76.6	25.5	70.8	171.9	376.8	98.0
March 1979*	216.3	167.6	93.5	75.6	25.5	71.2	170.0	377.5	97.4
Yorkshire and Humberside									
March 1978*	246.9	144.9	109.1	106.6	32.8	107.1	219.1	559.1	120.4
June 1978*	244.7	143.9	109.5	107.4	32.8	108.2	220.5	571.9	121.6
September 1978*	246.7	143.2	110.5	108.1	33.5	109.8	224.4	564.8	122.6
December 1978*	245.8	142.2	110.9	108.2	33.7	108.6	229.5	575.7	121.4
March 1979*	243.8	140.5	110.3	106.7	33.7	109.0	222.2	573.5	121.3
North West									
March 1978*	407.6	182.3	186.4	130.1	39.5	167.1	310.2	776.9	172.4
June 1978*	402.0	180.1	185.8	131.0	39.7	167.8	314.4	780.2	173.3
September 1978*	404.5	177.9	186.1	132.0	40.1	168.8	322.1	782.5	174.8
December 1978*	403.2	178.4	186.1	132.0	40.3	168.6	332.5	794.8	173.5
March 1979*	397.1	177.8	184.0	130.2	40.3	167.5	322.7	791.7	173.7
North									
March 1978*	189.1	52.1	60.5	92.4	19.6	64.6	145.5	338.6	92.8
June 1978*	190.0	51.7	60.3	93.0	19.7	65.0	148.6	343.2	94.3
September 1978*	189.7	51.7	60.8	93.7	20.0	65.3	147.5	344.2	94.7
December 1978*	188.8	51.7	61.1	93.8	20.1	65.1	155.9	348.8	93.6
March 1979*	187.0	51.2	60.5	92.5	20.2	64.1	149.8	343.8	94.5
Wales									
March 1978*	111.0	27.7	48.3	66.7	19.0	56.0	101.6	289.5	85.2
June 1978*	114.1	27.9	49.5	67.2	19.1	56.7	103.3	305.5	86.5
September 1978*	114.8	27.4	50.7	67.6	19.5	56.9	102.2	303.7	86.6
December 1978*	114.7	26.7	50.6	67.8	19.6	56.9	103.7	303.3	85.7
March 1979*	114.5	27.9	49.6	66.9	19.5	56.6	99.7	301.4	85.6
Scotland									
March 1978*	257.6	92.2	99.3	165.1	28.8	131.9	237.6	651.5	150.9
June 1978*	258.8	91.9	100.6	166.3	29.1	133.4	237.2	667.1	154.1
September 1978*	260.6	92.0	101.0	167.5	29.6	132.6	238.5	670.5	154.6
December 1978*	258.8	93.6	101.2	167.6	29.2	132.6	243.7	662.6	152.9
March 1979*	255.1	92.6	100.3	165.3	29.2	132.1	233.8	661.3	153.6
Great Britain									
March 1978*	3,296.4	874.0	1,381.6	1,224.3	339.1	1,413.8	2,657.1	6,974.2	1,572.1
June 1978*	3,286.9	868.5	1,385.9	1,233.1	340.3	1,425.8	2,683.4	7,072.9	1,585.8
September 1978*	3,301.1	863.1	1,393.3	1,241.9	344.9	1,437.8	2,702.7	7,079.3	1,592.9
December 1978*	3,288.7	863.0	1,397.3	1,243.1	346.1	1,432.2	2,792.2	7,127.8	1,586.2
March 1979*	3,256.5	857.2	1,383.1	1,226.1	346.3	1,428.8	2,699.9	7,096.0	1,586.2

Stoppages caused by industrial dispute: 1978 analysis

The number of stoppages of work due to industrial disputes beginning in 1978 in the United Kingdom* which came to the notice of the Department of Employment and were included in official statistics was 2,471. Including 27 stoppages which had commenced in the previous year and were still in progress, the total number of stoppages in progress during 1978 was 2,498. Just over 9.4 million working days were lost through these stoppages; this compares with 10.1 million in 1977.

Estimates of workers involved and working days lost as a result of the stoppages, at the establishment where the disputes occurred, are given in the following summary table, together with corresponding figures for 1977. (An extended comparison with earlier years is given in table 9.) In this, as in other tables in the article, distinction is made as necessary between stoppages which began in the year and stoppages "in progress". These latter figures include stoppages which continued from the previous year.

Stoppages included in the statistics

The statistics compiled by the Department of Employment relate to stoppages of work known to the department which are the result of industrial disputes connected with terms and conditions of employment†.

Information about stoppages is supplied by the department's local office managers and, in addition, information

Table 1 Stoppages of work, workers involved and working days lost

	1978	1977
Number of stoppages		
beginning in year	2,471	2,703
in progress in year	2,498	2,737
Number of workers involved in stoppages		
beginning in year	1,000,900*	1,154,800
of which directly involved	725,100	784,400
indirectly involved	275,800	370,400
in progress in year	1,041,500*	1,165,800
of which directly involved	761,200	792,000
indirectly involved	280,300	373,800
Number of working days lost through stoppages		
beginning in year	8,890,000†	9,864,000†
in progress in year	9,405,000	10,142,000

* Excludes 2,100 workers who became involved for the first time in 1979 in stoppages which continued into that year.

† In addition, stoppages which began in 1978 and 1977 and continued into the following years resulted in the loss of 501,000 and 514,000 working days in 1979 and 1978, respectively.

is available from other sources: for example, certain nationalised industries and statutory authorities, from the press and, in the case of some larger stoppages, from the organisations concerned. There is no differentiation between "strikes" and "lock-outs". Information about stoppages known to have been official is included in table 133 of the statistical time series in the *Employment Gazette* (see page 730). Small stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from

* Some provisional statistics for stoppages of work arising from industrial disputes in the United Kingdom during 1978 were published in the January 1979 issue of *Employment Gazette* (pp. 31-32). The present article gives more detailed analyses of these stoppages; where necessary, figures have been revised in the light of later information received.

† The figures therefore exclude, for example, the stoppages of work from January 9 to 16 by 1,200 South Humberside lorry drivers, in protest against the introduction of EEC regulations necessitating the installation of tachographs in the cabs of long-distance lorries.

the statistics except where the aggregate number of days lost exceeded 100.

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

The figures include workers directly involved, and also those indirectly involved (that is, not themselves parties to the disputes) where they are thrown out of work at the establishments where the disputes occurred. The total numbers of workers shown as involved in stoppages during any given year is obtained by aggregating the numbers directly and indirectly involved in separate stoppages during that year. Some workers will have been involved in more than one stoppage and are counted more than once in the year's total.

Table 2 Industrial analysis

Industry group	Number of stoppages beginning in 1978	Stoppages in progress in 1978	
		Number of workers involved*	Aggregate number of working days lost*
Agriculture, forestry, fishing	1	†	†
Coal mining	338	103,500	195,000
All other mining and quarrying	13	1,500	6,000
Grain milling	3	1,000	2,000
Bread and flour confectionery, biscuits	14	24,500	391,000
All other food industries	59	23,900	202,000
Drink	44	12,900	90,000
Tobacco	4	2,300	9,000
Coal and petroleum products	3	1,100	8,000
Chemicals, dyestuffs, plastics, fertilisers etc	28	8,400	82,000
Pharmaceutical and toilet preparations	9	1,700	29,000
Paints, soap and other chemical industries	15	3,000	17,000
Iron (including castings) and steel (including tubes)	113	38,500	277,000
All other metal manufacture	37	9,200	83,000
Mechanical engineering	254	80,900	698,000
Instrument engineering	9	1,100	8,000
Electrical engineering	148	62,500	487,000
Shipbuilding and marine engineering	44	30,100	160,000
Motor vehicles	194	234,300	3,485,000
Aerospace equipment	37	20,700	284,000
All other vehicles	16	18,300	267,000
Metal goods not elsewhere specified	133	28,200	225,000
Cotton flax and man-made fibres—preparation and weaving	22	5,000	27,000
Woolen and worsted	10	2,000	11,000
Hosiery and other knitted goods	11	1,300	6,000
All other textile industries	25	7,000	86,000
Clothing other than footwear	24	5,400	39,000
Footwear	12	2,900	8,000
Bricks, fireclay and refractory goods	9	3,600	55,000
Pottery	6	4,000	21,000
Glass	16	5,100	23,000
Cement, abrasives and building materials not elsewhere specified	26	4,300	32,000
Furniture, bedding, upholstery	18	3,300	10,000
Timber, other manufactures of wood and cork	12	1,700	10,000
Paper and board, cartons, etc	26	6,800	50,000
Printing, publishing, etc	59	18,300	251,000
Other manufacturing industries	78	25,300	234,000
Construction	185	39,000	416,000
Gas, electricity, water	16	5,500	65,000
Railways	12	1,800	3,000
Road passenger transport	60	29,000	166,000
Road haulage contracting	39	5,800	35,000
Sea transport	3	100	1,000
Port and inland water transport	74	23,100	97,000
Other transport and communication	22	37,700	59,000
Distributive trades	61	8,400	63,000
Insurance, banking, finance and business services	3	200	1,000
Professional and scientific services	37	5,400	23,000
Miscellaneous services (entertainment, sport, catering, etc)	34	8,700	80,000
Public administration and defence	78	73,200	518,000
Total	2,471†	1,041,500	9,405,000

* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the total shown.

† Less than 50 workers or 500 working days.

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

The figures exclude any loss of time, for example, through shortages of material, which may be caused at other establishments by the stoppages which are included in the statistics. Information is, however, available about a number of instances of such repercussions in the motor vehicles industry. In these it is estimated that about 320,000 working days were lost in 1978 at establishments other than those at which the disputes occurred. The corresponding figure for 1977 was 315,000.

Further analyses

Table 2 analyses by industry group the number of stoppages beginning in 1978 and the number of workers involved in, and working days lost through, all stoppages in progress in that year.

This table does not allow for the different numbers of employees in employment in the industry groups shown. This is taken into account in the table of incidence rates 1975-1978 (table 10).

Some information about working days lost through stoppages in a number of other countries is provided annually by the International Labour Office and published in

Employment Gazette (see, for example, pp. 28-29 of the January 1979 issue). International figures are restricted to certain industries, and additional qualifications and limitations apply because of the differences in scope and methodology employed by the countries concerned (for example, some countries include disputes of a political nature).

Analysis by cause of stoppages

Table 3 analyses by 13 broad industry groups the principal causes of stoppages of work beginning in 1978. In addition to numbers of stoppages, table 3 analyses the number of workers *directly involved* under each cause distinguished. It also shows the number of working days lost both by those *directly involved* and those *indirectly involved* at the establishments concerned, including days lost in 1979 from stoppages which continued into that year.

Prominent stoppages

Table 4 gives details of the stoppages of work due to industrial disputes beginning in 1978 which caused a loss of 5,000 or more working days; there were 221 such stoppages in 1978 compared with 257 in 1977.

Table 3 Analysis by cause of stoppages and broad industry group (Standard Industrial Classification 1968)

	Pay		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	Miscellaneous	Total	Stoppages involving sympathetic action included in previous columns*
	Total	Of which									
		Wage rates and earnings levels	Extra wage and fringe benefits								
Number of stoppages beginning in 1978											
Mining and quarrying	178	177	1	9	—	7	45	84	28	351	—
Metal manufacture	95	90	5	3	4	7	8	17	16	150	—
Engineering	295	281	14	6	10	17	14	28	41	411	2
Shipbuilding and marine engineering	29	27	2	—	2	5	2	3	3	44	—
Motor vehicles	99	97	2	5	3	10	21	32	24	194	—
Aerospace equipment	27	27	—	—	1	—	1	2	1	16	—
All other vehicles	10	9	1	1	1	—	2	11	14	133	—
Metal goods not elsewhere specified	91	84	7	1	4	5	1	12	6	103	—
Textiles, clothing and footwear	74	72	2	2	1	7	1	7	6	430	3
All other manufacturing industries	288	260	28	8	18	16	10	8	11	185	1
Construction	119	111	8	3	5	4	27	46	14	209	1
Transport and communication	107	99	8	6	—	—	—	—	—	—	—
All other non-manufacturing industries and services	117	112	5	8	4	17	32	26	25	229	3
Total, all industries and services	1,510†	1,427†	83	52	60	112†	193	320	224†	2,471†	10
<i>Of which "sympathetic action"</i>	5	5	—	—	—	—	1	2	2	10	—
Number of workers‡ directly involved in stoppages beginning in 1978											
Mining and quarrying	56,000	55,800	200	1,900	—	1,300	3,400	9,200	4,400	76,300	—
Metal manufacture	20,800	14,400	6,300	2,500	1,300	500	700	1,800	2,300	29,800	—
Engineering	77,900	75,000	2,900	2,900	2,900	2,900	7,000	7,000	8,500	104,400	100
Shipbuilding and marine engineering	15,400	15,300	100	—	1,000	600	100	600	600	17,900	—
Motor vehicles	86,000	85,400	600	3,500	700	1,700	10,500	11,000	11,100	124,400	—
Aerospace equipment	13,000	13,000	—	—	100	—	—	3,700	1,000	17,800	—
All other vehicles	11,300	11,100	200	300	900	—	—	300	200	13,000	—
Metal goods not elsewhere specified	16,000	15,300	700	400	400	800	600	900	900	20,000	—
Textiles, clothing and footwear	13,200	13,100	100	600	200	1,500	—	1,200	900	17,600	—
All other manufacturing industries	83,000	75,600	7,400	1,300	1,200	2,400	3,300	9,500	9,200	109,900	1,200
Construction	22,100	21,500	600	1,000	1,700	3,500	5,600	600	2,500	36,900	100
Transport and communication	32,600	26,900	5,600	36,000	200	600	3,900	13,500	1,500	88,300	100
All other non-manufacturing industries and services	50,900	49,900	1,000	500	900	1,400	9,700	2,300	4,000	69,800	1,800
Total, all industries and services	498,100	472,300	25,800	51,100	11,400	16,900	40,300	61,000	47,200	726,000	3,200
<i>Of which "sympathetic action"</i>	300	300	—	—	—	—	1,700	400	900	3,200	—
Number of working days‡ lost by all workers involved in stoppages beginning in 1978											
Mining and quarrying	139,000	138,000	—	2,000	—	5,000	17,000	16,000	17,000	195,000	—
Metal manufacture	298,000	253,000	45,000	6,000	19,000	5,000	3,000	39,000	10,000	380,000	—
Engineering	1,038,000	1,015,000	23,000	73,000	17,000	22,000	12,000	33,000	48,000	1,244,000	—
Shipbuilding and marine engineering	107,000	107,000	1,000	—	4,000	9,000	30,000	2,000	10,000	163,000	—
Motor vehicles	2,770,000	2,764,000	7,000	83,000	1,000	87,000	55,000	320,000	46,000	3,363,000	—
Aerospace equipment	289,000	289,000	—	—	5,000	—	1,000	11,000	4,000	311,000	—
All other vehicles	251,000	250,000	1,000	7,000	1,000	—	5,000	1,000	1,000	265,000	—
Metal goods not elsewhere specified	176,000	172,000	4,000	2,000	8,000	4,000	3,000	12,000	29,000	234,000	—
Textiles, clothing and footwear	137,000	137,000	—	—	—	—	—	—	—	176,000	—
All other manufacturing industries	1,235,000	1,195,000	40,000	8,000	16,000	86,000	26,000	225,000	97,000	1,693,000	12,000
Construction	306,000	304,000	2,000	8,000	29,000	32,000	21,000	2,000	21,000	420,000	2,000
Transport and communication	229,000	199,000	30,000	46,000	1,000	4,000	12,000	63,000	5,000	360,000	1,000
All other non-manufacturing industries and services	438,000	434,000	4,000	3,000	5,000	16,000	69,000	18,000	39,000	587,000	17,000
Total, all industries and services	7,414,000	7,257,000	157,000	238,000	108,000	288,000	249,000	765,000	329,000	9,391,000	32,000
<i>Of which "sympathetic action"</i>	5,000	5,000	—	—	—	—	15,000	2,000	10,000	32,000	—

* Sympathetic action stoppages, namely those in support of workers involved in stoppages at other establishments are classified to the cause of the primary stoppage.

† Twenty-one stoppages, each affecting more than one of the broad industry groups, have each been counted as one stoppage in the totals for all industries and services.

‡ The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with totals shown.

§ Less than 50 workers or 500 working days.

|| Includes workers involved for the first time in 1979, and days lost in 1979 as a result of stoppages continuing into that year.

Table 4 Prominent stoppages in 1978

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Coal mining								
Various areas in England	11.1.78	17.2.78	970	5,475	7,800	Mine workers	Mine workers	Dissatisfaction with incentive bonus scheme
Yorkshire area	28.3.78	31.3.78	85	6,510	20,400	Winding operatives	Other mine workers	Dissatisfaction with incentive bonus scheme
Various areas in England	15.5.78	17.5.78	21,020	—	32,300	Mine workers	—	In support of claim for increased incentive payments for rescue workers
Barnsley	29.8.78	11.9.78	2,455	—	11,000	Mine workers	—	Over disciplinary action for allegedly finishing a shift before time
Food, drink and tobacco								
Kilmarnock	20.3.78	25.4.78	100	800	17,000	Bottle washers	Production workers	Dispute over pay and grading
London N17	10.4.78	6.5.78	310	—	5,900	Production workers	—	Dispute over terms of productivity agreement
Wigan	8.5.78	2.6.78	510	2,890	46,400	Maintenance workers	Production workers	Breakdown of annual pay negotiations
Bellshill/Coatbridge	23.8.78	11.10.78	115	430	5,800	Engineering workers	Production workers	For pay parity for all craftsmen
Middlewich, Cheshire	24.8.78	29.9.78	325	—	8,500	Packers, cleaners, labourers, canteen workers	—	For pay increase
Bristol/Newcastle upon Tyne	4.9.78	19.10.78	260	800	6,500	Machine operators	Production workers	Protest over grading and shift work arrangements
Manchester/Stoke-on-Trent/Eastleigh	26.9.78	23.10.78	1,570	—	12,500	Bakery workers, supervisors	—	Dissatisfaction with pay and conditions
Great Yarmouth	12.10.78	18.10.78	65	1,500	6,500	Cold store operatives	Process operatives	Dispute over productivity payments
Banbury	13.10.78	3.11.78	1,100	—	17,300	Packers, production workers	—	Protest against pay differentials
Brentford, Middlesex	16.10.78	15.12.78	200	—	8,900	Production workers	—	Dispute over London weighting allowance
Great Yarmouth	30.10.78	3.11.78	5	1,010	5,100	Spice room process operatives	Process operatives	Dispute over working conditions
Various areas in South East England and Wales	1.11.78	20.11.78	1,830	—	24,000	Brewery workers, drivers, draymen	—	In support of pay claim outside government guide lines
Leeds/Malton	20.11.78	28.11.78	265	900	8,100	Bakers	Drivers, dispatch room workers	For improved pay offer outside government pay guide lines
London EC1	11.12.78	5.2.79	55	450	6,900	Warehousemen, draymen, drivers	Production workers	Breakdown in wage negotiations
Supervisory and clerical staff								Dispute over London weighting allowance
Chemicals and allied industries								
Preston	19.1.78	20.2.78	400	—	9,400	Fitters, setters, instrument mechanics	—	Transfer of worker within the plant
Birmingham	8.4.78	25.4.78	130	550	7,400	Engineering workers	Production workers	Over delay in negotiating a productivity scheme operating for other workers in plant
Castleford	6.7.78	24.8.78	900	—	11,000	Craftsmen, labourers, process workers and others	—	Breakdown in negotiations over productivity and bonus payment schemes
Port Talbot	30.8.78	13.9.78	1,250	—	13,400	Production workers	—	Objection to conditions attached to pay offer
Newcastle upon Tyne	30.10.78	10.12.78	985	—	22,300	Process workers, warehousemen, packers, cleaners, canteen staff	—	For pay increase in excess of government guide lines
Whitehaven	13.11.78	22.1.79	460	700	25,500	Maintenance workers	Production workers	Dispute over pay differentials between craftsmen and foremen
Metal manufacture								
Tipton	12.1.78	10.2.78	40	220	5,700	Dressing shop workers	Production workers	Demand for improved bonus payments
Desford, Coalville	23.1.78	19.2.78	900	—	17,800	Production workers	—	Dispute over pay and fringe benefits
Ebbw Vale	15.2.78	4.3.78	785	2,935	38,900	Fitters, grinders, turners	Other manual occupations	Demand for additional payments for working in dirty conditions
Lydney	9.3.78	14.7.78	140	235	13,200	Packers, viewers, machinists, maintenance workers	Production and foundry workers	For pay increase outside government guide lines
Wednesbury	14.4.78	5.5.78	60	2,000	23,900	Crane drivers	Furnacemen, machinists, maintenance and other manual workers	Demand for pay parity with foundry workers
Morrison/Llanelli/Ebbw Vale	30.4.78	1.5.78	5,160	—	5,600	Furnaceman, moulders, drawers, labourers, supervisory and clerical staff	—	Refusal to work on May Day
Bishop Auckland	25.5.78	12.7.78	150	130	7,700	Crane drivers, slingers, general workers, labourers	Pattern makers, fork lift drivers and other manual workers	For pay parity with workers in another plant of the same group
Llanwern/Newport	30.5.78	17.6.78	565	4,735	24,100	Blast furnacemen, power plant workers	Production workers, engineering craftsmen	Demand for increased pay offer for operating new work schedules
North Ferriby	9.6.78	3.7.78	650	—	10,800	Manual workers	—	Dispute over pay differentials between manual workers
Consett	13.6.78	23.7.78	180	—	5,200	Electricians	—	Manning dispute over procedure agreement
Smethwick	21.6.78	7.7.78	135	900	12,300	Maintenance workers	Production workers	For pay parity with production workers
Birmingham	22.8.78	6.10.78	145	40	5,300	Production workers	Maintenance workers	For pay increase outside government guide lines
Smethwick	25.8.78	27.9.78	850	70	16,500	Dressers, moulders, production workers	Fitters, electricians, crane drivers	Protest against proposed redundancies and revised manning levels
Warrington	26.9.78	12.1.79	70	370	20,900	Toolmakers, maintenance workers, fitters	Production workers	Dispute over engagement of additional craftsmen
Smethwick	2.10.78							

Table 4 Prominent stoppages in 1978 (continued)

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Walsall	17.10.78	24.11.78	100	200	8,300	Machine shop, maintenance, dispatch and storeroom workers	Production workers	In support of pay claim outside government pay guide lines
Bilston/West Bromwich	7.11.78	8.12.78	940	210	24,800	Mill operators, drivers, fitters, clerks, time-keepers	Production workers	For pay increase outside government guide lines
Leeds	20.11.78	24.1.79	750	—	33,800	Production workers	—	For improved sick pay scheme
Mechanical engineering								
Ardersier	9.1.78	3.3.78	1,530	—	60,300	Welders, fabricators, riggers	—	Protest against the introduction of a three-shift system
Stanley, Co Durham	23.1.78	27.1.78	1,100	100	5,300	Setters, labourers	Skilled workers	For pay increase
Jarrow	13.3.78	5.5.78	145	—	5,400	Fitters, labourers, electricians, joiners	—	For pay increase outside government guide lines
Wigan	30.3.78	14.4.78	510	5	6,200	Various manual workers	Labourers	For improved pay offer
Newburn	19.4.78	2.6.78	215	—	6,700	Various manual workers	—	Dispute over flexibility clause contained in new wage agreement
Telford	4.5.78	2.6.78	290	—	6,000	Platers, welders, machine operators	—	Claim for pay parity with workers in another plant belonging to the group
Slough	5.5.78	9.6.78	320	—	7,700	Packers, labourers, machine operators	—	For an improved pay offer
Wakefield	11.5.78	2.6.78	560	40	9,000	Bogie drivers, production workers	Foundrymen	In support of two workers dismissed for refusing move to another department
Billingham	19.5.78	30.6.78	185	50	7,700	Fork lift and crane drivers, grinders	Furnacemen, fettlers and clerical staff	Protest over method of selection of workers for redundancy
Birmingham	16.5.78	15.6.78	260	—	5,700	Patternmakers, production workers	—	For pay increase
Glasgow	19.5.78	25.8.78	150	—	8,100	Engineering workers	—	For parity of pay and conditions of transfer within the same company
Pallion	12.6.78	26.6.78	1,100	—	11,100	Various manual workers	—	General dissatisfaction over basic hours of work and disciplinary procedures
Gateshead	14.7.78	20.9.78	30	770	26,800	Maintenance workers, electricians, fitters	Boilermakers, machine operators, cranemen, slingers	Dispute over pay for working new machinery
Colchester	14.7.78	20.10.78	35	1,040	53,100	Inspectors	Various manual workers	In support of inspectors suspended for blacking sub-contract work in pursuit of pay claim
Huddersfield/Halifax	8.8.78	22.8.78	1,280	—	9,100	Production workers, engineers	—	For improved pay offer
Uddingston	4.9.78	13.10.78	2,105	—	51,400	Production workers, office and managerial staff	—	For improved pay offer
Birtley	12.9.78	27.10.78	345	800	29,200	Examiners	Production and assembly workers	For improved bonus payments
Coventry	15.9.78	20.10.78	875	—	17,700	Production workers	—	In support of pay claim outside government pay guide lines
Motherwell	22.9.78	3.10.78	1,170	—	8,800	Turners, welders, fitters and other workers	—	Over alleged breach of sick pay agreement.
Warrington/Gateshead	29.9.78	30.11.78	400	10	18,500	Plumbers, machine operators, electricians and other workers	Production workers	For pay increase outside government guide lines
Coventry	10.10.78	3.11.78	105	1,250	24,500	Inspectors	Production workers	For pay increase outside government guide lines
Nottingham	12.10.78	27.10.78	545	—	6,400	Fitters, turners, boilermakers, sheet metal workers	—	For improved piece work rates of pay
Londonderry	26.10.78	29.11.78	325	—	7,800	Fitters, labourers	—	For pay increase outside government guide lines
Luton	30.10.78	10.11.78	230	1,200	8,300	Skilled operators	Production workers	Dispute over pay differentials
Altrincham	30.10.78	8.12.78	300	—	9,000	Production workers	—	For improved pay offer
Glasgow	3.11.78	1.12.78	1,800	—	36,800	Turners, fitters, storemen, riggers	—	Dispute over pay
Heysham	17.11.78	26.1.79	940	—	9,300	All manual workers	—	For improved bonus payments
Electrical engineering								
Merthyr Tydfil	16.1.78	27.1.78	50	2,600	19,900	Long distance drivers	Production workers	For pay increase outside government guide-lines
Coventry	1.2.78	22.3.78	300	250	69,200	Store keepers	Production workers	In support of pay claim outside government guide-lines
Birmingham/Holyhead	4.5.78	14.7.78	105	60	5,500	Tool room workers	Assembly workers	Dispute over pay differentials
Hebburn	27.6.78	9.10.78	745	—	35,200	Draughtsmen, technicians	—	For improved productivity payments
Stafford	29.6.78	28.7.78	2,500	—	26,300	Fitters, machine operators, welders, platers	—	In support of pay claim outside government guide-lines
East Kilbride	7.8.78	15.8.78	2,440	100	12,100	Craftsmen, tracers, stores, production and other workers	Production workers	Protest against employment of workers over retirement age
Glasgow	8.8.78	25.8.78	770	—	10,700	Fitters, sheet metal and assembly workers	—	Protest against suspension of worker for refusing to transfer to another plant
Wolverhampton	11.8.78	21.8.78	15	1,030	6,700	Fork lift truck drivers	Assembly workers, machine operators	For increased productivity bonus
Bridgend	21.8.78	15.9.78	290	—	5,500	Production workers	—	Claim for upgrading eight workers
Maydown, Londonderry	5.9.78	20.10.78	180	—	6,000	Production workers	—	Dispute over method of calculating bonus payment
Spennymoor	5.10.78	13.10.78	700	3,300	24,400	Inspectors storemen, dispatch, and other workers	Production workers	Over non-implementation of productivity scheme

Table 4 Prominent stoppages in 1978 (continued)

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Rochdale	12.10.78	27.10.78	540	—	6,000	Production workers	—	In support of pay claim outside government pay policy
Newcastle upon Tyne	6.11.78	24.11.78	65	1,170	12,600	Joiners	Production workers	Rejection of pay offer within government guide-lines
Birmingham/Holyhead/Washington	15.11.78	28.2.79*	1,655	45	109,300	Assembly, inspection, maintenance and other manual workers	Drivers, storemen	For pay increase outside government guide-lines
* Working days lost compiled to 28.2.79 (stoppage continued)								
Shipbuilding and marine engineering								
Immingham	16.2.78	23.4.78	40	750	30,200	Supervisors, foremen	Tradesmen, labourers	Protest against dismissal of three supervisors for alleged absence from work
WallSEND	6.3.78	7.3.78	80	9,000	12,100	Security staff	Various manual workers	For pay increase and reduction in working hours
Coventry	31.3.78	28.4.78	3,980	3,700	149,500	Various manual workers	Clerical staff	For improved pay offer
Birkenhead	6.4.78	14.4.78	1,500	—	9,200	Various manual workers	—	Dispute over alleged delay in introduction of bonus scheme
Billingham	20.7.78	24.8.78	680	—	10,900	Boilermakers	—	Claim for bonus pay parity with other shipyard workers
Aberdeen	6.9.78	20.9.78	900	—	9,200	Welders, riggers, pipe-fitters, electricians, scaffolders, labourers	—	Dissatisfaction with pay and conditions
Glasgow	7.9.78	22.9.78	545	75	5,400	Welders, boiler-makers	Various manual workers	Protest against dismissal of a welder
Motor vehicles								
Basildon	2.1.78	30.1.78	280	—	5,400	Maintenance and production workers	—	Dispute over manning arrangements
Crewe	9.1.78	13.1.78	140	3,000	15,200	Finishing shop workers	Production workers	Over the appointment of two extra inspectors
Halewood	9.1.78	17.2.78	900	8,465	245,700	Press shop operators	Assembly workers	Protest over proposed new working arrangements
Birmingham	23.1.78	10.2.78	550	100	9,400	Machinists, painters, pipe fitters and various other workers	Maintenance workers, drivers, labourers	Over proposed method of calculating piece work rates
Luton	8.2.78	17.2.78	250	4,200	14,600	Maintenance workers	Production workers	Dispute over pay differentials
Telford	9.2.78	2.3.78	255	500	8,300	Press operators	Inspectors tool setters, material handlers	For improved piece work rates
Llantrisant	9.2.78	23.3.78	190	—	5,800	Various manual workers	—	Dispute over bonus payments
Bathgate	17.2.78	24.2.78	40	2,100	11,400	Electricians	Production workers	In support of claim for re-grading
Lincoln	24.2.78	17.3.78	610	550	13,900	Production workers	Various manual workers	Objection to re-introduction of incentive pay system
Southampton	2.3.78	10.3.78	30	900	6,100	Lorry drivers	Production workers	Refusal by drivers to use alternative warehouse
Longbridge	17.3.78	21.3.78	545	3,330	10,000	Welders, door-hangers	Assembly and other workers	Objection to instruction being given by foreman
Coventry	31.3.78	4.4.78	65	3,000	8,200	Internal transport drivers	Production and assembly workers	Protest against suspension of two workers for refusing to transfer to other work
Dagenham	4.4.78	12.4.78	135	2,945	18,300	Production workers	Production workers	Protest against dismissal of shop steward
Ellesmere Port	19.4.78	20.4.78	4,000	—	6,000	Production operators, drivers	—	Dispute over type of glue used in production process
Wolverhampton	20.4.78	28.4.78	510	470	5,900	Inspectors, hourly paid and maintenance workers	Pieceworkers	Protest against proposed change in pay calculation procedure
Birmingham	3.5.78	5.5.78	60	4,000	12,200	Machine tool fitters	Production and assembly workers	Objection to appointment of supervisor alleged to be unsuitably qualified
Birmingham	22.5.78	24.5.78	280	6,750	9,300	Fork lift truck drivers	Assembly workers	Protest against dismissal of two workers for alleged time-keeping offences
Peterborough	1.6.78	9.6.78	35	3,000	15,200	Service fitters	Assemblers, storemen, drivers	Dissatisfaction over work loads
Solihull	8.6.78	29.6.78	95	6,100	54,700	Drivers, garage hands	Production and assembly workers	Protest over dismissal of shop steward for alleged misconduct
Swindon	27.6.78	13.7.78	640	1,020	12,800	Press operators	Production workers	Against proposed changes in work pattern
Linwood	28.6.78	13.7.78	550	4,030	52,800	Production and assembly workers	Production operators	Over length of breaks for workers in high temperature area
Coventry	3.7.78	11.7.78	370	4,950	33,500	Toolroom workers, patternmakers millwrights	Production and ancillary workers	Demand for improved pay differentials
Ellesmere Port	7.7.78	14.8.78	2,585	4,000	30,000	Drivers, assembly workers	Production workers	Claim for reduction in basic working week and for productivity bonus
Kirkby	10.7.78	14.7.78	105	2,000	9,700	Line stockmen	Production workers	Demand for re-grading
Bathgate	8.8.78	22.9.78	1,500	3,200	139,400	Production workers	Storemen, labourers and other workers	Demand for extra money for operating new automatic machine tools
Crewe	11.8.78	14.8.78	4,000	—	8,000	Manual workers	—	In support of shop steward reprimanded by management
Peterborough	11.8.78	18.8.78	780	4,970	25,300	Maintenance workers	Production workers	Demand for job re-assessment
Birmingham	14.8.78	14.8.78	460	9,300	9,800	Engineering services electricians, millwrights, fitters	Assembly workers	Demand by craftsmen for separate negotiating rights
Llanelli	16.8.78	25.8.78	100	970	6,500	Production workers	Assembly and production workers	For pay parity with craftsmen
Dunstable/Luton	1.9.78	2.10.78	2,400	—	38,700	Assembly and production workers	—	Claim for pay parity with workers in another plant belonging to group
West Bromwich	18.9.78	10.11.78	800	—	32,000	Production workers	—	For pay increase outside government guidelines
Various areas England, Wales and Northern Ireland	21.9.78	24.11.78	56,300	—	2,500,000	Production and assembly workers	—	In support of pay claim outside government guidelines

Table 4 Prominent stoppages in 1978 (continued)

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Dereham/Oldham	27.9.78	27.10.78	770	—	13,300	Fitters, welders, paint sprayers, maintenance workers	—	For pay increase outside government guidelines
Wolverhampton	24.10.78	3.11.78	55	775	6,900	Straightener setters, welders	Welders, toolroom, electrical and maintenance workers	In support of some workers suspended for refusing to transfer to another job
Birmingham Newton Abbot	3.11.78 8.11.78	17.11.78 5.1.79	3,500 505	—	37,500 15,400	Production workers Technicians, supervisors, production workers	—	For improved pay offer For improved pay offer outside government guidelines
Coventry	4.12.78	12.12.78	150	1,560	10,400	Assembly workers	Assembly workers	Dispute over disciplinary pay deduction imposed on six workers
Darlaston	6.12.78	26.1.79	205	60	7,000	Welders, assemblers, heat treatment operators	Fork lift drivers, labourers	Protest over delay in implementing pay claim
Aerospace equipment Coventry	12.1.78	10.2.78	1,065	—	15,800	Production workers, progress chasers, clerical staff	—	In support of demand for regrading
Coventry	17.2.78	11.5.78	20	450	6,700	Electricians	Production workers	Demand by electricians for pay parity with tool-room workers
Staverton, Devon	3.3.78	10.3.78	1,600	—	9,400	Assembly workers	—	Over transfer of work to another department without consultations
Belfast	4.5.78	9.6.78	1,550	—	33,900	Clerical and technical workers	—	Dissatisfaction with pay differentials
Shipley/Yeadon	7.6.78	16.6.78	1,100	—	8,300	Engineering workers	—	Disagreement over proposed bonus scheme
Sheffield	25.9.78	17.11.78	85	345	5,200	Clerical, radiology and laboratory workers	Production workers	In protest against proposed redundancies
Preston Harlow	13.10.78 1.11.78	9.1.79 28.11.78	240 675	—	13,500 13,500	Toolmakers All manual and non-manual workers	—	Dispute over pay differentials For pay increase outside government guidelines
Barnoldswick	17.11.78	19.1.79	1,800	—	74,700	Engineering, maintenance and other manual workers	—	For pay increase outside government guidelines
All other vehicles Basildon	3.1.78	3.2.78	280	—	6,700	Skilled workers, cutters, grinders	—	Over the introduction of a three shift system
Doncaster/Crewe/ Derby/York	31.3.78	21.4.78	6,470	—	59,500	Vehicle builders, electricians, engineering and other workers	—	Rejection of national productivity agreement
Doncaster	10.5.78	9.6.78	400	3,015	55,900	Computer and machine operators, clerical staff	Foundry and process workers	Dispute over payment for operating new equipment
Metal goods not elsewhere specified Shrewsbury	3.1.78	31.3.78	350	—	7,100	Production and maintenance workers	—	Pay dispute involving suspension of two workers for non-co-operation
Winsford	16.3.78	26.5.78	20	450	22,400	Electricians and mates	Feeder operators, fork lift drivers	Protest against suspension of worker for refusing instructions
Sheffield	28.3.78	18.5.78	1,300	—	46,600	Production workers	—	Over dismissal of workers for operating work-to-rule in pursuit of pay claim
Kidderminster	7.8.78	26.9.78	50	650	24,900	Maintenance workers, millwrights, fitters, machinists	Production workers	Dispute over pay differentials
Aston, Birmingham	11.8.78	22.9.78	650	—	19,300	All hourly paid workers	—	For a guaranteed minimum earnings level
Sheffield	15.12.78	26.1.79	315	—	8,500	Various manual workers	—	In support of workers dismissed for non-co-operation in furtherance of pay claim
Textiles Londonderry	27.2.78	20.5.78	500	—	23,500	Machine operatives	—	For improved pay offer
Kilmarnock	21.6.78	23.8.78	140	—	6,400	Clerical workers	—	For pay increase in excess of government pay guidelines
Wrexham	19.9.78	20.10.78	120	390	10,300	Spinners, process workers	Preparation and other workers	Dispute over non-payment for time spent at meeting
Bishop Auckland	11.10.78	14.11.78	560	10	13,300	Textile workers	Canteen staff	Dispute over differences in bonus payments between grades of workers
Donaghadee	24.10.78	17.11.78	525	25	7,200	Operatives	Inspectors	For pay increase in excess of government pay guidelines
Bradford	13.11.78	24.11.78	555	—	5,600	Tufting, printing, backing, and ancillary workers	—	For increased bonus payments to compensate for reduced manning levels
Bradford	14.11.78	24.11.78	860	30	7,700	Spinners, weavers, binders, maintenance workers	Canteen staff	Refusal to use alternative material during period of industrial dispute (see above item)
Clothing and footwear Middleton	30.3.78	26.5.78	150	10	6,400	Machinists, pressers, markers, and other manual workers	Supervisors and clerical staff	Dispute over union recognition
Treorchy	12.6.78	19.6.78	1,260	—	6,900	Shopfloor and clerical workers	—	Over bonus payment differentials between male and female workers
Coleraine	29.6.78	8.9.78	220	20	11,800	Production workers	Production workers	Dispute over the appointment of a supervisor
Bricks, pottery, glass, cement, etc Stoke-on-Trent	12.1.78	18.1.78	40	3,200	13,400	Drivers	Various manual workers	Rejection of proposed bonus scheme
Stafford	13.2.78	4.4.78	100	130	7,500	Sheetmetal workers, machinists, fitters, electricians	Production workers	For pay to be brought into line with district rates

Table 4 Prominent stoppages in 1978 (continued)

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Sheffield	23.6.78	11.8.78	840	—	30,200	Production operatives	—	Over dismissal of workers for leaving job, without permission, to attend meeting
Coalville/ Burton on Trent/ Swadlincote Linlithgow	12.7.78	27.7.78	890	20	10,200	Pipefitters, setters, electricians and other workers	Maintenance workers	In sympathy with workers at another plant dismissed for attending a meeting
	21.8.78	1.9.78	600	—	5,800	Machine operators	—	Dispute over pay differentials
Paper, printing and publishing London W1	19.1.78	7.4.78	120	—	6,600	Journalists	—	For an improved pay offer
Various areas in England and Wales	17.4.78	19.5.78	600	—	8,500	Journalists	—	Dispute over pay and productivity agreement
Various areas in London and Home Counties	1.5.78	7.6.78	270	75	8,800	Journalists and other print workers	Clerical staff	Dispute over pay, back-pay and hours of work
Loughton, Essex	15.5.78	16.6.78	500	—	8,800	Bank note examiners	—	Over demand for closed shop agreement
Neath SE London	4.9.78 4.9.78	2.10.78 20.11.78	250 165	—	5,300 9,200	Production workers Bookbinders, warehousemen	—	Dispute over pay and conditions Protest against the proposed closure of a bindery
Glasgow	14.10.78	27.10.78	880	—	8,800	Printers, Journalists, clerical workers	—	For pay parity with workers in London employed by the same group
Gateshead	27.11.78	30.1.79	160	—	6,900	Printers, machinists	—	In support of pay claim outside government guidelines
London WC1	1.12.78	28.2.79*	3,085	—	185,000	Print workers	—	Dispute over use of new technology and manning levels
England, Wales and Northern Ireland	4.12.78	19.1.79	7,500	—	200,000	Journalists	—	In support of pay claim outside government guidelines
All other manufacturing industries Liverpool	9.1.78	24.1.78	90	450	5,900	Tyre moulders	Production workers	For payment for time lost due to industrial dispute
Paisley	8.2.78	3.3.78	220	685	16,200	Maintenance workers	Production workers	For pay increase outside government guidelines
Belfast	20.4.78	14.6.78	280	1,680	66,400	Tyre finishers	Production workers	Protest over the dismissal of shop steward for alleged misconduct
Brentford Wolverhampton	5.6.78 11.9.78	9.6.78 30.10.78	300 340	1,000 610	5,900 33,100	Machine minders Vulcanisers, inspectors	Production workers Production workers	Dispute over manning levels In support of claim for new incentive bonus scheme
Hull	13.9.78	13.10.78	550	—	12,300	Process and warehouse workers	—	Rejection of pay award within government guidelines
Grimsby	27.9.78	20.10.78	55	350	6,200	Engineering and clerical staff	Production workers	In support of pay claim
Londonderry	16.10.78	19.1.79	195	20	13,200	Storemen, process and maintenance workers, labourers	Charge hands, canteen workers	For pay increase outside government guidelines
Maryport	1.12.78	26.1.79	220	—	8,300	Production workers	—	For pay increase outside government guidelines
Construction Various areas in England	9.1.78	8.2.78	3,720	1,915	38,300	Electricians	Various production workers	Over non-implementation of nationally agreed pay settlement due to government guidelines
Carrickfergus	20.1.78	2.6.78	85	—	7,900	Welders, fitters, scaffolders, crane drivers, platers, labourers	—	Dissatisfaction with bonus payment scheme
Morecambe	30.1.78	27.2.78	860	—	6,600	Various manual workers	—	Dispute over night shift working
Ellesmere Port	3.3.78	7.7.78	240	750	62,900	Pipefitters, riggers, scaffolders, drivers	Construction workers	For improved bonus payments
New Romney	3.4.78	26.5.78	400	—	13,100	Construction workers	—	For improved bonus payments
Bootle	17.4.78	18.7.78	375	—	15,000	Electricians, fitters, engineers, labourers	—	Demand for severance pay agreement
Grangemouth	19.4.78	17.5.78	530	20	9,800	Pipefitters, welders, riggers, labourers	Pipefitters, riggers, welders	Objection to handling material alleged to be a health hazard
Stanford-le-Hope	22.5.78	25.8.78	85	—	6,000	Construction workers	—	Objection to procedure for recruiting additional workers
Rochester	1.6.78	7.6.78	1,200	—	6,000	Construction workers	—	Dissatisfaction with safety measures on site
London EC2	2.6.78	27.6.78	435	220	7,100	Construction workers	Construction workers	Dispute over proposed severance payments
Dungeness	19.6.78	26.6.78	1,600	275	8,500	Construction workers	Clerical workers	Dispute over time spent on union activities
Dudley	23.6.78	7.8.78	280	—	8,700	Mains and service pipelayers, labourers	—	For pay increase outside government guidelines
Huntingdon/ Woodbridge/Thetford	17.7.78	13.10.78	125	60	8,500	Welders, platers, steel workers	Construction workers	Dispute over piece-work rates and employment of sub-contractors
Dagenham	11.9.78	6.10.78	700	—	13,700	Bricklayers, painters, plumbers, electricians	—	For revised bonus scheme
Chatham	18.9.78	20.10.78	390	—	11,100	Electricians, pipe fitters, scaffolders	—	For increased bonus payments
Manchester	18.9.78	3.10.78	3,700	—	40,900	Various construction workers	—	For new incentive bonus scheme
Billingham	21.9.78	2.11.78	300	—	9,200	Construction workers	—	For improved bonus payments
London SE7	18.10.78	3.11.78	1,100	70	14,600	Construction workers	Electricians, welders, platers	Protest against dismissal of crane driver for poor time-keeping
Gas, electricity and water Edinburgh	27.3.78	17.4.78	1,500	—	24,000	Clerical workers	—	Protest against dismissal of clerks for taking industrial action over claim for upgrading

* Working days lost computed to 28.2.79 (stoppage continued)

Table 4 Prominent stoppages in 1978 (continued)

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Altrincham	22.8.78	29.9.78	640	—	18,000	Supervisors, clerical and maintenance workers	—	Protest against suspension of supervisors for refusing instructions
Various areas in North West England	30.8.78	29.9.78	1,725	—	15,000	Maintenance, distribution, service and process workers	—	In sympathy with colleagues in dispute over suspension of supervisors
Port and inland water transport								
Liverpool	3.1.78	11.1.78	5,230	—	27,400	Dock workers	—	Dispute over pay and work re-allocation
London	18.1.78	30.1.78	915	630	11,800	Dock workers	Dock workers	For pay increase outside government guidelines
Southampton	3.4.78	10.5.78	500	—	13,300	Maintenance workers	—	Claim for pay parity with other workers engaged on similar work
Leith	28.4.78	18.5.78	265	215	6,100	Harbour workers, craftsmen, warehouse workers	Dockers	Demand to be included in productivity scheme
Hull, Grimsby, King's Lynn, Newport	1.8.78	11.8.78	1,250	—	6,700	Engineers, lock-head staff, maintenance workers	—	Claim for pay parity with other workers engaged on similar work
Southampton	22.8.78	31.8.78	1,515	—	7,800	Dock workers	—	Dissatisfaction with general safety standards
All other transport and communications								
Various areas in South Wales	30.1.78	3.2.78	1,900	85	9,000	Drivers	Production and other workers	Rejection of pay award within government guidelines
Leeds	16.4.78	23.5.78	1,600	—	43,000	Drivers, conductors	—	Protest over new work schedules
Liverpool	9.5.78	8.8.78	80	—	5,300	Cold storage workers	—	Refusal to carry out new duties
Various areas in United Kingdom	15.6.78	31.8.78	35,600	—	44,000	Engineers	—	Selective stoppages in support of demand for reduction in basic working week
Glasgow	20.10.78	17.11.78	700	4,000	83,100	Maintenance engineers	Drivers, conductors	For pay increase in excess of government guidelines
Birmingham	21.12.78	23.12.78	3,165	—	7,600	Bus drivers, inspectors	—	For pay increase outside government guidelines
Distributive trades								
Various areas in Great Britain	24.4.78	19.5.78	500	—	9,500	TV engineers	—	For improved pay offer
Public administration and defence								
All areas in United Kingdom	1.6.78	18.8.78	57,480	—	66,800	Industrial civil servants	—	Selective stoppages in support of claim for improved pay offer and assurances on future pay levels
Sheffield	21.6.78	7.7.78	1,000	—	10,400	Refuse collectors, labourers, canteen workers, street cleaners	—	Demand for pay increase for handling extra work
Basingstoke	9.8.78	7.9.78	435	—	9,000	Maintenance workers	—	Protest against employment of sub-contractors
Various areas in England	14.8.78	28.2.79*	2,520	—	228,100	Social workers	—	Demand to negotiate pay and grading at local level
London SE	9.10.78	19.10.78	1,500	—	11,700	Cleansing, clerical and administrative staff	—	Dispute over investigations into alleged irregularities
Miscellaneous services								
Leeds	18.12.78	2.1.79	200	700	10,300	Production staff	Technical staff	Disagreement over proposed productivity deal

* Working days lost computed to 28.2.79 (stoppage continued)

Table 5 Analysis of stoppages by duration in working days

	Number of stoppages beginning in 1978	Per cent of total	Number of workers* involved directly and indirectly in these stoppages	Per cent of total	Aggregate number of working days lost* in these stoppages	Per cent of total
Not more than one day	447	18.1	122,200	12.2	111,000	1.2
Over 1 and not more than 2 days	343	13.9	105,600	10.6	160,000	1.7
Over 2 and not more than 3 days	257	10.4	113,600	11.3	241,000	2.6
Over 3 and not more than 4 days	210	8.5	51,300	5.1	156,000	1.6
Over 4 and not more than 5 days	200	8.1	56,800	5.7	235,000	2.5
Over 5 and not more than 6 days	104	4.2	29,400	2.9	140,000	1.5
Over 6 and not more than 12 days	410	16.6	145,300	14.5	976,000	10.4
Over 12 and not more than 18 days	166	6.7	66,500	6.6	687,000	7.3
Over 18 and not more than 24 days	114	4.6	53,000	5.3	786,000	8.4
Over 24 and not more than 36 days	109	4.4	74,500	7.4	1,734,000	18.5
Over 36 and not more than 60 days	80	3.2	174,700	17.4	3,540,000	37.7
Over 60 days	31	1.3	10,100	1.0	624,000	6.6
Total	2,471	100.0	1,003,000†	100.0	9,391,000†	100.0

* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.
† Includes workers involved for the first time in 1979 and days lost in 1979 as a result of stoppages continuing into that year.

Analysis by duration, working days lost and workers involved

Tables 5 to 7 analyse the stoppages beginning in 1978 according to the length of time they lasted, the loss of working time they caused, and the total number of workers involved. The totals for workers involved, and for days lost, take account of those stoppages which continued into 1979.

Table 6 Analysis of stoppages by aggregate number of working days lost

	Number of stoppages beginning in 1978	Per cent of total	Number of workers* involved directly and indirectly in these stoppages	Per cent of total	Aggregate number of working days lost* in these stoppages	Per cent of total
Under 250 days	935	37.8	57,900	5.8	103,000	1.1
250 and under 500	415	16.8	62,100	6.2	149,000	1.6
500 and under 1,000	361	14.6	84,700	8.4	261,000	2.8
1,000 and under 5,000	539	21.8	258,200	25.7	1,223,000	13.0
5,000 and under 25,000	173	7.0	213,100	21.3	1,822,000	19.4
25,000 and under 50,000	26	1.1	118,600	11.8	896,000	9.5
50,000 days and over	22	0.9	208,400	20.8	4,938,000	52.6
Total	2,471	100.0	1,003,000†	100.0	9,391,000†	100.0

*† See footnotes to table 5.

Table 7 Analysis of stoppages by total number of workers directly and indirectly involved

	Number of stoppages beginning in 1978	Per cent of total	Number of workers* involved directly and indirectly in these stoppages	Per cent of total	Aggregate number of working days lost* in these stoppages	Per cent of total
Under 25 workers	346	14.0	5,700	0.6	50,000	0.5
25 and under 50	376	15.2	13,700	1.4	113,000	1.2
50 and under 100	442	17.9	31,100	3.1	227,000	2.4
100 and under 250	596	24.1	95,200	9.5	695,000	7.4
250 and under 500	324	13.1	111,800	11.1	679,000	7.2
500 and under 1,000	216	8.7	147,900	14.7	1,139,000	12.1
1,000 and under 2,500	113	4.6	162,800	16.2	1,312,000	14.0
2,500 and under 5,000	34	1.4	117,100	11.7	1,196,000	12.8
5,000 and under 10,000	19	0.8	126,900	12.7	967,000	10.3
10,000 workers and over	5	0.2	190,800	19.0	3,013,000	32.1
Total	2,471	100.0	1,003,000†	100.0	9,391,000†	100.0

*† See footnotes to table 5.

The numbers of working days lost cannot readily be derived from the other grouped figures in the tables. Apart from the imprecision of grouped data, the totals shown for aggregate working days lost are in general less than the totals obtained by multiplying the number of days each stoppage lasted by the numbers of workers involved, since some would not have been idle throughout the whole duration of the dispute.

Over half (50.6 per cent) of the stoppages lasted not more than four days and 47.1 per cent involved fewer than 100 workers.

Stoppages in which under 500 days were lost accounted for over half (54.6 per cent) of the total but contributed only 2.7 per cent of the days lost. Less than one per cent of all stoppages involved the loss of over 50,000 or more working days but in aggregate these accounted for over half (52.6) of all days lost.

Regional analysis

Table 8 provides an analysis by standard region of the number of workers involved, and of the aggregate number

Table 8 Analysis by region and broad industry group (Standard Industrial Classification 1968)

Industry	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West	North	Wales	Scotland	Northern Ireland	United Kingdom
Number of workers* involved in 1978 in all stoppages in progress												
Mining and quarrying	900	—	900	7,500	15,000	51,600	2,600	4,800	8,900	12,800	—	105,000
Metal manufacturing	500	—	500	12,200	3,900	5,200	1,300	3,000	18,400	2,700	—	47,700
Engineering	17,900	1,700	5,600	34,300	6,000	7,800	16,200	22,400	7,800	23,300	1,500	144,400
Shipbuilding and marine engineering	5,000	100	5,100	2,300	—	1,400	1,500	11,400	—	3,300	—	30,100
Motor vehicles	52,700	11,500	4,000	75,200	2,500	3,800	60,200	300	8,400	14,400	1,400	234,900
Aerospace equipment	700	—	3,700	7,100	800	1,700	2,400	—	700	400	3,100	20,700
All other vehicles	3,400	—	—	2,300	900	10,200	1,600	—	—	—	—	18,300
Metal goods not elsewhere specified	2,100	†	500	8,200	1,200	6,100	4,200	500	3,200	2,000	100	28,200
Textiles, clothing and footwear	100	100	2,800	600	1,000	6,700	2,100	1,400	2,900	1,800	4,100	23,600
All other manufacturing industries	25,500	6,000	6,000	16,400	8,100	18,600	33,900	7,600	11,100	15,100	3,000	151,200
Construction	14,500	200	100	400	200	2,900	9,600	6,300	1,700	3,000	100	39,000
Transport and communication	41,800	2,200	1,400	6,400	500	8,600	15,900	5,100	5,400	9,700	600	97,500
All other non-manufacturing industries and services	35,000	900	8,300	8,800	5,400	7,200	11,600	3,200	4,000	15,900	1,400	101,500
Total, all industries and services	200,100	22,800	38,900	181,500	45,400	131,800	162,900	66,000	72,500	104,300	15,200	1,041,500†
Number of working days* lost in 1978 in all stoppages in progress												
Mining and quarrying	1,000	—	3,000	10,000	22,000	111,000	3,000	9,000	19,000	23,000	—	201,000
Metal manufacturing	5,000	—	13,000	127,000	33,000	43,000	20,000	25,000	84,000	11,000	—	360,000
Engineering	187,000	4,000	14,000	279,000	27,000	49,000	97,000	203,000	59,000	256,000	18,000	1,193,000
Shipbuilding and marine engineering	13,000	†	9,000	35,000	—	37,000	9,000	30,000	—	26,000	—	160,000
Motor vehicles	1,582,000	56,000	29,000	350,000	19,000	12,000	1,067,000	1,000	123,000	210,000	46,000	3,495,000
Aerospace equipment	14,000	—	13,000	138,000	4,000	15,000	64,000	—	1,000	†	36,000	284,000
All other vehicles	137,000	—	—	5,000	3,000	113,000	9,000	—	—	—	—	267,000
Metal goods not elsewhere specified	10,000	†	4,000	87,000	8,000	65,000	39,000	4,000	6,000	3,000	†	225,000
Textiles, clothing and footwear	†	1,000	7,000	4,000	2,000	40,000	17,000	8,000	23,000	15,000	61,000	179,000
All other manufacturing industries	310,000	34,000	52,000	173,000	71,000	162,000	344,000	92,000	78,000	116,000	82,000	1,514,000
Construction	132,000	9,000	1,000	9,000	2,000	18,000	145,000	50,000	13,000	28,000	8,000	416,000
Transport and communication	73,000	4,000	5,000	24,000	2,000	62,000	54,000	11,000	20,000	104,000	1,000	360,000
All other non-manufacturing industries and services	220,000	7,000	31,000	57,000	77,000	71,000	115,000	49,000	19,000	93,000	12,000	750,000
Total, all industries and services	2,683,000	115,000	182,000	1,299,000	270,000	799,000	1,983,000	481,000	444,000	886,000	264,000	9,405,000

* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.

‡ Excludes 2,100 workers involved for the first time in 1979 in stoppages which continued into that year.

Table 9 Stoppages in years 1958-78

Year	Number of stoppages beginning in year	Number of workers* involved in stoppages			Aggregate number of working days lost in stoppages		
		Beginning in year		In progress in year	Beginning in year		In progress in year
		Directly	Indirectly	000's	(a)	(b)	000's
1958	2,629	456	67	524	3,461	3,474	3,462

Table 10 Incidence rates 1975-1978

INDUSTRY GROUP (Standard Industrial Classification 1968)	Number of working days lost per 1,000 employees			
	1975*	1976*	1977†	1978†
Agriculture, forestry, fishing	2	—	2	1
Coal mining	172	235	295	664
All other mining and quarrying	81	159	182	125
Grain milling	133	—	439	78
Bread and flour confectionery, biscuits	53	83	2,159	2,665
All other food industries	184	103	793	529
Drink	600	350	1,301	681
Tobacco	—	—	130	250
Coal and petroleum products	190	53	209	214
Chemicals, dyestuffs, plastics, fertilisers, etc	765	78	1,021	368
Pharmaceutical and toilet preparations	200	32	184	301
Paints, soap and other chemical industries	126	27	297	149
Iron (including castings) and steel (including tubes)	760	763	1,596	802
All other metal manufacture	538	462	935	730
Mechanical engineering	763	324	954	747
Instrument engineering	135	127	547	55
Electrical engineering	1,260	302	1,266	650
Shipbuilding and marine engineering	2,763	335	881	873
Motor vehicles	1,814	1,751	5,455	7,214
Aerospace equipment	554	331	544	1,438
All other vehicles	2,000	469	4,149	2,921
Metal goods not elsewhere specified	383	293	513	417
Cotton flax and man-made fibres—preparation and weaving	1,043	83	643	205
Woollen and worsted	45	49	9	143
Hosiery and other knitted goods	710	127	535	52
All other textile industries	65	48	297	531
Clothing other than footwear	264	75	104	128
Footwear	91	54	308	111
Bricks, fireclay and refractory goods	243	149	210	1,350
Pottery	34	52	91	340
Glass	274	123	1,458	328
Cement, abrasives and building materials not elsewhere specified	161	80	265	330
Furniture, bedding, upholstery	119	18	40	90
Timber, other manufacturers of wood and cork	58	58	127	66
Paper and board, cartons, etc	268	54	155	244
Printing, publishing, etc	133	86	427	741
Other manufacturing industries	365	187	591	624
Construction	188	436	235	327
Gas, electricity, water	28	147	238	187
Railways	39	59	1	16
Road passenger transport	142	134	351	786
Road haulage contracting	53	128	150	160
Sea transport	148	114	10	14
Port and inland water transport	4,337	585	1,629	1,359
Other transport and communication	47	17	113	89
Distributive trades	24	5	35	23
Insurance, banking, finance and business services	2	4	4	1
Professional and scientific services	8	7	13	6
Miscellaneous services (entertainment, sport, catering, etc)	23	16	11	33
Public administration and defence	77	39	694	316
Total, all industries and services	265	146	448	414

* Based on census of employment estimates for the appropriate year.

† Based on the quarterly estimates of employees in employment together with Northern Ireland census figures for the appropriate year.

Review 1958-1978

Figures relating to stoppages of work due to industrial disputes since 1958 are given in table 9.

The number of stoppages which began in 1978 (2,471) was less than in 1977 and a little below the annual average (2,530) for the period 1958 to 1977. The numbers of workers involved and working days lost were also slightly below average for the seventies. Nearly half (48 per cent) of the days lost were attributable to eleven major stoppages, two of which began in 1977. One stoppage, in the motor vehicle industry, caused the loss of nearly 2.5 million days.

Incidence rates

Table 10 shows incidence rates expressing loss of work-

ing time in terms of days lost per 1,000 employees for the years 1975-1978. Incidence rates should be used with caution when comparing one group with another. Total numbers of days lost comprise those lost at the establishments concerned by workers indirectly involved as well as those directly involved, and rates calculated on this basis cannot, therefore, be regarded as a satisfactory measure of "strike-proneness".

Industrial action other than stoppages

During 1978 there were a number of industrial disputes where action did not involve a stoppage of work. For example, in November some 5,000 clerical and administrative grades employed by an insurance company introduced a work to rule and overtime ban in support of their pay claim. ■

Part-time working in Great Britain

by J. A. S. Robertson and J. M. Briggs, *Unit For Manpower Studies*

According to the last Annual Census of Employment about 4.3 million people, or just under 20 per cent of employees were working part-time. Over the last fifteen years, part-time working has become increasingly important, especially for female workers who make up the majority of part-time workers. There is no single continuous source of data on part-time working and information has to be taken from a variety of sources. This means that there are inevitably discontinuities in any time series, although different sources may be compared with each other in some years.

Sources of data on part-time work

Censuses of population

The most comprehensive data on a number of characteristics of the part-time worker are derived from the censuses of population carried out in 1951, 1961, 1966 and 1971. However, data are available only at infrequent intervals and part-time working was measured differently at each census.

It is estimated that the 1961 census under-enumerated part-time working*, and some of the change between 1961 and 1966 can be attributed to changes in definitions and coding procedures†. The 1971 census did not ask a direct question about part-time working and instead asked simply for the number of hours worked per week, excluding overtime and meal breaks.

Annual Census of Employment

This census, begun in 1971, is the major source of information on employment by industry (except for agriculture, which has its own census in which part-time working is defined as working less than 22 hours a week). Part-time workers are defined as those normally employed for not more than 30 hours a week, excluding main meal breaks and overtime. The Annual Census of Employment counts each job in respect of multiple job holding. The New Earnings Survey also includes some "double-jobbers".

L>Returns

Information on the extent of female part-time working in manufacturing industries is available each quarter from 1950.

EEC Labour Force Sample Survey

The United Kingdom has participated in this survey, which covers member countries of the EEC, in 1973, 1975, 1977 and 1979. Information is available showing part-time working by sex and other characteristics. Part-time working is not specifically defined in this survey and respondents make their own judgement of whether they work part-time. However, some information is available for the United Kingdom on the basis of number of hours worked. The sample is approximately half a per cent of all households in the United Kingdom.

New Earnings Survey

The survey was first conducted in 1968 and annually

from 1970. Data are collected for a one per cent sample of employees from their employers. Since 1975 the survey has excluded those not recorded as members of PAYE schemes for purposes of income tax and national insurance. However, some employers do record those earning below the deduction card limit when it is administratively easier to do so. The fact that some employees with low earnings are excluded from the survey will affect the numbers of part-time workers recorded.

A part-time worker is defined as an employee not normally expected to work more than 30 hours per week, excluding main meal breaks and overtime. An exception is made for teachers and academics, who are regarded as part-time only if their normal basic hours are under 25. Where normal basic hours are not recorded because of the nature of the job, the employer's description is relied upon. The proportion of the sample working part-time can be calculated but it is not possible to gross up sample figures satisfactorily.

General Household Survey

The GHS is a continuous sample survey. Information is collected on hours worked from which it is possible to calculate the proportion of workers normally working 30 hours or less, excluding meal breaks and overtime, in the main job held during the survey week. It covers about 12,000 households in Great Britain, each year.

Family Expenditure Survey

This sample survey of about 7,000 responding households in the United Kingdom provides annual data on the proportion of the sample working part-time, on an hours worked basis, back to 1963. The survey is continuous and will therefore cover some seasonal workers not in the censuses of population, which take place in April and in the censuses of employment, which take place in June. Part-timers are currently counted as those working 30 hours or less per week, excluding meal breaks but including overtime. Those working under ten hours per week were not covered by the survey between 1963 and 1967.

National Housing and Dwelling Survey 1977/78

This survey gives data for England on part-time working for heads of households by tenure, ethnic origin and area of residence. Some information is available by area of residence for all persons. "Part-time" was defined as "working less than 30 hours a week", with no specific reference to overtime or meal breaks.

Censuses of distribution

The main censuses, carried out in 1950, 1961 and 1971, provide details of those working part-time in retail distribution. The 30 hours cut-off was used in all years. In 1971 those working under eight hours were distinguished separately.

* Census 1961 Great Britain, General Report p. 139. For women, under-numeration amounted to almost five per cent of economically active women, many of whom were married women entered as inactive.

† See sample Census 1966, GB Economic Activity Tables, Pt. 1, pxx.

Table 1 Distribution of hours worked in Great Britain 1971, ten per cent sample, numbers of persons*

	Hours worked excluding overtime and meal breaks										
	8 or Less	Over 8 but not over 12	Over 12 but not over 18	Over 18 but not over 21	Over 21 but not over 24	Over 24 but not over 30	Over 30 but not over 36	Over 36 but not over 40	Over 40	Not stated	Total
Males 15-64	6,525	3,246	1,498	2,010	1,249	17,678	81,812	877,076	391,299	69,663	1,452,056
Proportion (%)	0.4	0.2	0.1	0.1	0.1	1.2	5.6	60.4	27.0	4.8	100
Males over 65	3,346	2,819	5,450	7,524	2,295	3,571	2,087	11,611	8,307	4,089	51,099
Proportion (%)	6.6	5.5	10.6	14.7	4.5	7.0	4.1	22.7	16.3	8.0	100
Females 15-59	35,261	27,764	47,042	60,674	23,405	78,570	108,751	298,740	88,309	30,401	798,917
Proportion (%)	4.4	3.5	5.9	7.6	2.9	9.8	13.6	37.4	11.1	3.8	100
Females over 60	8,816	5,733	7,488	8,307	3,978	8,146	5,476	11,320	6,347	5,578	71,189
Proportion (%)	12.4	8.1	10.5	11.6	5.6	11.4	7.7	15.9	8.9	7.8	100

Source: Census of Population 1971, Economic Activity Part IV, Table 23.
*Multiply by 10 for actual number.

Definitions of part-time working and full-time equivalence

A number of different definitions have been used to describe part-time working. The Department of Employment defines part-timers as those workers working 30 hours or less per week, excluding meal breaks and overtime. The exceptions to this have been stated already. Part-time working should be distinguished from casual and seasonal working, which is not continuous, and from those normally regarded as full-time workers but who are on short-time.

Part-time working takes a number of forms, from working part of each day to working the whole of one day per week. Table 1 shows the numbers and proportions in each category of hours worked, for 1971. About two-thirds of women part-time workers worked less than 22 hours a week, and most of the part-time males under retirement age tended to work between 24 and 30 hours a week. On average, though, part-time workers tend to work half the hours of full-timers.

It is often useful to make allowance for this fact when measuring numbers in employment: for instance, when measuring output per employee. The "full-time equivalent", (FTE) expresses the relationship between the number of part-timers and full-timers on an hours worked basis. A commonly used ratio is 2:1; two part-timers are equivalent to one full-time worker. There is, however, variation between the pre- and post-retirement age groups. The equivalence ratio is higher for those over retirement age. Equivalence ratios probably also vary over time and between industries and occupations. Full-time equivalence ratios may be approximated by taking weighted averages of hours worked in 1971*. These are shown in table 2. The higher the FTE ratio is, the more part-time workers are needed to be "equivalent" to one full-time worker.

Employment trends

In June 1976, using Annual Census of Employment figures for Great Britain, about 4.3 million people or just

Table 2 Average hours worked and full-time equivalence ratios

	Under 30 hours average	Over 30 hours average	Full-time equivalent
Males 15-64	19.4	38.9	2.0
over 65	16.7	39.0	2.3
Females 15-59	18.2	37.6	2.1
over 60	16.0	37.9	2.4

Source: Table 1.

under 20 per cent of all employees in employment were part-time workers. Almost 85 per cent of these part-time workers were female, and over 80 per cent of these were employed in the service sectors, that is transport and communication; distributive trades; insurance, banking, finance, as well as professional, scientific; miscellaneous services; and public administration; excluding HM Forces and private domestic service. Of these females working part-time in the service industries in 1976 (totalling about three million people), some 35 per cent worked in educational services, and medical and dental services. The three service industry groups, distributive trades, professional and scientific services, and miscellaneous services, accounted for 73 per cent of female part-time workers and for 61 per cent of all part-time working. Table 3 shows the industrial distribution for 1976, the latest available. On average, about 40 per cent of all female workers work part-time.

Changes in part-time and other employment since 1971 are shown in table 4. The most apparent trends are the increasing proportion of all employment which is female part-time, and the growing concentration of this in the service industries. While total numbers of employees in employment rose by 400,000, 1971-76, the numbers of female part-time workers grew by 828,000 over the same period. Female part-time working remained the most important component of part-time working, being the largest in terms of numbers involved, and in terms of growth. Male part-time employment also grew significantly, but is less important numerically as it accounts for only 16 per cent of part-time working.

Age and marital status

About 40 per cent of all employees in 1976 were women, of whom four out of ten were part-time workers. Figures showing numbers of part-time workers by age and marital status for Great Britain, taken from the 1971 Census of Population, are shown in table 5.

The most recent data from the General Household Survey are shown in table 6, for 1977. This shows that in 1977 the bulk of married female part-time working occurred between the ages of 25 and 54, representing women who have

* As calculated from table 1, using numbers in each category of hours worked as weights, and assuming that the mean hours worked in each category can be represented by the mid-point—for example, 8-12 hours is 10 hours. Over 40 hours was assumed to have an average of 42 hours. In the absence of more precise information on the distribution of hours worked, it is not possible to check these assumptions. This should be borne in mind when calculating full-time equivalent employment, as changes in the assumptions will affect the results obtained.

Table 3 Industrial distribution of part-time employees in employment, 1976, Great Britain

Industry	Males and Females			Females		
	All workers* 000's	Part-time		All workers* 000's	Part-time	
		000's	As % of all workers*		000's	As % of all workers*
Agriculture etc	381.6	70.8	18.6	98.9	41.5	42.0
Mining and quarrying	345.6	4.0	1.2	14.5	3.5	24.1
Food, drink, tobacco	690.6	106.2	15.4	275.4	96.0	34.9
Coal and petroleum products	37.4	0.8	2.1	4.0	0.7	17.5
Chemicals	420.7	28.7	6.8	118.2	26.1	22.1
Metal manufacture	469.1	13.6	2.9	53.3	11.1	20.8
Mechanical engineering	918.6	38.6	4.2	142.0	30.2	21.3
Instrument engineering	147.7	14.1	9.5	52.8	12.1	22.9
Electrical engineering	729.9	61.1	8.4	267.4	56.2	21.0
Shipbuilding	175.4	3.7	2.1	12.9	2.9	22.5
Vehicles	733.0	13.6	1.9	88.2	11.4	12.9
Metal goods	519.4	44.6	8.6	145.6	37.1	25.5
Textiles	479.7	52.8	11.0	216.6	46.6	21.5
Leather etc	39.7	5.8	14.6	17.3	4.8	27.7
Clothing and footwear	363.6	56.5	15.5	275.0	52.7	19.2
Bricks, pottery etc	258.0	14.6	5.7	59.6	12.0	20.1
Timber, furniture etc	259.0	16.9	6.5	50.2	12.5	24.9
Paper, printing, publishing	535.6	54.9	10.3	169.9	40.1	23.6
Other manufacturing	321.3	37.2	11.6	116.3	33.4	28.7
Construction	1,269.2	49.2	3.9	101.9	37.2	36.5
Gas, electricity, water	342.8	15.4	4.5	67.3	14.6	21.7
Transport, communication	1,452.6	80.0	5.5	254.5	55.2	21.7
Distributive trades	2,669.3	898.0	33.6	1,486.3	753.3	50.7
Insurance, banking etc	1,087.4	191.2	17.6	553.2	159.6	28.9
Professional scientific	3,559.1	1,299.0	36.5	2,417.7	1,144.4	47.3
Miscellaneous services†	2,252.2	917.9	40.8	1,294.6	736.6	56.9
Public Admin (excl. HM Forces)	1,580.7	192.0	12.1	593.3	151.2	25.5
Total all industries and services	22,048	4,284	19.4	8,951	3,585	40.1

Source: Annual Census of Employment, Great Britain, 1976. *Employment Gazette* November 1977

*Employees in employment

†Excludes private domestic service.

completed families or who are raising children. There is an interesting contrast between this group and the males/non-married females. Only about seven per cent of married female part-time workers were over retirement age in 1977, compared with 58 per cent of male part-time workers and 31 per cent of non-married, that is, single, widowed and divorced, women part-timers.

About 78 per cent of all part-time workers are married women, according to table 6, and the proportion of women

Table 4 Trends in part-time working 1971-76, Great Britain 000's

	1971	1972	1973	1974	1975	1976	Change % 1971-76
Total employees	21,648	21,650	22,182	22,297	22,213	22,048	1.8
Male part-time nos.	584	600	665	689	697	699	19.7
Female part-time nos.	2,757	2,877	3,163	3,421	3,551	3,585	30.0
Female part-time nos. as a % of total employees	12.7%	13.3%	14.3%	15.3%	16.0%	16.3%	
Proportion of female part-time workers in the services	80.0%	81.4%	80.9%	80.2%	82.6%	83.7%	

Source: Annual Census of Employment reports, GB. *Employment Gazette* August 1973 and November 1977.

Table 5 Part-time workers by sex, marital status and age in 1971, GB

Age	Males		Married females		Non-married females	
	(000's)	%	(000's)	%	(000's)	%
15-19	17.2	3.0	7.0	0.3	23.6	4.4
20-24	34.3	6.0	106.5	4.1	43.5	8.1
25-34	72.1	12.6	512.2	19.6	43.1	8.0
35-44	63.0	11.0	779.5	29.8	47.2	8.8
45-54	91.6	16.0	997.3	38.1	167.2	31.2
60-64	43.8	7.7	153.7	5.9	105.2	19.6
Over 65	250.0	43.7	59.2	2.3	106.5	19.9
Total	572.1	100.0	2,615.4	100.0	536.4	100.0

Source: 1971 Census of population part IV table 23 10 per cent sample.

part-time workers who are married was about 86 per cent in 1977. Much of the growth in part-time working tends to result from increases in numbers of part-time married

Table 6 Full-time and part-time working by marital status and age, all working persons* aged 16 or over, Great Britain, 1977

	Full-time		Part-time	
	Sample numbers	Per cent	Sample numbers	Per cent
Males aged				
16-19	514	6	16	5
20-24	793	10	8	3
25-34	2,102	26	30	10
35-44	1,619	20	16	5
45-54	1,654	20	17	6
55-59	790	10	9	3
60-64	532	7	25	9
65-69	71	1	99	34
70 or over	24	—	71	24
Total	8,099	100	291	100
Married females aged				
16-19	[27]§	[2]§	[7]§	[—]§
20-24	220	13	68	3
25-34	410	24	566	25
35-44	379	22	665	29
45-54	485	28	610	27
55-59	155	9	196	9
60-64	46	3	109	5
65 or over	[9]§	[1]§	[47]§	[2]§
Total	1,731	100	2,268	100
Non-married females aged				
16-19	383	29	21	6
20-24	288	22	17	5
25-34	175	13	40	11
35-44	131	10	44	12
45-54	174	13	62	17
55-59	95	7	62	17
60-64	[38]§	[3]§	[49]§	[14]§
65 or over	[20]§	[2]§	[62]§	[17]§
Total	1,304	100	357	100

Source: General Household Survey 1977

* Employees in employment, self-employed and employers, excluding full-time students who were working in the reference week.

§ Brackets denote that the total numbers working full-time and part-time in the age groups are less than 100.

Note: Percentage may not add to 100 per cent because of rounding errors.

Table 7 Numbers of part-time female employees in employment, by industry, 1976, Great Britain

	000's	Proportion of total industry employment %
Professional and scientific	1,144.4	32.2
Distributive trades	753.3	28.2
Miscellaneous services	736.6	32.7
Insurance, finance and banking	159.6	14.7
Public administration	151.2	9.6
Transport/communication	55.2	3.8

Source: Annual Census of Employment, 1976

women workers. This is part of an established trend. Comparing the 1966 and 1971 Censuses of Population, total part-time jobs increased by some 603,000, of which increase 403,000 were women, of whom 329,000 were married, about 55 per cent of the total increase. This rise in married female part-time working has been associated with a rise in female activity rates, especially over the period from 1971*. Estimates from the Labour Force Survey, which defines part-time work as 30 hours or less, including meal breaks and overtime, show that the proportion of part-time women who are married was 87 per cent in 1975.

Longer runs of data also suggest that female part-time work has been increasing over a number of years. The L-return series for the proportion of females working part-time in manufacturing industries shows a rise from 11.8 per cent in 1950 to 18.7 per cent in 1971. The Family Expenditure Survey estimates, covering all sectors of the economy, also indicate a rising proportion of female part-time workers. The most marked increase in part-time female working appears to have occurred between 1971 and 1974, with a slowing down in the trend between 1974 and 1977.

Part-time working in the service industries

As indicated in table 3, the greatest proportion of part-time work takes place in the service industries. In 1976, for Great Britain, nearly 85 per cent of female part-timers, and 83 per cent of male part-timers, were employed in the services, SIC groups XXII-XXVII. These industries are shown ranked by numbers of part-time workers in tables 7 and 8. Two points emerge. Industries which employ greater numbers of part-time workers are not necessarily the most dependent on part-time working. For example, the professional and scientific services employ the most female part-time workers, but the proportion of total employment is less than that for miscellaneous services, which employs 65 per cent of the numbers of female part-timers in professional and scientific services. Secondly, the ranking differs between the sexes.

Table 9 shows the changes which have taken place between 1971 and 1976, by service sector industry, together

Table 8 Numbers of part-time male employees in employment, by industry, 1976, Great Britain

	000's	Proportion of total industry employment %
Miscellaneous services	181.3	8.0
Professional and scientific	154.6	4.3
Distributive trades	144.7	5.4
Public administration	40.8	2.6
Insurance, finance, banking	31.6	2.9
Transport/communication	24.8	1.7

Source: Annual Census of Employment

with the manufacturing and other sectors, for comparison. Only male part-time working in public administration (excluding HM Forces) showed a fall. All other sectors increased their use of part-time workers, especially of female workers, with the largest increases being recorded in professional and scientific services, miscellaneous services, and the distributive trades.

Table 9 Changes in part-time working by industry, 1971-76, Great Britain, 000's

	1971		1976		Change 000's	
	Male	Female	Male	Female	Male	Female
Transport/communications	22.4	45.4	24.8	55.2	2.4	9.8
Distributive trades	107.5	591.2	144.7	753.3	37.2	162.1
Insurance, finance, banking	25.9	123.8	31.6	159.6	5.7	35.8
Professional and scientific services	132.8	833.6	154.6	1,144.4	21.8	310.8
Miscellaneous services (excl. domestic service)	141.8	482.7	181.3	736.6	39.5	253.9
Public administration (excl. HM Forces)	42.6	129.8	40.8	151.2	-1.8	21.4
Manufacturing*	71.3	470.9	77.8	486.0	6.5	15.1
Other	39.7	79.6	43.4	98.7	3.7	19.1

Source: Annual Census of Employment reports, *Employment Gazette* August 1973 and November 1977.

*SIC orders III-XIX.

Occupational analysis

The most recent data available on the occupations of part-time workers is the New Earnings Survey of Great Britain for April 1978. Of the 26,648 part-timers in the sample, 37 per cent were in catering, cleaning, hairdressing and other personal services; 20 per cent in clerical and related occupations; 14 per cent were in professional and related in education, welfare and health and 11 per cent in selling occupations.

Pay

The major source of data on the pay of part-time workers is the New Earnings Survey. However, the data need to be interpreted cautiously. Before the 1975 Survey, the sample was identified when National Insurance cards were exchanged. In 1975, and after, the ending of the use of National Insurance contribution cards meant that the NES information was collected in a different way. Under the new arrangements, the Inland Revenue notifies the Department of Employment of the names and addresses of employers of employees in the sample, selected by combinations of digits of their national insurance number*.

Consequently, only members of PAYE Schemes are now included in the NES sample, and those persons without deduction cards are not generally included. These are often women and young people working part-time, whose weekly or monthly earnings are below the deduction card limit for tax and national insurance purposes.

Part-time remuneration can be considered either in isolation or relative to full-time workers' pay. Table 10 shows average gross hourly earnings for part-time women, manual and non manual, over the period 1972-1978. The figures are expressed as pence per hour, and include overtime

* As described in "New projections of the future labour force", *Employment Gazette* June 1977.

† See NES Report 1975 chapter 1, pages A37, A38.

Table 10 Average gross hourly earnings, full-time and part-time workers, including overtime, all industries

	Part-time females 18 and over (pence per hour)		Full-time females 18 and over (pence per hour)		Part-time men, 21 and over (pence per hour)	Full-time men 21 and over (pence per hour)	
	Manual	Non-manual	Manual	Non-manual		Manual	Non-manual
1972	38.8	49.2	43.1	59.8	61.8	71.4	110.5
1973	45.5	54.3	49.6	66.2	64.6	81.7	121.6
1974	54.6	61.3	59.3	76.9	72.2	93.5	137.9
1975	76.6	86.6	81.6	106.1	93.9	122.2	174.3
1976	93.1	106.3	100.7	132.0	122.2	143.7	210.3
1977	102.3	118.0	111.2	143.8	134.9	156.5	227.2
1978	113.5	128.2	125.3	158.1	151.2	175.5	257.1
% change 1972-1978	192.5	160.6	190.7	164.4	144.7	145.8	132.7

Source: New Earnings Survey (NES) reports 1972 Tables 12,149
1973 12,164
1974 20,182
1975-78 20,177

Note: The figures are based on the NES sample whose pay was not affected by absence during the survey period.

Table 11 Ratios of average gross hourly earnings, part time, full time, manual and non manual females, 18 and over

	Part-time females non-manual : manual	Full-time females non-manual : manual	Manual female workers full-time : part-time	Non-manual female workers full-time : part-time	Full-time males non-manual : manual
1972	1:0.79	1:0.72	1:0.90	1:0.82	1:0.65
1973	1:0.84	1:0.75	1:0.92	1:0.82	1:0.67
1974	1:0.89	1:0.77	1:0.92	1:0.80	1:0.68
1975	1:0.88	1:0.77	1:0.94	1:0.82	1:0.70
1976	1:0.88	1:0.76	1:0.92	1:0.81	1:0.68
1977	1:0.87	1:0.77	1:0.92	1:0.82	1:0.69
1978	1:0.89	1:0.79	1:0.91	1:0.81	1:0.68

Source: Calculated from table 10.

payments. The use of hourly earnings ensures that the analysis is not as badly affected by the problems as would be an analysis of average weekly earnings, since those working only a few hours need not necessarily have low hourly earnings, and may be included in the sample.

The most marked differentials of pay are between males and females, manual and non-manual. The differences between hourly earnings of part-time women and full-time women are less marked, and have remained roughly constant in relation to each other comparing 1972 and 1978, (see table 11). Manual full-time women earned 11.1 per cent more than manual part-time women in 1972; in 1978 the differential was 10.4 per cent. This apparent narrowing is not significant, given the fluctuations which arise from sampling variation. The non-manual female part-time/full-time differential in fact increased, from 21.5 per cent in 1972 to 23.3 per cent in 1978.

When comparing 1972 and 1978, differentials in pay do not appear to have changed very much, but such a comparison hides the fluctuations that did occur in the intervening period. The female differentials for each year between 1972 and 1978 are shown in table 12.

Table 12 Differential of full-time average hourly earnings over part-time average earnings, for females 18 and over, including overtime payments, %

	Manual	Non-manual	Year on year increase in employment, per cent	
			Female part-time	Female full-time
1972	11.1	21.5	4.4	-0.3
1973	9.3	21.9	9.9	1.6
1974	8.6	25.4	8.2	-0.5
1975	6.5	22.5	3.8	-1.6
1976	8.2	24.2	1.0	-1.0
1977	8.7	21.9	not available	not available
1978	10.4	23.3	not available	not available

Source: Tables 4 and 10.

Manual full-time women workers earned 11.1 per cent more than manual part-time women in 1972, but this differential narrowed by 1975, so that full-time manual women earned 6.5 per cent more than their part-time counterparts. After 1975 the differential increased. For non-manual females, the differential increased up to 1974 and then behaved somewhat erratically. Table 12 also shows the annual year on year changes in employment of females which indicate, to some extent, pressure of demand. However, as the Annual Census of Employment do not distinguish between manual and non-manual employment, it is not possible to relate these changes in differentials and employment. For example, there is insufficient evidence to relate the narrowing of the manual part-time/full-time differential between 1972 and 1975 to the rapid growth of demand for part-time workers during this period. If anything, the data suggest that non-manual part-time jobs increased relatively faster than manual, and here the differentials increased; the NES sample composition showed that in 1972 41 per cent of female part-time workers in the sample were non-manual, and that this rose to just under 47 per cent by 1975.

Conditions of employment

Although there are differentials between part-time and full-time hourly pay this may not reflect different pay for similar kinds of work. They are more likely to reflect the distribution of well and badly paid jobs in an industry. This may be because some part-time work is unskilled, or there may be less prospect of promotion to higher paid positions. Other conditions also tend to be worse for part-time workers. For example, part-time workers may have a longer waiting period for entitlement to sick pay and may have no pension provisions, although from April 5, 1978, all employees were required to be included in earnings related

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Employment topics

Holidays

There are no plans for an immediate change in the number of public holidays in the United Kingdom. During 1980 there will be eight days taken as bank holidays in England, Wales and Scotland and ten in Northern Ireland.

Bank holidays are declared under the Banking and Financial Dealings Act 1971 which requires banks and financial institutions to close on a specified date. If a bank holiday falls at a weekend then an alternative day is declared.

The law does not give workers a statutory right to a holiday, although it is normally accepted as a matter of custom and practice that a holiday is taken—or another day is taken in lieu.

Employers and employees are generally free to make arrangements to suit their own circumstances, including forgoing a bank holiday.

Disputes about entitlement to time off can only be settled ultimately by the courts and reference to the individual contract of employment.

Only two groups of people are entitled to a statutory holiday. The first are women and young people

employed in factories covered by the 1961 Factories Act who are entitled to a holiday as laid down in section 94 of that Act. The second are workers in Wages Council industries where specific provision is made in various wages orders.

In Northern Ireland and Scotland the position is slightly different. By tradition public holidays are arranged on a local basis and bank holidays are not necessarily observed as general public holidays.

The days taken as bank holidays in the United Kingdom are:
England and Wales—New Year, Good Friday, Easter Monday, May bank holiday (the first Monday in May), Spring Bank Holiday, Summer Bank Holiday, Christmas Day and Boxing Day.

Scotland—Has an extra day at New Year, but not Easter Monday. The Spring Bank holiday is the first Monday in May. The May bank holiday is celebrated on the same day as the Spring bank holiday in England and Wales.

Northern Ireland—In addition to the English and Welsh bank holidays has St Patrick's Day (March 17) and July 12.

Bank holidays in 1980

England and Wales	Scotland	Northern Ireland
Tuesday, January 1	Tuesday, January 1	Tuesday, January 1
Friday, April 4	Wednesday, January 2	Monday, March 17
Monday, April 7	Friday, April 4	Friday, April 4
Monday, May 5	Monday, May 5	Monday, April 7
Monday, May 26	Monday, May 26	Monday, May 5
Monday, August 25	Monday, August 4	Monday, May 26
Thursday, December 25	Thursday, December 25	Saturday, July 12
Friday, December 26	Friday, December 26	Monday, August 25
		Thursday, December 25
		Friday, December 26

Employing disabled people

In 1969 Mary Greaves, a severely disabled person with degrees in economics, sociology and industrial psychology, produced her first report entitled *Work and disability*. It made many recommendations on how employment opportunities for disabled people could be improved, based on studies in both public and private organisations dealing with training and placing in jobs.

In 1976 the Disabled Living Foundation was set up to conduct a follow-up study to see how and if the situation had changed since the first report. Now Mary Greaves, with co-author Bert Massie, also a disabled person confined to a wheel-

chair, has produced the result of that survey *Work and disability 1977*.*

Although it updates the original report and includes new material, the latest report is not intended to be a comprehensive survey of the services available to disabled people wanting training and jobs. It aims to show the problems facing young disabled people and adults in finding both training and jobs suited to their capacities, and the types of service and opportunities which they would find helpful.

**Work and disability 1977* by Mary Greaves MBE MA BSc (Econ) and Bert Massie BA DipSW CQSW; price £2.50 from the Disabled Living Foundation, 346 Kensington High Street, London W14 8NS.

Special exemption orders, May 1979

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

respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on May 31, 1979, according to the type of exemption granted were:

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		Total
		males	females	
Extended hours†	23,139	1,218	1,833	26,190
Double day shifts‡	40,146	3,552	2,773	46,471
Long spells	8,815	435	1,167	10,417
Night shifts	57,507	2,238	208	59,953
Part-time work§	14,739	168	316	15,223
Saturday afternoon work	6,198	273	234	6,705
Sunday work	49,728	1,367	1,997	53,092
Miscellaneous	5,935	381	257	6,573
Total	206,207	9,632	8,785	224,624

* The numbers shown are those stated by employees in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.
† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.
‡ Includes 17,551 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.

Disabled people

Returns of unemployed disabled people at May 10, 1979

Section 1	Males	Females	Total
Registered	46,008	7,290	53,298
Unregistered	54,202	14,202	68,404

Section 2	Males	Females	Total
Registered	7,039	1,464	8,503
Unregistered	2,876	875	3,751

Placings of disabled people from March 31 1979 to May 4 1979

		Males	Females	Total
Registered disabled people	Section 1	2,944	541	3,485
	Section 2	183	52	235
Unregistered* disabled people	Section 1	2,278	699	2,977
Total placings		5,405	1,292	6,697

* Only registered disabled people are placed in sheltered (Section 2) employment.
Notes: (a) Section 1 classifies those disabled people suitable for ordinary or open employment. Section 2 classifies those disabled people unlikely to obtain employment other than under sheltered conditions. (b) At April 16, 1979, the number of people registered under the Disabled Persons (Employment) Act, 1944 and 1958 was 482,006. (c) Unregistered disabled people are those who satisfy the eligibility conditions for registration, but have chosen not to register under the Disabled Persons (Employment) Act, 1944 (registration is voluntary).

Small firms

Small businesses are very much in the news lately and much is being done to encourage them to flourish and provide greater employment opportunities in the future. But what is a small business and how many of them are there?

Comprehensive statistical information is not available about the size of businesses but some idea can be gained through the annual census of employment which provides information about the size of individual workplaces rather than complete businesses. This information for individual workplaces, called census units, is needed because the cen-

sus provides figures for local areas as well as for the country as a whole.

The majority of census units are complete businesses but where a firm has separate branches each one is regarded as a census unit. Another difficulty, from the point of view of counting businesses, arises because the census information is collected from each paypoint that makes returns to the Inland Revenue under the PAYE scheme. Many firms have more than one paypoint, normally one for the monthly paid and another for weekly paid employees. In these cases each of the firm's branches will have two census units.

Census of Employment: 1976 United Kingdom Numbers of census units and employees by size band of employees

Size bands according to numbers of employees	Numbers of census units 000s	Numbers of employees 000s
1-10	770.3	2,898.7
11-24	153.4	2,432.2
25-49	68.7	2,348.4
50-99	34.9	2,406.9
100-199	18.8	2,601.5
Total 1-199	1,046.1	12,687.7

See also "How big is British business" *Employment Gazette* January 1978.

In addition the census of employment does not take into account businesses operated entirely by self-employed people, such as one-man concerns and partnerships.

The table shows the numbers of people working in individual census units employing less than 200, the commonly accepted maximum for a small business.

Part-time working

(Continued from page 675)

supplementary pension schemes provided that they earned more than the National Insurance threshold. Part-time workers who work more than 16 hours a week, or who have had five years or more continuous service of 8 hours or more a week have the same protection as full-time workers under unfair dismissal and redundancy legislation. Part-time workers are also covered by the 1970 Equal Pay Act and the 1975 Sex Discrimination Act.

Although pay and conditions of employment appear to be worse for part-timers, compared with full-timers, evidence from the General Household Survey shows that 56 per cent of part-time workers were "very satisfied" with their job, compared with 39 per cent of full-time employees*.

International comparisons

International comparisons within EEC countries are possible by making use of the labour force surveys for 1975 and 1977. Table 13 shows the proportion of workers who reported themselves as working part-time. It can be seen

Table 13 Proportion of workers in group working part-time in the EEC*, 1975, 1977, %

Country	All workers		Males		Females	
	1975	1977	1975	1977	1975	1977
Germany	9.0	9.6	1.1	1.1	22.8	24.4
France	6.6	7.3	2.1	2.3	14.0	15.2
Italy	4.6	2.5	2.7	1.2	9.9	5.9
Netherlands	5.6	5.9	1.5	1.5	18.6	19.0
Belgium	4.1	5.8	0.4	1.0	11.6	16.1
Luxembourg	5.0	4.1	(0.9)	(0.8)	15.4	12.3
UK	16.9	16.9	2.2	2.1	40.9	40.4
Ireland	4.0	3.7	1.8	1.6	9.9	9.6
Denmark	17.0	18.4	1.9	2.7	40.3	42.4
EEC	9.4	9.4	1.9	1.6	23.6	23.7

Source: EUROSTAT, Labour Force Sample Surveys
*Persons with a main occupation

Conclusion

The continuous growth of part-time working over the years indicates that this form of work has economic advantages for both employees and employers. Part-time working is a predominantly married female activity, though many in the post-retirement age groups also have part-time jobs. The characteristics of part-timers suggest that part-time work offers an alternative between working full-time and opting out of the labour force completely. ■

* General Household Survey, 1977, Table 4-7 relating to employees ages 16 or over, working more than 10 hours a week.

Questions in Parliament

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between June 20 and July 2 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Public expenditure cuts

Dr Keith Hampson (Ripon) asked the Secretary of State for Employment, which areas would be affected by the £9.8 million cut in Manpower Services Commission expenditure in relation to industrial training.

Mr Jim Lester: I am informed by the Manpower Services Commission that of the saving of £9.8 million to be made in MSC expenditure on industrial training in the current financial year, it is expected that just under £9 million will come from reduced MSC support for the ITB (industrial training boards) sector. The remainder will be found by reducing MSC expenditure in the non-board sector and on multi-industry items.

ITBs have been notified of the revised cash limits which now apply and are currently considering the necessary changes in their programmes. (June 22)

Mr John Grant (Islington Central) asked the Secretary of State for Employment if he would urge industrial training boards to retain special schemes, like the Engineering Industry Training Board's Girl Technician Award Scheme.

Mr Jim Lester: Industrial training boards are currently considering how the cuts in public funds made available to them should be applied. However, I am pleased to be able to reassure the Hon Member that the Engineering ITB has no plans to discontinue its programme of grants to encourage the recruitment and training of girls as technicians. (June 25)

Mr John Golding (Newcastle under Lyme) asked the Secretary of State for Employment, what had been the reduction in financial assistance from the Manpower Services Commission to the Engineering Industry Training Board at June prices.

Mr Jim Lester: I am informed by the Manpower Services Commission that information is not available at the price date requested. A reduction of £2.38 million has been made in the funds provisionally offered to the Engineering Industry Training Board amounting to £18.31 million in the 1979/80 financial year. The offer was made at April 1978 prices except in respect of some grant funded activities which were on a fixed price basis. (June 28)

Mr Arthur Lewis (Newham North West) asked the Secretary of State for Employment,

Department of Employment Ministers

Rt. Hon. James Prior M.P., Secretary of State

Earl of Gowrie, Minister of State

Jim Lester M.P., Parliamentary Under-Secretary of State

Patrick Mayhew M.P., Parliamentary Under-Secretary of State

pursuant to his reply Written Answers, Official Report, column 83, June 11 (quasi-autonomous non-governmental organisations) if he would list the costs of these, the memberships, salaries and expenses of the members, the meetings held, and what action he proposed to take to reduce this aspect of Government expenditure.

Mr Patrick Mayhew: The latest estimates of total costs to my Department of the bodies listed relate to the year 1979-80 and are as follows:

Advisory, Conciliation and Arbitration Service	10,127,000
Central Arbitration Committee	1,030,900
Certification Office for Trade Unions and Employers Associations	167,100
Health and Safety Commission	53,516,000
Industrial Tribunals	5,995,000
Manpower Services Commission (Included in this figure are the costs of Industrial Training Boards £42,600,000 and Levy Exemption Referees (Industrial Training) Expenses £1,000).	621,083,000
National Dock Labour Board (Contribution by Department of Employment to salaries of Chairman and Vice-Chairman)	13,990
Remploy Ltd	31,049,000

Civil Service Arbitration Tribunal Panel to consider Representations about Licences (Employment Agencies Act 1973)

78,000 (separate provision not readily identifiable)

Wages Councils

Memberships of the principal bodies concerned are shown in the publication "A Directory of Paid Public Appointments made by Ministers", a copy of which is in the Library. The salary rates shown therein have since been updated in accordance with the recommendations of the Review Body on Top Salaries, Reports Nos 10 and 11.

It is not possible to identify separately the expenses paid to members, but such payments involve reimbursement of necessary expenditure on travel, meals etc. Meetings of the bodies concerned are held to meet their own requirements and because of the work involved I could not undertake to provide a list of such meetings. At the request of the Prime Minister I am undertaking an urgent review of all the public bodies within my Department's field of responsibility. The dissolution of the Royal Commission on the Distribution of Income and Wealth has been announced. The figure given above for the Manpower Services Commission reflects a reduction in 1978/80 of £72 million compared with the Estimates published by the previous Administration. We shall also be considering expenditure plans for 1980/81 and beyond of the Commission and the other bodies. (June 29)

Mr Michael Meacher (Oldham West) asked the Secretary of State for Employment, by how much Government expenditure on sheltered employment facilities for, respectively, the mentally ill and the physically and mentally disabled would be reduced in 1979 and 1980 as a result of respectively, the announced £32 million cut in the Manpower Services Commission training programme and other cuts in public expenditure planned by the Government.

Mr Jim Lester pursuant to his reply June 28, 1979 gave the following information:

Government expenditure on sheltered employment facilities will not be affected by cuts in the Manpower Services Commission training programme and other cuts in public expenditure planned by the Government in 1979/80.

In the money for sheltered employment no distinction is made between mental and physical disability. (July 2).

Earnings

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment if he would publish a table comparing average earnings in each member state of the European Economic Community, in January 1979 or the latest available date, and expressed in local currencies, in European units of account, and in £ sterling.

Mr Jim Lester: The latest information is given in the table. Because of differences in national definitions and methods of compilation, the figures are not fully comparable. Moreover, international comparison of earnings statistics are not meaningful unless account is taken of (i) differences in taxation and social benefits, and (ii) differences in internal purchasing power which are not reflected in exchange rates.

The figures have been converted from national currencies at the average exchange rates for the months in question.

Average gross hourly earnings of manual workers* in April 1978

	National currency	European units of account	£ Sterling
United Kingdom	1.67 £	2.47	1.67
Belgium	184.0 Bfr	4.62	3.13
Denmark	40.17 DKR	5.72	3.87
France	16.69 Ffr	2.91	1.97
Germany FR	11.68 DM	4.58	3.09
Ireland†	1.57 £	2.39	1.57
Italy			
Luxembourg	217.0 Lux fr	5.45	3.69
Netherlands	12.63 Fl	4.63	3.13

Sources: Statistical Office of the European Communities. Irish Industrial Inquiries.

* Males and females in manufacturing, mining, quarrying and construction industries.

† March 1978, excluding construction.

... Not available.

(June 21)

New technology

Mr Robert Dunn (Dartford) asked the Secretary of State for Employment, what steps he intended to take to deal with the increasing amount of leisure time made available by the

increased use of technology; what were the implications for industrial relations; and if he would make known his conclusions.

Mr Jim Lester: There has been a great deal of speculation about the possibility of large scale unemployment and an increase in leisure time arising out of the application of new technology in British industry. My Department established a study group on micro-electronics last July to look into the potential impact of the new technology on employment. The group is considering, amongst other things, the possibility of increased leisure time; the implications for industrial relations; the likelihood of skill shortages; and the need for training and retraining to meet new skill requirements. The group hopes to finalise its report in the next month or so and it is intended that its findings should be made public. (June 26)



Working mothers

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment how many lone parents with children of school age were in full or part-time employment.

Mr Jim Lester: It is estimated that in 1976, the latest year for which estimates have been made, about 150,000 lone mothers with school age children worked full time and about 125,000 worked part time. Corresponding information for male lone parents is not available.

Remploy Ltd

Mr Michael Meacher (Oldham West) asked the Secretary of State for Employment, what was the size of the Government subsidy to Remploy in the current financial year and over the last five years, and the number and proportion of Remploy employees with psychiatric disabilities

Mr Howell also asked the Secretary of State for Employment what his latest estimate was of the number of mothers with school-age children who were in full or part-time employment; and if he could break this figure down by the age of the children.

Mr Jim Lester: It is estimated that in 1977 about one million mothers with children aged five or over worked full time and about two million worked part time. It is not possible to break down the figures by the age of the children. (June 21)

Redundancies

Mr George Park (Coventry North East) asked the Secretary of State for Employment, what had been the numbers of workers involved in redundancies in the recorded closures of manufacturing industrial establishments for the last six months.

Mr Patrick Mayhew: I regret that the information as requested is not available. However, the following table sets out the total number of redundancies where closure of the establishment is involved (excluding the construction industry), notified to the Secretary of State in the last six months, in accordance with the provisions of section 100 of the Employment Protection Act 1975.

December 1978	9,033
January 1979	15,425
February 1979	16,213
March 1979	21,124
April 1979	12,048
May 1979	10,722

(June 20)

in each of these years.

Mr Jim Lester pursuant to his reply June 28, 1979 gave the following information.

I am informed by the Manpower Services Commission that the information requested is as follows: (July 2)

Department of Employment subvention to Remploy

	£ million					
	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
Revenue	10.114	15.001	16.523	20.204	22.705	26.557
Interest-free loans for Capital Items	1.141	1.797	2.387	1.876	2.247	4.470
Total	11.255	16.798	18.910	22.080	24.952	31.027

Numbers and proportion* of Remploy employees with mental disabilities as at March of:

	Psychoneuroses		Other mental illnesses		Mentally subnormal	
	Number	%	Number	%	Number	%
1974	299	3.7	388	4.8	727	9.0
1975	332	4.0	399	4.8	797	9.6
1976	365	4.3	433	5.1	908	10.7
1977	351	4.4	399	5.0	861	10.8
1978	363	4.6	403	5.1	884	11.2
1979	Information not yet available					

*Proportion of the severely disabled workforce.

Monthly Statistics

Summary

Employment in Production Industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-May 1979 was 8,999,800 (6,742,900 males and 2,256,900 females). The total included 7,075,100 (5,004,100 males and 2,071,000 females) in manufacturing industries, and 1,244,000 (1,142,100 males and 101,900 females) in construction. The total in these production industries was 9,000 higher than that for April 1979 and 60,700 lower than in May 1978. The total in manufacturing industries was 1,600 lower than in April 1979 and 75,800 lower than in May 1978. The number in construction was 11,000 higher than in April 1979 and 15,900 higher than in May 1978. The seasonally adjusted index for the production industries (av 1970 = 100) was 88.1 (88.1 at mid-April) and for manufacturing industries 86.9 (96.8 at mid-April).

Unemployment

The number of unemployed, excluding school leavers in Great Britain on June 14, 1979 was 1,143,992. After adjustment for normal seasonal variations, the number was 1,220,800, representing 5.2 per cent of all employees, compared with 1,247,200 in June 1979. In addition, there were 137,110 unemployed school-leavers so that the total number unemployed was 1,281,102, a rise of 42,634 since May 10, 1979. This total represents 5.4 per cent of all employees. Of the number unemployed in June 1979, 265,875 (20.8 per cent) had been on the register for up to four weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 8, 1979 was 275,447; 9,089 higher than on May 4, 1979. After adjustment for normal seasonal variations, the number was 261,000, compared with 255,800 in June 1979. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on June 8, 1979 was 37,210; 3,749 lower than on May 4, 1979.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on June 14, 1979 was 5,490, a fall of 2,052 since May 10, 1979.

Overtime and short-time

In the week ended May 5, 1979 the estimated number of operatives working overtime in manufacturing industries, was 1,863,200. This is about 36.8 per cent of all operative. Each operative worked an average of 8.4 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 15.32 millions (16.38 millions in April). In the same week the estimated number on short-time in these industries was 31,800 or about 0.6 per cent of all operatives, each losing 13.2 hours on average.

Average earnings

In May 1979 the "New series" index of average earnings of employees in all industries in Great Britain was 13.2 per cent higher than in May 1978. The seasonally adjusted "older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 372.4 (January 1970 = 100) compared with 368.1 in April 1979 and was 14.2 per cent higher than in May 1978.

Basic rates of wages

At June 30, 1979, the index of basic weekly rates of wages of manual workers was 11.3 per cent higher than at June 30, 1978. The index was 293.2 (July 31, 1972 = 100).

Index of retail prices

The index of retail prices for all items for June 12, 1979 was 219.6 (January 15, 1974 = 100). This represents an increase of 1.7 per cent on May 1979 (215.9) and of 11.4 per cent on June 1978 (197.2).

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in June which came to the notice of the Department of Employment was 127, involving approximately 154,400 workers. During the month approximately 213,400 workers were involved in stoppages, including some which had continued from the previous month, and 588,000 working days were lost, including 219,000 lost through stoppages which had continued from the previous month.

Industrial analysis of employees in employment

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-May 1979, for the two preceding months and for May 1978.

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

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

Employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	May 1978*			March 1979*			April 1979*			May 1979*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Total, Index of Production Industries†‡													
		6,787.8	2,272.7	9,060.5	6,738.4	2,256.7	8,995.0	6,736.4	2,254.5	8,990.8	6,742.9	2,256.9	8,999.8
Total, all manufacturing industries‡													
		5,061.9	2,089.0	7,150.9	5,018.4	2,070.7	7,089.1	5,008.2	2,068.5	7,076.7	5,004.1	2,071.0	7,075.1
Mining and quarrying													
Coal mining	II	327.2	14.4	341.7	319.1	14.4	333.5	320.4	14.4	334.9	320.2	14.4	334.7
Food, drink and tobacco													
Grain milling	211	15.9	4.8	20.8	15.4	4.8	20.2	15.8	4.8	20.6	15.7	4.7	20.4
Bread and flour confectionery	212	63.0	35.5	98.5	62.6	36.1	98.8	62.4	36.5	99.0	62.2	36.7	98.9
Biscuits	213	16.4	26.4	42.8	16.0	25.3	41.3	16.1	25.6	41.7	16.2	25.9	42.1
Bacon curing, meat and fish products	214	52.8	48.8	101.6	51.5	48.6	100.2	51.3	48.4	99.7	51.5	48.6	100.1
Milk and milk products	215	42.2	15.6	57.8	41.0	15.1	56.0	41.4	15.3	56.7	41.6	15.7	57.3
Sugar	216	8.6	2.9	11.5	8.2	2.7	10.9	8.3	2.7	11.0	8.3	2.7	11.1
Cocoa, chocolate and sugar confectionery	217	33.0	39.0	72.0	33.2	38.2	71.4	33.2	38.8	72.0	33.3	38.6	71.9
Fruit and vegetable products	218	27.3	30.8	58.1	26.7	29.9	56.7	26.7	29.9	56.6	26.5	29.7	56.2
Animal and poultry foods	219	21.4	4.7	26.1	21.3	4.7	26.0	21.1	4.6	25.7	21.0	4.6	25.6
Vegetable and animal oils and fats	221	5.7	1.4	7.2	5.8	1.5	7.3	5.8	1.5	7.3	5.8	1.6	7.4
Food industries not elsewhere specified	229	19.8	13.8	33.6	19.2	13.3	32.6	19.3	13.1	32.4	19.4	13.3	32.8
Brewing and malting	231	55.8	12.9	68.7	55.4	12.7	68.1	55.4	12.7	68.1	55.4	12.7	68.1
Soft drinks	232	16.5	9.6	26.1	15.7	9.0	24.7	15.8	9.0	24.8	16.2	9.7	25.9
Other drinks industries	239	20.5	13.5	34.0	20.4	13.3	33.7	20.7	13.7	34.4	20.8	13.7	34.5
Tobacco	240	14.6	16.0	30.5	14.5	15.0	29.5	14.5	15.0	29.5	14.4	14.9	29.4
Coal and petroleum products													
Coke ovens and manufactured fuel	261	10.0	0	10.0	10.0	0	10.0	10.0	0	10.0	10.0	0	10.0
Mineral oil refining	262	16.5	2.1	18.6	16.3	2.0	18.3	16.3	2.0	18.3	16.3	2.0	18.3
Lubricating oils and greases	263	5.9	1.5	7.5	6.1	1.5	7.6	6.1	1.5	7.6	6.1	1.6	7.6
Chemicals and allied industries													
General chemicals	271	113.4	22.2	135.7	115.0	22.3	137.3	115.1	22.4	137.5	114.9	22.3	137.2
Pharmaceutical chemicals and preparations	272	40.8	32.1	72.9	41.5	32.4	73.9	41.6	32.6	74.2	41.5	32.6	74.1
Toilet preparations	273	8.6	14.9	23.5	8.8	14.5	23.3	8.7	14.8	23.5	8.9	14.8	23.6
Paint	274	19.5	7.4	26.9	19.5	7.2	26.7	19.5	7.2	26.7	19.5	7.2	26.7
Soap and detergents	275	10.4	6.4	16.7	10.4	6.5	16.9	10.5	6.5	17.0	10.6	6.6	17.1
Synthetic resins and plastics materials and synthetic rubber	276	42.7	8.5	51.2	42.7	8.3	51.0	42.6	8.3	50.9	42.8	8.3	51.1
Dyestuffs and pigments	277	18.6	3.4	22.0	18.3	3.4	21.7	18.2	3.4	21.6	18.2	3.4	21.5
Fertilisers	278	9.5	1.6	11.1	9.7	1.7	11.4	9.7	1.7	11.3	9.7	1.7	11.3
Other chemical industries	279	42.2	26.3	68.5	42.5	25.7	68.2	42.6	25.6	68.2	42.7	25.7	68.4
Metal manufacture													
Iron and steel (general)	311	204.2	19.6	223.8	196.1	18.8	214.9	194.7	18.8	213.4	194.4	18.7	213.1
Steel tubes	312	41.8	6.7	48.6	40.4	6.3	46.7	40.2	6.3	46.5	40.2	6.3	46.5
Iron castings etc.	313	68.9	6.8	75.8	67.2	6.9	74.1	66.9	7.2	74.1	67.0	7.2	74.3
Aluminium and aluminium alloys	321	42.7	7.5	50.2	42.1	7.3	49.4	42.3	7.2	49.4	42.2	7.2	49.4
Copper, brass and other copper alloys	322	33.8	8.3	42.1	34.0	8.5	42.5	33.8	8.4	42.2	33.8	8.4	42.1
Other base metals	323	17.7	4.1	21.8	16.9	3.8	20.8	16.8	3.7	20.5	16.7	3.7	20.4
Mechanical engineering													
Agricultural machinery (except tractors)	331	25.2	4.1	29.3	24.2	3.9	28.2	24.2	4.0	28.2	24.2	4.0	28.1
Metal-working machine tools	332	55.8	9.3	65.1	54.6	9.2	63.9	54.9	9.2	64.1	54.4	9.1	63.5
Pumps, valves and compressors	333	69.6	14.4	84.0	69.4	14.5	83.9	69.2	14.3	83.5	69.0	14.3	83.3
Industrial engines	334	25.6	4.2	29.8	24.8	3.9	28.7	24.3	3.8	28.1	23.6	3.6	27.2
Textile machinery and accessories	335	20.0	3.5	23.5	19.3	3.5	22.9	19.2	3.5	22.7	18.9	3.4	22.4
Construction and earth-moving equipment	336	38.6	4.4	43.0	38.3	4.3	42.7	38.1	4.3	42.4	37.9	4.3	42.2
Mechanical handling equipment	337	52.7	8.5	61.2	51.8	8.6	60.4	51.4	8.4	59.8	51.5	8.2	59.7
Office machinery	338	15.8	6.5	22.3	16.1	6.7	22.8	16.1	6.7	22.8	16.1	6.7	22.8
Other machinery	339	179.5	35.9	215.4	178.0	35.5	213.4	177.6	35.3	212.9	176.9	35.4	212.3
Industrial (including process) plant and steelwork	341	139.3	17.1	156.4	136.5	16.9	153.3	137.0	16.7	153.7	138.2	16.7	154.9
Ordnance and small arms	342	17.3	4.3	21.6	16.9	4.3	21.2	16.8	4.3	21.0	16.1	4.3	20.3
Other mechanical engineering not elsewhere specified	349	141.7	32.3	174.1	139.0	31.8	170.8	138.2	31.7	169.9	138.0	31.5	169.5
Instrument engineering													
Photographic and document copying equipment	351	8.8	2.9	11.7	8.7	2.8	11.5	8.6	2.8	11.4	8.6	2.7	11.3
Watches and clocks	352	5.4	6.4	11.8	5.3	6.3	11.6	5.3	6.3	11.6	5.3	6.6	11.8
Surgical instruments and appliances	353	15.4	10.9	26.3	15.3	10.8	26.1	15.2	10.8	26.0	15.3	10.9	26.2
Scientific and industrial instruments and systems	354	64.9	32.1	97.0	66.2	32.9	99.2	66.1	32.8	99.0	65.8	32.8	98.7
Electrical engineering													
Electrical machinery	361	100.3	33.0	133.3	100.0	32.6	132.6	99.9	32.5	132.4	100.1	32.5	132.6
Insulated wires and cables	362	31.1	12.3	43.4	31.3	12.0	43.2	31.1	11.9	43.0	31.0	11.9	42.9
Telegraph and telephone apparatus and equipment	363	41.0	24.6	65.5	39.7	25.4	65.1	39.5	25.4	64.9	39.2	25.2	64.4
Radio and electronic components	364	63.5	64.6	128.1	64.3	65.8	130.1	64.0	65.6	129.6	63.7	65.0	128.7
Broadcast receiving and sound reproducing equipment	365	24.1	25.9	50.1	22.9	24.2	47.1	22.6	23.3	45.8	22.6	23.2	45.7

* Estimates in these columns are subject to revision when the results of the June 1977 census of employment are available.

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

‡ Order III-XIX.

§ Under 1,000.

¶ From February 1978 there has been a change in the method of estimating the construction figures. For further details see page 511 of the May 1978 issue of *Employment Gazette*.

Employees in employment: Great Britain (continued)

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	May 1978§			March 1979§			April 1979§			May 1979§		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Electrical Engineering (cont)													
Electronic computers	366	33.0	12.0	44.9	34.3	12.7	47.0	34.4	12.8	47.1	34.5	12.9	47.3
Radio, radar and electronic capital goods	367	67.5	26.6	94.1	68.6	26.3	94.9	68.5	26.3	94.9	68.7	26.3	95.1
Electric appliances primarily for domestic use	368	41.3	20.5	61.8	41.5	21.2	62.7	40.8	20.7	61.6	40.9	20.6	61.5
Other electrical goods	369	63.4	54.2	117.5	64.1	52.6	116.7	63.9	52.6	116.5	63.8	52.7	116.4
Shipbuilding and marine engineering	X	161.7	13.2	174.9	155.6	13.2	168.8	155.3	13.1	168.4	154.8	13.1	167.9
Vehicles	XI	671.9	93.0	764.9	666.3	92.1	758.4	667.4	92.3	759.7	667.0	92.6	759.6
Wheeled tractor manufacturing	380	32.4	2.6	35.0	31.1	2.5	33.6	31.2	2.5	33.6	31.2	2.5	33.7
Motor vehicle manufacturing	381	423.7	58.1	481.8	412.9	56.1	469.0	413.9	56.2	470.1	413.3	56.5	469.8
Motor cycle, tricycle and pedal cycle manufacturing	382	10.2	3.4	13.6	10.2	3.2	13.5	10.1	3.2	13.3	10.0	3.2	13.2
Aerospace equipment manufacturing and repairing	383	164.7	26.6	191.3	170.2	28.0	198.2	170.5	28.2	198.6	170.7	28.2	198.9
Locomotives and railway track equipment	384	16.9	1.0	17.9	17.2	1.0	18.3	17.2	1.0	18.2	17.2	1.0	18.2
Railway carriages and wagons and trams	385	24.0	1.2	25.2	24.6	1.2	25.9	24.6	1.2	25.8	24.6	1.2	25.9
Metal goods not elsewhere specified	XII	385.3	150.6	535.9	382.1	147.6	529.7	379.4	146.6	526.0	381.1	146.4	527.6
Engineers' small tools and gauges	390	48.5	12.4	60.8	48.9	12.4	61.4	48.4	12.2	60.6	48.5	12.3	60.8
Hand tools and implements	391	13.1	6.2	19.3	12.8	6.0	18.8	12.7	5.9	18.6	12.5	5.9	18.4
Cutlery, spoons, forks and plated tableware etc.	392	7.8	5.0	12.8	7.6	4.5	12.1	7.5	4.5	12.0	7.6	4.3	11.9
Bolts, nuts, screws, rivets, etc.	393	24.0	10.0	34.0	23.9	9.6	33.6	23.7	9.6	33.3	23.7	9.5	33.3
Wire and wire manufactures	394	28.6	7.6	36.3	27.9	7.6	35.5	27.8	7.7	35.5	27.8	7.6	35.5
Cans and metal boxes	395	17.8	13.2	31.0	17.3	12.3	29.6	17.2	12.3	29.5	17.3	12.2	29.6
Jewellery and precious metals	396	14.3	8.0	22.3	13.9	7.8	21.7	13.8	7.6	21.5	13.9	7.5	21.4
Metal industries not elsewhere specified	399	231.1	88.2	319.3	229.6	87.4	317.0	228.3	86.9	315.2	229.8	87.0	316.8
Textiles	XIII	253.4	209.3	462.7	249.8	205.4	455.2	248.4	204.1	452.6	248.2	204.4	452.6
Production of man-made fibres	411	26.4	4.2	30.5	26.2	4.2	30.5	26.2	4.2	30.4	26.2	4.2	30.4
Spinning and doubling on the cotton and flax systems	412	26.8	20.2	47.0	25.7	19.5	45.2	25.5	19.4	44.9	25.2	19.7	44.9
Weaving of cotton, linen and man-made fibres	413	22.3	14.9	37.2	22.1	14.7	36.8	22.0	14.6	36.6	22.0	14.6	36.6
Woolen and worsted	414	44.1	34.7	78.8	42.4	33.1	75.5	42.5	33.0	75.4	42.7	33.2	75.9
Jute	415	5.4	2.8	8.1	5.5	2.8	8.3	5.5	2.8	8.3	5.5	2.7	8.2
Rope twine and net	416	2.6	2.6	5.2	2.5	2.5	5.1	2.5	2.6	5.1	2.6	2.6	5.2
Hosiery and other knitted goods	417	38.0	76.2	114.2	37.3	75.1	112.3	37.0	74.9	111.9	37.0	74.9	111.8
Lace	418	2.3	2.8	5.2	2.6	2.7	5.2	2.6	2.6	5.2	2.7	2.5	5.2
Carpets	419	21.4	11.3	32.7	21.2	11.3	32.6	21.1	11.1	32.2	21.1	11.1	32.2
Narrow fabrics (not more than 30 cm wide)	421	6.0	7.1	13.1	5.7	6.9	12.6	5.7	6.9	12.6	5.7	6.9	12.6
Made-up textiles	422	8.0	13.1	21.1	8.0	13.4	21.4	8.0	13.3	21.3	8.0	13.2	21.2
Textile finishing	423	31.9	13.5	45.4	32.4	13.3	45.7	32.0	13.1	45.0	31.9	13.1	45.0
Other textile industries	429	18.3	5.8	24.1	18.1	5.8	23.9	17.9	5.6	23.5	17.8	5.7	23.5
Leather, leather goods and fur	XIV	22.8	17.6	40.4	22.1	17.3	39.4	21.7	17.3	39.0	21.8	17.5	39.2
Leather (tanning and dressing) and fellmongery	431	14.2	4.1	18.3	13.9	4.1	18.0	13.7	4.1	17.8	13.7	4.2	17.9
Leather goods	432	6.4	11.8	18.2	6.2	11.6	17.7	6.0	11.5	17.5	6.0	11.6	17.6
Fur	433	2.2	1.7	3.9	2.0	1.6	3.7	2.0	1.7	3.7	2.1	1.7	3.8
Clothing and footwear	XV	87.6	276.1	363.6	86.4	276.2	362.7	86.8	276.9	363.6	86.9	277.0	363.9
Weatherproof outerwear	441	3.7	14.3	18.0	3.7	13.8	17.4	3.7	13.7	17.4	3.7	13.6	17.3
Men's and boys' tailored outerwear	442	15.1	54.7	69.8	14.3	54.4	68.8	14.5	54.6	69.1	14.7	54.8	69.5
Women's and girls' tailored outerwear	443	10.4	28.4	38.7	10.2	29.0	39.2	10.2	29.1	39.3	10.1	28.6	38.7
Overalls and men's shirts, underwear etc.	444	5.7	31.2	36.9	5.9	31.9	37.8	5.9	31.8	37.7	6.0	32.1	38.0
Dresses, lingerie, infants' wear, etc.	445	13.1	78.6	91.7	13.2	78.1	91.3	13.5	78.8	92.3	13.4	78.7	92.2
Hats, caps and millinery	446	1.4	3.4	4.8	1.4	3.5	4.8	1.4	3.3	4.7	1.4	3.3	4.7
Dress industries not elsewhere specified	449	5.8	23.5	29.3	5.7	23.7	29.4	5.7	23.8	29.5	5.6	23.9	29.5
Footwear	450	32.4	42.0	74.4	32.0	42.0	74.0	31.9	41.8	73.8	32.0	41.9	74.0
Bricks, pottery, glass, cement, etc.	XVI	199.4	62.5	261.9	199.3	60.7	259.9	199.2	60.5	259.7	198.6	60.5	259.1
Bricks, fireclay and refractory goods	461	35.2	4.2	39.5	35.1	4.3	39.4	35.2	4.3	39.5	35.3	4.3	39.6
Pottery	462	31.2	30.0	61.2	30.7	28.4	59.1	30.5	28.3	58.7	30.3	28.2	58.6
Glass	463	52.7	15.8	68.5	52.7	15.4	68.1	52.6	15.5	68.0	52.5	15.4	68.0
Cement	464	12.2	1.1	13.3	12.3	1.2	13.5	12.4	1.2	13.5	12.4	1.2	13.6
Abrasives and building materials etc. not elsewhere specified	469	68.1	11.4	79.5	68.4	11.4	79.8	68.6	11.3	79.8	68.1	11.4	79.4
Timber, furniture, etc.	XVII	207.3	49.9	257.2	210.2	50.3	260.5	209.8	50.1	259.9	210.1	50.1	260.2
Timber	471	75.3	11.8	87.1	75.7	11.9	87.6	75.4	11.9	87.3	75.2	11.9	88.1
Furniture and upholstery	472	72.3	17.0	89.3	73.1	17.1	90.3	72.9	17.1	90.0	72.4	17.1	89.5
Bedding etc.	473	9.8	9.3	19.1	10.0	9.5	19.4	10.0	9.4	19.4	9.9	9.5	19.4
Shop and office fitting	474	23.5	4.2	27.7	24.2	4.3	28.4	24.2	4.2	28.4	24.2	4.2	28.4
Wooden containers and baskets	475	11.7	3.3	15.0	11.9	3.4	15.3	12.0	3.3	15.3	12.0	3.4	15.4
Miscellaneous wood and cork manufacture	479	14.8	4.2	19.0	15.4	4.2	19.6	15.4	4.0	19.4	15.4	4.1	19.5
Paper, printing and publishing	XVIII	362.5	173.4	535.9	362.6	175.0	537.6	362.5	175.2	537.7	362.4	175.7	538.1
Paper and board	481	51.8	10.5	62.3	51.5	10.0	61.5	51.4	10.0	61.5	51.1	10.0	61.2
Packaging products of paper, board and associated materials	482	50.8	28.9	79.8	51.0	28.2	79.2	51.0	28.4	79.4	51.1	28.5	79.6
Manufactured stationery	483	19.8	16.0	35.8	20.4	16.1	36.5	20.3	16.0	36.3	20.3	15.9	36.3
Manufactures of paper and board not elsewhere specified	484	14.9	9.6	24.5	14.6	9.0	23.6	14.6	9.1	23.6	14.6	9.1	23.7
Printing and publishing of newspapers	485	59.2	17.1	76.3	58.8	17.9	76.8	59.0	17.9	77.0	58.9	17.8	76.7
Printing and publishing of periodicals	486	41.1	20.0	61.1	41.4	21.1	62.5	41.4	21.0	62.4	41.4	21.0	62.4
Other printing, publishing, bookbinding engraving, etc.	489	125.0	71.1	196.1	124.8	72.7	197.5	124.8	72.7	197.5	124.9	73.4	198.3
Other manufacturing industries	XIX	208.3	116.9	325.3	208.6	116.4	325.0	207.5	116.9	324.4	205.3	117.8	323.1
Rubber	491	85.2	24.6	109.8	83.1	23.6	106.8	82.5	23.6	106.1	80.4	23.5	103.9
Linoleum, plastics floor-covering, leather cloth, etc.	492	11.3	2.6	13.9	10.7	2.5	13.3	10.6	2.5	13.1	10.5	2.5	13.1
Brushes and brooms	493	4.0	4.7	8.7	4.2	4.9	9.2	4.2	5.0	9.1	4.1	5.0	9.2
Toys games, children's carriages and sports equipment	494	17.1	24.0	41.1	17.4	23.6	41.0	17.3	23.6	41.0	17.4	24.2	41.6
Miscellaneous stationers' goods	495	4.1	4.1	8.2	4.2	4.2	8.4	4.2	4.2	8.4	4.1	4.4	8.6
Plastics products not elsewhere specified	496	74.8	45.5	120.3	76.2	45.6	121.8	75.9	45.8	121.7	75.8	45.9	121.7
Miscellaneous manufacturing industries	499	11.8	11.4	23.3	12.7	12.0	24.7	12.8	12.2	25.1	12.9	12.2	25.2
Construction	5												

Area statistics of unemployment

The following table shows the numbers unemployed in the assisted areas, certain local areas and counties, together with their percentage rates of unemployment. The composition of the assisted areas changed from April 14, 1977. A full description of the assisted areas as they were prior to April 14 is given on page 1021 of the November 1974 issue of *Employment Gazette* and an article on page 578 of the June 1977 issue of *Employment Gazette* describes the changes which took effect on April 14. The unemployment rates take account of the review of travel-to-work areas announced on pages 815 to 816 of the July 1978 issue of *Employment Gazette*.

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at June 14, 1979.

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS†									
South Western DA	10,219	3,462	13,681	8.2	*Reading	3,270	1,225	4,495	2.7
Falmouth SDA	1,594	243	1,837	16.4	*Slough	1,674	651	2,325	2.0
Hull and Grimsby DA	13,637	4,796	18,433	7.1	*Southampton	5,685	2,369	8,054	3.7
Whitby and Scarborough DA	1,119	364	1,483	4.8	*Southend-on-Sea	7,978	3,131	11,109	5.7
Merseyside SDA	60,620	26,380	87,000	11.5	*St Albans	1,277	502	1,779	2.0
Northern DA	81,449	37,646	119,095	8.6	*Stevenage	900	518	1,418	2.5
North East SDA	56,136	24,385	80,521	9.4	*Tunbridge Wells	1,492	524	2,016	2.5
West Cumberland SDA	2,994	1,901	4,895	8.2	*Watford	1,988	731	2,719	2.2
Welsh DA	47,304	22,575	69,879	7.6	*Worthing	1,498	466	1,964	3.4
North West Wales SDA	3,513	1,339	4,852	9.2	East Anglia				
South Wales SDA	13,219	7,312	20,531	8.9	Cambridge	1,513	654	2,167	2.6
Scottish DA	114,247	63,856	178,103	8.5	Great Yarmouth	1,388	396	1,784	4.8
Dundee and Arbroath SDA	6,093	3,917	10,010	9.4	*Ipswich	2,908	1,139	4,047	3.7
Girvan SDA	267	178	445	10.5	*Lowestoft	1,166	439	1,605	5.7
Glenrothes SDA	724	761	1,485	8.0	*Norwich	3,821	1,421	5,242	4.2
Leven and Methil SDA	990	568	1,558		Peterborough	2,317	1,246	3,563	5.2
Livingston SDA	946	830	1,776	10.2	South West				
West Central Scotland SDA	63,366	33,685	97,051	9.9	Bath	1,751	636	2,387	5.1
Total all Development Areas	328,595	159,079	487,674	8.7	*Bournemouth	4,463	1,407	5,870	4.2
Of which, Special Development Areas	210,462	101,499	311,961	10.1	Bristol	12,843	4,628	17,471	5.5
Northern Ireland	42,974	19,789	62,763	11.1	*Cheltenham	1,842	728	2,570	3.6
INTERMEDIATE AREAS†					*Chippenham	723	491	1,214	4.4
South Western	6,877	3,711	10,588	8.4	*Exeter	2,588	1,164	3,752	5.1
Oswestry	542	214	756	5.6	Gloucester	1,917	1,120	3,037	4.6
High Peak	787	442	1,229	2.7	*Plymouth	6,704	3,645	10,349	8.5
North Lincolnshire	1,734	814	2,548	6.5	*Salisbury	1,052	622	1,674	4.3
North Midlands	7,003	2,412	9,415	5.1	Swindon	2,892	1,342	4,234	5.3
Yorks and Humberside	65,568	31,471	97,039	5.4	Taunton	1,071	466	1,537	3.8
North West	77,779	35,922	113,701	5.5	*Torbay	3,229	1,104	4,333	6.2
North Wales	2,127	816	2,943	7.6	*Trowbridge	646	370	1,016	4.0
South East Wales	4,676	2,534	7,210	6.7	*Yeovil	903	680	1,583	3.9
Aberdeen	3,232	1,434	4,666	3.7	West Midlands				
Total all intermediate areas	170,325	79,770	250,095	5.5	Birmingham	29,094	10,863	39,957	5.7
Local areas (by region)					Burton-upon-Trent	881	428	1,309	3.6
South East					*Coventry	9,738	5,421	15,159	6.2
*Aldershot	1,524	658	2,182	2.6	*Dudley/Sandwell	8,662	3,950	12,612	4.3
*Aylesbury	669	336	1,005	2.3	Hereford	1,143	609	1,752	4.9
*Basingstoke	1,041	531	1,572	3.4	*Kidderminster	1,330	652	1,982	5.0
*Bedford	1,579	1,046	2,625	3.2	Leamington	1,257	634	1,891	3.8
*Braintree	820	487	1,307	3.7	*Oakengates	2,882	1,618	4,500	7.9
*Brighton	5,286	1,788	7,074	5.2	Redditch	966	533	1,499	4.5
*Canterbury	1,440	593	2,033	5.2	Rugby	901	615	1,516	4.9
*Chatham	4,662	2,594	7,256	6.2	Shrewsbury	1,070	375	1,445	3.5
*Chelmsford	1,416	677	2,093	3.1	*Stafford	1,181	600	1,781	3.2
*Chichester	1,284	454	1,738	3.6	*Stoke on Trent	6,547	2,434	8,981	4.4
*Colchester	1,686	881	2,567	4.4	*Walsall	6,809	3,529	10,338	5.8
*Crawley	2,279	849	3,128	1.9	*Wolverhampton	6,199	3,097	9,296	6.4
*Eastbourne	1,100	263	1,363	3.3	*Worcester	2,140	850	2,990	4.2
*Guildford	1,458	456	1,914	2.0	East Midlands				
*Harlow	1,509	798	2,307	3.1	*Chesterfield	3,253	1,260	4,513	5.5
*Hastings	1,700	558	2,258	5.2	*Coalville	1,229	368	1,597	3.5
*Hertford	454	175	629	1.6	Corby	1,333	791	2,124	6.9
*High Wycombe	1,296	445	1,741	1.9	*Derby	3,851	1,752	5,603	3.8
*Hitchin	963	476	1,439	2.7	Kettering	693	310	1,003	3.4
*Luton	3,709	1,975	5,684	4.3	*Leicester	7,956	3,259	11,215	4.8
Maidstone	1,803	798	2,601	3.3	Lincoln	2,719	1,657	4,376	6.9
*Newport (IoW)	1,248	354	1,602	3.9	Loughborough	869	450	1,319	3.0
*Oxford	4,559	2,341	6,900	3.9	Mansfield	2,826	960	3,786	6.2
*Portsmouth	7,208	3,183	10,391	5.2	*Northampton	2,334	963	3,297	3.1
*Ramsgate	1,783	680	2,463	7.1	*Nottingham	13,158	4,155	17,313	5.1
					*Sutton-in-Ashfield	1,139	257	1,396	4.0
					Yorkshire and Humberside				
					Barnsley	3,780	1,705	5,485	6.8
					*Bradford	7,546	3,149	10,695	6.3
					*Castleford	2,765	1,288	4,053	6.5
					*Dewsbury	2,248	868	3,116	4.7
					*Doncaster	5,145	3,349	8,494	7.7
					Grimsby	3,465	1,095	4,560	6.0
					*Halifax	2,008	793	2,801	3.6
					Harrowgate	859	360	1,219	3.5
					Huddersfield	2,404	1,468	3,872	4.3
					*Hull	10,172	3,701	13,873	7.6
					Keighley	924	479	1,403	4.7
					*Leeds	11,964	4,912	16,876	4.9
					*Mexborough	1,945	1,163	3,108	10.2
					Rotherham	3,256	1,600	4,856	8.0
					*Scunthorpe	2,171	1,573	3,744	5.9
					*Sheffield	10,216	4,572	14,788	5.3
					*Wakefield	2,652	1,260	3,912	5.3
					York	2,107	936	3,043	3.6
					North West				
					*Accrington	809	441	1,250	4.2
					*Ashton-under-Lyne	2,889	1,404	4,293	4.5
					*Birkenhead	11,252	5,460	16,712	10.7
					*Blackburn	4,252	1,389	5,641	6.4
					*Blackpool	4,282	1,864	6,146	5.7
					*Bolton	4,415	2,106	6,521	5.9

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at June 14, 1979 (continued)

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
*Burnley	1,251	816	2,067	4.1	COUNTIES (by region)‡				
*Bury	1,802	966	2,768	4.4	South East				
*Chester	2,318	1,039	3,357	6.3	Bedfordshire	5,123	2,969	8,092	3.9
*Crewe	1,548	1,086	2,634	4.2	Berkshire	5,641	2,230	7,871	2.5
*Lancaster	2,057	900	2,957	6.3	Buckinghamshire	3,610	1,946	5,556	3.1
*Leigh	1,693	950	2,643	6.1	East Sussex	7,956	2,589	10,545	4.8
*Liverpool	42,759	16,640	59,399	12.3	Essex	15,556	6,616	22,172	4.6
*Manchester	28,579	9,748	38,327	5.4	Greater London (GLC area)	99,204	31,313	130,517	3.4
*Nelson	696	416	1,112	4.3	Hampshire	16,225	6,937	23,162	4.0
*Northwich	1,113	707	1,820	4.6	Hertfordshire	7,048	2,876	9,924	2.3
*Oldham	2,607	1,171	3,778	3.8	Isle of Wight	1,248	354	1,602	3.9
*Preston	4,850	2,776	7,626	5.3	Kent	17,477	7,568	25,045	4.9
*Rochdale	2,041	925	2,966	5.7	Oxfordshire	5,427	2,791	8,218	4.0
Southport	1,666	800	2,466	7.5	Surrey	5,400	1,609	7,009	2.0
*St. Helens	3,303	1,880	5,183	8.0	West Sussex	4,577	1,595	6,172	2.6
*Warrington	2,816	1,738	4,554	5.8	East Anglia				
*Widnes	3,306	2,400	5,706	10.4	Cambridgeshire	6,064	2,860	8,924	4.1
*Wigan	4,011	2,679	6,690	9.5	Norfolk	9,373	3,493	12,866	5.0
North					Suffolk	6,442	2,603	9,045	4.0
*Ainwick	475	288	763	7.1	South West				
*Carlisle	1,670	1,127	2,797	5.6	Avon	16,344	6,084	22,428	5.6
*Central Durham	3,317	1,565	4,882	7.4	Cornwall	8,851	3,105	11,956	8.9
*Consett	2,411	1,144	3,555	11.4	Devon	15,674	6,917	22,591	6.8
*Darlington and S/West Durham	3,719	2,025	5,744	7.1	Dorset	6,025	2,151	8,176	4.3
*Furness	1,334	1,299	2,633	5.8	Gloucestershire	5,571	2,839	8,410	4.2
Hartlepool	4,173	1,669	5,842	13.0	Somerset	4,196	2,198	6,394	4.2
*Morpeth	3,600	1,729	5,329	8.8	Wiltshire	5,783	3,088	8,871	4.6
*North Tyne	14,646	5,695	20,341	7.5	West Midlands				
*Peterlee	1,791	1,101	2,892	10.9	West Midlands Metropolitan	54,097	23,050	77,147	5.6
*South Tyne	13,634	5,690	19,324	10.9	Hereford and Worcester	6,949	3,138	10,087	4.5
*Teesside	14,490	6,242	20,732	9.2	Salop	5,202	2,497	7,699	5.9
*Wearside	11,572	5,407	16,979	12.0					

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 8, 1979 was 275,447; 9,089 higher than on May 4, 1979.

The seasonally adjusted figure of notified vacancies at employment offices on June 8, 1979 was 261,000; 5,200 higher than that for May 4, 1979 and 29,100 higher than on March 2, 1979.

The number of vacancies notified to careers offices and remaining unfilled on June 8, 1979 was 37,210; 3,749 lower than on May 4, 1979.

The figures represent only the number of vacancies notified to employment offices and careers offices by employees and remaining unfilled on June 8, 1979. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on June 14, 1979 was 5,490.

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

Unemployment on June 14, 1979

The number unemployed, excluding school leavers, in Great Britain on June 14, 1979, was 1,143,992, 58,287 less than on May 10, 1979. The seasonally adjusted figure was 1,220,800 (5.2 per cent of employees). This figure fell by 26,400 between the May

Notified vacancies remaining unfilled on June 8, 1979: regional analysis

Region	At employment offices*	At careers offices*
South East	122,441	19,314
Greater London	61,944	10,605
East Anglia	9,569	1,563
South West	21,319	1,766
West Midlands	16,191	4,603
East Midlands	16,431	2,294
Yorkshire and Humberside	18,717	2,949
North West	22,461	1,777
North	12,071	625
Wales	11,949	756
Scotland	24,298	1,563
Great Britain	275,447	37,210

Note: Industrial analyses of the figures are made in respect of February, May, August and November.
* Vacancies notified to employment offices include some that are suitable for young persons and those notified to careers offices include some that are suitable for adults. Because of possible duplication the two series should not be added together.

Number of temporarily stopped workers claiming benefits on June 14, 1979: regional analysis

Region	Males	Females	Total
South East	344	25	369
Greater London	702	77	119
East Anglia	123	39	162
South West	444	13	457
West Midlands	642	260	902
East Midlands	220	35	255
Yorkshire and Humberside	164	25	189
North West	248	54	302
North	1,439	20	1,459
Wales	60	25	85
Scotland	1,258	52	1,310
Great Britain	4,942	548	5,490

and June counts, and by an average of 26,700 per month between March and June.

Between May and June the number unemployed rose by 42,634. This change included a rise of 100,921 school leavers.

The proportion of the number unemployed, who on June 14, 1979 had been registered for up to four weeks was 20.8 per cent. The corresponding proportion for May was 13.0 per cent.

Regional analysis of unemployment: June 14, 1979

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Unemployed, excluding school leavers														
Actual	247,141	124,988	28,022	79,594	110,698	65,902	102,511	176,033	102,564	74,284	157,243	1,143,992	56,103	1,200,095
Seasonally adjusted														
Number	266,300	132,400	29,900	88,200	116,900	70,300	109,100	185,300	107,300	79,100	164,500	1,220,800	57,900	1,278,700
Percentage rates†	3.5	3.5	4.1	5.4	5.0	4.4	5.2	6.5	7.8	7.2	7.3	5.2	10.2	5.3
School leavers (included in unemployed)														
Males	10,437	3,219	1,503	5,242	5,495	4,892	7,415	13,617	8,985	2,905	14,240	74,731	3,980	78,711
Females	8,307	2,310	1,310	3,990	5,328	3,689	7,029	11,051	7,546	2,843	11,286	62,379	2,680	65,059
Unemployed														
Total	265,885	130,517	30,835	88,826	121,521	74,483	116,955	200,701	119,095	80,032	182,769	1,281,102	62,763	1,343,865
Males	194,492	99,204	21,879	62,444	84,051	52,587	80,324	138,399	81,449	54,107	117,479	887,211	42,974	930,185
Females	71,393	31,313	8,956	26,382	37,470	21,896	36,631	62,302	37,646	25,925	65,290	393,891	19,789	413,680
Married females‡	25,344	10,274	3,460	9,993	14,781	8,671	14,319	24,716	16,695	12,367	31,026	161,372	9,960	171,332
Percentage rates†														
Total	3.5	3.4	4.2	5.4	5.2	4.7	5.5	7.1	8.6	7.3	8.1	5.4	11.1	5.6
Males	4.4	4.4	5.0	6.4	5.9	5.5	6.3	8.3	9.6	8.1	8.9	6.3	12.9	6.5
Females	2.3	2.0	3.1	4.0	4.1	3.5	4.4	5.3	7.0	6.2	6.9	4.1	8.4	4.2
Length of time on register														
up to 4 weeks	55,720	23,704	6,891	18,879	23,005	15,896	25,072	38,749	26,727	12,197	42,739	265,875	11,438	277,313
over 4 weeks	210,165	106,813	23,944	69,947	98,516	58,587	91,883	161,952	92,368	67,835	140,030	1,015,227	51,325	1,066,552
Adult students (excluded from unemployed)														
Males	314	138	41	123	245	78	412	378	125	104	2,486	4,306	1,505	5,811
Females	153	58	24	67	134	55	351	258	88	55	1,502	2,687	1,240	3,927

* Included in South East Region.
† Numbers unemployed expressed as a percentage of the provisional estimated total number of employees (employed and unemployed) at mid-1978.
‡ Included in females.

Monthly index of average earnings: whole economy (new) series

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

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

There are three sets of industry groups:

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

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

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

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

Table 127 continues to give indices for type A and C industry groups on an unchanged basis (January 1970 = 100 and coverage as in 1970); it also includes, in both unadjusted and seasonally adjusted forms, indices for all manufacturing industries and for all industries covered by the monthly survey before its extension in 1976.

SIC Order	Type	LATEST FIGURES (January 1976 = 100)	PERCENTAGE CHANGE OVER 12 MONTHS ENDING							
			April 1979	May* 1979	June 1978	Sept 1978	Dec 1978	March 1979	April 1979	May* 1979
I to XXVII	B	WHOLE ECONOMY	144.3	146.5	15.4	15.1	13.3	14.9	13.5	13.2
I	C	Agriculture and forestry†	148.8	not available	14.1	10.4	12.7	8.7	10.6	not available
II	A	Mining and quarrying	166.5	162.3	26.0	25.7	29.2	16.4	18.6	17.8
III to XIX	C	ALL MANUFACTURING INDUSTRIES	149.7	153.8	16.2	15.9	14.9	17.1	13.2	15.1
III	A	Food, drink and tobacco	148.6	154.9	16.5	15.9	16.7	16.8	13.3	15.6
IV	A	Coal and petroleum products	149.7	149.5	13.5	18.7	18.1	11.3	10.6	14.6
V	A	Chemicals and allied industries	146.6	145.0	16.4	17.8	11.9	17.4	16.0	12.9
VI	A	Metal manufacture	154.6	165.4	18.0	15.2	14.9	10.7	9.4	18.1
VII	C	Mechanical engineering	151.4	153.7	15.9	16.2	15.6	16.4	14.0	14.7
VIII	A	Instrument engineering	155.5	157.6	17.3	18.2	15.5	19.6	14.4	14.4
IX	A	Electrical engineering	147.1	150.9	18.2	15.6	14.4	16.6	12.6	13.4
X	C	Shipbuilding and marine engineering	144.7	151.6	11.9	17.6	12.9	24.9	2.2	15.5
XI	A	Vehicles	144.9	151.0	15.3	15.6	13.4	20.3	13.1	15.5
XII	A	Metal goods not elsewhere specified	152.3	153.9	16.4	13.5	12.8	17.3	13.6	14.2
XIII	A	Textiles	144.7	150.5	16.2	15.8	14.0	18.0	12.6	13.9
XIV	A	Leather, leather goods and fur	147.4	142.1	12.2	16.5	10.8	14.8	14.1	14.2
XV	A	Clothing and footwear	151.1	152.0	13.8	12.5	14.8	16.0	15.6	18.3
XVI	A	Bricks, pottery, glass, cement, etc	149.1	152.8	13.6	15.3	16.9	16.0	15.6	13.0
XVII	A	Timber, furniture, etc	145.6	145.6	17.6	16.4	15.4	16.6	13.9	13.0
XVIII	C	Paper, printing and publishing	154.4	161.5	16.5	19.0	17.3	19.0	15.0	16.0
XIX	A	Other manufacturing industries	147.6	151.1	15.5	13.6	16.1	15.7	13.7	15.8
XX	C	Construction	144.4	145.1	11.7	14.0	13.2	15.9	13.6	13.1
XXI	A	Gas, electricity and water	142.1	143.3	33.2	20.7	17.0	20.5	13.8	-7.7
XXII	C	Transport and communication	137.5	142.4	17.8	15.5	11.5	17.7	13.8	15.2
XXIII	B	Distributive trades	152.4	153.7	13.7	12.8	13.4	15.5	16.6	15.1
XXIV	B	Insurance, banking and finance	141.6	135.6	15.6	22.1	10.8	14.8	14.1	13.5
XXV	B	Professional and scientific services	134.3	137.3	14.2	12.5	9.9	7.8	11.4	9.2
XXVI	C	Miscellaneous services	149.7	153.8	12.0	13.4	15.2	17.1	16.5	19.3
XXVII	B	Public administration	135.4	133.0	14.4	15.0	11.2	11.9	13.5	11.0

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

Monthly index of wages and salaries per unit of output

This series was introduced in an article on page 360 of the April 1971 issue of *Employment 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 *Employment Gazette*, page 732.

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

Year	January	February	March	April	May	June	July	August	September	October	November	December
1970	48.1	48.6	48.9	49.4	50.0	50.5	51.2	51.7	52.1	52.5	53.0	53.5
1971	54.1	55.0	55.3	55.3	54.8	55.2	55.6	56.1	56.4	56.6	56.4	56.5
1972	56.7	*	57.7	57.6	57.6	57.8	58.2	58.6	58.6	58.5	58.2	57.8
1973	57.9	58.4	59.2	59.7	60.2	60.5	60.9	61.7	62.5	63.5	64.6	65.6
1974	66.3	67.4	67.9	69.9	71.2	73.7	75.4	77.9	80.4	83.5	86.5	88.0
1975	89.3	90.8	93.3	96.2	98.0	100.3	102.2	104.1	105.1	105.4	107.1	108.6
1976	109.9	110.3	110.6	110.6	111.5	112.9	115.0	115.5	116.2	116.4	117.3	118.1
1977	119.0	119.7	121.3	122.1	122.1	124.0	124.5	125.4	125.4	127.2	129.8	131.8
1978	134.6	136.1	137.4	138.5	139.6	140.7	140.6	141.7	144.6	147.3	149.2	153.8
1979	155.2	156.1	152.2									

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

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

The statistical tables in this article relate to changes in basic rates of wages or minimum entitlements and reductions in normal weekly hours, where these are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general, no account is taken of changes determined by local negotiations, for example at district, establishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to full-time manual workers only.

Indices

At June 30, 1979, the indices of *weekly* rates of wages, of normal *weekly* hours and of *hourly* rates of wages for all workers, compared with the previous five months, were:

ALL INDUSTRIES AND SERVICES

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1979					
January 31	282.8	99.4	284.6	19.5	19.5
February 28	284.9	99.3	287.0	19.8	19.9
March 31	285.8	99.3	287.9	19.7	19.9
April 30	288.2	99.3	290.3	11.5	11.6
May 31	289.5	99.3	291.6	11.4	11.5
June 30	293.2	99.3	295.3	11.3	11.4

Notes: 1. The full index numbers and explanatory notes are given in table 131.
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the *Gazette* for February 1957, September 1957, April 1958, February 1959, September 1972 and May 1978.
3. As explained in articles in the May 1977 issue (page 463) and May 1978 issue (page 584) of *Employment Gazette*, movements in the indices have been influenced considerably by nationally-negotiated rates of wages for engineering workers remaining unchanged between February 1976 and April 1978.

Principal changes reported in June

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

Cocoa, chocolate and sugar confectionery manufacture—Great Britain: Increase in minimum weekly wage rates of £7.80 for adult workers, with proportional amounts for young workers (June 4).

Food manufacture—Great Britain: Increases in minimum rates of £8.05 a week for workers 18 and over, after the removal of the existing supplements. Part-time workers and juveniles receive proportional amounts (June 4).

Building—Great Britain: Increases in standard rates of £7.60 a week for craftsmen and £6.40 for labourers. The Joint Board Supplement reduced by £1.80 a week for craftsmen and labourers. The Guaranteed Minimum Bonus increased by £1 a week for craftsmen and £0.60 for labourers (June 25).

Civil engineering construction (All categories of operators (except electricians))—Great Britain: Increases in basic hourly rates of 19p for craftsmen and 16p for general operatives. The Joint Board Supplement is reduced by £1.80 a week for craftsmen and general operatives. The Guaranteed Bonus is increased by £1 a week for craftsmen and £0.60 for general operatives (June 25).

Gas supply (All gas workers (except maintenance craftsmen))—Great Britain: Increases of varying amounts, according to occupation, for adult workers, with proportional amounts for young workers (January 21).

Productivity payments: The self-financing productivity payments based on reductions in unit costs increased to £4.89 a week, subject to agreed criteria (January 21). Consolidation of the £6 a week non-enhanceable supplement into basic rates (April 22).

Retail newsagency, tobacco and confectionery trades (Wages Council)—England and Wales: Increases in statutory minimum remuneration of £6.50 a week for adult workers and certain transport workers of all ages, with proportional amounts for young workers (June 30).

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

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

Estimates of the changes reported in June indicate that the basic weekly rates of wages or minimum entitlements of some 1,350,000 workers were increased by a total of £7,930,000, but as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or minimum rates. The total estimates referred to above include

figures relating to those changes which were reported in June with operative effect from earlier months (365,000 workers (10,000 of whom also had a change in June) and £1,795,000 in weekly rates of wages). Of the total increase of £7,930,000 about £6,515,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, £875,000 from statutory wages orders, £530,000 from direct negotiations between employer's associations and trade unions and £10,000 from provisions linked to the Retail Prices Index.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to June 1979, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of 13 months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	290,000	1,835,000	5,000	5,000
Mining and quarrying	250,000	1,630,000	—	—
Food, drink and tobacco	205,000	1,440,000	—	—
Coal and petroleum products	5,000	45,000	—	—
Chemicals and allied industries	65,000	120,000	—	—
Metal manufacture				
Mechanical engineering	290,000	1,950,000	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles				
Leather, leather goods and fur	405,000	1,605,000	—	—
Clothing and footwear	15,000	80,000	—	—
Bricks, pottery, glass, cement, etc.	350,000	1,995,000	—	—
Timber, furniture, etc.	90,000	595,000	—	—
Paper, printing and publishing	125,000	850,000	—	—
Other manufacturing industries	235,000	1,810,000	—	—
Construction	15,000	85,000	—	—
Gas, electricity and water	930,000	5,260,000	—	—
Transport and communication	35,000	185,000	—	—
Distributive trades	480,000	2,760,000	—	—
Public administration and professional services	275,000	1,815,000	—	—
Miscellaneous services	735,000	1,010,000	30,000	180,000
Totals—January-June 1979	5,400,000	31,930,000	35,000	185,000
Totals—January-June 1978	6,850,000	48,600,000	—	—

Table (b)

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated amount of increase (£000's)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours (000's)
1978				
June*	1,215	5,895	—	—
July*	760	3,530	—	—
August	200	1,665	—	—
September*	260	1,315	—	—
October	2,390	7,360	2	2
November*	1,620	7,625	—	—
December	635	3,475	125	315
1979				
January*	1,940	14,250	—	—
February*	1,335	4,160	5	5
March	290	1,550	—	—
April*	885	4,340	30	180
May*	360	1,495	—	—
June	995	6,135	—	—

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

Retail prices, June 12, 1979

The index of retail prices for all items on June 12, 1979 was 219.6 (January 15, 1974 = 100). This represents an increase of 1.7 per cent on May 1979 (215.9) and of 11.4 per cent on June 1978 (197.2). The index for June 1979 was published on July 13, 1979.

The rise in the index during the month was due to increases in the prices of food, particularly milk, meat and bread; to increases in the prices of petrol and cars; to an increase in the level of

mortgage interest payments; and to smaller increases in the costs of many other goods and services.

Note: Price quotations used in the compilation of the June index were collected before any of the measures affecting retail prices which were included in the Budget of June 12 came into effect. The reduction in the basic rate of income tax, however, has the effect of reducing tax relief on mortgage interest payments and this effect is taken into account in the June index.

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

	All items			All items except seasonal foods			
	Index Jan 15 1974 = 100	Percentage change over			Index Jan 15 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1978							
June	197.2	+0.8	+4.7	+7.4	197.2	+0.6	+4.3
July	198.1	+0.5	+4.5	+7.8	198.7	+0.8	+4.5
August	199.4	+0.7	+4.6	+8.0	200.4	+0.9	+4.7
September	200.2	+0.4	+4.4	+7.8	201.4	+0.5	+4.7
October	201.1	+0.4	+3.3	+7.8	202.4	+0.5	+3.8
November	202.5	+0.7	+3.5	+8.1	203.8	+0.7	+3.9
December	204.2	+0.8	+3.5	+8.4	205.1	+0.6	+4.0
1979							
January	207.2	+1.5	+4.6	+9.3	207.3	+1.1	+4.3
February	208.9	+0.8	+4.8	+9.6	209.1	+0.9	+4.3
March	210.6	+0.8	+5.2	+9.8	210.6	+0.7	+4.6
April	214.2	+1.7	+6.5	+10.1	214.0	+1.6	+5.7
May	215.9	+0.8	+6.6	+10.3	215.9	+0.9	+5.9
June	219.6	+1.7	+7.5	+11.4	219.4	+1.6	+7.0

The principal changes in the groups in the month were:

Food: The food index rose by rather more than 2½ per cent to 230.0, compared with 224.0 in May. The increase was due mainly to increases in the prices of fresh milk, beef, lamb and other meat, bread, sweets and chocolates and some fresh fruits and root vegetables. These were offset by lower prices for tomatoes and green vegetables. The index for foods whose prices show significant seasonal variations rose by rather more than three per cent to 229.3, compared with 222.1 in May.

Housing: The reduction in the basic rate of income tax announced in the June Budget has the effect of reducing the amount of income tax relief on mortgage interest payments and thus increases the amounts actually paid. This, together with some rent increases, caused the housing index to rise by about two per cent to 211.2, compared with 206.9 in May.

Fuel and light: Increases in the tariffs for gas and electricity and in the prices of domestic heating oils, caused the group index to rise by about 1½ per cent to 241.3, compared with 238.0 in May.

Durable household goods: The group index rose by almost one per cent due mainly to increases in the prices of soft furnishings, crockery, many items of hardware and some gas

and electrical appliances. The group index for June was 196.3, compared with 194.6 in May.

Clothing and footwear: There were increases in the prices of most articles of clothing, particularly women's outer-wear, and of footwear, causing the group index to rise by rather more than one per cent to 183.7, compared with 181.6 in May.

Transport and vehicles: Increases in the prices of petrol and cars caused the group index to rise by rather less than three per cent to 236.6, compared with 230.2 in May.

Miscellaneous goods: There were increases in the prices of some detergents, polishes and toiletries and of some travel and sports goods, causing the group index to rise by rather more than one half of one per cent to 227.1 in May.

Services: Increases in charges for some personal and professional services caused the group index to rise by about one half of one per cent to 207.6, compared with 206.4 in May.

Meals bought and consumed outside the home: Increases in the charges for meals at cafes and restaurants caused the group index to rise by about 1½ per cent to 231.0, compared with 227.3 in May.

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

	Indices (January 15, 1974 = 100)		Percentage change over	
	June 12, 1979	1 month	12 months	
All items	219.6	+1.7	+11.4	
All items excluding food	216.7	+1.4	+11.4	
Food	230.0	+2.7	+11.3	
Seasonal food	229.3	+3.2	+14.2	
Other food	230.3	+2.5	+10.8	
Alcoholic drink	209.8	+0.3	+6.7	
Tobacco	231.9	+0.0	+3.4	
Housing	211.2	+2.1	+22.7	
Fuel and light	241.3	+1.4	+5.4	
Durable household goods	196.3	+0.9	+8.0	
Clothing and footwear	183.7	+1.2	+7.9	
Transport and vehicles	236.6	+2.8	+14.7	
Miscellaneous goods	228.7	+0.7	+11.5	
Services	207.6	+0.6	+8.6	
Meals out	231.0	+1.6	+11.8	

Retail prices index June 12, 1979

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

	index January 1974 = 100	Percentage change over 12 months		index January 1974 = 100	Percentage change over 12 months
I Food: Total	230.0	+11	VI Durable household goods: Total	196.3	+8
Bread, flour, cereals, biscuits and cakes	226.4	+9	Furniture, floor coverings and soft furnishings	202.0	+9
Bread	225.1	+12	Radio, television and other household appliances	181.0	+5
Flour	210.9	-0	Pottery, glassware and hardware	225.3	+12
Other cereals	246.2	+12	VII Clothing and footwear: Total	183.7	+8
Biscuits	233.2	+4	Men's outer clothing	195.3	+10
Meat and bacon	197.8	+13	Men's underclothing	234.6	+13
Beef	228.7	+17	Women's outer clothing	156.7	+2
Lamb	219.9	+16	Women's underclothing	210.2	+15
Pork	181.0	+7	Children's clothing	197.9	+7
Bacon	175.8	+8	Other clothing, including hose, haberdashery, hats and materials	183.8	+11
Ham (cooked)	165.5	+10	Footwear	185.3	+10
Other meat and meat products	183.5	+12	VIII Transport and vehicles: Total	236.6	+15
Fish	204.5	+9	Motoring and cycling	232.6	+15
Butter, margarine, lard and other cooking fats	272.3	+17	Purchase of motor vehicles	237.8	+13
Butter	337.2	+26	Maintenance of motor vehicles	244.2	+12
Margarine	211.0	+8	Petrol and oil	235.5	+27
Lard and other cooking fats	187.1	+4	Motor licences	199.0	+0
Milk, cheese and eggs	221.9	+17	Motor insurance	213.5	+9
Cheese	255.1	+19	Fares	261.5	+9
Eggs	120.1	+14	Rail transport	271.8	+10
Milk, fresh	267.7	+18	Road transport	256.3	+9
Milk, canned, dried, etc	258.2	+10	IX Miscellaneous goods: Total	228.7	+11
Tea, coffee, cocoa, soft drinks, etc	260.1	-2	Books, newspapers and periodicals	254.6	+11
Tea	277.1	-6	Books	247.7	+9
Coffee, cocoa, proprietary drinks	319.2	-10	Newspapers and periodicals	256.2	+11
Sugar, preserves and confectionery	296.1	+14	Medicines, surgical, etc goods and toiletries	199.9	+10
Sugar	282.9	+15	Soap, detergents, polishes, matches, etc	243.0	+7
Jam, marmalade and syrup	240.4	+8	Soap and detergents	221.1	+4
Sweets and chocolates	293.5	+14	Soda and polishes	279.1	+13
Vegetables, fresh, canned and frozen	273.3	+17	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	221.1	+14
Potatoes	313.0	+14	X Services: Total	207.6	+9
Other vegetables	244.6	+19	Postage, telephones and telegrams	205.2	+0
Fruit, fresh, dried and canned	219.8	-1	Postage	247.6	+0
Other foods	228.3	+6	Telephones and telegrams	191.7	+0
Food for animals	200.9	+1	Entertainment	172.3	+9
II Alcoholic drink: Total	209.8	+7	Entertainment (other than TV)	212.4	+13
Beer	227.8	+7	Other services	252.4	+15
Spirits, wines, etc	185.0	+6	Domestic help	272.7	+14
III Tobacco: Total	231.9	+3	Hairdressing	253.2	+15
Cigarettes	231.3	+3	Boot and shoe repairing	254.5	+18
Tobacco	237.8	+4	Laundering	229.8	+13
IV Housing: Total	211.2	+23	XI Meals bought and consumed outside the home	231.0	+12
Rent	178.2	+9	All items	219.6	+11
Owner-occupiers' mortgage interest payments	193.4	+65			
Rates and water charges	247.8	+16			
Materials and charges for repairs and maintenance	243.1	+12			
V Fuel and light: Total (including oil)	241.3	+5			
Coal and smokeless fuels	251.9	+13			
Coal	254.7	+13			
Smokeless fuels	241.1	+12			
Gas	177.4	+1			
Electricity	272.3	+3			

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels.

Average retail prices of items of food

Average retail prices on June 12, 1979 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items.

An indication of these variations is given in the last column of the following table which shows the ranges

of prices within which at least four-fifth of the recorded prices fell.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 179 of the February 1979 issue of *Employment Gazette*.

Average prices (per lb unless otherwise stated) of certain foods on June 12, 1979

Item	Number of quotations June 12, 1979	Average price June 12, 1979	Price range within which 80 per cent of quotations fell	Item	Number of quotations June 12, 1979	Average price June 12, 1979	Price range within which 80 per cent of quotations fell
Beef: Home-killed		p	p	Fresh vegetables		p	p
Chuck	780	110.4	98 - 120	Potatoes, old loose			
Sirloin (without bone)	739	198.3	156 - 245	White	385	7.0	6 - 8
Silverside (without bone)*	814	159.6	144 - 176	Red	190	7.4	6 - 8½
Back ribs (with bone)*	507	106.2	88 - 135	Potatoes, new loose	511	14.4	12 - 16
Fore ribs (with bone)	597	101.6	86 - 126	Tomatoes	722	42.2	36 - 48
Brisket (without bone)	744	98.2	84 - 120	Cabbage, greens	613	16.4	12 - 20
Rump steak*	798	216.6	180 - 255	Cabbage, hearted	309	17.8	14 - 22
				Cauliflower or broccoli	292	30.1	15 - 45
				Brussels sprouts	—	—	—
Lamb: Home-killed				Carrots	652	19.7	12 - 25
Loin (with bone)	460	159.6	130 - 198	Onions	752	13.8	10 - 18
Breast*	445	46.5	36 - 65	Mushrooms, per ½ lb	695	19.5	16 - 22
Best end of neck	389	116.7	61 - 170	Fresh fruit			
Shoulder (with bone)	438	106.5	85 - 140	Apples, cooking	696	15.8	12 - 20
Leg (with bone)	468	149.0	120 - 180	Apples, dessert	773	21.7	16 - 28
				Pears, dessert	610	29.4	24 - 36
				Oranges	627	21.4	16 - 28
Lamb: Imported				Bananas	744	24.3	20 - 26
Loin (with bone)	577	101.7	90 - 120	Bacon			
Breast*	547	31.1	24 - 40	Collar*	428	80.6	66 - 93
Best end of neck	500	79.6	50 - 98	Gammon*	487	111.7	98 - 132
Shoulder (with bone)	592	70.1	59 - 88	Middle cut, smoked*	374	94.7	81 - 112
Leg (with bone)	600	107.2	98 - 116	Back, smoked	328	109.5	98 - 128
				Back, unsmoked	422	104.7	92 - 126
				Streaky, smoked	271	78.5	67 - 96
Pork: Home-killed				Ham (not shoulder)	645	139.7	104 - 168
Leg (foot off)	719	81.3	68 - 104	Pork luncheon meat, 12 oz can	548	32.1	25 - 38
Belly*	753	62.1	54 - 70	Canned (red) salmon, half-size can	641	87.9	79 - 100
Loin (with bone)	804	102.4	94 - 130	Milk, ordinary, per pint	—	14.9	—
Pork sausages	799	53.7	45 - 63	Butter			
Beef sausages	657	47.6	40 - 60	Home-produced	579	73.5	66 - 80
Roasting chicken (broiler), frozen (3lb)	563	50.2	46 - 56	New Zealand	577	72.8	68 - 78
Roasting chicken, fresh or chilled (4lb), oven ready	521	61.8	52 - 68	Danish	603	77.7	72 - 82
Fresh and smoked fish				Margarine			
Cod fillets	399	101.5	88 - 118	Standard quality, per ½ lb	110	15.6	14 - 17½
Haddock fillets	387	110.8	95 - 130	Lower priced, per ½ lb	87	14.1	13 - 15
Haddock, smoked, whole	307	107.2	90 - 126	Lard	800	24.8	21 - 30
Plaice fillets	385	114.2	95 - 138	Cheese, cheddar type	782	82.5	74 - 89
Herrings	245	63.8	50 - 72	Eggs			
Kippers, with bone	419	82.3	70 - 94	Size 2 (65-70g), per dozen	485	60.6	54 - 66
Bread				Size 4 (55-60g), per dozen	551	52.6	46 - 58
White, per 800g wrapped and sliced loaf	745	29.6	26 - 31½	Size 6 (45-50g), per dozen	234	46.5	40 - 54
White, per 800g unwrapped loaf	438	31.5	28 - 34	Sugar, granulated, per kg	777	31.4	30 - 33
White, per 400g loaf	531	19.9	18 - 22	Pure coffee, instant, per 4-oz	642	103.4	98 - 116
Brown, per 400g loaf	608	20.9	20 - 22	Tea			
Flour				Higher priced, per ½ lb	200	26.6	24 - 30
Self-raising, per 1½ kg	711	35.5	28 - 41	Medium priced, per ½ lb	1,284	22.5	20 - 25
				Lower priced, per ½ lb	797	20.6	19 - 24

*Or Scottish equivalent

Stoppages of work

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

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

More information about definitions and qualifications is given in a report on the statistics for the year 1978 on pages 661 to 670 of this issue of Employment Gazette.

The number of stoppages beginning in June* which came to the notice of the Department, was 127. In addition, 47 stoppages which began before June were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 213,400 consisting of 154,400 involved in stoppages which began in June and 59,000 involved in stoppages which had continued from the previous month. The latter figure includes 30,700 workers involved for the first time in June in stoppages which began in earlier months. Of the 154,400 workers involved in stoppages which began in June, 111,200 were directly involved and 43,200 indirectly involved.

The aggregate of 588,000 working days lost in June includes 219,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during June

Industrial action in the Post Office, which began at the end of March over pay, continued throughout the month. On June 1 London-based post and telecommunication members of the Civil and Public Services Association staged a one-day strike and on June 14 similar action by an estimated 15,000 members of the Post Office Management Staffs' Association caused all London's main post offices and many in the rest of the country to close. This action was additional to the continuing selective stoppage by clerical and computer staff which halted the issue of computer-processed telephone bills. The dispute was still unresolved at the end of the month.

At a Newcastle-under-Lyme wire and cable factory 1,700 technical staff, supervisors and shop floor workers withdrew their labour on June 1 in support of a productivity pay claim. On June 5 production was brought to a standstill when about 200 engineers also stopped work over pay causing a further 200 workers to be laid off. Normal working was resumed on June 18 following acceptance of a revised pay offer.

The Port of Liverpool was brought to a standstill by a dispute over pay differentials which began on June 18 when about 2,000 dockers stopped work. Although many voted to return on June 20, others walked out, bringing the total number on strike to nearly 4,000 men. Work was resumed on June 25.

A one-day national stoppage by an estimated 70,000 members of the Institute of Professional Civil Servants took place on June 22 in support of their pay claim. This was followed by

a week of selective stoppages involving 64 members. The campaign of selective strike action, which affected government establishments including naval dockyards and ordnance factories, was still in progress at the end of the month.

Stoppages of work in the first six months of 1979 and 1978

Industry group Standard Industrial Classification 1968	January to June 1979			January to June 1978		
	No. of stoppages beginning in period	Workers involved	Working days lost	No. of stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	119	21,400	40,000	191	74,200	135,000
All other mining and quarrying	6	700	4,000	7	400	1,000
Food, drink and tobacco	42	35,400	322,000	54	22,200	182,000
Coal and petroleum products	—	—	—	3	1,000	7,000
Chemicals and allied industries	25	7,600	44,000	23	5,000	34,000
Metal manufacture	71	23,500	191,000	68	29,800	193,000
Engineering	196	91,200	972,000	190	50,800	399,000
Shipbuilding and marine engineering	26	13,600	211,000	21	21,000	107,000
Motor vehicles	91	81,400	345,000	103	103,700	710,000
Aerospace equipment	16	22,800	117,000	22	14,900	196,000
All other vehicles	9	3,200	9,000	10	12,000	130,000
Metal goods not elsewhere specified	62	17,300	123,000	72	17,100	128,000
Textiles	21	5,600	40,000	34	7,800	63,000
Clothing and footwear	17	4,400	26,000	18	4,400	23,000
Bricks, pottery, glass, cement, etc.	15	3,400	22,000	28	9,900	61,000
Timber, furniture, etc.	10	1,100	7,000	16	2,900	11,000
Paper, printing and publishing	21	19,000	525,000	49	9,300	77,000
All other manufacturing industries	32	30,800	71,000	33	11,400	135,000
Construction	84	16,700	103,000	104	20,900	245,000
Gas, electricity and water	10	7,600	29,000	7	2,300	28,000
Port and inland water transport	25	13,000	70,000	40	15,900	75,000
Other transport and communication	41	157,900	1,101,000	63	19,400	79,000
Distributive trades	18	4,600	41,000	30	4,400	31,000
Administrative, financial and professional services	58	1,805,100	3,005,000	42	35,900	302,000
Miscellaneous services	11	2,100	15,000	13	1,300	8,000
Total	11,025	2,389,300	7,433,000	11,232	497,700	3,358,000

Causes of stoppages

Principal cause	Beginning in June 1979		Beginning in the first six months of 1979	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	83	100,000	620	2,034,200
—extra-wage and fringe benefits	5	300	19	2,600
Duration and pattern of hours worked	1	4,500	16	6,400
Redundancy questions	4	700	27	33,800
Trade union matters	7	1,400	45	10,400
Working conditions and supervision	9	1,300	74	11,300
Manning and work allocation	6	100	116	18,500
Dismissal and other disciplinary measures	12	2,900	108	87,900
Miscellaneous	—	—	—	—
Total	127	111,200	1,025	2,205,200

Duration of stoppages ending in June

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	17	4,900	4,000
Over 1 and not more than 2 days	14	2,000	7,000
Over 2 and not more than 3 days	12	2,400	6,000
Over 3 and not more than 6 days	23	11,000	59,000
Over 6 and not more than 12 days	33	13,100	136,000
Over 12 days	33	13,100	310,000
Total	132	46,500	522,000

* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 730 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

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

‡ Includes two stoppages involving "sympathetic" action.

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Conventions. The following standard symbols are used:

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

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

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

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

EMPLOYMENT working population

TABLE 101

Quarter	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population
	Males	Females	Total					
A. UNITED KINGDOM								
Numbers unadjusted for seasonal variation								
1974	December	13,645	9,228	22,872	1,905	343	25,120	†
1975	March	13,536	9,094	22,631	1,895	338	24,864	803
	June	13,536	9,174	22,710	1,886	336	24,932	866
	September	13,548	9,172	22,720	1,886*	340	24,946	1,145
	December	13,456	9,198	22,655	1,886*	339	24,880	1,201
1976	March	13,345	9,071	22,416	1,886*	337	24,639	1,285
	June	13,392	9,152	22,543	1,886*	336	24,765	1,332
	September	13,449	9,172	22,621	1,886*	338	24,845	1,456
	December	13,419	9,251	22,670	1,886*	334	24,890	1,371†
1977	March	13,321	9,182	22,502	1,886*	330	24,718	1,383
	June	13,379	9,286	22,665	1,886*	327	24,878	1,450
	September	13,433	9,290	22,723	1,886*	328	24,937	1,609
	December	13,374	9,330	22,705	1,886*	324	24,915	1,481
1978	March	13,301	9,256	22,556	1,886*	321	24,763	1,461
	June	13,361	9,363	22,724	1,886*	318	24,928	1,446
	September	13,415	9,400	22,815	1,886*	320	25,021	1,518
	December	13,395	9,508	22,903	1,886*	317	25,106	1,364
1979	March	13,276	9,389	22,665	1,886*	315	24,866	1,402
Numbers adjusted for seasonal variation								
1974	December	13,616	9,214	22,830	1,905	343	25,078	†
1975	March	13,601	9,132	22,733	1,895	338	24,966	25,762
	June	13,548	9,163	22,711	1,886	336	24,933	25,846
	September	13,495	9,164	22,659	1,886*	340	24,885	25,975
	December	13,433	9,167	22,600	1,886*	339	24,825	26,035
1976	March	13,412	9,126	22,538	1,886*	337	24,761	26,054
	June	13,402	9,138	22,540	1,886*	336	24,762	26,134
	September	13,392	9,166	22,558	1,886*	338	24,782	26,169
	December	13,399	9,209	22,608	1,886*	334	24,828	26,217
1977	March	13,390	9,246	22,636	1,886*	330	24,852	26,254
	June	13,386	9,272	22,658	1,886*	327	24,871	26,357
	September	13,377	9,284	22,661	1,886*	328	24,875	26,404
	December	13,354	9,284	22,638	1,886*	324	24,848	26,353
1978	March	13,371	9,322	22,693	1,886*	321	24,900	26,387
	June	13,366	9,349	22,715	1,886*	318	24,919	26,398
	September	13,360	9,395	22,755	1,886*	320	24,961	26,393
	December	13,375	9,461	22,836	1,886*	317	25,039	26,429
1979	March	13,346	9,455	22,801	1,886*	315	25,002	26,432
B. GREAT BRITAIN								
Numbers unadjusted for seasonal variation								
1974	December	13,349	9,029	22,377	1,844	343	24,564	†
1975	March	13,240	8,894	22,135	1,834	338	24,307	768
	June	13,240	8,973	22,213	1,825	336	24,374	828
	September	13,253	8,971	22,224	1,825*	340	24,389	1,097
	December	13,161	8,997	22,158	1,825*	339	24,322	1,152
1976	March	13,050	8,870	21,920	1,825*	337	24,082	1,235
	June	13,097	8,951	22,048	1,825*	336	24,209	1,278
	September	13,156	8,970	22,126	1,825*	338	24,289	1,395
	December	13,128	9,048	22,176	1,825*	334	24,335	1,316†
1977	March	13,031	8,977	22,008	1,825*	330	24,163	1,328
	June	13,091	9,081	22,172	1,825*	327	24,324	1,390
	September	13,145	9,082	22,227	1,825*	328	24,380	1,542
	December	13,086	9,120	22,206	1,825*	324	24,355	1,420
1978	March	13,012	9,044	22,056	1,825*	321	24,202	1,399
	June	13,072	9,149	22,221	1,825*	318	24,364	1,381
	September	13,126	9,185	22,311	1,825*	320	24,456	1,447
	December	13,106	9,294	22,400	1,825*	317	24,542	1,303
1979	March	12,987	9,175	22,162	1,825*	315	24,302	1,340
Numbers adjusted for seasonal variation								
1974	December	13,320	9,015	22,335	1,844	343	24,522	†
1975	March	13,305	8,932	22,237	1,834	338	24,409	25,170
	June	13,252	8,962	22,214	1,825	336	24,375	25,249
	September	13,199	8,963	22,162	1,825*	340	24,327	25,373
	December	13,138	8,966	22,104	1,825*	339	24,268	25,430
1976	March	13,117	8,925	22,042	1,825*	337	24,204	25,445
	June	13,107	8,937	22,044	1,825*	336	24,205	25,523
	September	13,099	8,964	22,063	1,825*	338	24,226	25,557
	December	13,107	9,006	22,113	1,825*	334	24,272	25,605
1977	March	13,101	9,041	22,142	1,825*	330	24,297	25,641
	June	13,098	9,066	22,164	1,825*	327	24,316	25,742
	September	13,089	9,076	22,165	1,825*	328	24,318	25,785
	December	13,066	9,074	22,140	1,825*	324	24,289	25,729
1978	March	13,082	9,111	22,193	1,825*	321	24,339	25,761
	June	13,077	9,134	22,211	1,825*	318	24,354	25,768
	September	13,071	9,180	22,251	1,825*	320	24,396	25,763
	December	13,085	9,247	22,332	1,825*	317	24,474	25,802
1979	March	13,058	9,241	22,299	1,825*	315	24,439	25,805

1. From June 1976 the figures for employees in employment in the United Kingdom include the recent small revisions to the Northern Ireland figures. See page 41 of the January 1979 Gazette.
2. From June 1978 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.
3. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.
- * Estimates are assumed unchanged until later data become available.
- † Estimates of the registered unemployed are not available for December 1974. The figures for December 1976 were estimated. See footnote to table 104.
- ‡ Employment estimates after June 1976 are provisional.

EMPLOYMENT employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)						Regional indices of employment|| (June 1974 = 100)				
		All industries and services			Agriculture, forestry and fishing	Index of Production* industries	of which manufacturing industries	Service§ industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1977	September	35.93	7,986	4,669	3,317	127	2,619	2,090	5,240	94.5	93.9	102.2
	December	35.99	7,993	4,650	3,343	117	2,617	2,090	5,260	94.4	93.9	102.6
1978	March	36.00	7,940	4,621	3,319	113	2,602	2,076	5,226	93.8	93.2	101.9
	June	35.93	7,985	4,642	3,344	122	2,603	2,074	5,260	93.9	93.2	102.6
	September	35.96	8,024	4,669	3,355	127	2,615	2,082	5,282	94.3	93.5	103.0
	December	36.05	8,076	4,667	3,409	119	2,614	2,081	5,343	94.3	93.5	104.2
1979	March	36.05	7,989	4,624	3,365	113	2,586	2,058	5,291	93.2	92.4	103.2
South West												
1977	September	6.91	1,536	904	632	50	569	438	917	97.1	97.7	103.9
	December	6.81	1,513	894	619	46	568	438	899	97.0	97.7	101.8
1978	March	6.81	1,502	890	612	45	564	434	893	96.3	96.9	101.2
	June	6.95	1,544	907	637	49	566	435	929	96.7	97.2	105.3
	September	6.95	1,550	910	639	48	570	439	931	97.4	97.9	105.5
	December	6.88	1,540	903	637	47	571	439	922	97.6	98.0	104.4
1979	March	6.91	1,532	899	633	46	570	439	917	97.3	97.9	103.8
West Midlands												
1977	September	9.93	2,207	1,337	870	31	1,164	1,004	1,012	93.6	92.9	104.3
	December	9.98	2,217	1,340	878	30	1,167	1,008	1,021	93.9	93.3	105.2
1978	March	10.01	2,208	1,336	873	30	1,162	1,003	1,017	93.5	92.8	104.8
	June	9.96	2,213	1,334	879	31	1,160	1,001	1,022	93.3	92.6	105.2
	September	9.95	2,219	1,337	882	33	1,159	1,000	1,027	93.3	92.5	105.8
	December	9.96	2,230	1,334	896	30	1,153	994	1,046	92.8	91.9	107.8
1979	March	9.91	2,197	1,320	877	29	1,138	979	1,030	91.6	90.6	106.1
East Midlands												
1977	September	6.82	1,515	908	607	36	775	603	704	98.3	97.8	107.3
	December	6.83	1,516	903	613	35	774	603	706	98.2	97.7	107.7
1978	March	6.81	1,503	900	604	32	768	596	703	97.5	96.7	107.2
	June	6.80	1,511	903	608	35	770	597	706	97.7	96.8	107.6
	September	6.80	1,517	907	610	38	774	600	706	98.2	97.4	107.6
	December	6.81	1,525	905	619	36	771	598	718	97.9	97.0	109.4
1979	March	6.82	1,512	899	613	32	764	592	716	96.9	96.0	109.2
Yorkshire and Humber												
1977	September	8.96	1,991	1,205	787	35	948	726	1,008	95.6	94.9	104.6
	December	8.98	1,994	1,200	794	34	945	724	1,016	95.3	94.6	105.3
1978	March	8.95	1,973	1,190	783	32	936	714	1,006	94.3	93.4	104.3
	June	8.9										

UNEMPLOYMENT regional analysis

TABLE 106

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†				Males	Females	
			Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)
SOUTH EAST‡													
1978 June 8	4.1	308.7	228.5	80.2	21.2	287.5	306.4	4.0	-2.3	-3.2	228.1	78.3	0.5
July 6	4.4	334.3	240.3	94.0	38.3	296.0	304.4	4.0	-2.0	-2.9	225.7	78.7	22.3
August 10	4.5	343.1	245.3	97.9	34.9	308.2	305.4	4.0	+1.0	-1.1	225.3	80.1	26.5
September 14	4.3	325.1	232.7	92.4	19.4	305.7	299.1	3.9	-6.3	-2.4	220.4	78.7	30.3
October 12	4.0	303.7	219.7	84.0	10.0	293.6	293.8	3.9	-5.3	-3.5	217.5	76.3	5.0
November 9	3.9	293.0	213.9	79.1	6.4	286.6	286.7	3.8	-7.1	-6.2	213.2	73.5	—
December 7	3.7	284.2	210.1	74.2	4.4	279.9	281.1	3.7	-5.6	-6.0	209.3	71.8	0.3
1979 January 11	4.0	305.4	227.6	77.8	4.2	301.2	284.2	3.7	+3.1	-3.2	212.1	72.0	9.5
February 8	4.0	302.6	226.4	76.2	3.6	299.0	287.5	3.8	+3.3	+0.3	215.4	71.1	—
March 8	3.8	292.4	218.9	73.5	2.8	289.6	287.0	3.8	-0.5	+2.0	214.4	72.6	—
April 5	3.7	277.9	208.2	69.7	2.4	275.5	276.6	3.6	-10.4	-2.5	205.6	71.0	14.2
May 10	3.5	267.4	199.4	67.9	4.7	262.7	273.5	3.6	-3.1	-4.7	202.8	70.6	—
June 14	3.5	265.9	194.5	71.4	18.7	247.1	266.3	3.5	-7.2	-6.9	195.4	71.0	0.5
EAST ANGLIA													
1978 June 8	4.9	35.3	25.7	9.6	3.3	32.0	33.9	4.7	-0.5	-0.4	25.1	8.9	—
July 6	5.1	37.1	26.1	11.0	4.9	32.3	34.1	4.7	+0.2	-0.3	25.2	8.9	2.7
August 10	5.1	37.3	26.2	11.1	4.2	33.1	34.0	4.7	-0.1	-0.1	25.0	9.1	2.6
September 14	4.8	34.9	24.6	10.3	2.4	32.5	33.3	4.6	-0.7	-0.2	24.4	8.9	2.7
October 12	4.6	33.3	23.6	9.7	1.3	32.0	32.8	4.5	-0.5	-0.4	24.1	8.8	0.1
November 9	4.6	33.1	23.7	9.5	0.8	32.3	32.8	4.5	—	-0.4	24.0	8.8	—
December 7	4.5	32.9	23.9	9.0	0.6	32.3	32.3	4.4	-0.5	-0.3	23.7	8.6	0.2
1979 January 11	5.0	36.2	26.6	9.7	0.5	35.7	33.6	4.6	+1.3	+0.3	24.5	9.1	1.2
February 8	5.0	36.4	27.0	9.3	0.5	35.9	33.5	4.6	-0.1	+0.2	24.6	8.9	—
March 8	4.9	35.5	26.3	9.2	0.4	35.1	33.5	4.6	—	+0.4	24.6	8.9	—
April 5	4.6	33.6	24.8	8.7	0.3	33.2	32.2	4.4	-1.3	-0.5	23.6	8.6	2.1
May 10	4.3	31.3	23.0	8.3	0.7	30.6	31.0	4.3	-1.2	-0.8	22.7	8.3	—
June 14	4.2	30.8	21.9	9.0	2.8	28.0	29.9	4.1	-1.1	-1.2	21.5	8.4	0.1
SOUTH WEST													
1978 June 8	6.2	101.8	73.2	28.6	9.8	92.1	100.5	6.1	-2.2	-1.5	72.7	27.7	0.1
July 6	6.6	109.0	76.4	32.5	14.9	94.0	100.5	6.1	—	-1.2	72.6	28.0	7.3
August 10	6.7	110.2	76.9	33.3	13.5	96.7	101.1	6.1	+0.6	-0.5	72.5	28.6	8.4
September 14	6.3	104.1	72.8	31.4	7.6	96.5	99.6	6.1	-1.5	-0.3	71.3	28.3	10.1
October 12	6.2	102.7	71.5	31.1	4.5	98.2	98.3	6.0	-1.3	-0.7	70.3	28.0	1.0
November 9	6.2	102.4	71.2	31.2	3.1	99.3	96.4	5.9	-1.9	-1.6	68.8	27.6	—
December 7	6.1	100.1	70.3	29.9	2.2	97.9	94.8	5.8	-1.6	-1.6	67.4	27.4	0.1
1979 January 11	6.5	106.3	75.0	31.3	2.1	104.2	96.3	5.9	+1.5	-0.7	68.4	27.9	2.2
February 8	6.4	105.2	74.6	30.6	1.7	103.5	96.7	5.9	+0.4	+0.1	69.0	27.7	—
March 8	6.1	99.9	70.6	29.3	1.4	98.5	94.0	5.7	-2.7	-0.3	66.5	27.5	—
April 5	5.8	95.3	67.4	27.8	1.2	94.1	92.7	5.6	-1.3	-1.2	65.5	27.2	4.6
May 10	5.4	89.1	63.1	26.0	2.0	87.1	90.9	5.5	-1.8	-1.9	63.9	27.0	—
June 14	5.4	88.8	62.4	26.4	9.2	79.6	88.2	5.4	-2.7	-1.9	62.2	26.0	0.2
WEST MIDLANDS													
1978 June 8	5.3	123.4	86.6	36.8	8.4	114.9	120.9	5.2	-0.2	-0.2	85.9	35.0	0.3
July 6	6.3	148.3	99.0	49.3	28.3	120.0	120.0	5.1	-0.9	-0.5	85.4	34.6	11.5
August 10	6.5	150.9	100.6	50.3	25.8	125.1	121.0	5.2	+1.0	—	85.4	35.6	13.3
September 14	6.0	140.3	93.6	46.7	16.1	124.2	119.0	5.1	-2.0	-0.6	84.0	35.0	14.2
October 12	5.5	129.0	87.5	41.5	8.9	120.1	119.1	5.1	+0.1	-0.3	84.1	35.0	2.8
November 9	5.3	124.0	85.0	39.0	5.9	118.1	118.3	5.1	-0.8	-0.9	83.7	34.6	—
December 7	5.2	120.4	83.7	36.7	4.1	116.3	117.9	5.0	-0.4	-0.4	83.1	34.8	0.1
1979 January 11	5.4	126.0	88.2	37.8	3.7	122.3	119.1	5.1	+1.2	—	83.9	35.3	2.2
February 8	5.4	126.0	89.2	36.7	2.9	123.1	121.6	5.2	+2.5	+1.1	86.4	35.2	—
March 8	5.3	122.9	87.4	35.5	2.2	120.6	121.6	5.2	—	+1.2	86.3	35.3	—
April 5	5.1	119.3	84.6	34.7	1.9	117.4	119.6	5.1	-2.0	+0.2	84.6	35.0	4.1
May 10	5.0	117.7	82.8	34.9	3.6	114.1	118.7	5.1	-0.9	-1.0	83.5	35.2	—
June 14	5.2	121.5	84.1	37.5	10.8	110.7	116.9	5.0	-1.8	-1.6	82.1	34.8	0.4

* † See footnotes at end of table.

UNEMPLOYMENT regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†				Males	Females	
			Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)
EAST MIDLANDS													
1978 June 8	5.1	80.6	57.4	23.3	9.2	71.4	75.6	4.7	-0.2	-0.4	55.1	20.6	0.3
July 6	5.6	88.6	60.8	27.8	13.3	75.3	76.2	4.8	+0.6	-0.4	55.1	20.6	7.2
August 10	5.5	88.0	60.3	27.7	10.8	77.2	75.5	4.7	-0.7	-0.1	54.3	21.2	7.8
September 14	5.2	82.6	57.3	25.3	6.0	76.6	74.7	4.7	-0.8	-0.3	53.8	20.8	8.3
October 12	4.8	77.0	54.0	23.0	3.0	74.0	74.9	4.7	+0.2	-0.4	54.2	20.7	1.4
November 9	4.7	74.7	53.0	21.7	1.9	72.9	74.1	4.7	-0.8	-0.5	53.5	20.6	—
December 7	4.7	74.1	53.4	20.7	1.3	72.8	73.8	4.6	-0.3	-0.3	53.5	20.3	—
1979 January 11	4.9	78.5	57.2	21.3	1.2	77.3	73.8	4.6	—	-0.4	53.7	20.1	2.6
February 8	5.0	78.8	57.9	20.9	1.0	77.8	75.2	4.7	+1.4	+0.4	55.0	20.2	—
March 8	4.8	77.2	57.1	20.1	0.9	76.3	75.2	4.7	—	+0.5	55.4	19.9	—
April 5	4.5	72.1	52.9	19.3	0.7	71.5	71.8	4.5	-3.4	-0.7	52.3	19.5	3.9
May 10	4.5	70.9	51.5	19.4	1.5	69.4	71.9	4.5	+0.1	-1.1	51.9	20.0	—
June 14	4.7	74.5	52.6	21.9	8.6	65.9	70.3	4.4	-1.6	-1.6	50.5	19.8	0.1
YORKSHIRE AND HUMBERSIDE													
1978 June 8	5.8	123.0	87.5	35.5	13.0	109.9	116.4	5.5	-0.8	-0.2	84.8	31.6	0.2
July 6	6.5	137.4	93.9	43.5	24.9	112.4	116.3	5.5	-0.1	-0.3	84.2	32.1	11.7
August 10	6.7	140.9	95.1	45.8	22.1	118.8	118.9	5.6	+2.6	+0.6	85.1	33.9	12.7
September 14	6.3	133.7	90.9	42.8	14.4	119.3	117.3	5.6	-1.6	+0.3	84.1	33.2	13.5
October 12	5.9	124.0	85.8	38.2	8.0	116.0	115.6	5.5	-1.7	-0.2	82.9	32.7	0.9
November 9	5.7	120.2	84.2	36.0	5.2	115.0	114.8	5.4	-0.8	-1.4	82.4	32.4	—
December 7	5.6	118.0	83.8	34.2	3.8	114.1	113.4	5.4	-1.4	-1.3	81.5	31.9	—
1979 January 11	5.9	125.5	89.9	35.6	3.6	121.9	115.8	5.5	+2.4	+0.1	83.3	32.5	2.1
February 8	5.9	125.4	90.8	34.6	2.8	122.5	117.8	5.6	+2.0	+1.0	85.5	32.3	—
March 8	5.8	122.6	88.7	34.0	2.3	120.3	118.9	5.6	+1.1	+1.8	86.2	32.8	—
April 5	5.5	115.7	83.5	32.2	1.9	113.8	114.9	5.4	-4.0	-0.3	82.9	32.1	4.7
May 10	5.3	112.9	80.4	32.6	3.9	109.1	113.3	5.4	-1.6	-1.5	80.8	32.5	—
June 14	5.5	117.0	80.3	36.6	14.4	102.5	109.1	5.2	-4.2	-3.3	77.1	32.0	

UNEMPLOYMENT regional analysis

Table 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns) (000's)
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†				Males	Females	
			Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)
WALES													
1978 June 8	7.9	86.5	60.6	25.9	6.3	80.2	84.9	7.8	+0.2	+0.1	60.4	24.6	0.1
July 6	9.0	98.1	66.0	32.1	16.0	82.1	85.2	7.8	+0.3	+0.5	60.3	24.9	9.3
August 10	9.3	101.0	67.7	33.3	16.6	84.5	85.9	7.9	+0.7	+0.4	60.4	25.4	9.3
September 14	8.7	95.1	63.8	31.3	11.0	84.1	84.5	7.7	-1.4	-0.1	59.4	25.2	10.5
October 12	8.4	91.4	61.6	29.8	6.8	84.5	84.0	7.7	-0.5	-0.4	58.6	25.4	1.0
November 9	8.2	89.2	60.1	29.2	5.0	84.2	83.0	7.6	-1.0	-1.0	57.5	25.5	—
December 7	8.0	87.9	60.3	27.6	4.0	83.9	82.0	7.5	-1.0	-0.8	57.1	24.8	—
1979 January 11	8.5	92.5	64.4	28.1	3.6	88.9	84.3	7.7	+2.3	+0.1	59.1	25.2	1.3
February 8	8.4	91.9	64.3	27.5	2.9	88.9	85.9	7.9	+1.6	+1.0	60.4	25.5	—
March 8	8.1	88.5	62.1	26.4	2.4	86.0	85.1	7.8	-0.8	+1.0	60.1	25.1	—
April 5	7.7	84.2	58.7	25.5	2.1	82.1	82.0	7.5	-3.1	-0.8	57.4	24.7	4.6
May 10	7.6	83.0	56.7	26.3	3.9	79.1	81.4	7.5	-0.6	-1.5	55.9	25.5	—
June 14	7.3	80.0	54.1	25.9	5.7	74.3	79.1	7.2	-2.3	-2.0	54.1	25.0	0.2
Scotland													
1978 June 8	8.3	187.2	124.2	63.0	25.0	162.1	169.4	7.5	-0.6	-2.4	115.2	54.2	2.9
July 6	8.5	191.9	125.9	66.0	26.9	165.0	168.9	7.5	-0.5	-1.3	113.8	55.1	12.7
August 10	8.5	192.8	126.5	66.4	24.6	168.2	168.6	7.4	-0.3	-0.5	113.1	55.6	12.3
September 14	7.9	179.9	118.2	61.7	15.2	164.7	168.0	7.4	-0.6	-0.5	112.6	55.4	14.1
October 12	7.7	175.6	115.3	60.3	10.5	165.1	168.4	7.4	+0.4	-0.2	112.4	56.0	2.4
November 9	7.7	173.9	114.5	59.4	7.7	166.2	166.4	7.3	-2.0	-0.7	111.2	55.2	—
December 7	7.6	171.7	114.2	57.5	6.0	165.7	164.5	7.3	-1.9	-1.2	109.9	54.7	—
1979 January 11	8.4	190.3	126.9	63.4	13.0	177.3	166.1	7.3	+1.6	-0.8	110.9	55.2	4.4
February 8	8.5	191.7	128.7	63.0	11.3	180.4	172.9	7.6	+6.8	+2.2	116.2	56.7	0.4
March 8	8.1	183.0	123.3	59.7	8.3	174.7	170.9	7.5	-2.0	+2.1	115.3	55.5	—
April 5	7.7	175.6	117.7	57.9	6.7	168.9	169.1	7.5	-1.8	+1.0	113.3	55.8	9.4
May 10	7.3	165.4	109.7	55.7	4.9	160.5	165.9	7.3	-3.2	-2.3	110.1	55.8	0.3
June 14	8.1	182.8	117.5	65.3	25.5	157.2	164.5	7.3	-1.4	-2.1	108.2	56.3	4.0
NORTHERN IRELAND													
1978 June 8	11.4	64.7	44.9	19.8	6.4	58.3	60.2	10.6	+0.4	+0.2	42.1	18.0	2.0
July 6	12.9	73.3	48.5	24.8	11.6	61.7	60.8	10.7	+0.6	—	42.1	18.7	6.9
August 10	13.0	73.9	48.9	25.0	11.2	62.7	61.1	10.8	+0.3	+0.4	42.3	18.8	7.0
September 14	12.5	71.0	47.5	23.5	8.6	62.4	61.0	10.8	-0.1	+0.3	42.3	18.7	7.1
October 12	11.4	64.6	43.7	20.9	5.6	59.0	59.9	10.6	-1.1	-0.3	41.6	18.3	2.7
November 9	10.8	61.2	41.7	19.6	4.2	57.0	57.7	10.2	-2.2	-1.1	40.1	17.6	—
December 7	10.8	61.1	42.2	18.9	3.4	57.7	58.6	10.3	+0.9	-0.8	41.1	17.5	—
1979 January 11	11.3	64.1	44.9	19.2	3.1	61.0	59.3	10.5	+0.7	-0.2	41.7	17.6	1.3
February 8	11.3	64.2	45.5	18.7	2.7	61.6	60.8	10.7	+1.5	+1.0	42.9	17.8	—
March 8	11.0	62.4	44.3	18.2	2.3	60.2	60.5	10.7	-0.3	+0.6	42.6	17.9	—
April 5	10.7	60.8	43.0	17.8	1.9	58.9	59.4	10.5	-1.1	—	41.7	17.7	0.7
May 10	10.7	60.8	42.6	18.2	3.1	57.7	59.2	10.4	-0.2	-0.5	41.2	18.0	0.1
June 14	11.1	62.8	43.0	19.8	6.7	56.1	57.9	10.2	-1.3	-0.9	39.9	18.0	2.7

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following provisional estimates of the numbers of employees (employed and unemployed) at June 1978: South East 7,603,000, East Anglia 726,000, South West 1,646,000, West Midlands 2,336,000, East Midlands 1,592,000, Yorkshire and Humberside 2,112,000, North West 2,845,000, North 1,384,000, Wales 1,092,000, Scotland 2,266,000 and Northern Ireland 568,000.

† The seasonally adjusted series has been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.

‡ Includes Greater London.

UNEMPLOYMENT

simplified analysis by duration and age

TABLE 107

	THOUSANDS									
	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†
1974 May 13	120	7	325	91	543	125	7	345	93	570
June 10	113	7	313	89	522	118	7	332	91	548
July 8	151	8	303	87	549	159	8	325	89	581
August 12	198	9	344	88	639	205	9	367	90	671
September 9	163	9	366	90	628	171	9	388	92	660
October 14†	166	9	354	91	620	172	9	377	93	651
November 11†	154	9	372	92	627	160	9	397	94	660
December 9†	...	...	...	...	...	...	...	...	...	...
1975 January 20†	...	...	...	...	738	...	...	...	...	773
February 10	174	10	485	96	765	180	10	512	98	800
March 10	162	9	509	97	777	168	9	535	99	811
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
August 11	322	12	679	104	1,117	332	12	716	106	1,166
September 8	227	12	767	109	1,115	237	12	805	111	1,165
October 9	231	12	746	110	1,099	239	12	787	112	1,150
November 13	213	12	783	112	1,120	221	12	822	114	1,169
December 11	198	11	826	118	1,153	205	11	865	120	1,201
1976 January 8	196	11	923	122	1,252	202	11	973	124	1,310
February 12	202	11	918	122	1,253	209	11	960	124	1,304
March 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
August 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
September 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
October 14	240	10	946	125	1,321	248	10	992	127	1,377
November 11†	...	...	...	...	...	...	...	...	...	...
December 9†	...	...	...	...	1,316	...	...	...	...	1,371
1977 January 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
February 10	201	10	1,028	126	1,365	208	10	1,076	128	1,422
March 10	183	10	1,010	125	1,328	190	10	1,057	127	1,383
April 14	213	10	989	123	1,336	221	10	1,036	125	1,392
May 12	187	10	969	120	1,286	193	10	1,016	122	1,342
June 9	278	10	982	120	1,390	289	10	1,030	122	1,450
July 14	379	10	1,046	118	1,553	394	10	1,099	120	1,622
August 11	257	12	1,178	120	1,567	265	12	1,237	122	1,636
September 8	232	10	1,175	125	1,542	241	10	1,231	127	1,609
October 13	243	10	1,079	125	1,457	251	10	1,130	127	1,518
November 10	220	10	1,083	125	1,438	227	10	1,135	127	1,499
December 8	192	9	1,092	126	1,420	200	9	1,144	128	1,481
1978 January 12	190	9	1,156	130	1,485	197	9	1,241	132	1,549
February 9	194	9	1,114	129	1,446	201	9	1,167	131	1,509
March 9	180	9	1,082	128	1,399	187	9	1,135	130	1,461
April 13	211	9	1,041	127	1,387	220	9	1,094	129	1,452
May 11	176	9	1,015	125	1,325	182	9	1,069	127	1,387
June 8	267	9	983	123	1,381	277	9	1,035	125	1,446
July 6	357	9	1,024	122	1,512	374	9	1,078	125	1,586

UNEMPLOYMENT industrial analysis (excluding school leavers)* Great Britain

TABLE 108

	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Total unemployed†
	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Total number (thousands)											
1975 February	15.9	15.7	217.1	144.2	5.9	43.6	74.0	123.8	40.2	76.7	748.7
1975 May	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
1975 August	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
1975 November‡	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976 February	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.8	56.6	141.8	1,185.3
1976 August	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 November**	...	...	...	...	...	...	...	...	...	...	...
1977 February	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 August	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 November	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 February	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 August	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 November	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 February	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
Percentage rates§											
1975 February	4.0	4.3	2.9	10.1	1.7	2.8	2.6	1.8	2.4	...	3.2
1975 May	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	...	3.5
1975 August	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	...	4.1
1975 November‡	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	...	4.7
1976 February	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	...	5.3
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	...	5.1
1976 August	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 November**	...	...	...	...	...	...	...	...	...	...	...
1977 February	6.6	4.7	4.5	15.9	2.8	4.3	5.0	3.3	4.2	...	5.6
1977 May	5.9	4.6	4.4	14.3	2.6	4.0	4.7	2.9	4.2	...	5.3
1977 August	5.7	5.8	4.5	13.7	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 November	6.4	6.1	4.5	14.2	2.6	4.2	4.9	3.5	4.8	...	5.8
1978 February	7.2	6.2	4.6	15.6	2.6	4.3	5.2	3.4	4.8	...	5.9
1978 May	6.0	6.1	4.5	13.1	2.5	3.9	4.7	3.0	4.6	...	5.4
1978 August	5.6	6.6	4.5	11.9	2.4	3.7	4.7	3.0	4.6	...	5.6
1978 November	5.9	6.7	4.2	11.7	2.4	3.8	4.5	3.3	4.7	...	5.4
1979 February	6.8	6.8	4.4	14.4	2.5	4.1	4.9	3.3	4.8	...	5.7
1979 May	5.4	6.4	4.2	11.3	2.2	3.7	4.4	2.9	4.4	...	5.1
Total number, seasonally adjusted (thousands)||											
1975 February	13.7	15.3	208.5	129.0	5.7	39.8	68.3	113.6	38.8	79.3	701.2
1975 May	15.6	16.1	248.7	149.8	6.4	45.5	82.3	134.9	42.6	94.9	821.6
1975 August	18.3	16.5	292.8	172.4	6.9	51.3	96.2	156.8	46.4	108.8	952.3
1975 November‡	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1976 February	22.1	17.2	349.1	204.8	8.6	60.8	122.7	197.8	55.2	141.7	1,180.0
1976 May	22.8	17.9	355.4	208.4	8.8	61.1	128.2	204.8	58.3	155.1	1,220.8
1976 August	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 November**	...	...	...	...	...	...	...	...	...	...	...
1977 February	24.2	16.8	334.7	209.1	9.5	60.4	134.5	223.1	68.3	199.6	1,280.2
1977 May	24.6	17.5	333.0	206.3	9.4	60.6	134.6	224.6	70.6	204.2	1,285.4
1977 August	24.8	20.7	339.7	206.8	9.4	60.9	138.3	233.0	74.5	232.4	1,340.5
1977 November	25.9	21.8	344.9	208.7	9.2	61.9	140.9	241.4	77.2	234.8	1,366.7
1978 February	26.2	22.6	337.5	202.8	8.8	60.5	139.2	237.8	78.4	241.2	1,355.0
1978 May	25.0	23.0	336.4	188.9	8.8	59.4	135.9	232.6	78.3	236.7	1,325.0
1978 August	24.0	23.7	334.4	179.5	8.4	57.7	133.4	228.2	77.4	245.6	1,312.3
1978 November	23.4	24.1	325.4	171.5	8.3	56.2	128.6	225.3	76.2	235.0	1,274.0
1979 February	24.6	24.6	324.2	185.7	8.6	57.3	131.1	229.7	78.0	241.9	1,305.7
1979 May	22.8	24.2	316.9	162.5	7.9	55.3	126.2	223.1	74.4	233.9	1,247.2

* Classified by industry in which last employed. Excludes adult students registered for vacation employment.

† The figures of total unemployment before November 1975 in this table, are adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date—notified on the four days following the date of the count. Subsequent figures, and all the industry figures are not adjusted.

‡ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.

§ The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, the provisional estimate for mid-1978, has been used to calculate percentage rates from 1977 onwards.

|| The seasonally adjusted series have been revised using recent data. See page 479 of the May 1979 issue of the *Employment Gazette*.

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

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

TABLE 109

	Managerial and professional	Clerical and related†	Other non-manual occupations‡	Craft and similar occupations, including foremen, in processing, production, repairing, etc§	General labourers	Other manual occupations||	Total: all occupations
MALES							
1975 December*	56,460	72,949	21,667	133,461	360,540	222,717	867,794
1976 March	58,289	76,242	24,054	150,256	378,769	244,129	931,739
1976 June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
1976 September	65,013	83,773	24,860	137,903	374,066	231,679	917,294
1976 December†	...	...	...	...	...	...	...
1977 March	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 September	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 December	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978 March	72,446	79,503	27,749	151,425	394,500	247,567	973,190
1978 June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
1978 September	75,100	80,501	25,147	120,936	379,214	214,152	895,050
1978 December	70,827	75,114	24,557	119,473	372,326	215,673	877,970
1979 March	70,239	75,017	25,615	136,214	387,000	231,800	925,885
Percentage of total number unemployed							
1975 December*	6.5	8.4	2.5	15.4	41.5	25.7	100.0
1976 March	6.3	8.2	2.6	16.1	40.7	26.2	100.0
1976 June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
1976 September	7.1	9.1	2.7	15.0	40.8	25.3	100.0
1976 December†	...	...	...	...	...	...	...
1977 March	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 September	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 December	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978 March	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 September	8.4	9.0	2.8	13.5	42.4	23.9	100.0
1978 December	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 March	7.6	8.1	2.8	14.7	41.8	25.0	100.0
FEMALES							
1975 December*	16,161	70,173	26,324	6,320	47,590	47,043	213,611
1976 March	17,124	80,113	32,350	7,363	53,477	53,972	244,399
1976 June	16,216	77,624	31,488	7,765	52,526	52,596	239,215
1976 September	24,011	97,455	36,021	8,168	60,539	59,024	285,218
1976 December†	...	...	...	...	...	...	...
1977 March	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 September	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1977 December	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978 March	31,840	107,358	48,963	9,558	71,037	74,163	342,919
1978 June	27,931	98,487	45,497	9,682	69,395	69,100	320,092
1978 September	38,928	112,235	46,937	9,876	75,161	74,049	357,186
1978 December	34,860	103,623	47,392	9,037	72,011	74,302	341,225
1979 March	33,487	104,306	49,969	9,289	73,063	75,694	345,808
Percentage of total number unemployed							
1975 December*	7.6	32.9	12.3	3.0	22.3	22.0	100.0
1976 March	7.0	32.8	13.2	3.0	21.9	22.1	100.0
1976 June	6.8	32.4	13.2	3.2	22.4	22.0	100.0
1976 September	8.4	34.2	12.6	2.9	21.2	20.7	100.0

UNEMPLOYMENT detailed analysis by age: Great Britain

TABLE 110 THOUSANDS

	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	Total†
MALES									
1974 July	21.2	32.4	69.8	88.8	67.5	69.0	37.3	94.4	480.3
1975 January*	61.3	80.9	147.0	161.2	108.2	98.4	45.7	112.3	814.9
1975 July	61.3	80.9	147.0	161.2	108.2	98.4	45.7	112.3	814.9
1976 January†	57.5	73.0	166.8	221.4	145.2	127.1	58.8	131.6	981.3
1976 July	146.6	70.3	155.2	206.9	137.2	123.3	58.6	132.5	1,030.7
1977 January	62.9	72.5	170.4	236.9	152.5	134.1	66.1	138.6	1,034.0
1977 July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978 January	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
1978 July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
1978 October	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979 January	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
1979 April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
Percentage of total number unemployed									
1974 July	4.4	6.7	14.5	18.5	14.1	14.4	7.8	19.6	100.0
1975 January*	7.5	9.9	18.0	19.8	13.3	12.1	5.6	13.8	100.0
1975 July	7.5	9.9	18.0	19.8	13.3	12.1	5.6	13.8	100.0
1976 January†	5.9	7.4	17.0	22.6	14.8	13.0	6.0	13.4	100.0
1976 July	14.2	6.8	15.1	20.1	13.3	12.0	5.7	12.9	100.0
1977 January	6.1	7.0	16.5	22.9	14.7	13.0	6.4	13.4	100.0
1977 July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978 January	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
1978 July	15.3	7.3	14.0	19.6	12.7	11.9	6.7	12.5	100.0
1978 October	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
1979 January	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
1979 April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
FEMALES									
1974 July	12.1	15.8	22.8	13.8	7.7	12.5	8.1	0.4	93.3
1975 January*	43.7	47.0	56.4	29.3	16.8	21.6	11.6	0.9	227.2
1975 July	43.7	47.0	56.4	29.3	16.8	21.6	11.6	0.9	227.2
1976 January†	48.6	45.5	62.2	43.9	24.0	29.5	15.8	1.1	270.5
1976 July	121.8	51.6	69.7	49.9	27.8	32.7	17.0	1.3	371.8
1977 January	59.5	57.4	84.5	62.3	32.8	38.5	19.9	1.4	356.2
1977 July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978 January	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
1978 July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
1978 October	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979 January	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
1979 April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
Percentage of total number unemployed									
1974 July	13.0	17.0	24.4	14.7	8.3	13.4	8.7	0.5	100.0
1975 January*	19.2	20.7	24.8	12.9	7.4	9.5	5.1	0.4	100.0
1975 July	19.2	20.7	24.8	12.9	7.4	9.5	5.1	0.4	100.0
1976 January†	18.0	16.8	23.0	16.2	8.9	10.9	5.8	0.4	100.0
1976 July	32.8	13.9	18.7	13.4	7.5	8.8	4.6	0.3	100.0
1977 January	16.7	16.1	23.7	17.5	9.2	10.8	5.6	0.4	100.0
1977 July	31.4	14.3	19.5	14.2	7.5	8.5	4.3	0.3	100.0
1978 January	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
1978 July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
1978 October	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979 January	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
1979 April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0

Note: The age ranges shown in this table have been revised—see note on page 952 of the August 1978 issue of *Employment Gazette*.
 * Information was not collected in January 1975 because of industrial action at local offices of the Employment Service Agency.
 † Adult students are excluded from the figures from January 1976 but are included in the figures for earlier dates. From January 1976 the count was made on a Thursday instead of a Monday.
 ‡ Before January 1976, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

UNEMPLOYMENT

detailed analysis by duration: Great Britain

TABLE 111 THOUSANDS

	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	Total
TOTAL, MALES AND FEMALES								
1975 October	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976 January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
1976 April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
1976 July	213.4	142.9	206.7	142.7	223.6	243.5	229.8	1,402.5
1976 October	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977 January	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
1977 April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
1977 July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
1977 October	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978 January	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
1978 April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
1978 July	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5
1978 October	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979 January	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
1979 April*	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
Percentage of total number unemployed								
1975 October	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976 January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
1976 April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
1976 July	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0
1976 October	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977 January	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
1977 April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
1977 July	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0
1977 October	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978 January	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
1978 April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
1978 July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
1978 October	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979 January	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
1979 April*	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
MALES								
1975 October	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976 January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
1976 April	89.0	66.8	111.9	111.3	190.2	203.6	186.2	959.1
1976 July	135.0	94.8	142.1	102.7	165.2	189.1	201.8	1,030.7
1976 October	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977 January	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
1977 April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
1977 July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
1977 October	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978 January	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
1978 April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
1978 July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
1978 October	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979 January	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
1979 April*	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
FEMALES								
1975 October	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976 January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
1976 April	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1
1976 July	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8
1976 October	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977 January	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
1977 April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
1977 July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
1977 October	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978 January	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5
1978 April	36.0	35.2	46.2	46.3	76.1	85.9	61.9	387.6
1978 July	84.3	57.4	77.2	43.0	74.9	72.7	64.2	473.7
1978 October	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9
1979 January	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
1979 April*	25.6	2						

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
1974	May	172	58	186	119	535
	November	209	67	201	144	621
1975	February	271	91	236	159	757
	May	303	96	252	162	813
	November	421	124	373	202	1,120
1976	February	483	152	416	202	1,253
	May	454	143	420	203	1,220
	November*	..	..	..	..	..
1977	February	469	144	535	217	1,365
	May	427	136	511	211	1,286
	November	470	129	574	265	1,438
1978	February	480	138	561	267	1,446
	May	426	117	528	254	1,325
	November	419	94	537	280	1,331

Notes: The group "others registered for work" includes those who at the operative date had been unemployed for only a short time and whose claims were still being examined. Also included are those who are registered for employment but not claiming benefits (e.g. those married women who are not entitled to benefit, some school leavers, some retired people who are again seeking employment, and some people who have been disqualified from receiving unemployment benefit or who have received all the unemployment benefit to which they are entitled in their current spell of unemployment).

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

Time Rates of Wages and Hours of Work

April, 1978 Price £6.25 (by post £6.71)

Minimum, or standard, time rates of wages and general conditions of employment of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts and the Agricultural Wages Acts. In this volume, particulars are given of the minimum, or standard, rates of wages and normal weekly hours fixed by these agreements and orders for the more important industries and occupations. The source of the information is given in each case.

Obtainable from the Government bookshops in London (post orders to PO Box 569, SE1 9NH), Edinburgh, Cardiff, Belfast, Manchester, Birmingham and Bristol, or through booksellers.

UNEMPLOYMENT

Selected countries: national definitions

TABLE 113

THOUSANDS

	United Kingdom*		Belgium†	Denmark§	France*	Germany*	Ireland†	Italy††	Netherlands*	Austria*	Greece*	Norway*	Spain*	Sweden‡	Switzerland*	Australia*	Japan‡	Canada‡	United States‡	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1974	615**	600**	105	50	498	583	48	997	135	41	27	10.7	150	80	0.2	122	740	521	5,076	
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830	
1976	1,359**	1,270**	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288	
1977	1,484	1,378	264	164	1,073	1,030	82	1,378	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856	
1978	1,475	1,376	282	190	1,167	993	75	1,523	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047	
Quarterly averages																				
1977 4th	1,499	1,423	287	181	1,181	1,016	78	1,478	209	62	34	16.2	630	81	10.2	377	1,047	825	6,149	
1978 1st	1,506	1,456	292	216	1,108	1,179	82	1,562	216	84	44	21.1	741	99	13.6	429	1,343	1,001	6,705	
2nd	1,428	1,343	274	182	1,047	930	76	1,475	186	47	23	15.3	786	86	9.3	396	1,240	933	5,823	
3rd	1,571	1,369	271	173	1,179	904	71	1,488	209	37	20	18.0	837	106	7.9	388	1,203	881	6,055	
4th	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	905	84	11.2	410	1,163	829	5,605	
1979 1st	1,436	1,397	299	203	1,337	1,088		1,691	222	87	49	32.0	948	100	14.5	475	1,277	969	6,360	
2nd	1,328	1,258			1,261	805														
Monthly																				
1979 Jan	1,455	1,408	303	211	1,356	1,171	75	1,684	229	99	55	33.6	926	117	17.2	494	1,270	977	6,431	
Feb	1,452	1,412	301	206	1,342	1,134		1,708	226	93	51	32.9	944	94	14.2	482	1,210	954	6,484	
Mar	1,402	1,371	294	192	1,313	958		1,682	210	68	41	29.5	974	88	12.1	448	1,350	976	6,165	
April	1,341	1,315	290	171	1,291	876		1,618	194	56	28	26.8	995	86	11.1	437	1,240	943	5,561	
May	1,299	1,260	285		1,259	775		1,580	188	47	19	21.2	1,010	72	10.6			836	5,253	
June	1,344	1,200				763														
Percentage rate latest month	5.6		10.6	6.5	6.5	3.3	10.6	7.4	4.5	1.7	1.3	1.1	7.7	1.7	0.4	6.7	2.2	7.5	5.2	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1977 4th		1,422	276	172	1,084	1,023	80		205	55	33	14.3	633	81			1,124	895	6,492	
1978 1st		1,416	279	183	1,061	1,011	78		205	58	30	17.0	725	88			1,173	901	6,179	
2nd		1,389	285	184	1,139	1,000	76		202	58	28	18.4	781	97			1,251	922	6,028	
3rd		1,368	284	186	1,234	995	74		206	59	30	20.8	853	107			1,288	921	6,027	
4th		1,334	281	189	1,224	952	71 e		209	60	35	23.8	909	85			1,251	900	5,908	
1979 1st		1,357	287	176	1,285	920			211	60	35 e	27.9	927	88			1,118	882	5,878	
2nd		1,304			1,369	875 e														
Monthly																				
1979 Jan		1,342	282	180	1,256	954	70 e		210	61	37	27.5	912	94			1,152	897	5,883	
Feb		1,367	288	174	1,285	922			213	61	36 e	28.7	923	84			1,049	872	5,881	
Mar		1,362	291	175	1,313	883			211	57	32 e	27.6	946	88			1,152	876	5,871	
April		1,327	293	164	1,339	874			206	57 e	26 e	27.0	974 e	87			1,224	880	5,937	
May		1,306	295 e		1,376	869 e			210 e	59 e	26 e	25.5 e	989 e	87				836	5,929	
June		1,279			1,392	882 e														
Percentage rate latest month	5.3		10.9 e	6.3	7.4	3.9 e	10.0 e		5.0 e	2.1 e	1.8 e	1.4 e	7.5 e	2.1			2.2	7.5	5.8	

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

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 † Insured unemployed. Rates are calculated as percentages of total insured population.

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

** The annual averages are averages of 11 months.

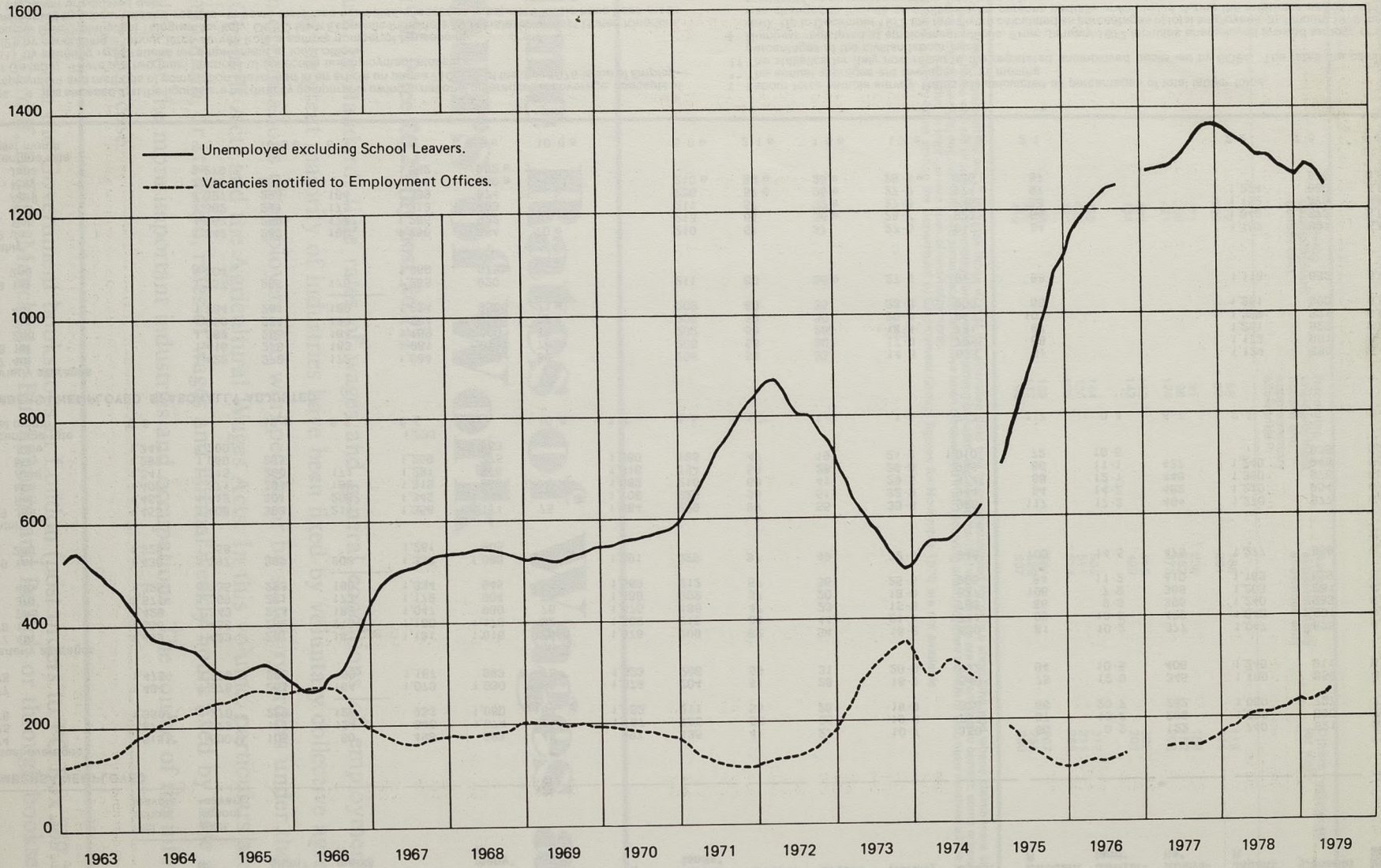
†† The statistics for Italy now relate to the registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

§ Numbers registered at employment offices. From January 1977 includes unemployed insured for loss of part-time work. Up to December 1978 the rates were calculated as percentages of total employees. In January 1979 the method was changed to include an allowance for persons partially unemployed during the reference period and the rates calculated as percentages of the total labour force.

e Estimated.

R Some of the seasonally adjusted figures have been revised.

Unemployed and vacancies: Great Britain



There are gaps in the data due to industrial action. See footnote(f) to table 104.

Three-month moving average, seasonally adjusted THOUSANDS

UNEMPLOYMENT AND VACANCIES

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

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)			
1974	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
	November 11§	..	..	..	..	..	..	..	..	..	..	..	..
	December 13§	..	..	..	..	..	..	..	..	..	..	..	..
1977	January 13§	..	..	..	..	..	..	..	..	..	..	..	..
	February 10§	..	..	..	..	..	..	..	..	..	..	..	..
	March 10§	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	231	122	354	236	122	358	-5	—	-5	..	..	..
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	—
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	August 11	245	139	384	237	129	366	8	10	17	193	195	-2
	September 8	245	141	386	241	131	372	5	10	14	192	194	-2
	October 13	245	141	386	243	137	379	2	4	6	199	198	1
	November 10	248	145	393	243	141	384	4	4	9	196	196	—
	December 8	245	143	388	244	143	387	1	—	1	198	193	5
1978	January 12	229	129	358	229	129	357	1	—	1	195	185	10
	February 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	March 9	220	127	347	231	129	360	-11	-2	-13	209	192	17
	April 13	226	132	358	238	137	375	-12	-5	-17	213	203	10
	May 11	229	135	363	239	139	379	-11	-5	-16	218	215	3
	June 8	232	138	369	240	140	380	-9	-3	-11	221	221	—
	July 6	241	149	391	249	145	394	-7	4	-3	229	231	-2
	August 10	240	150	390	247	144	391	-7	6	-1	232	231	1
	September 14	237	151	388	244	146	390	-7	5	-1	233	231	2
	October 12	236	151	387	244	151	395	-8	—	-8	238	232	7
	November 9	238	155	393	245	156	401	-7	-2	-8	237	233	4
	December 7	239	151	390	244	155	399	-5	-4	-9	235	232	3
1979	January 11	226	134	361	226	136	363	—	-2	-2	219	215	3
	February 8	224	130	354	217	130	347	7	—	7	210	206	5
	March 8	220	128	349	219	128	347	1	—	2	210	202	8
	April 5	222	134	355	232	139	371	-11	-5	-16	227	220	7
	May 10	215	131	345	235	137	372	-20	-6	-26	233	227	6

* 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 4-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).
 ‡ From April 1974 the vacancy figures include some that are suitable for young persons.
 § Because of industrial action at employment offices figures are not available.

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													
1977 March 4	57.4	3.6	8.8	9.2	9.7	11.5	12.2	9.3	5.9	15.0	142.5	1.8	144.3
April 6	62.1	4.0	9.8	9.2	10.8	12.3	12.6	9.3	6.7	17.1	153.9	1.8	155.7
May 6	68.2	4.4	10.3	9.4	10.9	13.7	13.3	9.8	6.6	17.0	163.6	1.8	165.4
June 1	69.4	4.7	11.0	9.3	10.6	13.8	13.7	9.2	7.1	18.0	166.8	2.0	168.8
July 8	66.6	5.4	9.7	9.2	10.7	13.2	13.6	9.2	6.7	16.9	161.2	2.0	163.2
August 5	63.6	5.2	9.3	9.8	10.3	12.4	12.8	9.1	6.1	16.9	155.5	2.0	157.5
September 2	64.0	5.5	9.2	10.6	10.3	12.6	12.8	9.6	6.2	18.1	159.0	2.1	161.0
October 7	70.6	5.0	8.9	10.9	11.3	13.0	13.3	9.3	6.4	18.3	166.9	2.1	169.1
November 4	69.2	4.8	8.2	10.1	10.6	12.4	12.6	8.8	5.8	15.4	157.9	2.0	159.9
December 2	65.3	4.8	8.1	10.4	10.2	11.6	12.6	7.9	5.9	15.7	152.6	1.8	154.4
1978 January 6	66.2	4.7	8.5	11.4	10.4	12.1	13.2	8.8	6.3	15.7	157.2	1.8	158.9
February 3	73.2	4.8	9.7	11.5	11.6	12.4	14.1	9.1	6.5	17.1	170.2	1.9	172.1
March 3	77.9	5.5	10.8	11.8	11.9	12.9	14.9	10.1	8.4	20.0	184.2	1.9	186.1
April 7	85.1	6.1	12.8	12.3	12.8	15.6	15.9	10.5	8.8	22.3	202.3	1.8	204.1
May 5	93.3	6.7	14.2	12.5	13.4	15.1	16.7	10.6	8.7	22.9	214.0	1.9	215.9
June 2	99.4	6.8	16.2	13.2	13.7	16.0	17.3	11.1	9.2	23.0	225.9	1.9	227.9
July 8	96.5	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
August 4	93.1	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
September 8	104.4	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
October 6	110.2	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
November 3	105.8	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
December 1	101.1	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979 January 5	98.4	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
February 2	100.7	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
March 2	104.8	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
April 7	111.6	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
May 4	118.5	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
June 8	122.4	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
Numbers notified to careers offices													
1977 March 4	10.5	0.9	1.3	2.2	1.9	2.2	1.7	0.8	0.5	1.0	22.9	0.5	23.4
April 6	11.9	1.1	1.3	2.5	1.9	2.4	1.8	1.0	0.6	0.9	25.4	0.5	25.9
May 6	13.8	1.1	1.7	5.5	2.1	3.2	2.0	1.1	0.5	1.5	32.4	0.6	33.0
June 1	12.0	0.6	1.0	5.1	1.6	2.3	1.4	0.9	0.5	1.6	27.0	0.6	27.6
July 8	8.5	0.6	1.0	3.9	1.3	1.9	1.1	1.0	0.5	1.2	20.8	0.4	21.2
August 5	8.4	0.6	1.1	3.7	1.2	1.8	1.2	0.9	0.5	1.2	20.4	0.4	20.8
September 2	8.9	0.7	1.0	3.5	1.4	1.5	1.2	1.0	0.6	1.2	21.1	0.6	21.6
October 7	9.1	0.6	0.8	2.3	1.3	1.4	1.1	0.8	0.4	0.9	18.8	0.5	19.3
November 4	9.4	0.5	0.7	2.0	1.3	1.2	0.9	0.6	0.4	0.8	18.0	0.4	18.4
December 2	8.9	0.5	0.6	1.7	1.1	1.1	1.0	0.5	0.3	0.9	16.7	0.3	17.1
1978 January 6	9.0	0.5	0.7	1.6	1.1	1.2	1.1	0.5	0.3	0.8	16.9	0.4	17.2
February 3	10.0	0.5	0.9	1.7	1.3	1.4	1.2	0.6	0.4	0.8	18.9	0.4	19.2
March 3	12.6	0.9	1.1	2.2	1.7	1.8	1.6	0.7	0.4	1.2	24.1	0.3	24.4
April 7	13.2	0.9	1.4	2.4	1.9	2.0	1.7	0.6	0.4	0.9	25.4	0.3	25.8
May 5	15.7	1.1	2.1	4.4	2.8	2.1	2.0	1.2	0.5	1.2	33.2	0.3	33.6
June 2	15.6	0.9	1.6	4.2	1.8	2.5	1.4	0.9	0.5	1.2	30.6	0.3	30.9
July 8	14.9	0.8	1.5	3.4	1.6	2.2	1.1	0.7	0.5	1.2	27.8	0.3	28.1
August 4	14.1	0.9	1.4	3.0	1.6	1.9	1.3	0.7	0.5	1.2	26.7	0.3	27.0
September 8	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
October 6	16.2	1.1	1.6	2.8	1.9	1.7	1.7	0.7	0.5	1.3	29.3	0.4	29.7
November 3	15.7	0.9	1.5	2.3	1.6	1.6	1.6	0.6	0.5	1.1	27.4	0.3	27.7
December 1	16.0	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
1979 January 5	14.9	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
February 2	13.0	0.8	1.2	2.1	1.4	1.4	1.6	0.5	0.4	0.9	23.2	0.3	23.4
March 2	15.0	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
April 7	17.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
May 4	19.7	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
June 8	19.3	1.6	1.8	4.6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37.5

Notes: The figures represent only the numbers of vacancies notified to employment offices and careers offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole. 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.
 * Including Greater London.

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
1974 June 5	144.7	11.5	26.6	24.7	19.9	24.5	28.1	13.9	9.4	19.7	323.2	3.8	327.0
July 3	145.3	10.6	26.0	24.1	19.1	23.4	27.1	13.6	9.5	19.9	319.1	4.2	323.3
August 7	136.3	9.9	23.2	22.2	18.0	22.1	24.4	13.2	9.2	19.4	298.8	4.1	302.9
September 4	132.5	9.8	22.8	21.0	17.6	21.7	24.7	13.0	9.2	21.2	294.3	4.1	298.4
October 9||	129.5	9.2	20.9	20.8	16.9	21.0	23.7	13.2	8.9	22.2	286.4	4.2	290.6
November 6||	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.7	271.4
December 4||	...	...	17.6	16.3	15.0	18.0	20.5	11.7	8.0	21.7	...	3.7	...
1975 January 8||	86.9	5.7	13.7	12.2	11.1	15.4	16.0	11.1	6.4	18.0	195.1	3.6	199.0
February 5	81.6	6.0	13.3	10.4	10.3	14.5	14.9	11.1	6.7	19.1	188.0	3.6	191.6
March 5	...	...	...	...	...	...	...	...	...	...	...	...	...
April 9	74.9	5.1	12.1	9.1	9.1	13.5	14.4	10.7	6.2	18.8	174.1	3.3	177.4
May 7	66.8	4.7	10.7	8.1	8.7	11.6	13.5	10.4	5.6	18.2	158.4	3.0	161.4
June 4	60.6	4.3	10.0	7.3	8.4	10.6	12.7	10.2	5.2	17.7	147.2	3.1	150.3
July 9	53.7	4.0	8.9	6.6	7.4	9.8	11.8	9.1	4.8	16.5	132.8	2.7	135.5
August 6	52.7	4.4	9.2	6.7	7.3	9.3	11.7	9.4	4.9	16.1	132.5	2.7	135.2
September 3	52.2	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
October 3 [‡]	47.3	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
November 7	43.1	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
December 5	43.0	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976 January 2	42.3	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
February 6	44.0	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
March 5	45.8	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
April 2	45.7	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
May 7	44.0	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
June 4	43.7	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
July 2	45.6	3.4											

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 number of operatives (000's)	Total number of hours lost (000's)	Number of operatives (000's)	Hours lost			Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost
Total (000's)									Average per operative working part of the week	Number of operatives (000's)	Percentage of all operatives (per cent)			Total (000's)	Average per operative on short-time
1974 October 19	2,011	35.5	8.5	17.00	16.30	23	927	59	769	13.1	82	1.4	1,696	20.7
November 16	2,017	35.6	8.5	17.07	16.10	19	740	65	632	9.7	84	1.5	1,373	16.4
December 14	2,003	35.7	8.6	17.19	16.20	8	321	64	686	10.7	72	1.3	1,008	13.9
1975 January 18	1,785	32.1	8.3	14.88	16.22	6	222	124	1,261	10.2	130	2.3	1,483	11.5
February 15	1,758	31.9	8.2	14.45	14.89	11	449	171	1,762	10.3	182	3.3	2,210	12.1
March 15	1,729	31.6	8.2	14.14	14.53	17	665	206	2,076	10.1	222	4.1	2,740	12.3
April 19	1,683	31.0	8.1	13.71	13.85	11	444	228	2,250	9.9	239	4.4	2,695	11.3
May 17	1,610	29.8	8.3	13.34	12.95	17	681	221	2,291	10.3	238	4.4	2,973	12.5
June 14	1,560	29.1	8.2	12.86	12.94	14	570	194	1,865	9.6	208	3.9	2,434	11.7
July 19	1,509	28.2	8.8	13.21	12.99	21	846	111	1,158	10.4	132	2.5	2,005	15.1
August 16	1,388	26.0	8.4	11.60	12.72	17	683	107	1,089	10.2	124	2.3	1,772	14.3
September 13	1,558	29.3	8.4	13.02	12.87	12	489	119	1,174	9.9	131	2.5	1,665	12.7
October 18	1,614	30.5	8.3	13.38	12.70	6	229	146	1,553	10.7	151	2.9	1,781	11.8
November 15	1,664	31.8	8.3	13.74	12.89	20	810	156	1,526	9.8	176	3.4	2,336	13.3
December 13	1,689	32.2	8.5	14.26	13.24	24	934	127	1,218	9.6	150	2.9	2,152	14.4
1976 January 10	1,423	27.5	7.8	11.13	12.44	13	499	139	1,335	9.6	151	2.9	1,833	12.2
February 14	1,558	30.3	8.3	12.95	13.27	6	245	158	1,521	9.6	165	3.2	1,765	10.7
March 13	1,610	31.4	8.4	13.53	13.72	4	174	127	1,282	10.1	131	2.6	1,456	11.1
April 10	1,620	31.6	8.3	13.42	13.50	4	163	110	1,043	9.5	114	2.2	1,208	10.6
May 15	1,672	32.7	8.4	14.03	13.66	2	94	100	914	9.2	102	2.0	1,007	9.9
June 12	1,623	31.7	8.3	13.46	13.69	6	256	76	712	9.5	82	1.6	968	11.8
July 10†	1,649	32.0	8.6	14.11	13.84	2	83	51	481	9.5	53	1.0	563	10.7
August 14†	1,507	29.2	8.5	12.86	14.10	6	227	42	391	9.3	48	0.9	618	13.0
September 11†	1,695	32.7	8.6	14.58	14.48	3	103	52	486	9.4	54	1.0	589	10.9
October 16†	1,836	35.1	8.6	15.77	15.11	3	125	43	375	8.8	46	0.9	501	10.9
November 13†	1,858	35.4	8.5	15.88	15.16	3	133	30	313	10.6	33	0.6	446	13.6
December 11†	1,904	36.3	8.6	16.47	15.41	2	90	41	559	13.9	43	0.8	649	15.1
1977 January 15†	1,720	33.0	8.3	14.23	15.53	8	332	33	282	8.6	41	0.8	614	15.0
February 12†	1,840	35.2	8.6	15.85	16.06	5	189	36	434	12.0	41	0.8	623	15.3
March 12†	1,846	35.3	8.6	15.84	15.84	8	333	43	421	10.0	51	1.0	754	14.9
April 23†	1,816	34.7	8.5	15.52	15.56	13	532	33	278	8.5	46	0.9	809	17.7
May 14†	1,917	36.6	8.6	16.50	16.13	9	358	36	347	9.6	45	0.9	706	15.6
June 18†	1,785	34.0	8.7	15.44	15.78	6	239	33	354	10.7	39	0.7	592	15.2
July 16†	1,814	34.4	8.9	16.19	15.88	5	204	30	309	10.3	35	0.7	513	14.7
August 13†	1,625	30.8	9.0	14.58	15.92	24	936	26	238	9.2	50	0.9	1,174	23.8
September 10†	1,777	33.7	8.7	15.41	15.35	22	869	41	457	11.1	63	1.2	1,326	21.1
October 15†	1,878	35.8	8.7	16.25	15.61	13	498	36	339	9.6	48	0.9	837	17.5
November 12†	1,846	35.2	8.7	15.98	15.36	34	1,344	49	641	13.2	82	1.6	1,985	24.2
December 10†	1,885	36.0	8.7	16.43	15.33	4	145	27	272	10.0	31	0.6	417	13.5
1978 January 14†	1,748	33.6	8.4	14.70	15.99	4	176	43	573	13.5	47	0.9	749	16.0
February 11†	1,823	35.0	8.6	15.67	15.80	4	170	41	522	12.9	45	0.9	692	15.4
March 11†	1,857	35.7	8.7	16.18	16.04	4	145	36	396	11.0	40	0.8	542	13.7
April 15†	1,850	35.7	8.7	16.07	16.12	3	123	36	379	10.5	39	0.8	502	12.8
May 13†	1,872	36.2	8.5	15.97	15.61	3	99	33	333	10.2	35	0.7	432	12.3
June 10†	1,778	34.3	8.5	15.10	15.50	3	128	33	318	9.6	36	0.7	446	12.3
July 8†	1,812	34.8	8.8	15.97	15.67	12	497	22	201	9.3	34	0.7	699	20.6
August 12†	1,568	30.1	8.8	13.75	15.15	3	126	21	216	10.1	25	0.5	342	13.9
September 16†	1,793	34.4	8.7	15.64	15.61	9	358	22	195	9.1	31	0.6	553	18.1
October 14†	1,824	35.5	8.7	15.90	15.22	4	173	28	278	10.1	32	0.6	450	14.1
November 11†	1,841	35.8	8.6	15.86	15.26	7	264	35	441	12.6	42	0.8	704	17.0
December 9†	1,882	36.7	8.7	16.35	15.23	4	138	35	434	12.5	38	0.7	572	15.0
1979 January 13†	1,631	32.0	8.2	13.39	14.68	10	379	62	745	12.1	71	1.4	1,124	15.8
February 10†	1,740	34.2	8.5	14.85	14.93	18	706	45	470	10.5	62	1.2	1,176	18.9
March 10†	1,851	36.5	8.7	16.03	15.81	6	225	33	367	11.0	39	0.8	592	15.2
April 7†	1,888	37.2	8.7	16.33	16.38	6	236	26	257	9.8	32	0.6	493	15.3
May 5†	1,863	36.8	8.4	15.67	15.32	4	160	28	258	9.3	32	0.6	418	13.2

* Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
† Figures after June 1976 are provisional and are subject to revision to take account of the results of the June 1977 census of employment.
‡ See page 683 for detailed analysis.

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

TABLE 121

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		Textiles, leather, clothing		All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods		Textiles, leather, clothing		Food, drink, tobacco	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1958	100.4		96.5		101.6		102.5		102.4		103.2		103.0	
1959	100.9		96.3		104.9		103.3		102.8		104.9		104.5	
1960	103.9		99.4		107.9		102.4		101.7		101.7		104.8	
1961	102.9		101.9		102.9		101.0		101.3		100.6		101.1	
1962	100.0		100.0		100.0		100.0		100.0		100.0		100.0	
1963	98.4		97.6		99.1		99.9		99.6		100.2		100.5	
1964	100.7		101.7		99.1		100.7		100.7		100.8		101.4	
1965	99.8		101.7		99.2		99.4		98.8		98.4		100.3	
1966	97.3		101.0		91.5		97.1		97.4		97.4		99.9	
1967	92.4		96.8		86.1		92.8		97.4		97.4		98.3	
1968	91.5		94.6		87.0		93.3		96.6		95.7		97.3	
1969	92.4		96.1		88.3		90.8		96.8		96.9		98.3	
1970	90.2		94.3		86.7		89.3		97.3		97.4		97.7	
1971	84.4		87.2		82.1		85.9		96.1		95.4		96.9	
1972	81.3		82.7		79.8		84.5		93.4		93.2		96.3	
1973	83.2		85.8		82.6		85.4		92.6		92.8		95.6	
1974	81.0		84.7		79.3		87.2		94.9		95.1		96.7	
1975	75.4		80.2		75.1		80.9		91.1		91.8		94.8	
1976	73.8		76.5		74.5		79.8		91.3		92.5		93.7	
1977	75.1		77.8		77.1		80.3		91.1		93.7		93.8	
1978	74.1		76.8		77.9		80.3		92.2		93.3		94.2	
1978	74.1		76.8		77.9		80.3		92.0		92.3		94.0	

EARNINGS AND HOURS

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

TABLE 122
Standard Industrial Classification 1968

		FULL-TIME MEN (21 YEARS AND OVER)												
		Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings		£	£	£	£	£	£	£	£	£	£	£	£	£
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16	
1976 Oct.	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30	
1977 Oct.	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	61.61	
1978 Oct.	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20	67.50	
Average hours worked														
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5	
1976 Oct.	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9	
1977 Oct.	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3	
1978 Oct.	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4	41.3	
Average hourly earnings		p	p	p	p	p	p	p	p	p	p	p	p	p
1975 Oct.	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2	118.9	
1976 Oct.	145.6	178.9	162.6	167.5	154.1	144.4	150.2	166.1	170.1	150.2	141.0	129.7	130.3	
1977 Oct.	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2	
1978 Oct.	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1	163.4	

		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		£	£	£	£	£	£	£	£	£	£	£	£
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58	
1976 Oct.	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97	
1977 Oct.	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89	
1978 Oct.	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50	
Average hours worked													
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6	
1976 Oct.	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0	
1977 Oct.	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2	
1978 Oct.	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2	
Average hourly earnings		p	p	p	p	p	p	p	p	p	p	p	p
1975 Oct.	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	136.7	
1976 Oct.	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2	
1977 Oct.	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9	
1978 Oct.	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9	

Standard Industrial Classification 1968

		FULL-TIME WOMEN (18 YEARS AND OVER)												
		Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings		£	£	£	£	£	£	£	£	£	£	£	£	£
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70	
1976 Oct.	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59	
1977 Oct.	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	38.08	
1978 Oct.	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03	41.94	
Average hours worked														
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	
1976 Oct.	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4	36.0	
1977 Oct.	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	36.1	
1978 Oct.	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7	36.1	
Average hourly earnings		p	p	p	p	p	p	p	p	p	p	p	p	p
1975 Oct.	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1	80.9	
1976 Oct.	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3	
1977 Oct.	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9	105.5	
1978 Oct.	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5	116.2	

		Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings		£	£	£	£	£	£	£	£	£	£	£	£
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	—	30.45	38.76	44.07	26.59	38.64	34.19
1976 Oct.	42.22	42.14	45.20	39.49	40.71	—	—	36.11	43.43	50.23	31.69	43.62	40.61
1977 Oct.	45.59	46.20	48.87	43.44	44.45	—	—	39.14	47.94	53.25	35.16	46.41	44.31
1978 Oct.	52.12	53.62	55.33	49.15	50.08	—	—	42.97	58.10	63.79	40.11	52.98	50.03
Average hours worked													
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	—	37.5	35.4	41.5	38.3	40.3	37.0
1976 Oct.	36.7	37.3	38.4	37.3	37.2	—	—	38.3	36.4	41.6	37.8	39.9	37.4
1977 Oct.	36.8	37.2	38.5	37.5	37.2	—	—	37.9	36.0	41.3	38.3	39.4	37.4
1978 Oct.	36.7	37.5	38.1	37.0	37.2	—	—	38.5	36.8	43.5	38.4	40.3	37.4
Average hourly earnings		p	p	p	p	p	p	p	p	p	p	p	p
1975 Oct.	98.1	99.4	101.6	88.3	93.0	—	—	81.2	109.5	106.2	69.4	95.9	92.4
1976 Oct.	115.0	113.0	117.7	105.9	109.4	—	—	94.3	119.3	120.7	83.8	109.3	108.6
1977 Oct.	123.9	124.2	126.9	115.8	119.5	—	—	103.3	133.2	128.9	91.8	117.8	118.5
1978 Oct.	142.0	143.0	145.2	132.8	134.6	—	—	111.6	157.9	146.6	104.5	131.5	133.8

* 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 1976			October 1977			October 1978		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
	£	p	£	£	p	£	£	p	£
All manufacturing industries	67.83	43.5	155.9	73.56	43.6	168.7	84.77	43.5	194.9
Full-time men (21 years and over)	40.71	37.2	109.4	44.45	37.2	119.5	50.08	37.2	134.6
Full-time women (18 years and over)*	22.06	21.6	102.1	23.90	21.5	111.2	27.13	21.6	125.6
Part-time women (18 years and over)*	37.75	40.0	94.4	41.16	40.0	102.9	47.96	40.0	119.9
Full-time boys (under 18 years)	26.87	37.6	71.5	29.90	37.6	79.5	33.33	37.6	88.6
All industries covered†	66.97	44.0	152.2	72.89	44.2	164.9	83.50	44.2	188.9
Full-time men (21 years and over)	40.61	37.4	108.6	44.31	37.4	118.5	50.03	37.4	133.8
Full-time women (18 years and over)*	21.50	21.2	101.4	23.14	21.0	110.2	26.20	21.1	124.2
Part-time women (18 years and over)*	37.94	40.5	93.7	41.30	40.5	102.0	46.98	40.6	115.7
Full-time girls (under 18 years)	26.70	37.5	71.2	29.74	37.6	79.1	33.18	37.6	88.2

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

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

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

TABLE 124

ALL INDUSTRIES: non-manual						ALL MANUFACTURING INDUSTRIES: non-manual											
FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over)						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	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1971	April	111.5	112.2	111.7	111.7	111.7	112.5	112.5	111.0	112.5	112.5	111.0	112.5	111.0	112.5	111.0	111.0
1972	April	124.1	125.8	124.5	124.5	124.5	125.8	125.8	122.3	124.9	122.3	122.7	124.9	122.7	124.9	122.7	122.7
1973	April	137.3	139.8	138.0	138.0	138.0	139.8	139.8	135.9	139.9	135.9	136.5	139.9				

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

TABLE 126

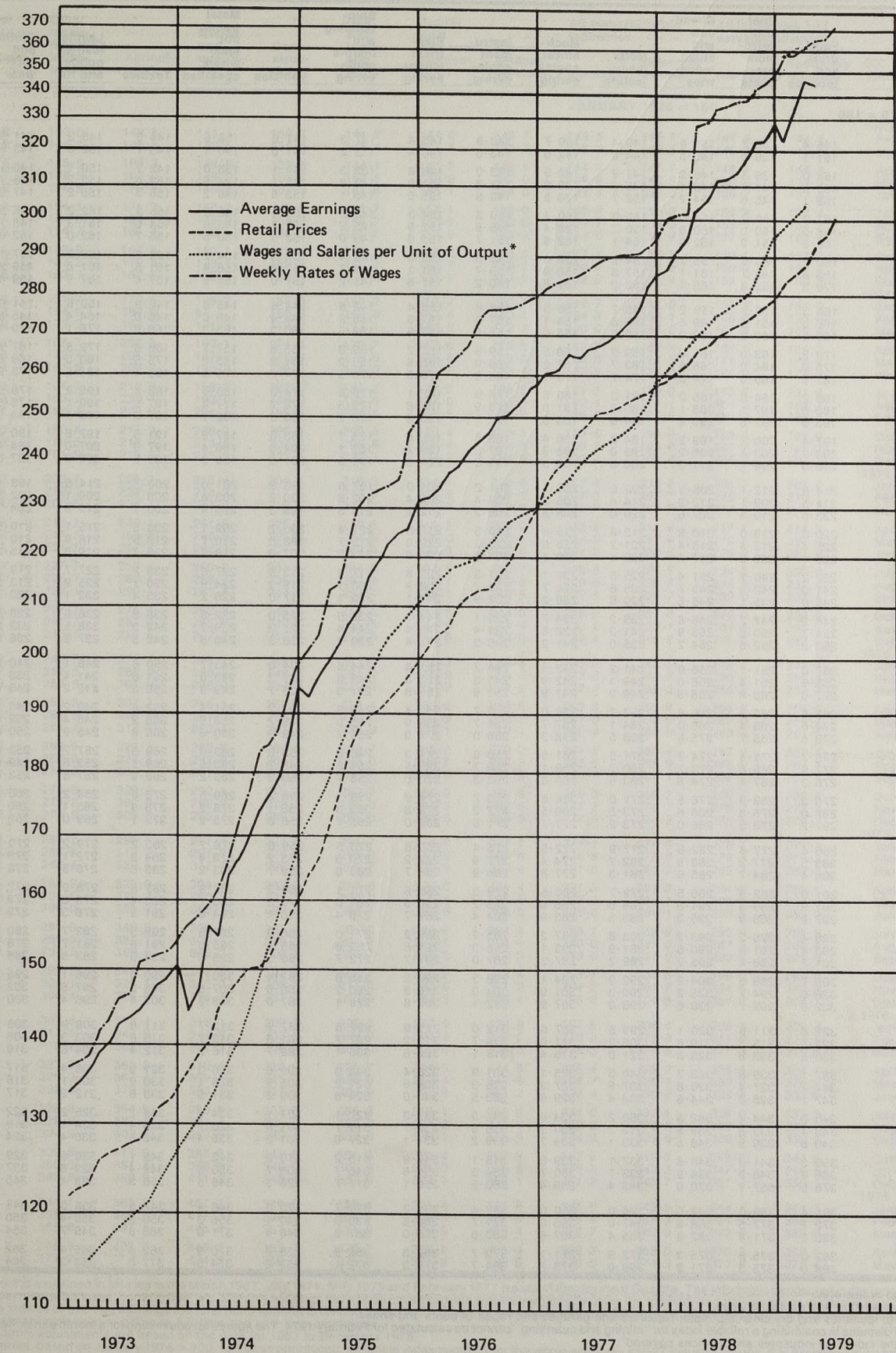
	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
	excluding those whose pay was affected by absence		including those whose pay was affected by absence	excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		including those whose pay was affected by absence	excluding those whose pay was affected by absence	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including those whose pay was affected by absence	excluding those whose pay was affected by absence
£	£	p	p	£	£	p	p	£	£	
FULL-TIME MEN, 21 years and over										
Manual occupations										
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	95.2	37.0	38.1	46.7	81.7	79.2
April 1974	43.6	45.1	46.2	97.4	106.1	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
April 1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
April 1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
Non-manual occupations										
April 1972	43.7	43.8	38.9	111.3	111.3	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
April 1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
April 1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
All occupations										
April 1972	36.2	37.1	43.9	83.7	83.7	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
April 1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
April 1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
April 1972	17.0	17.7	40.0	44.4	44.4	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
April 1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
April 1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
Non-manual occupations										
April 1972	19.4	19.5	37.3	52.3	52.3	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
April 1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
April 1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
All occupations										
April 1972	17.8	18.4	39.0	47.0	47.0	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
April 1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
April 1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
FULL-TIME ADULTS										
(a) MEN, 21 years and over and WOMEN, 18 years and over										
All occupations										
April 1972	31.7	32.7	42.6	76.4	76.4	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
April 1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
April 1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
(b) MALES AND FEMALES, 18 years and over										
All occupations										
April 1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9
April 1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
April 1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
April 1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
April 1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
April 1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3

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

Earnings, wage rates, retail prices etc.

Average 1970 = 100

Log scale



* See footnote at end of table 134

EARNINGS

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

TABLE 127

SIC 1968	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument 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	All manufacturing industries										All industries and services covered		SIC 1968			
															unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted	unadjusted	Seasonally adjusted		unadjusted	Seasonally adjusted	
JANUARY 1970 = 100																														
1973	February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6	146.6	149.3	140.6	143.0	148.8	141.1	150.7	141.8	144.0	148.7	143.5	143.7	144.5	144.4	144.4	1973
	March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6	146.5	150.6	143.3	144.1	145.5	140.6	156.9	145.4	145.5	151.7	145.3	145.5	146.7	145.9	February	
	April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1	147.4	151.7	148.7	148.9	160.3	144.8	152.6	148.1	147.2	149.5	144.0	147.7	145.8	148.3	March	
	May	158.0	141.7	148.1	145.3	145.8	145.8	151.8	144.8	148.1	144.6	152.8	153.2	146.7	151.9	160.9	152.6	154.6	163.3	146.9	157.7	152.6	149.9	147.0	149.5	148.9	150.6	149.5	April	
	June	158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	156.3	155.2	147.9	154.9	161.1	151.3	154.1	171.3	150.3	163.7	158.7	157.1	156.0	153.3	152.0	155.2	152.8	May	
	July	157.9	150.2	154.0	155.0	150.4	150.3	154.3	148.6	153.3	148.9	156.3	162.2	146.9	154.6	161.1	154.0	154.0	185.7	148.9	159.7	155.7	155.0	152.6	151.7	153.3	155.5	153.4	June	
	August	158.5	150.0	150.8	150.7	148.4	146.9	153.8	145.2	152.3	145.6	154.6	161.3	146.7	151.2	162.4	154.5	154.7	181.4	152.5	166.3	160.8	157.0	154.3	154.8	155.3	157.0	155.8	July	
	September	160.5	151.9	152.8	154.1	152.8	151.7	156.6	146.0	152.8	150.5	155.7	162.0	152.6	156.3	165.7	160.2	163.3	167.4	153.1	169.4	160.2	159.2	158.4	157.3	157.3	159.5	157.8	August	
	October	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.5	154.2	159.3	160.2	157.1	159.7	166.6	160.2	163.3	167.5	139.1	169.9	160.2	160.7	158.4	157.4	157.3	159.1	157.8	September	
	November	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.6	161.8	159.2	162.7	166.6	155.8	163.1	167.5	139.8	168.4	156.8	155.9	158.4	160.6	158.6	160.9	158.8	October	
	December	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	157.4	157.9	159.4	163.0	163.5	157.7	157.9	167.5	139.8	168.4	156.8	155.9	159.8	159.8	161.4	159.7	160.9	November	
1974	January	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	159.6	141.0	155.3	157.4	153.9	151.7	170.5	139.2	163.3	160.2	157.2	162.7	151.7	152.0	153.9	154.0	December	
	February	165.3	151.0	169.5	153.6	154.1	157.9	157.3	148.2	144.4	149.0	146.0	164.4	145.8	157.5	168.8	162.9	172.3	194.0	191.3	174.2	177.1	161.8	163.1	154.8	155.1	156.9	156.8	January	
	March	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	170.4	166.2	172.3	162.3	168.7	202.3	189.1	174.3	170.7	162.6	172.3	162.7	163.1	166.1	165.2	February	
	April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.7	167.2	172.9	165.6	172.4	206.8	187.3	175.6	176.6	168.8	170.6	168.6	173.9	171.0	171.0	March	
	May	176.0	164.2	165.6	163.7	167.2	166.9	168.8	159.2	164.9	165.0	175.5	180.0	169.6	171.4	172.9	169.6	181.8	203.3	195.3	189.3	186.0	171.7	170.6	168.6	173.9	171.0	174.9	April	
	June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	175.9	178.6	185.2	175.9	181.8	203.3	195.3	189.3	186.0	171.7	170.6	168.6	173.9	171.0	174.9	May	
	July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	176.6	180.1	185.2	175.9	181.8	203.3	195.3	189.3	186.0	171.7	170.6	168.6	173.9	171.0	174.9	June	
	August	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	178.7	177.4	187.5	190.1	175.6	181.8	192.9	183.7	188.4	229.0	204.1	196.8	204.4	186.5	188.5	181.5	180.0	183.6	181.0	July	
	September	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	184.0	188.5	198.1	186.0	190.4	217.3	208.2	200.9	206.8	205.4	199.0	190.6	190.8	189.9	188.8	August	
	October	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	190.4	192.1	204.2	190.8	198.6	215.9	214.5	203.3	206.8	205.4	199.0	190.6	190.8	189.9	188.8	September	
	November	209.2	203.4	209.2	195.0	198.3	197.2	199.1	187.1	204.5	196.4	197.6	207.0	194.4	199.4	204.2	190.8	198.6	215.9	214.5	203.3	206.8	205.4	199.0	190.6	190.8	189.9	188.8	October	
	December	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	196.9	199.6	206.3	197.0	203.0	212.4	194.0	203.7	225.7	215.5	204.7	216.3	214.1	209.6	203.6	203.8	205.7	205.6	November	
1975	January	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	198.1	204.9	220.3	193.6	212.2	232.5	218.2	217.4	219.3	214.6	208.9	207.3	207.7	210.2	210.1	December	
	February	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	202.3	207.0	223.4	199.4	207.6	236.1	253.0	219.1	214.7	215.7	220.6	210.8	207.7	210.2	212.7	January	
	March	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	204.7	206.0	223.6	199.9	213.4	249.1	261.6	225.6	219.5	219.2	223.7	212.2	212.9	217.1	216.2	February	
	April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.5	210.8	222.6	202.7	217.3	259.2	256.9	223.2	227.8	225.0	223.0	212.9	214.9	217.4	219.6	March	
	May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	198.8	210.7	218.5	216.9	210.5	212.2	231.8	210.4	221.1	257.7	262.3	231.7	249.9	223.8	237.4	221.2	220.0	226.0	223.4	April	
	June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	215.3	220.1	241.7	216.3	227.7	259.4	262.0	241.6	249.9	227.8	242.7	229.5	227.5	234.3	230.9	May	
	July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	227.7	219.7	224.9	234.8	215.6	226.7	280.1	258.7	235.9	262.9	242.7	229.5	229.5	227.5	234.3	230.9	June	
	August	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	200.1	219.9	219.9	225.9	213.0	224.6	247.0	224.5	237.1	275.4	263.5	248.9	256.6	241.6	244.3	236.9	237.4	240.9	239.8	July	
	September	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	232.1	220.5	231.7	248.8	226.6	237.1	275.4	263.5	248.9	256.6	241.6	244.3	236.9	237.4	240.9	239.8	August	
	October	248.1	247.2	246.6	236.2	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	228.6	236.5	248.8	226.6	237.1	275.4	263.5	248.9	256.6	241.6	244.3	236.9	237.4	240.9	239.8	September	
	November	254.7	250.6	255.9	241.3	239.8	238.4	248.4	244.4	244.4	237.3	242.9	238.5	232.0	242.2	248.8	226.6	237.1	275.4	263.5	248.9	256.6	241.6	244.3	236.9	237.4	240.9	239.8	October	
	December	263.5	252.8	264.2	235.0	241.2	248.3	255.4	239.7	230.3	240.8	242.5	237.9	236.8	246.6	248.6	227.6	243.5	259.5	267.3	252.8	245.6	244.0	244.4	242.2	244.4	245.2	246.6	247.2	November
1976	January	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	240.2	247.7	259.3	231.3	249.7	273.4	268.1	245.8	261.0	253.3	256.5	245.9	246.1	248.2	248.1	December	
	February	255.6	251.4	256.0	249.1	242.9	245.3	253.0	249.																					

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					
	January 1977	June 1977	January 1978	June 1978	January 1979	January 1977	June 1977	January 1978	June 1978	January 1979	
SHIPBUILDING AND SHIP REPAIRING*											
	£					p					
Timeworkers	452.0	446.7	473.0	501.6	530.5	90.04	475.4	493.4	506.5	553.6	591.3
Skilled	498.3	492.3	506.8	550.1	603.8	84.14	483.0	499.0	512.4	553.7	608.8
Semi-skilled	466.5	470.8	534.5	591.4	661.0	87.99	508.8	530.7	578.7	654.2	698.1
Labourers	483.5	477.1	503.4	540.1	580.3	88.02	500.7	517.3	535.3	585.5	631.5
All timeworkers	466.5	477.1	503.4	540.1	580.3	88.02	500.7	517.3	535.3	585.5	631.5
Payment-by-results workers	411.1	430.8	450.4	481.2	498.3	91.54	432.8	449.0	464.9	496.7	534.5
Skilled	447.7	469.1	484.7	502.1	532.5	80.55	475.9	494.1	507.2	539.7	573.5
Semi-skilled	426.4	423.7	457.4	509.4	533.4	83.77	457.4	479.3	497.4	527.7	576.9
Labourers	419.7	438.6	458.6	486.3	507.8	87.90	441.7	458.7	474.3	504.4	542.2
All payment-by-results workers	419.7	438.6	458.6	486.3	507.8	87.90	441.7	458.7	474.3	504.4	542.2
All skilled workers	471.5	429.5	451.4	479.0	501.2	90.79	434.0	450.3	464.7	498.4	534.3
All semi-skilled workers	471.5	429.5	451.4	479.0	501.2	90.79	434.0	450.3	464.7	498.4	534.3
All labourers	448.8	447.1	490.3	543.3	588.7	85.97	487.6	509.5	536.9	588.1	635.5
All workers covered	434.3	442.9	465.2	494.4	523.7	87.96	448.8	464.9	481.2	515.4	555.0
CHEMICAL MANUFACTURE†											
Timeworkers	425.6	449.3	468.2	503.7	522.6	88.58	494.0	503.7	534.1	565.1	605.1
General workers	416.2	433.5	461.0	489.3	519.7	97.81	455.8	467.7	500.1	525.9	562.6
Craftsmen	424.7	446.0	467.6	501.1	523.4	90.98	486.7	496.7	528.1	557.7	597.2
All timeworkers	424.7	446.0	467.6	501.1	523.4	90.98	486.7	496.7	528.1	557.7	597.2
Payment-by-results workers	411.9	418.6	448.7	469.3	477.1	84.85	415.0	424.4	444.7	472.6	509.9
General workers	387.0	412.0	430.4	467.9	505.1	100.94	399.7	416.3	431.7	462.9	487.2
Craftsmen	404.6	413.7	442.0	466.5	480.4	87.79	408.8	418.7	438.3	467.5	502.2
All payment-by-results workers	418.0	439.1	459.2	492.2	509.5	88.12	463.8	473.2	501.0	529.9	568.2
All general workers	405.6	423.2	449.5	478.0	508.4	98.07	431.4	443.0	472.9	497.8	531.7
All craftsmen	415.9	435.5	457.6	489.4	510.4	90.61	456.3	465.7	494.6	522.4	559.6
All workers covered	415.9	435.5	457.6	489.4	510.4	90.61	456.3	465.7	494.6	522.4	559.6
ENGINEERING‡											
	£					p					
Timeworkers	373.4	424.7	444.0	461.1	482.77	410.6	472.3	493.8	502.9	520.9	542.3
Skilled	397.6	444.0	461.1	482.77	502.9	410.6	472.3	493.8	502.9	520.9	542.3
Semi-skilled	407.9	461.1	482.77	502.9	520.9	410.6	472.3	493.8	502.9	520.9	542.3
Labourers	390.0	440.4	461.1	482.77	502.9	410.6	472.3	493.8	502.9	520.9	542.3
All timeworkers	390.0	440.4	461.1	482.77	502.9	410.6	472.3	493.8	502.9	520.9	542.3
Payment-by-results workers	367.6	416.1	440.1	461.1	482.77	401.0	457.9	482.77	502.9	520.9	542.3
Skilled	356.2	400.1	424.7	448.7	467.9	338.6	443.6	467.9	498.9	514.7	534.5
Semi-skilled	385.9	445.6	467.9	498.9	514.7	435.6	498.9	514.7	534.5	551.1	576.9
Labourers	363.0	409.3	424.7	448.7	467.9	396.5	452.2	482.77	502.9	520.9	542.3
All payment-by-results workers	370.0	420.0	440.1	461.1	482.77	401.0	457.9	482.77	502.9	520.9	542.3
All skilled workers	376.5	421.3	440.1	461.1	482.77	412.0	461.8	482.77	502.9	520.9	542.3
All semi-skilled workers	402.8	458.0	461.1	482.77	502.9	451.9	516.4	534.5	551.1	576.9	603.8
All labourers	376.4	424.8	440.1	461.1	482.77	412.3	471.0	493.8	502.9	520.9	542.3
All workers covered	376.4	424.8	440.1	461.1	482.77	412.3	471.0	493.8	502.9	520.9	542.3

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

EARNINGS

Monthly index of average earnings: all employees: Great Britain

Table 129 (new version)

	January	February	March	April	May	June	July	August	September	October	November	December	Annual average§
NEW SERIES: unadjusted: January 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.8	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	117.0	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	125.0	127.2	129.4	133.1	133.6	131.7	134.2	135.2	136.1	138.0	130.6
1979	135.7	141.1	143.7	144.3	146.5†								
OLDER SERIES: SEASONALLY ADJUSTED: January 1970 = 100													
All industries and services covered													
1967	79.4	79.8	80.2	80.4	80.6	81.2	82.4	82.2	83.1	83.7	84.6	84.2	81.8
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	94.0	93.4	95.0	95.3	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	124.4	128.3	129.4	130.5	132.8	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	(154.0)†	(156.8)†	166.6	165.2	174.9	177.5	181.0	185.7	188.8	191.9	199.2	207.7	(179.1)†
1975	205.6	210.1	212.7	216.2	220.8	223.4	230.9	233.4	237.6	239.8	241.1	247.2	226.6
1976	248.1	250.1	253.7	254.5	258.7	261.1	263.1	267.1	267.4	269.8	272.8	275.3	261.8
1977	278.3	279.2	283.1	282.4	284.9	285.9	286.6	288.8	291.8	295.6	301.2	304.1	288.5
1978	306.7	311.5	314.6	324.1	326.2	333.0	333.2	334.7	339.2	344.5	344.5	350.1	330.2
1979	344.7	355.6	369.3	368.1	372.4†								
All manufacturing industries													
1967	78.3	79.0	79.4	79.5	80.0	80.3	81.5	81.6	82.6	83.3	84.0	83.9	81.1
1968	84.8	85.5	85.9	85.6	87.1	87.4	88.0	88.5	89.1	89.3	90.4	91.7	87.8
1969	91.8	91.5	92.5	93.7	93.1	94.4	94.8	95.5	96.5	97.3	98.1	99.6	94.9
1970	100.0	101.3	103.0	103.8	104.7	106.5	107.5	109.5	109.7	111.2	112.7	113.7	107.0
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	125.4	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2*
1973	142.1	143.7	145.5	147.7	148.9	152.0	153.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	(152.0)†	(155.1)†	165.2	163.1	173.9	176.7	180.0	184.1	187.8	190.8	198.0	203.8	(177.5)†
1975	203.8	207.7	210.7	212.9	217.4	220.0	227.5	230.8	233.7	237.4	239.1	245.2	223.8
1976	246.1	248.3	252.3	253.4	258.5	261.0	262.4	265.9	267.1	269.8	270.7	274.2	260.7
1977	276.5	278.0	281.2	281.3	284.1	285.8	287.8	287.8	291.0	294.6	301.7	304.5	287.6
1978	308.0	311.9	314.9	325.2	325.1	330.6	332.1	333.5	338.0	343.3	343.2	349.7	329.6
1979	345.5	357.3	369.0	368.0	374.3†								
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.5	7.3	7.7	8.7	8.6	9.4	9.1
1978	9.5	10.5	10.4	12.4	12.6	15.4	14.2	13.9	15.1	14.7	13.3	13.3	13.0
1979	11.7	15.0	14.9	13.5	13.2†								
OLDER SERIES: SEASONALLY ADJUSTED													
All industries and services covered													
1967	3.1	3.0	2.3	2.1	1.7	2.2	3.6	3.3	4.3	5.1	6.6	5.5	3.6
1968	7.6	7.9	7.5	7.3	8.7	7.8	7.1	8.3	7.8	7.5	7.7	9.0	7.8
1969	7.9	6.5	7.5	9.1	6.6	8.5	8.0	7.4	7.9	8.4	7.9	8.4	7.8
1970	8.5	11.0	11.2	10.4	12.4	11.9	12.2	13.8	13.0	13.4	14.0	13.6	12.1
1971	14.2	12.5	12.4	11.8	12.1	10							

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

TABLE 131

JULY 31, 1972 = 100

1968 Standard Industrial Classification	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
			IV and V	VI-XII						
Basic weekly rates of wages										
Weights: up to June 1978† from July 1978	210	305	436 454	283 294	2,840 2,953	352 366	28 29	209 217	227 236	179 186
1975 Average of monthly index numbers	186	190	177	165	179	176	171	167	171	171
1976	232	211	209	199	214	211	200	213	203	199
1977	247	225	228	218	218	232	220	232	218	213
1978	273	247	250	240	271	254	243	255	242	248
1977 May	247	226	224	213	218	235	216	232	216	212
1977 June	247	226	228	219	218	236	216	232	216	212
1977 July	247	226	228	219	218	236	224	232	216	212
1977 August	247	226	230	227	218	236	224	232	216	212
1977 September	247	226	230	227	218	237	224	235	220	215
1977 October	247	226	231	227	218	237	224	235	229	215
1977 November	247	226	238	227	218	237	224	235	229	215
1977 December	250	226	238	227	218	237	224	235	229	215
1978 January	271	226	240	228	220	241	234	249	230	247
1978 February	273	249	240	227	220	241	234	249	230	247
1978 March	273	249	242	227	220	241	234	255	235	247
1978 April	273	249	244	227	282	242	234	255	239	248
1978 May	273	249	244	234	282	258	234	255	242	248
1978 June	273	249	251	247	282	259	234	255	243	248
1978 July	273	249	251	247	282	259	252	255	243	248
1978 August	273	249	253	247	286	259	252	255	243	248
1978 September	273	249	253	247	286	260	252	259	246	250
1978 October	273	249	256	247	298	260	252	259	246	250
1978 November	273	249	265	247	298	260	252	259	256	250
1978 December	273	249	265	247	298	261	252	259	257	250
1979 January	308	249	269	249	304	265	270	281	258	276
1979 February	310	275	269	250	304	265	270	281	258	277
1979 March	310	275	272	250	304	265	270	291	264	277
1979 April	310	276	272	250	304	267	270	300	271	280
1979 May	310	276	272	251	304	295	270	303	271	280
1979 June	310	276	287	251	304	295	270	303	271	280
Normal weekly hours*	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)	(40.0)
1975 Average of monthly index numbers	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1976	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1977	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1978	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1979 June	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
Basic hourly rates of wages										
1975 Average of monthly index numbers	195	190	178	165	179	176	171	167	172	170
1976	243	211	210	199	214	211	200	213	203	199
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	251	240	271	254	243	255	243	248
1977 May	259	226	224	213	218	235	216	232	216	212
1977 June	259	226	229	219	218	236	216	232	217	212
1977 July	259	226	229	219	218	236	224	232	217	212
1977 August	259	226	231	227	218	236	224	232	217	212
1977 September	259	226	231	227	218	237	224	235	220	215
1977 October	259	226	232	227	218	237	224	235	229	215
1977 November	259	226	238	227	218	237	224	235	229	215
1977 December	262	226	238	227	218	237	224	235	229	215
1978 January	284	226	241	228	220	241	234	249	230	247
1978 February	286	249	241	227	220	241	234	249	230	247
1978 March	286	249	243	227	220	241	234	255	236	247
1978 April	286	249	245	227	282	242	234	255	243	248
1978 May	286	249	245	234	282	258	234	255	243	248
1978 June	286	249	252	247	282	259	234	255	243	248
1978 July	286	249	252	247	282	259	252	255	243	248
1978 August	286	249	254	247	286	259	252	255	243	248
1978 September	286	249	254	247	286	260	252	259	246	250
1978 October	286	249	257	247	298	260	252	259	246	250
1978 November	286	249	266	247	298	260	252	259	256	250
1978 December	286	249	266	247	298	261	252	259	257	250
1979 January	323	249	270	249	304	265	270	281	259	276
1979 February	325	275	270	250	304	265	270	281	259	277
1979 March	325	275	273	250	304	265	270	291	265	277
1979 April	325	276	273	250	304	267	270	300	271	280
1979 May	325	276	273	251	304	295	270	303	271	280
1979 June	325	276	288	251	304	295	270	303	271	280

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.

(2) The indices relate to the end of the month. Figures published in previous issues of *Employment Gazette* have been revised, where necessary, to take account of changes reported subsequently.

(3) Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the February 1957, September 1957, April 1958, February 1959, and September 1972 issues of *Employment Gazette*.

* The figures given in brackets are the average normal weekly hours at the base date, July 31, 1972.

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

TABLE 131 (continued)

JULY 31, 1972 = 100

Paper, printing and publishing	Other manufacturing industries†	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services	Manufacturing industries‡	All industries and services§
387 403	197 —	970	209	1,034	802	756	576	5,138	10,000
160	158	215	170	169	181	182	163	174.4	178.8
198	183	247	199	199	217	214	212	209.0	213.2
209	207	268	214	213	243	230	233	231.4	227.3
230	—	290	261	232	272	252	253	258.7	259.2
209	200	260	215	213	240	227	230	218.0	225.5
209	203	273	215	213	240	227	232	218.9	227.4
210	213	273	215	214	245	229	232	219.3	228.2
212	213	273	215	214	245	229	232	220.4	228.8
212	213	273	215	214	245	229	232	220.9	229.0
213	213	273	215	214	245	229	238	221.1	229.4
213	213	273	215	215	252	237	238	222.0	231.2
213	213	273	216	215	258	249	243	222.0	232.9
213	214	275	233	221	259	249	245	225.6	236.6
218	214	275	233	221	260	249	248	226.0	237.9
218	214	275	235	221	260	249	248	226.6	238.7
232	216	275	267	234	261	249	248	262.0	258.5
232	216	275	267	234	266	249	248	263.8	259.9
232	220	301	267	234	266	249	252	265.7	263.5
234	—	301	268	236	277	251	252	265.9	264.8
236	—	301	268	236	277	251	252	268.6	266.2
236	—	301	268	236	277	251	252	269.1	266.5
236	—	301	268	236	277	251	252	276.1	270.6
236	—	301	268	236	288	258	261	277.4	272.7
236	—	301	273	236	300	269	264	277.5	274.8
236	—	302	275	255	301	269	302	283.2	282.8
241	—	302	275	255	303	274	311	283.7	284.9
241	—	302	275	259	303	274	311	284.6	285.8
268	—	302	283	264	304	274	311	287.6	288.2
268	—	302	283	264	306	274	311	289.8	289.5
268	—†	333	283	264	306	274	311	291.1	293.2
(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	(40.0)	(40.2)
100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.0	100.0	99.4
100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4
100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4
100.0	—	99.7	97.4	100.0	97.7	100.0	96.9	100.0	

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations			Items mainly home-produced for direct consumption			Items mainly imported for direct consumption	
				Primarily from home-produced raw materials	Primarily imported raw materials	All					
JANUARY 16, 1962 = 100											
Weights	1968 1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6
	1969 1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
	1970 1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
	1971 1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
	1972 1,000	251	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
	1973 1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
	1974 1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	61.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1968	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973	179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1968	121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	191.8	216.7	254.4	209.8	196.9	190.9	193.7	224.5	227.0	184.0	189.4
JANUARY 15, 1974 = 100											
Weights	1974 1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
	1975 1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
	1976 1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	47.0-48.7	772	958.0-960.8
	1977 1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	46.1-48.0	753	953.9-955.8
	1978 1,000	233	30.4-33.5	119.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	45.1-48.0	767	966.5-969.2
	1979 1,000	232	34.4-48.8	197.6-205.5	38.7-39.7	61.3-39.7	100.0-98.8	52.5	45.1-48.0	768	965.6-968.8
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1975	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
February 15	174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1	172.5
March 15	175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6	174.3
April 19	180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6	178.7
May 17	181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	179.3	180.5
June 14	183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4
July 12	183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5
August 16	184.7	191.9	182.8	193.8	196.9	214.9	207.6	178.8	182.7	182.7	184.9
September 13	185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2
October 18	186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	184.9	187.3
November 15	187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	184.2	185.9	188.2
December 13	188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	18.5	186.6	189.0
1978	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
February 14	190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
March 14	191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
April 18	194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
May 16	195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
June 13	197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
July 18	198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
August 15	199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
September 12	200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
October 17	201.1	205.6	168.2	212.7	215.0	236.0	228.6	207.9	191.1	201.1	203.8
November 14	202.5	207.9	171.4	214.7	216.4	236.8	228.6	209.0	191.9	202.4	205.1
December 12	204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1
1979	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
January 16	208.9	218.7	208.2	220.8	220.1	241.6	233.7	213.0	199.7	206.2	209.1
February 13	210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
March 13	210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
April 10	214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0
May 15	215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9
June 12	219.6	230.0	223.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4

* See article on page 236 of March 1979 Employment Gazette.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of Employment Gazette.
‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.
§ Provisional.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

Goods and services mainly produced by nationalised industries‡	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	JANUARY 16, 1962 = 100	
											Weights	1968
95	63	66	121	62	59	89	120	60	56	41	1968	
93	64	68	118	61	60	86	124	66	57	42	1969	
92	66	64	119	61	60	86	126	65	55	43	1970	
91	65	59	119	60	61	87	136	65	54	44	1971	
92	66	53	121	60	58	89	139	65	52	46	1972	
89	73	49	126	58	58	89	135	65	53	46	1973	
80	70	43	124	52	64	91	135	63	54	51	1974	
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	Monthly averages	
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0		
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5		
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0		
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3		
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0		
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3		
133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4	January 16	
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	January 14	
146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	January 20</	

RETAIL PRICES United Kingdom: General* index of retail prices: Percentage changes on a year earlier

TABLE 132 (continued)

	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
1971 January 19	+8	+9	+6	+2	+9	+5	+8	+7	+13	+11	+9	+13	+10
1972 January 18	+8	+11	+2	-0	+9	+10	+4	+6	+8	+10	+9	+13	+12
1973 January 16	+8	+10	+6	+2	+14	+6	+4	+7	+5	+2	+9	+10	+6
1974 January 15	+12	+20	+2	+0	+10	+6	+10	+13	+10	+7	+12	+21	+5
1975 January 14	+20	+18	+18	+24	+10	+25	+18	+19	+30	+25	+33	+23	+20
1976 January 13	+23	+25	+26	+31	+22	+35	+19	+11	+20	+22	+8	+18	+15
1977 January 18	+17	+23	+17	+19	+14	+18	+12	+13	+14	+16	+8	+18	+15
October 18	+14	+14	+14	+25	+11	+15	+13	+13	+17	+16	+10	+18	+10
November 15	+13	+12	+14	+23	+10	+13	+15	+13	+12	+16	+12	+17	+11
December 13	+12	+11	+13	+21	+7	+12	+15	+12	+11	+16	+12	+17	+11
1978 January 17	+10	+7	+9	+15	+7	+11	+12	+10	+11	+13	+12	+16	+11
February 14	+9	+7	+8	+15	+5	+12	+11	+11	+11	+12	+12	+15	+11
March 14	+9	+6	+9	+15	+4	+12	+10	+9	+11	+11	+12	+14	+11
April 18	+8	+6	+8	+9	+3	+10	+10	+10	+8	+9	+12	+14	+10
May 16	+7	+7	+7	+9	+4	+8	+10	+10	+7	+9	+11	+13	+9
June 13	+7	+7	+7	+4	+5	+7	+9	+9	+7	+9	+10	+12	+8
July 18	+8	+7	+7	+4	+7	+6	+9	+9	+7	+9	+11	+12	+9
August 15	+8	+7	+6	+4	+8	+6	+9	+8	+9	+9	+10	+12	+9
September 12	+8	+7	+5	+5	+8	+6	+8	+8	+9	+9	+12	+9	+10
October 17	+8	+7	+5	+6	+11	+4	+8	+7	+9	+9	+10	+9	+8
November 14	+8	+8	+5	+6	+11	+6	+8	+7	+10	+9	+9	+9	+8
December 12	+8	+8	+5	+6	+13	+6	+8	+7	+10	+9	+8	+9	+7
1979 January 16	+9	+11	+5	+4	+16	+6	+7	+8	+10	+9	+8	+10	+7
February 13	+10	+11	+5	+4	+18	+6	+7	+7	+10	+9	+8	+10	+6
March 13	+10	+11	+5	+4	+19	+6	+7	+7	+11	+10	+8	+10	+6
April 10	+10	+10	+5	+3	+20	+6	+7	+7	+12	+11	+8	+11	+6
May 15	+10	+10	+6	+3	+21	+5	+8	+7	+12	+11	+8	+11	+6
June 12	+11	+11	+7	+3	+23	+5	+8	+8	+15	+11	+9	+12	+5

United Kingdom: indices for pensioner households

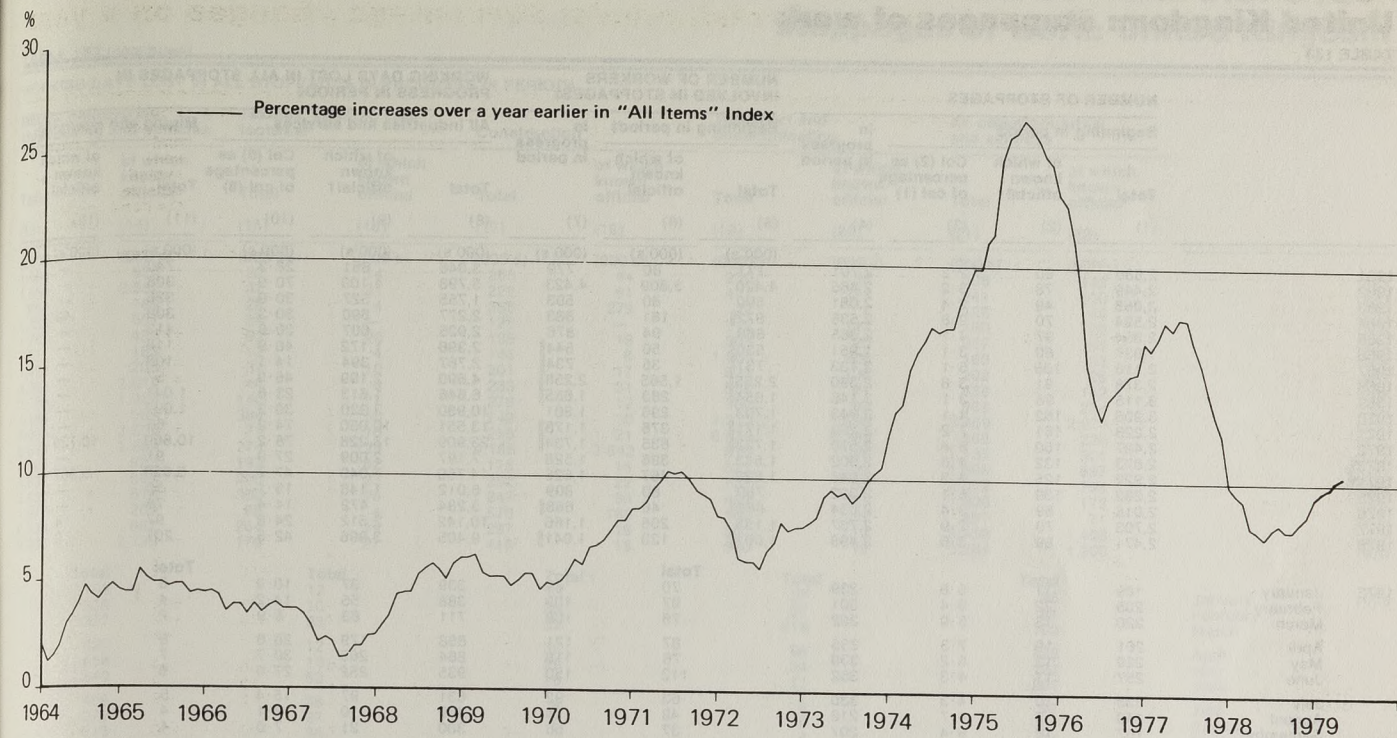
TABLE 132(a) ALL ITEMS INDICES (EXCLUDING HOUSING)

	Index for												
	One-person pensioner households				Two-person pensioner households				General index of retail prices				
	Quarter				Quarter				Quarter				
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th	
JANUARY 16, 1962 = 100													
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3	
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8	
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7	
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9	
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5	
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6	
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1	
JANUARY 15, 1974 = 100													
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7	
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0	
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8	
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3	
1979	214.9	220.6			213.4	219.3			211.3	217.7			

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
GENERAL INDEX OF RETAIL PRICES											
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.3	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8

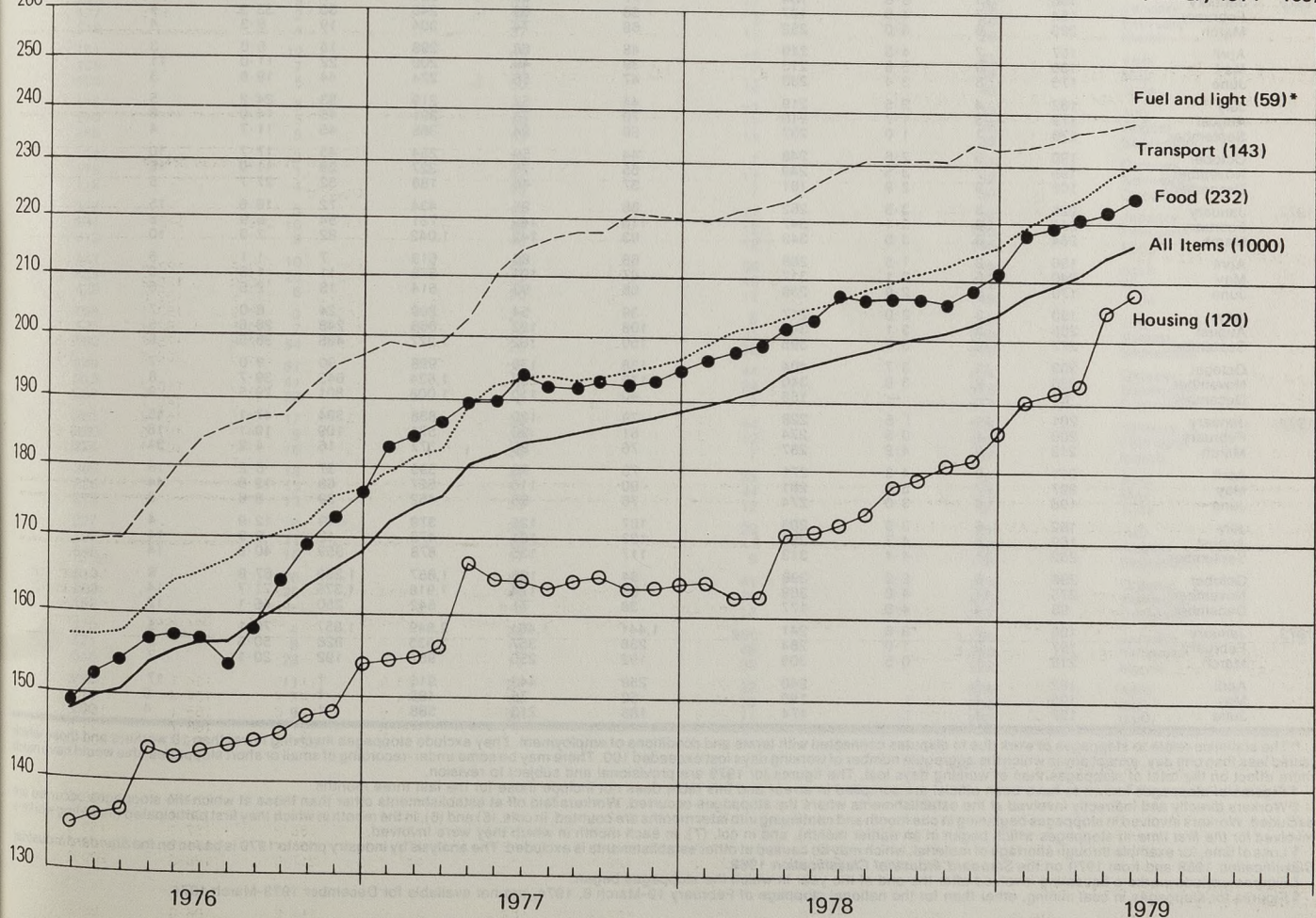
Index of retail prices



Log scale

Selected Groups and "All Items" Index

(January 1974 = 100)



*Figures in brackets are the 1979 group weights

INDUSTRIAL DISPUTES*

United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period		Col (2) as 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†	Col (9) as percentage of col (8)	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)	(000's)	(000's)	(000's)	(000's)
1961	2,686	60	2.2	2,701	771	80	3,046	861	28.3	740	—	
1962	2,449	78	3.2	2,465	4,420	3,809	5,798	4,109	70.9	308	—	
1963	2,068	49	2.4	2,081	590	80	593	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	—	—
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	—	5,567
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	56	—
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	—	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	4
1978	2,471	89	3.6	2,498	1,001	120	1,041	9,405	3,996	42.5	201	2
				Total		89	339	37	10.9	6		
1975	January	189	11	5.8	239	70	89	388	55	14.2	4	
	February	235	22	9.4	301	97	109	388	63	8.9	2	
	March	220	13	5.9	302	76	108	711	668	26.8	6	
	April	261	19	7.3	335	87	121	668	179	26.8	6	
	May	229	12	5.2	339	76	118	864	265	30.7	7	
	June	257	11	4.3	352	112	150	935	252	27.0	8	
	July	235	10	4.3	330	63	92	631	97	15.4	5	
	August	149	7	4.7	218	48	74	469	10	2.1	4	
	September	157	10	6.4	207	37	56	300	21	7.0	4	
	October	170	10	5.9	213	58	67	352	52	14.8	4	
	November	115	11	9.6	158	30	44	220	74	33.6	3	
	December	65	3	4.6	88	34	40	135	42	31.1	2	
1976	January	166	11	6.6	184	77	80	324	13	4.0	4	
	February	154	7	4.5	197	58	69	240	80	33.3	4	
	March	203	6	3.0	252	68	74	304	19	6.3	4	
	April	157	7	4.5	219	48	68	298	15	5.0	3	
	May	156	9	5.8	213	39	49	200	22	11.0	11	
	June	175	6	3.4	233	47	56	224	44	19.6	3	
	July	162	4	2.5	219	44	57	219	53	24.2	5	
	August	172	3	1.7	210	70	78	321	45	14.0	6	
	September	179	1	1.0	237	69	94	385	45	11.7	4	
	October	190	5	2.6	248	44	59	254	45	17.7	10	
	November	199	7	3.5	249	65	76	327	39	11.9	18	
	December	103	3	2.9	161	37	46	188	52	27.7	5	
1977	January	228	8	3.5	262	88	95	434	72	16.6	15	
	February	260	8	3.1	347	115	149	781	54	6.9	8	
	March	264	8	3.0	349	93	142	1,042	82	7.9	10	
	April	196	3	1.5	288	68	86	619	7	1.1	6	
	May	240	5	2.1	317	87	101	678	11	1.6	8	
	June	170	5	2.9	239	66	93	514	13	2.5	6	
	July	150	3	2.0	217	39	54	299	24	8.0	7	
	August	295	9	3.1	346	108	122	868	248	28.6	5	
	September	277	10	3.6	395	150	182	1,277	466	36.5	8	
	October	300	11	3.7	404	138	179	998	90	9.0	7	
	November	236	9	3.8	340	173	238	1,624	645	39.7	8	
	December	87	—	—	153	40	110	1,008	801	79.5	9	
1978	January	201	11	5.5	228	79	120	836	394	47.1	15	
	February	203	1	0.5	274	61	90	571	109	19.1	18	
	March	212	9	4.2	287	76	95	377	16	4.2	34	
	April	211	9	4.3	271	75	96	595	37	6.2	18	
	May	207	7	3.4	281	90	110	527	68	12.9	44	
	June	198	6	3.0	274	76	96	452	39	8.6	8	
	July	152	6	3.9	209	107	125	379	49	12.9	4	
	August	169	8	4.7	226	131	131	472	42	8.9	14	
	September	252	11	4.4	313	117	135	878	359	40.9	14	
	October	298	6	2.0	369	84	166	1,857	1,259	67.8	8	
	November	275	11	4.0	398	95	174	1,918	1,375	71.7	14	
	December	93	4	4.3	177	38	71	542	250	46.1	12	
1979	January	196	7	3.6	241	1,441	1,461	2,649	1,857	70.1	5	
	February	197	2	1.0	284	238	357	1,835	926	50.5	3	
	March	218	1	0.5	305	192	250	957	192	20.1	7	
	April	162	†	—	240	259	443	916	†	—	17	
	May	125	†	—	190	52	75	488	†	—	9	
	June	127	†	—	174	185	213	588	†	—	4	

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than 10 workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. There may be some under-recording of small or short stoppages; this would have much more effect on the total of stoppages than of working days lost. The figures for 1979 are provisional and subject to revision.
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.
 ‡ Workers directly and indirectly involved at the establishments where the stoppages occurred are counted, in cols. (5) and (6), in the month in which they first participated (including workers excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in col. (7), in each month in which they were involved.
 § Loss of time, for example through shortage of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the Standard Industrial Classification 1958 and from 1970 on the Standard Industrial Classification 1968.
 ¶ Figures exclude workers becoming involved after the end of the year in which the stoppages began.
 †† Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.

INDUSTRIAL DISPUTES*

stoppages of work: United Kingdom

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡									
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1961	1,464	624	22	14	285	44	230	36	305	143
1962	4,559	3,652	37	21	222	61	431	275	241	100
1963	854	189	25	4	356	72	275	7	122	49
1964	1,338	501	34	—	125	—	312	117	160	29
1965	1,763	455	52	20	135	16	305	20	257	95
1966	871	163	12	4	145	6	1,069	906	183	93
1967	1,422	205	31	10	201	17	823	136	202	26
1968	3,363	2,010	40	6	31	6	559	41	438	112
1969	3,739	1,229	140	7	278	12	786	90	862	274
1970	4,540	1,299	384	58	242	10	1,313	590	3,409	2,076
1971	6,035	3,552	71	10	255	21	6,539	590	586	225
1972	6,636	2,654	274	129	4,188	3,842	6,242	576	1,135	301
1973	4,799	923	193	82	176	15	331	102	1,608	887
1974	5,837	602	255	23	252	22	705	33	2,072	794
1975	3,932	814	350	70	247	69	422	23	1,006	172
1976	1,977	209	65	4	570	185	132	5	461	71
1977	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	5,985	2,735	179	27	416	15	360	16	2,264	1,200
	Total		Total		Total		Total		Total	
1975	195	12	195	12	13	27	86	27	86	27
	228	10	228	10	38	27	81	27	81	27
	327	23	327	23	32	218	109	32	109</	

OUTPUT PER HEAD AND LABOUR COSTS

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

TABLE 134 (1975 = 100)

	1969	1970	1971	1972	1973	1974	1975	1976†	1977†	1978†
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a Gross domestic product§	91.9	93.4	94.8	97.8	103.8	101.9	100.0	102.1	104.7	107.8
1b Employment	99.7	99.4	97.6	98.3	100.4	100.7	100.0	(99.5)	(99.8)	(100.2)
1c GDP per person employed*	92.2	94.0	97.1	99.5	103.4	101.2	100.0	(102.6)	(104.9)	(107.6)
Costs per unit of output										
1d Total domestic incomes	47.3	51.0	56.5	62.1	66.9	78.3	100.0	113.9	127.2	140.0
1e Wages and salaries	44.8	49.2	53.8	58.4	62.9	77.5	100.0	110.0	118.7	130.3
1f Labour costs	44.3	48.7	53.3	58.0	62.3	76.9	100.0	111.1	120.2	132.0
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a Output	99.7	99.9	100.0	102.1	109.5	105.1	100.0	102.0	105.8	109.8
2b Employment	110.8	109.3	106.1	103.4	104.7	104.4	100.0	(97.6)	(97.9)	(97.4)
2c Output per person employed	90.0	91.4	94.2	98.7	104.6	100.7	100.0	(104.5)	(108.1)	(112.7)
Costs per unit of output										
2d Wages and Salaries	43.9	48.9	53.1	56.7	60.8	76.6	100.0	111.5	119.1	
3e Labour costs	42.9	48.0	52.2	55.8	59.7	75.6	100.0	112.5	121.0	
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a Output	97.7	98.1	97.5	100.1	108.3	106.5	100.0	101.4	102.8	103.6
3b Employment	111.3	111.0	107.4	103.9	104.5	104.7	100.0	(97.0)	(97.8)	(97.4)
3c Output per person employed	87.7	88.3	90.8	96.3	103.6	101.8	100.0	(104.6)	(105.1)	(106.4)
Costs per unit of output										
3a Wages and salaries**||	45.2	50.8	55.6	57.9	61.2	75.6	100.0	113.7	125.3	
3e Labour costs	43.8	49.5	54.4	56.9	60.2	74.9	100.0	114.7	127.5	
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a Output	123.9	119.1	119.1	100.2	110.1	89.9	100.0	125.8	187.7	232.4
4b Employment	124.2	116.6	112.6	107.9	102.8	99.3	100.0	(99.0)	(98.5)	(97.1)
4c Output per person employed	99.8	102.2	105.7	92.9	107.1	90.5	100.0	(127.1)	(190.6)	(239.3)
Costs per unit of output										
4d Wages and salaries	31.8	34.3	35.2	51.7	49.5	84.6	100.0	84.4	60.7	
4e Labour costs	29.2	31.5	32.3	47.1	45.7	77.7	100.0	86.1	62.0	
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a Output	125.3	124.9	114.0	114.1	125.1	114.6	100.0	106.9	102.0	100.7
5b Employment	118.1	118.9	111.9	103.9	103.8	102.2	100.0	(95.0)	(95.5)	(92.5)
5c Output per person employed	106.1	105.1	101.9	109.8	120.5	112.1	100.0	(112.5)	(106.8)	(108.9)
Costs per unit of output										
5d Wages and salaries	35.9	42.4	47.8	49.9	51.1	68.6	100.0	106.5	124.5	
5e Labour costs	34.4	40.6	45.9	47.8	49.4	67.4	100.0	107.0	125.4	
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a Output	86.9	89.5	89.0	88.7	98.4	102.3	100.0	96.5	97.3	99.7
6b Employment	109.7	110.8	106.8	102.0	102.6	104.3	100.0	(96.1)	(96.6)	(96.6)
6c Output per person employed	79.2	80.8	83.3	87.0	96.0	98.1	100.0	(100.4)	(100.7)	(103.2)
Costs per unit of output										
6d Wages and salaries	51.1	56.7	61.7	62.8	64.8	77.3	100.0	118.7	131.0	
6e Labour costs	49.7	55.5	60.7	62.2	63.8	76.4	100.0	119.6	132.4	
7 VEHICLES										
Output, employment and output per person employed										
7a Output	112.5	105.3	105.5	109.5	113.3	108.9	100.0	97.0	100.9	98.6
7b Employment	109.7	110.4	107.1	103.4	104.6	104.2	100.0	(98.2)	(101.3)	(101.8)
7c Output per person employed	102.6	95.3	98.5	105.9	108.3	104.6	100.0	(98.8)	(99.6)	(96.9)
Costs per unit of output										
7d Wages and salaries	38.2	45.4	49.6	53.4	60.2	71.8	100.0	117.7	123.6	
7e Labour costs	36.8	44.1	48.1	52.3	59.4	71.6	100.0	118.6	124.7	
8 TEXTILES										
Output, employment and output per person employed										
8a Output	110.0	109.8	110.5	113.0	117.1	105.9	100.0	103.0	100.9	99.3
8b Employment	133.3	127.9	118.2	113.2	112.4	109.8	100.0	(96.9)	(97.0)	(93.8)
8c Output per person employed	82.6	85.9	93.5	99.8	104.1	96.5	100.0	(106.3)	(104.0)	(105.9)
Costs per unit of output										
8d Wages and salaries	47.5	50.2	52.9	55.0	66.8	79.6	100.0	111.6	127.2	
8e Labour costs	46.4	49.4	52.3	54.4	65.8	79.9	100.0	112.4	126.5	
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a Output	80.9	84.1	87.4	93.6	99.3	99.2	100.0	102.9	107.0	110.3
9b Employment	114.3	110.1	105.6	100.4	97.6	98.2	100.0	(99.9)	(98.9)	(99.3)
9c Output per person employed	70.8	76.4	82.7	93.2	101.7	101.0	100.0	(103.0)	(108.2)	(111.1)
Costs per unit of output										
9d Wages and salaries	51.6	55.5	60.0	62.8	61.1	78.5	100.0	106.9	109.8	
9e Labour costs	50.1	53.8	58.0	60.6	59.7	76.8	100.0	108.1	111.0	

* Civil employment and HM Forces.

** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 687 of this issue.

† Figures shown in brackets are provisional.

‡ As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery rather than production indicators to represent output in certain industries within manufacturing.

§ The industrial production index and the index for manufacturing are still shown unadjusted for this effect.

|| The index of wages and salaries per unit of output in manufacturing industries given here has been scaled to 1970 = 100 for the chart following table 126.

OUTPUT PER HEAD AND LABOUR COSTS

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

TABLE 134 (continued)

(1975 = 100)

1974	2	3	4	1975	2	3	4	1976	1	2	3†	4†	1977	1†	2†	3†	4†	1978	1†	2†	3†	4†	1979	1†
100.1	103.0	103.2	101.4	101.3	99.8	99.1	99.8	101.0	101.7	101.8	103.9	104.5	104.2	104.8	105.2	105.9	108.1	108.7	108.6	107.6	107.6	1a		
100.3	100.6	101.0	100.7	100.3	100.1	99.9	99.7	99.4	99.4	(99.5)	(99.7)	(99.8)	(99.9)	(99.9)	(99.8)	(100.0)	(100.1)	(100.2)	(100.6)	(100.4)	(100.4)	1b		
99.8	102.4	102.2	100.7	101.0	99.7	99.2	100.1	101.6	102.3	(102.3)	(104.2)	(104.7)	(104.3)	(104.9)	(105.4)	(105.9)	(108.0)	(108.5)	(108.0)	(107.2)	(107.2)	1c		
71.6	74.4	81.0	86.2	92.9	97.9	102.9	106.2	108.6	112.4	115.4	119.3	122.5	125.4	129.7	130.9	135.7	137.9	141.4	144.9	148.0	148.0	1d		
71.6	73.4	78.7	86.4	95.2	97.3	103.9	103.7	106.7	108.9	111.3	113.1	116.0	117.2	120.5	121.2	126.2	129.1	131.3	134.6	141.0	141.0	1e		
70.9	72.5	78.2	85.9	94.6	97.5	104.1	103.8	107.1	110.1	112.6	114.6	117.2	118.7	122.0	122.8	127.7	130.8	133.0	136.4	142.6	142.6	1f		
102.6	107.6	106.9	103.5	102.6	99.5	98.4	99.5	100.1	101.8	101.6	104.5	105.6	105.5	106.2	105.8	107.0	110.7	111.5	110.0	108.9	108.9	2a		
104.6	104.5	104.1	104.2	101.9	100.4	99.4	98.4	97.9	97.5	(97.4)	(97.6)	(97.8)	(98.0)	(97.7)	(97.7)	(97.7)	(97.4)	(97.4)	(97.1)	(97.0)	(97.0)	2b		
98.1	103.0	102.7	99.3	100.7	99.1	99.0	101.1	102.2	104.4	(104.3)	(107.1)	(108.0)	(107.5)	(108.5)	(108.4)	(109.5)	(113.3)	(114.5)	(113.3)	(112.3)	(112.3)	2c		
104.5	109.1	108.0	104.6	103.9	99.2	98.1	98.8	99.1	101.7	101.7	103.2	103.9	102.4	103.0	101.8	102.3	104.5	105.2	102.6	101.4	101.4	3a		
104.8	105.0	104.9	104.1	102.7	100.7	98.9	97.7	97.0	96.7	(96.9)	(97.3)	(97.6)	(98.0)	(98.0)	(97.7)	(97.7)	(97.6)	(97.4)	(96.9)	(96.6)	(96.6)	3b		
99.7	103.9	103.0	100.5	101.2	98.5	99.2	101.2	102.2	105.2	(105.0)	(106.1)	(106.5)	(104.5)	(105.1)	(104.2)	(104.7)	(107.1)	(108.0)	(105.9)	(105.0)	(105.0)	3c		
67.2	71.6	77.9	86.0	91.1	98.2	103.8	107.0	110.3	111.7	115.6	117.3	120.0	123.5	126.0	131.6	136.0	139.6	142.3	150.1	154.5	154.5	3d		
59.4	98.2	102.2	99.8	95.5	98.2	98.3	108.0	110.1	120.0	125.9	147.3	174.7	190.1	190.3	195.8	209.6	228.8	236.3	255.0	274.3	274.3	4a		
99.0	99.1	99.4	99.7	100.0	100.2	100.0																		

Health and Safety Executive Publications

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

Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Officers or by post from HSE General Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-299 3456 ext. 734).

Catalogue

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Health and Safety Commission leaflets

HSC2 to HSC7 inclusive are being discontinued. The texts are being issued in supplements to the June, August, October and December Health and Safety Commission Newsletter. The Newsletter, published bi-monthly, is obtainable on subscription (£1 per annum, or less pro rata depending on quantity): Subscription forms from HSE General Enquiry Point (see above).

*HSC 8 Safety Committees guidance to employers whose employees are not members of recognised independent trade unions
 HSC 9 Time off for the training of safety representatives (Code of Practice)

* Agricultural Safety leaflets

AS1 A short guide to the 1974 Act
 AS2 Tractors safety cabs
 AS3 Bulls
 AS4 Mushroom worker's lung
 AS5 Farmer's lung
 AS6 Crop spraying
 AS7 Guns
 AS8 Noise
 AS10 Children
 AS14 Cyanide gassing powders - Safe handling
 AS16 Brakes for tractor-trailer safety
 AS21 First aid in agricul

* EMAS leaflets

MS(A)1 Lead and you
 MS(A)3 Asbestos and you
 MS(A)4 Study of asbestos workers
 MS(A)5 The health of workers engaged in antimony oxide
 MS(A)6 Vinyl chloride and you
 MS(B)1 Ulceration of the skin and inside the nose caused by chrome
 MS(B)3 Anthrax
 MS(B)4 Effects on the skin of pitch and tar
 MS(B)5 Skin cancer caused by oil
 MS(B)6 Occupational industrial dermatitis
 MS(B)7 Poisoning by pesticides

Guidance Notes

Guidance Notes (price 30p each) are too numerous to list here but are published under five headings: Medical; Environmental Hygiene; Chemical Safety; Plant and Machinery; General

Enquiries to HMSO

* Free of charge

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

UNEMPLOYED SCHOOL-LEAVERS

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

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 careers service 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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