

DEPARTMENT OF EMPLOYMENT GAZETTE

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A view of occupational employment in 1981

THE article *A view of industrial employment in 1981* in the May 1975 issue of the *Gazette* gave a set of projections of employment in 37 industries in 1981, made by a group of research workers. Apart from their value in their own right, these projections represented the first of a two-stage exercise aimed at assessing the practicability of generating from industry projections a set of projections of employment in the main occupations. The article on these pages presents the results of the work on occupations undertaken by Mr V. H. Woodward, Department of Applied Economics, Cambridge University.*

It is important to appreciate that this work is still very much in the experimental stage. There are a number of important problems which cannot yet be satisfactorily resolved, partly owing to the paucity of regular data on occupational employment. These are explored in some detail in the article, and an attempt is made to assess their effect on the projections for particular occupations. For these reasons, the projections should be regarded as a starting point for further statistical analysis and informed discussion rather than as an end in themselves.

Data source

The only comprehensive source of a series of data on occupational employment is the Census of Population. The basic data used consist of matrices of employment by 182 occupations and 39 industries, separately for males and females, extracted from the census of population for 1961, 1966 and 1971. Every attempt was made to ensure these matrices were consistent. This necessitated the merging of several occupations in arriving at the 182 occupations, but it is possible that definitional difference between the censuses still exist.

For projection purposes, these data were re-classified from 182 to 105 occupations, both to ease the computing problem, and to eliminate the numerically small occupations. These occupations can be summed to give totals for the 27 orders of the Registrar General's classification of occupations. All the figures used in this work give equal weight to part-time and full-time workers.

Method of projection

The projections have been made in three stages:
(i) The industrial projections described in the earlier article were disaggregated to give separate figures for male

and female employment in each industry in 1981. This was done by extrapolating the trend in the proportion of workers in each industry who are female.†

(ii) Projections of occupational proportions in each industry were made, also for males and females separately, using data for 1961, 1966 and 1971. The projection method used was that which gave the best results when used to make projections for 1971 using earlier data—namely a log linear trend through the proportion figures.

(iii) The projected occupational proportions were applied to the corresponding industry projections to give occupation totals in each industry for men and women separately. These totals were aggregated over all industries and, where appropriate, grouped to give broader occupation totals.

Problems of interpretation

There are, as mentioned earlier, a number of problems which complicate the interpretation of the projections. Firstly, the 1961-71 period was characterised by considerable cyclical fluctuation. In 1961 and 1966 the registered unemployment rate was 1.4 per cent, but in 1971 it was 3.4 per cent. The effect of the recession in 1971 might, in principle, be to depress proportions employed in occupations concerned with the processing of materials (such as the skilled, semi-skilled and unskilled manual occupations in manufacturing), and correspondingly exaggerate proportions in service-oriented occupations (such as the professional and administrative occupations). Similarly, over the 1966-71 period there were certain special effects brought about by such institutional changes as the introduction of selective employment tax and the abolition of resale price maintenance.

These effects, which might not be continued into the projections period, are likely to have particularly affected the proportions in the clerical, sales and service occupations.

The difficulties have been accentuated by two further factors. Firstly, there are only three census observations of the occupational composition of employment. Secondly, the method of extrapolating occupational proportions for 105 separate occupations has, for occupations which have grown very rapidly in the past, produced rather exaggerated projections. These tend to cancel out when summed to order group level, but even at this level their effect is still apparent, and a somewhat different picture emerges when projections are made on a more aggregated basis. It is possible to illustrate this with reference to a separate set of

* A more detailed paper is available on request from: Unit for Manpower Studies, Department of Employment, Steel House, 11 Tothill Street, London SW1 H9LN, Telephone 01-799 7777 ext. 214.

† An adjustment was required to bring these into line with the estimates of male and female employment implied by the Department's projections of the economically active population published in the April 1974 issue of this *Gazette*.

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projections which were derived using the same method for only 12 occupation groups.* For example, the projected growth in employment in the occupational group "professional workers", which is included in order XXV in Table 1, is 4.9 per cent, compared with a growth of 6.2 per cent implied by summing the relevant disaggregated projections. The details are as follows:

	1971 (Actual) 000's	1981 (Projec- tion) 000's	Growth in num- bers 000's	Average annual growth %
Professional Workers Aggregated Projection	875	1,423	+548	4.9
Disaggregated Projection	875	1,592	+717	6.2

The projections

The projections of employment for 25 census occupation orders are shown in table 1 and in the chart. The principal features emerging from the table are:

(a) A continued fall in employment is shown in the primary occupations (farmers, foresters and fishermen; and miners and quarrymen), but at a somewhat slower rate than in the previous decade.

* The classification used corresponded more or less to the GRO's socio-economic groupings.

Table 1 Occupational distribution of employment 1961-81

Occupation order	1961 (000's)	1966 (000's)	1971 (000's)	1981 (000's)	Average annual change 1961-71 per cent	Average annual change 1971-81 per cent
I Farmers, foresters, fishermen	948	863	740	623	-2.4	-1.7
II Miners and quarrymen	504	366	237	125	-7.5	-6.4
III Gas, coke and chemical makers	142	146	128	120	-1.0	-0.7
IV Glass and ceramic makers	104	104	94	74	-1.0	-2.4
V Furnace, forge, foundry and rolling mill workers	236	212	159	109	-3.9	-3.7
VI Electrical and electronic workers	446	510	515	577	+1.5	+1.2
VII Engineering and allied trade workers	2,673	2,889	2,776	2,622	+0.4	-0.6
VIII Woodworkers	445	469	411	359	-0.8	-1.3
IX Leather workers	154	136	112	96	-3.1	-1.4
X Textile workers	450	403	294	205	-4.1	-3.5
XI Clothing workers	472	465	394	294	-1.8	-2.9
XII Food, drink, tobacco workers	384	392	363	259	-0.6	-3.3
XIII Paper and printing workers	331	337	311	287	-0.6	-0.9
XIV Makers of other products	300	335	301	332	—	+1.0
XV Construction workers	548	590	546	531	—	-0.3
XVI Painters and decorators	323	319	274	215	-1.6	-2.4
XVII Drivers of stationery engines, cranes	318	318	300	274	-0.6	-0.9
XVIII Labourers nec.	1,234	1,226	1,096	822	-1.2	-2.9
XIX Transport communications workers	1,476	1,487	1,368	1,605	-0.8	+1.6
XX Warehousemen, storekeepers, packers, bottlers	799	853	781	644	-0.3	-1.9
XXI Clerical workers	3,055	3,401	3,549	3,589	+1.6	+0.1
XXII Sales workers	2,243	2,378	2,222	1,980	-0.1	-1.1
XXIII Service, sport, recreation workers	2,415	2,980	2,949	3,275	+2.0	+1.0
XXIV Administrators and managers	630	768	942	1,317	+4.1	+3.4
XXV Professional, technical workers and artists	2,036	2,386	2,720	4,442	+2.9	+5.0
Total in employment¹	23,245²	24,651²	23,910	25,000	+0.4	+0.5

¹ Including forces and inadequately described occupations.

² The 1961 and 1966 totals have been obtained from the data in the published Census of Population volumes using adjustment factors provided by the Census Office to correct for bias in the reported information.

(b) Employment is shown to decline in most of the "material processing occupations" (Orders III-XIV) in many instances at significantly higher rates than in the previous ten years. One of the few exceptions is electrical and electronic workers, where the rapid growth in employment of the previous decade is shown as being sustained. As indicated earlier, employment in these occupations was particularly affected by the 1971 recession, and this may have affected the projections.

(c) Employment is also projected to fall in the construction and labouring occupations, again more rapidly than in the earlier decade. However, for transport and communications workers a reversal of the fall between 1961 and 1971 is indicated.

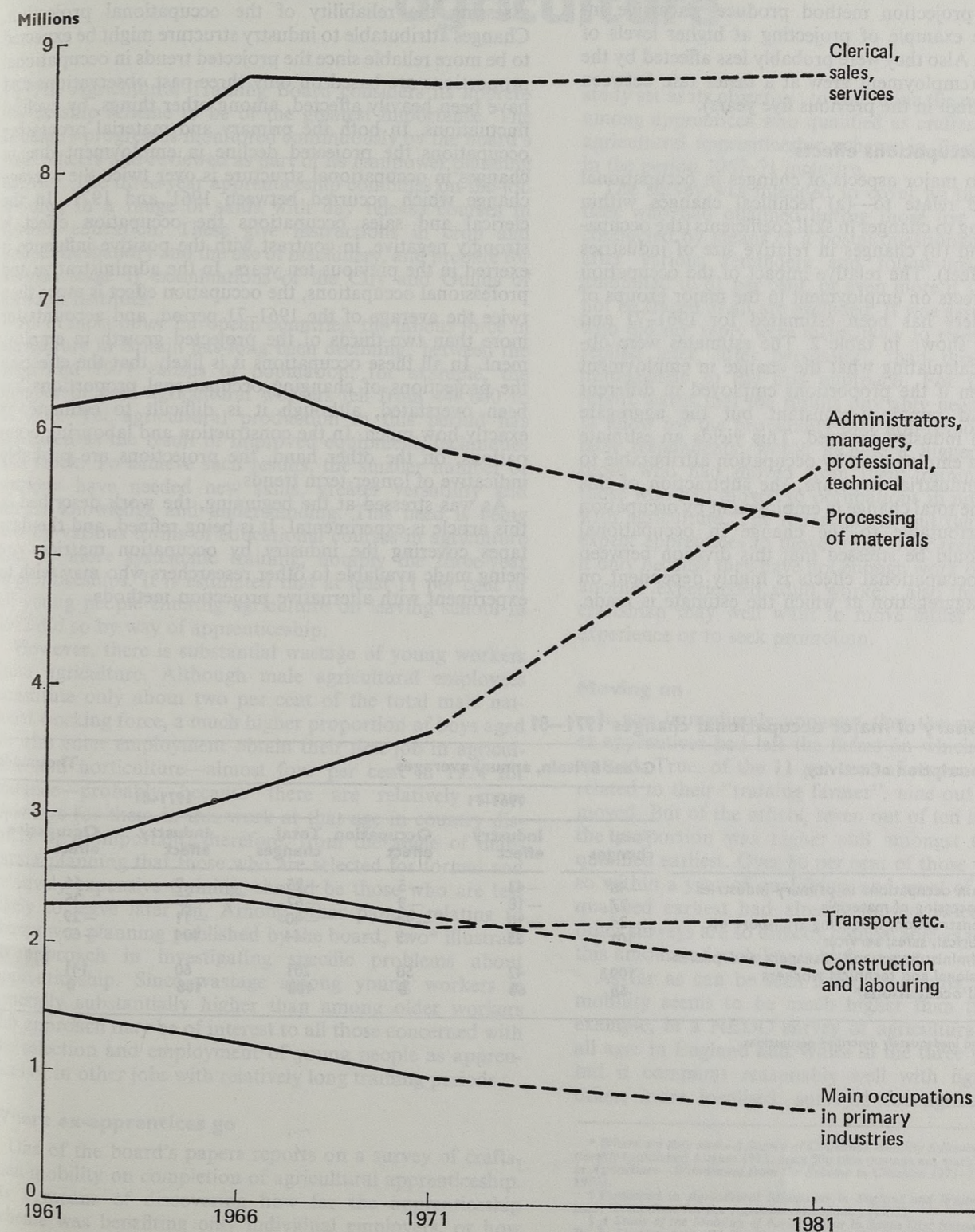
(d) Employment in the clerical occupations is shown as remaining fairly stable, which contrasts with the rapid expansion between 1961 and 1971. In the sales occupations, employment is projected to decline much more rapidly than in the previous ten years. As explained earlier these projections are complicated by the possible effects of SET and the abolition of resale price maintenance.

(e) The very rapid growth in employment in the administrative and professional occupations is shown as continuing, in the administrative and managerial occupations at a slightly lower rate than previously, but in the professional and technical occupations (which include doctors, nurses,

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Employment by occupation 1961-81

Unbroken lines: actual — Broken lines: projected



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teachers, scientists, engineers, other professions and technicians) at a considerably higher rate.

These projections probably show an exaggerated growth for a number of reasons. For instance, they include several small occupations which grew at a fast rate in the past and for which the projection method produces excessive increases (see the example of projecting at higher levels of disaggregation). Also they were probably less affected by the 1971 recession (employment grew at a faster rate between 1966 and 1971 than in the previous five years).

Industry and occupations effects

There are two major aspects of changes in occupational structure; these relate to—(a) technical changes within industries leading to changes in skill coefficients (the occupational effect) and (b) changes in relative size of industries (the industry effect). The relative impact of the occupation and industry effects on employment in the major groups of occupation orders has been estimated for 1961–71 and 1971–81 and is shown in table 2. The estimates were obtained by first calculating what the change in employment would have been if the proportions employed in different occupations had remained constant but the aggregate number in each industry changed. This yields an estimate of the change in employment by occupation attributable to the change in industrial structure; the subtraction of this estimate from the total change in employment by occupation yields that attributable to the change in occupational structure. It should be stressed that this division between industrial and occupational effects is highly dependent on the level of disaggregation at which the estimate is made.

The results of estimates made at order level are summarised in table 2.

The division between changes in employment attributable to changes in industrial and occupational structure is particularly useful because it provides some basis for assessing the reliability of the occupational projection. Changes attributable to industry structure might be expected to be more reliable since the projected trends in occupational proportions are based on only three past observations and have been heavily affected, among other things, by cyclical fluctuations. In both the primary and material processing occupations the projected decline in employment due to changes in occupational structure is over twice the average change which occurred between 1961 and 1971. In the clerical and sales occupations the occupation effect is strongly negative, in contrast with the positive influence it exerted in the previous ten years. In the administrative and professional occupations, the occupation effect is more than twice the average of the 1961–71 period, and accounts for more than two-thirds of the projected growth in employment. In all these occupations it is likely that the effect on the projections of changing occupational proportions has been overstated, although it is difficult to estimate by exactly how much. In the construction and labouring occupations, on the other hand, the projections are probably indicative of longer-term trends.

As was stressed at the beginning, the work described in this article is experimental. It is being refined, and the data tapes covering the industry by occupation matrices are being made available to other researchers who may wish to experiment with alternative projection methods.

Table 2 Summary of major occupational changes 1971–81

1970 Classification occupation order groups	Description of activity	Great Britain, annual averages					
		1961–71			1971–81		
		Total changes	Industry effect	Occupation effect	Total changes	Industry effect	Occupation effect
I- II	Main occupations in primary industries	-48	-43	-5	-25	-9	-16
III- XIV	Processing of materials	-27	-18	-9	-62	-37	-25
XV- XX	Construction, labouring transport etc.	-34	-10	-24	-40	-11	-29
XXI-XXIII	Clerical, sales, services	101	95	5	44	104	-60
XXIV-XXV	Administrators and managers and professional and technical workers	100	42	58	201	60	141
	All occupations*	68	68	0	108	108	0

* Including forces and inadequately described occupations.

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Apprenticeship and after:
agriculture

THE Agricultural Training Board considers its apprenticeship scheme to be of the greatest importance. The Scheme's progress is monitored continuously by the board's field officers and reviewed as part of its manpower planning activity. The three-year apprenticeship combines on-the-job training in a range of skills with day release courses in further education. These give instructions in crop and animal husbandry and the use of machinery, and prepare for various stage II examinations of the City and Guilds of London Institute.

As in most other European countries, the labour force in agriculture in Britain has long been declining; between the 1961 and 1971 census of population, for example, the number of paid agricultural workers fell from 444,000 to 306,000. Yet agricultural production in this period has increased as the result of improved equipment, techniques and stock. To achieve such results, the smaller number of workers have needed new skills, greater versatility and deeper knowledge and understanding. This need is being met by various forms of educational courses in agriculture and by more systematic training, notably the three-year apprenticeships. It is estimated that at least 11 per cent of all young people entering agriculture on leaving school in 1972 did so by way of apprenticeship.

However, there is substantial wastage of young workers from agriculture. Although male agricultural employees constitute only about two per cent of the total male national working force, a much higher proportion of boys aged 18 who enter employment obtain their first job in agriculture and horticulture—almost four per cent in 1974 for instance—probably because there are relatively more openings for them in this work at that age in country districts. It is important, therefore, from the angle of manpower planning that those who are selected for formal and relatively expensive training, should be those who are less likely to leave later on. Among other papers relating to manpower planning published by the board, two* illustrate its approach in investigating specific problems about apprenticeship. Since wastage among young workers is generally substantially higher than among older workers this approach may be of interest to all those concerned with the selection and employment of young people as apprentices or in other jobs with relatively long training periods.

Where ex-apprentices go

One of the board's papers reports on a survey of craftsman mobility on completion of agricultural apprenticeship. As a means of discovering how far the apprenticeship scheme was benefiting only individual employers, or how far it was meeting the needs of the industry as a whole, the

study set as its objective: to determine the extent of mobility among apprentices who qualified as craftsmen through the agricultural apprenticeship scheme in England and Wales in the period 1967–71 inclusive.

The survey was intended to cover all the 1,270 apprentices who had qualified during those five years, and was conducted by means of a postal questionnaire. Eventually, after various reminders and follow-ups, the response amounted to 81 per cent, or even more if those who could not be traced at all are excluded. It was assumed that those who did not reply were more likely to resemble those who replied later, after persuasion, than those who replied immediately to the first approach. For this reason, the report warns that the results probably need to be adjusted to allow for the probability that non-respondents, like the later respondents, would include a higher proportion of those who had moved from their training farm and of those who had moved to occupations in no way connected with agriculture. The report points out that many farmers expect apprentices to move when their training is finished, if only because they have not enough work on their farm for another experienced adult worker; also that an ambitious craftsman may well want to move either to broaden his experience or to seek promotion.

Moving on

It was immediately apparent that the great majority of ex-apprentices had left the farms on which they had been trained. True, of the 11 per cent of respondents who were related to their "training farmer", nine out of ten had not moved. But of the others, seven out of ten had moved, and the proportion was higher still amongst those who had qualified earliest. Over 80 per cent of those who moved did so within a year of qualifying, and most of those who had qualified earliest had already moved twice or more. No other surveys are so directly comparable as to show whether this amount of mobility is high or not.

As far as can be seen from the results, the amount of mobility seems to be much higher than that shown, for example, in a NEDO survey of agricultural manpower of all ages in England and Wales in the three years 1967–70†, but it compares reasonably well with figures from two other, more localised, surveys‡ for agricultural workers

* Where are they now—a Survey of Craftsman mobility following agricultural Apprenticeship (published August 1973, price 50p plus postage and packaging); Apprenticeship in Agriculture—Withdrawal from the Scheme in Cheshire 1971–2 (published November 1972).

† Published in Agricultural Manpower in England and Wales, Economic Development Committee for the Agricultural Industry (1972).

‡ A Study of the Mobility of Farm Labour in South East Nottinghamshire 1965–70 by R. I. Hawksworth (M.Sc. dissertation—Nottingham University) and A Survey of Workers leaving Scottish Farms by F. McIntosh—Scottish Agricultural Economics Vol XXII, 1972.

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aged under twenty-five and under twenty. The report comments that these comparisons suggest that agricultural ex-apprentices are more likely to move than other agricultural workers as a whole; however, while it finds no firm evidence that they are more likely to move than other agricultural workers of the same age, it considers this is a hypothesis still to be tested.

Related jobs

As will be seen from table 1, only 15 per cent of all the respondents were in jobs unrelated to their training at the time of the survey, although these proportions would probably be higher if information about non-respondents had been available.

The proportion who had moved to non-agricultural work by the time of the survey was higher than the corresponding proportion among those making their first change after qualifying. But almost two-thirds of those who moved outside the industry did so at once, and relatively few—only one in seven—of these returned to agriculture later. Comparisons with other data are again difficult. However, looking at those who had qualified at least three years before the survey, the report suggests that, as might be hoped of those who had undertaken a formal training, the respondents seemed less likely to leave agriculture than other young agricultural workers; it prefers to regard this, too, less as a firm finding than as a hypothesis needing further testing.

The survey did seem, therefore, to offer useful support to the board's contention that the apprentice training scheme was of benefit, and of benefit to the industry as a whole rather than to individual employers.

For one in seven of all the respondents, their first move after completion of apprenticeship was to full-time courses of further education in agriculture. Most of these, naturally,

had finished their courses by the time of the survey and taken up various kinds of work in agriculture; but 18 of them—about one in eight—went on to work outside agriculture. A few, at the time of the survey, were in courses after having had jobs in agriculture since qualifying.

Those who remained in agriculture were distributed over a variety of occupations, both at the time of qualifying and at the time of the survey. Roughly half were still in their original occupations. The rest had changed, but the total distribution in both counts was similar in many ways, the largest groups—tractor drivers and cowmen/herdsmen—each comprising about 10 per cent of the total at each stage. The proportion who were in the more independent positions (contractors, managers, farmers/growers and foremen) had increased, naturally perhaps, with time, from about 9 per cent to about 12 per cent. The occupational distribution of the substantial group who originally entered further education was much the same as those who did not.

Table 2 shows the occupations entered by those who had left agriculture by the time of the survey.* In some of these, it is possible that the ex-apprentices are using at least some of the knowledge obtained on courses, but in scientific or related fields. The rest of the jobs seemed to have little or no affinity to agricultural training, although some represent a move to different kinds of open-air work, and may be part of the drift of workers away from agriculture referred to earlier. Yet even here it could be that the description, for example, "sales representative" or "mechanic" covers the application in a different field of some of the knowledge gained as an apprentice.

"It is inevitable", says the report, "in an industry with a declining workforce, that some trained manpower is lost to jobs at which the training was not specifically aimed. Moreover, such workers are unlikely to return to the industry. Happily, however, this wastage is relatively low".

* This analysis was derived from the survey the not included in the report.

Table 1 Occupations of trained craftsmen at the time of the national survey (1972/73)*

	Year of qualification										Totals	
	1967		1968		1969		1970		1971		No.	%
Still on "training farm"	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Relatives of farmer	12	7.9	11	6.1	12	6.8	19	9.0	45	16.4	99	10.0
Others	27	17.8	33	18.4	40	22.6	60	28.4	104	37.7	264	26.6
Now in:												
Other farms	42	27.5	60	33.6	50	28.2	66	31.3	69	25.1	287	28.8
Associated industries†	20	13.2	22	12.3	28	15.8	13	6.2	15	5.5	98	9.9
Amenity horticulture	3	2.0	7	3.9	3	1.7	4	1.9	7	2.5	24	2.4
Agricultural further education	2	1.3	7	3.9	3	1.7	8	3.8	15	5.5	35	3.5
Overseas agriculture	8	5.3	10	5.5	6	3.4	7	3.3	4	1.5	35	3.5
Other jobs	38	25.0	29	16.2	35	19.8	34	16.1	16	5.8	152	15.3
TOTALS	152	100	179	100	177	100	211	100	275	100	994	100

* Questionnaires were completed at various dates between July 1972 and early 1973.

† This includes work in establishments such as experimental stations, agricultural merchants, agricultural machinery firms, university farms.

Source: 'Where are they now?' A survey by the Agricultural Training Board of Craftsman mobility following agricultural apprenticeship.

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Table 2 Ex-apprentices working outside agriculture Occupations at the time of the survey (1972/73)*

	National survey on mobility of trained craftsmen	
	No.	%
Lorry/plant drivers	14	9.2
Forces, police, fire service	15	9.9
Milk/bread roundsmen	3	2.0
Window cleaner	—	—
Building	13	8.6
Sales Representative	19	12.6
Shop work	2	1.3
Florist	1	0.7
Machine or process operator	9	5.9
Mechanic or similar	9	5.9
Tyre fitter	—	—
Barman	2	1.3
Warehousman, packer	4	2.6
Factory labourer	6	3.9
Labourer	7	4.5
Nursing	2	1.3
Lecturer	3	2.0
Laboratory assistant	4	2.5
Technical/professional	11	7.2
Unspecified	28	18.6
TOTALS	152	100.0

A problem of wastage

The other survey related to a single county, Cheshire, an area where the proportion of school-leavers entering agriculture and horticulture (including amenity horticulture) has been about twice the national average, and the proportion of apprentices among all young agricultural workers about four times the national average.

The problem the survey investigated was that over the period 1967-71 there had been an increase in the proportion of apprentices in Cheshire who withdrew from training—24 per cent in 1967 had done so, but the figure had risen to 34 per cent and 36 per cent in the final two years. The Cheshire apprenticeship sub-committee of the board's Cheshire area training committee therefore decided, among other measures, to investigate the reasons why each of the 60 ex-apprentices for 1970-71 had withdrawn, and to see what might be done to reduce withdrawal rates.

As a background to the survey, a study was first made of the history of the apprenticeship scheme in Cheshire, of the biographical information held on the ex-apprentices, and of records of their attendance and performance on their courses. Information and opinions were obtained from representatives of the farming organisations and from the careers officers involved in the placement of apprentices. Then contact was made with the ex-apprentices, their parents and their employers. All but three of the employing farmers were interviewed, and these three were contacted by telephone. Using a questionnaire, 27 of the ex-apprentices were interviewed personally and five others by telephone.

A short postal questionnaire was returned by 14 more. Information was obtained about seven more from their parents, and the other seven were found either not to have started, or to have withdrawn for reasons in no way connected with the scheme. In all the 53 cases investigated, contact was made with parents.

Since the survey was restricted to apprentices who had left the scheme, on most of the points investigated it was not possible to show how far certain of the features emerging were more characteristic of these young people than of those who had continued their training. It seemed likely also that there might have been a number of reasons for any individual's withdrawal.

Need for caution

The report therefore stresses the need for caution in interpreting its findings. Nevertheless, several factors seemed likely to have sufficient bearing on the problem to point to a need for special attention at the time of selection and during training. Among those discussed in the report are the following:

Over 40 of the boys left within the first year. This clearly was the most critical period.

Before starting their training, most of the ex-apprentices had had some experience of farm work, often on the farm where they later went for their training, in holidays, at weekends or in the evening; and this seems to have been in a variety of tasks. Almost all the boys claimed to have liked farm work, and most of the employers said their boys showed interest in it and a responsible attitude towards it. But quite a proportion of boys resented having to do more menial and less interesting tasks; and about half of them claimed to have been given no responsibility—perhaps understandably at this early stage of their training. In fact, a third of the ex-apprentices were still working in agriculture or horticulture, or in other jobs connected with farming, at the time of the survey, five of them on the same farms.

Of the ex-apprentices, 29 per cent came from broken homes, compared with only 12 per cent of all the 165 apprentices in the scheme in Cheshire at the time. The report points to the need for special care in placing such candidates.

Careful observation

The great majority (78 per cent) of the boys who left their apprenticeship had entered at the age of 15. Since the proportion of boys in the scheme aged 15 had changed from one-third to two-thirds in the short period 1969-70, careful observation was thought specially important on this account.

Personal and family motivation were also examined. In most cases, the boys had had the idea of joining the scheme either themselves or through some form of careers advisory service, and almost half of the ex-apprentices had found their apprenticeship themselves. There had been contacts by personal visit between the farmers and the boys' parents in almost every case where the boys were not orphans or in

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the care of the local authorities. Only about a quarter of the parents were against the idea of their boys' entering agricultural employment, although half had no strong views one way or the other. However, parental influence appeared to be considerable on decisions to leave the scheme, and one in ten of the ex-apprentices were found to be working at the same establishment as their fathers. The report is emphatic that a thorough investigation is necessary, before commitment, both of the applicants' interest and experience in farm work and—in separate discussions—of the attitudes of their parents.

Reasons for leaving were discussed with both farmers and boys. Their separate points of view differed widely in many cases. For example, the farmers said they had dismissed 21 of the boys, mostly for unsatisfactory behaviour, but only one boy said he had been dismissed. However, apart from personality clashes, which would probably have been difficult to predict, and home-sickness, circumstances and conditions of employment frequently appear to have been significant: low pay and long hours (including work before or after attendance on days when classes were held at the college) were mentioned by a quarter of the boys.

Unsuitable farms?

With a high proportion of applicants for apprenticeship, compared with the national average, it is possible that some of the "training farms" in Cheshire may not have been fully suitable for inclusion in the scheme, because of the range of work offered, because the farmer did not have satisfactory methods of training, or for other reasons. The report points out that only half the farmers had regular discussions with the area training adviser about a planned and balanced programme of training.

The further education element of the course also appeared important. Some boys felt that the subjects dealt with were not well co-ordinated with what they were learning on the farm. The one girl interviewed dropped out because she would have been the only girl in her class. While the dis-

trict apprenticeship committee recognised that inability to pass the City and Guilds examinations did not prevent a boy from becoming an efficient craftsman, so that applicants were not rejected on account of a low IQ, failure to keep up with studies was a main reason for withdrawal. Indeed, every one of the boys who withdrew from the scheme but remained in farming had left because apparently they could not manage the further education requirements.

Key economic role

The numbers of agricultural apprentices are small even in proportion to the agricultural workforce. Nevertheless, the key economic role of British agriculture makes these potentially skilled workers a highly important element of manpower. These surveys recognise that the mathematics of supply and demand may be no less critical in manpower planning than the extent to which training is made use of or wasted.

The implications of the Cheshire survey are that monitoring details of selection and training can indicate points where special attention is likely to be most rewarding in obtaining the maximum return and the minimum wastage of time in a training scheme. The implications of the national survey provide a reassurance that, in general terms, the scheme is reaching the objectives intended, and that the great majority of those who enter the training in fact end up in a useful capacity somewhere in agriculture or an industry related to it.

The board's research department is now involved in a major five-year study of new entrants to agriculture and horticulture. The objectives of this project are: to identify and compare the principal social and economic factors affecting career decisions among young people entering agriculture and the board's new entrant training scheme; to study career decision-making in relation to the training and employment facilities available and the new entrants knowledge of them; to establish guidelines for the board in developing new entrant training; especially in promoting the new entrant training scheme with a view to reducing wastage to a minimum.

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Manpower planning in road transport

IN 1974 nearly 49,000 companies and 850,000 employees were within the scope of the Road Transport Industry Training Board. Only 910 of the companies had over 100 employees, though more than half the industry's manpower was employed in one-fiftieth of its total number of enterprises. Nine-tenths of employees were in the three main sectors—road passenger transport, road haulage and motor vehicle retail and repair; the remainder were spread over six other sectors: vehicle body-building, motor factoring, agricultural machinery, furniture removals, public warehousing and driving schools. The size and structure of enterprises, occupational mix, rate and direction of change, training facilities and so on differ widely between sectors. This diversity and the very large number of small units presents the board with particular problems in assessing future manpower requirements and training needs.

The way in which the board tackles these problems can be seen from a series of reports it has published on its manpower researches. The most recent of these is *Manpower 75: A Study of Manpower and Training Needs in the Road Transport Industry 1967-80 (June 1975)**. This article outlines the board's approach to manpower planning—one of the main tasks of their planning and intelligence division—and shows the way it has taken account of how various economic, social, technical and legal factors are likely to influence output and productivity and, therefore, manpower requirements.

The planning and intelligence division works on the assumption that most changes take place gradually and are not very surprising, and that current trends operating at any time will continue; but where changes do operate very quickly, their causes should be so apparent that any reasonable feedback of information will enable them to be detected and taken into account. The division is therefore alert to as many quantifiable factors of change as can be identified and estimates their manpower effects, looking separately at each sector, subsector and occupation that is likely to be affected. Frequent and comprehensive monitoring of all relevant developments is an essential part of this strategy, as is the rapid processing of data and dissemination to the industry of projections and revisions. In particular, the board expects to publish its conclusions within a few months of the collection of each set of data—and some information much sooner. This pragmatic approach, it recognises, is most

effective over a relatively short time cycle; but since much of the industry's training, apart from apprenticeship, does not take very long, this is not too serious.

When the board was set up in September 1966, there was very little information either on manpower or on training activities. The planning and intelligence division has therefore carried out a series of surveys and censuses in order to obtain the statistics needed as a basis for manpower planning. The most recent of these was in April 1974 and is the main statistical basis for *Manpower 75*. Questionnaires were sent by post to all 49,000 organisations within the board's scope and 30,000, or 62 per cent, of them were returned, covering 720,000 employees or 86 per cent of all those in the industry.

The information collected in successive surveys and censuses has varied in detail but has covered such topics as occupational structure; new engagements and engagements terminated; and numbers in various stages of apprenticeships. It has been supplemented by information derived from discussions between the board's training officers and company officials in course of preparing company training plans. The board has gradually moved to a system of monthly monitoring of the kinds and quantity of training in progress. All this information is accumulated and updated in a computerised overall manpower data bank.

Some of the more important developments in the three main sectors and their past and likely future manpower effects are outlined in the following paragraphs.

Changes in the transport pattern

The growth in the number of private cars and in passenger miles travelled by car has been accompanied by a fall in the number of passenger miles travelled on public transport. Between 1956 and 1973 public transport's share of all road passenger mileage fell from nearly half to just over one-eighth of the total. As a result manpower requirements in motor vehicle retail and repair have increased and there has been a reduction in the labour force in road passenger transport.

But because the number of public service vehicles in operation, which is constrained by the requirements of peak load services, has not fallen at as fast a rate as traffic, the contraction of employment in road passenger transport has been relatively slow. There has also been a considerable time-lag between the contraction of activity and the run-down of manpower. Although the number of passenger journeys fell by a third between 1956 and 1968, employment fell by under 10 per cent—from 281,000 to 254,000.†

* The most recent of the earlier reports is *Manpower in the Seventies*, published in April 1972 and based on data collected in 1971.

† Since, for example, industries covered by the board do not exactly match minimum list headings of the Standard Industrial Classification, statistics quoted in the report and in this article may differ from Department of Employment figures for particular sectors.

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But between 1968 and 1974 when passenger journeys fell by 17 per cent, manpower fell by 18 per cent—to just under 208,000.

An exception to the general fall in the use of road passenger services has been the growth in the excursion and tour-operating sector. Between 1970 and 1974 the number of drivers employed in this sector increased by 75 per cent to over 9,000, and total employment slightly faster to 16,600. This development is one reason for expecting greater stability in road passenger transport generally during the remainder of the 1970s compared with the previous twenty years. Other more important reasons are the environmental pressures on city centre motoring; the possible effects of mounting fuel costs; and the extension of new concepts of public passenger transport such as "dial-a-bus" and pedestrian shopping precinct minibus systems.

Between 1956 and 1968 the car population nearly trebled and the labour force in motor vehicle retail and repair rose by 51 per cent, or 110,000, to 327,000. The increase in car population has slowed considerably since 1968 and employment in motor vehicle retail and repair, which amounted to 331,000 in 1974, has stabilised. Part of this stability, despite the continued rise in the vehicle population and in demands for workshop and other services, derives from the pressure of rising labour costs. This was accentuated by the introduction of SET which coincided with the period of relatively low activity and led to some shake-out of labour.

With a smaller likely future growth in car population than had previously been forecast,† the board does not expect employment in motor vehicle retail and repair, together with the closely associated motor factoring sector, which together totalled 355,000 in 1974 to rise above 375,000 by 1980. This may be compared with earlier predictions of an increase to 400–450,000.

However, the major determinant of the demand for workshop services and therefore for skilled craftsmen is the number of cars under three years old, rather than the total vehicle population. Four years of high registrations from 1971 to 1974 will mean a high level of demand for workshop services up to the later part of the 1970s; this is likely to be accentuated by new pressures for regular maintenance as a means of reducing costs. The report estimates therefore that the demand for servicing facilities will grow by about seven per cent between 1974 and 1977. Improving methods of labour utilisation suggest that productivity may rise at about one per cent a year. This implies a demand for three per cent (or 3,000) more skilled craftsmen by 1977, and at least six per cent by 1980.

Employment in road haulage is, of course, related to the level of demand for the transport of freight by road, which is determined by the overall pattern of economic growth and the relative popularity of road and rail transport. In 1956, freight ton mileage hauled by road and rail were similar, but by 1968 freighting by rail had decreased and freighting by road had increased to the extent that road haulage accounted

for three-quarters of a greatly increased total. But by 1970 there were signs, which have persisted, that these trends are levelling off, with rail transport holding its own, especially for some longer hauls. The proportion of road freight traffic that is carried by specialist hauliers rather than in industrial and commercial companies' own vehicles has increased.

The report indicates that while the volume of freight carried by professional hauliers doubled between 1956 and 1968, manpower in road haulage rose by a little over one-fifth—from 177,000 to 215,000. It then rose to a peak of just under 250,000 in 1970. Between 1970 and 1974 the increase in freight carried was only three per cent, and by April 1974 manpower had fallen to just under 220,000. Two-thirds of this decrease occurred as a result of reorganisation and rationalisation amongst a small number of major national companies in the public sector.

The report suggests that, as the economy revives, employment in road haulage will increase again, perhaps returning to the 1970 level by 1980. One component of that increase is expected to be a one per cent a year growth in the demand for heavy goods vehicle (HGV) drivers, on the assumption that the national economy will be growing at an average annual rate of three per cent.

Technical changes

In garages and workshops, improved techniques have raised productivity steadily enough to counteract a substantial part of the increased need for craftsmen arising from the growing numbers of vehicles and the consequent expansion of work. In road haulage, the move towards using very large, articulated vehicles has significantly changed the balance of skills among drivers: the numbers holding licences to drive articulated vehicles (Class I) grew between 1971 and 1973 while the numbers with licences to drive rigid vehicles (Class II for vehicles with more than four wheels and Class III for vehicles with four wheels) fell. The use of self-service petrol pumps has contributed greatly to the run-down of forecourt staff in petrol and service stations.

The high proportion of small units among motor vehicle repair workshops has resulted in the failure of one possible manpower change to materialise. Some years ago many people expected that the change from older methods to unit replacement in maintenance and repair work, and also the possibility of a reorganisation of work into smaller more specialised tasks, would increase the proportion of straight-forward jobs that could be entrusted to semi-skilled men; craftsmen would deal only with more difficult tasks, and fault detection would be the responsibility of an even smaller number of highly trained technicians. Such an organisation is functioning now, in fact, in only a small number of the large units; elsewhere, any advantages it could offer were felt to be outweighed by the practical difficulties of organising a smooth flow of work and full use of labour in such a degree of specialisation. Workshop staff

† The board have used forecasts of car population and the demand for garage service prepared by the Motor Vehicle Distribution and Repair Economic Development Committee.

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remain predominantly skilled craftsmen, even though they are becoming increasingly scarce.

In road passenger transport, the most important change affecting manpower has been the move towards one-man bus operation, which has been stimulated by a combination of high labour costs and severe labour shortages. (This trend can easily be monitored by the board from reports of orders for new buses regularly published in the trade press). As a result the number of conductors has decreased since 1964 at an accelerating rate: between then and 1972 the number had dropped from 82,600 to 52,000, and then in the two years to 1974 to 37,500. However the board points out that this leaves less scope for further reductions. This, together with the trends in vehicle operation referred to above, suggests that the overall rate of contraction in manpower in road passenger transport will probably slow down and that employment is unlikely to fall much below 200,000 by the end of the decade, as compared with 208,000 in 1974.

Changes in legislation

Legal requirements for vehicle testing have not only created more work in the actual testing, but more maintenance work. This has affected the numbers of operatives and craftsmen needed in the motor vehicle retail and repair sector, and of mechanics in road haulage. This sector has been subject over the last 10 years to a number of other major legislative changes, including, in particular, statutory cuts in drivers' hours. Adherence from 1976 onwards to EEC regulations limiting daily driving hours to eight could mean that 15,000 more HGV drivers would be required in the latter part of the seventies, in addition to the 8,000 needed as a result of the projected expansion of the national economy referred to above. But part of the overall increase in demand may be offset by some further contraction and rationalisation within the major national companies.

Labour supply

The board has set its estimates of changes in labour demands in the various sectors against an assessment of likely changes in the supply of workers with the requisite skills. One of the most important factors it had to consider in making this assessment has been the extent to which workers with such skills are employed outside road transport. For example, in 1974 110,000 HGV drivers were employed in road haulage, and virtually all the 12,000 drivers of light commercial vehicles in that sector also held HGV licences. There were a further 7,500 HGV drivers in other sectors of road transport, together with 35,000 other people needing to possess an HGV licence, such as heavy vehicle mechanics. But other industries employed 320,000 HGV drivers and a further 45,000 people needing the licence though not employed as drivers. At least 300,000 other people, many of whom were employed as drivers of light commercial vehicles, had HGV licences but were not using them. The report notes that throughout the last two decades there have been lengthy and frequent periods during

which there were serious shortages of HGV drivers, though the position can change rapidly as the economy fluctuates. It is expected that shortages of drivers will re-appear when the economy expands again.

Given the problems which labour turnover can cause in an industry with large numbers of workers in occupations that are in demand wherever transport fleets exist, it is not surprising that the board has paid considerable attention to labour turnover and that its surveys have regularly returned to this topic. The picture emerging has been relatively re-assuring. The board's investigations show that most turnover is between companies in the industry, not to firms outside, which means that skills and experience are mainly being retained. This leaves the problem of "poaching" of skilled craftsmen, a perennial difficulty for the retail and repair sector, which used to do almost all the training and lose many men to other sectors. This is diminishing as a result of the growth of training schemes, particularly in road haulage, where firms employing half the sector's labour force now belong to group training schemes. As in other industries, turnover is highest among the less skilled occupations. It is also encouraging to see that, while turnover in general has tended to reflect economic conditions, rising when jobs were easier to get, the unusually high turnover rate for heavy goods vehicle drivers of 56 per cent in 1967 has now fallen to about 35 per cent, a change attributed largely to better recruitment and training methods. Turnover in most other occupations has also fallen or at least stabilised. Only among managerial and supervisory staff has there been a major increase, a doubling to about 11 per cent; but this figure is still comparable with that for similar grades in other industries, and rose from an exceptionally low one.

Apprentice recruitment

With the 1974 total of 88,000 craftsmen in motor vehicle retail and repair and an 11.8 per cent loss during 1973–74 through retirements, deaths and net wastage to other industries, the board estimates that, assuming a 10 per cent wastage rate among apprentices themselves, apprentice recruitment will need to be raised to 10,000 a year, compared with a current level of around 8,000. To achieve the projected increase of 6,000 by 1980 in the number of craftsmen, apprentice recruitment would have to rise to 11,500 a year.

Manpower in the Seventies had already given warning of increasing difficulties over the supply of craftsmen. *Manpower 75* presents the industry with a measure of the challenge it faces in the light of the growing reluctance of boys to come forward. More and more of those who would be suitable are voluntarily continuing at school and obtaining qualifications opening up more attractive career prospects to them. The board expects this long-term trend to be reinforced by the raising of the school-leaving age to 16 in 1973.

Against this, the board points out that wastage of apprentices has been heavy in the past—nearly half failed

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to complete their training in the retail and repair sector; but there has been much lower wastage amongst apprentices on "integrated" courses.* Since the number of apprentices on integrated courses has risen by 50 per cent in the last three years, to 7,500, well over a quarter of all apprentices under training in 1974, this represents a compensation equivalent to several hundred additional recruits every year.

Value of manpower planning

In 1971 and 1972 the board recruited a total of 1,800 boys to its own apprenticeship award scheme, at a time when a temporary recession, and firms' reluctance to recruit apprentices, would have aggravated the problem of future shortages of craftsmen. This is one example of the value of the board's manpower planning in an industry where, in its view, individual company manpower planning is often more difficult than industry-wide planning. Each company, particularly in recent times, is affected by short term considerations that are often too powerful to be ignored, so that manpower policy has to fluctuate, even

when management is well aware of the value of long-term planning. On the other hand, the board's overview often reveals compensatory fluctuations in different parts of the industry, so that it can more clearly distinguish overall trends and help each enterprise to see its own position in perspective.

To help companies to compare their own manpower and training plans with the general standard, much of the information in the board's reports is presented by region as well as by sectors. In addition, the appropriate parts of the considerably greater volume of unpublished data which the board has collected and sifted and the advice of its specialist staff are made readily available to any company that needs them. At the same time, as part of their "feedback" method, the board checks its projections constantly with the actual plans of the most important units of each sector of the industry.

* Integrated courses are a new form of four year apprenticeship, in which periods of workshop experience alternate with several blocks of full-time training, ranging from about 6 weeks to 24 weeks, comprising carefully related practical and theoretical work, in a technical college or in a company with an off-the-job training school.

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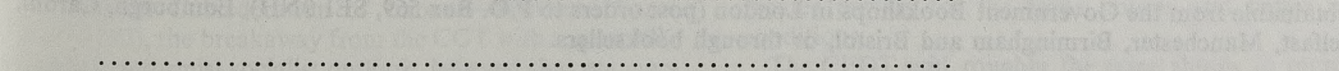
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Company reform in France

Proposals in the Sudreau report

DURING his election campaign for the French presidency last year, M. Giscard d'Estaing described the subject of company reform as being of fundamental importance. After his election he appointed M. Pierre Sudreau, a centrist deputy and former minister under President de Gaulle, chairman of a committee of inquiry into the matter. The committee was a small one drawn from the range of academic, trade union and employer opinion and included the managing director of a large industrial combine and an official of the French Democratic Confederation of Labour (CFDT), the most left-wing of the union confederations, the doctrine of which is "autogestion" (or "workers' control"). (The communist-led General Confederation of Labour (CGT) declined to be represented.) All members served in a personal capacity. The committee was concerned with private industry only.

Range of opinion

Having taken evidence from a wide range of opinion, the committee reported earlier this year. Its report was awaited with a good deal of eagerness. Workers' occupation of the Lip watch factory during 1973 had served, among other things, to stimulate interest in the idea of workers' participation or control (although Lip itself was never intended as an example for the committee's study), and foreign experience and thinking had been widely reported. Public and press were perhaps most interested in the report as likely to provide a test of the sincerity of the government's declared intention to go for radical change in industry's social structure.

Various employer groups had contributed to the debate. The Young Managers' Centre (CJD), an association of "young" employers, for instance, a would-be progressive group within the French National Council of Employers (CNPF), had produced a "White Book" advocating experiment in management organisation. Among the unions, the CGT and CFDT stuck to their own ideologies, both rejecting the idea of helping to run a capitalist society. The General Confederation of Labour—Workers' Force (CGT—FO), the breakaway from the CGT with a, generally speaking, reformist socialist outlook, believed that manage-

ment and unions each had their own job to do, and that there was no point in blurring the distinction. The General Confederation of Supervisory and Technical Staff (CGC), advocated "concertation" between management and supervisors—a closer degree of consultation, but not a sharing of decision-making. Only the small French Confederation of Christian Workers (CFTC), which still regards the christian ethic as the desired basis of labour-management relations, came out in favour of "co-gestion" (workers' representation in the boardroom) on the German model.

The size and scope of the report came as a general surprise. The committee went into much more detail on environmental and other matters than had been expected. As it happened, its findings on the crucial point of worker participation were not firm and, apart from indicating a general line of action, posed the options rather than a recommended solution.

The report, of which a short summary follows, is realistic and pragmatic in its approach, in that it accepts the existence of a conflict of interest, if not ideological hostility, between management and labour, and the need for companies to operate in an unfavourable economic climate.

Vital question

On the vital question of participation in management, it rejects forthrightly any dilution of management's ultimate responsibility for decision-making. It advocates a minority representation of the workpeople on management/supervisory boards in order to achieve what it describes as "co-surveillance". It recommends early legislation to enable this arrangement to be introduced on a voluntary basis, leaving it to the "national debate" to decide whether it should eventually become compulsory (on which point the committee admitted itself divided).

The report was generally well received, only the CGT showing outright hostility, describing it as a gimmick intended to divert attention from the real issue—the need to reform the whole structure of society, not just that of the firm. But even the CGT could not condemn proposals for greater powers for the trade unions and better physical conditions.

The CFDT said roughly the same things in more cour-

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teous language. The other three main groups all found aspects to approve. The main employers' organisation, the CNPF, reserved judgment while sounding out its members' views, while the "young" employers found the general trend in accordance with its own thinking. No government view has yet emerged. Its intention is that the national debate should run for a few months in the hope that a consensus will show itself on sufficient essential points to form a basis for legislation. The National Economic and Social Council has endorsed most of the committee's recommendations, but on the crucial issue of union participation in management, it has found no point in the committee's recommendations, since nearly all the organisations concerned are opposed.

The report—introduction

At a press conference M. Sudreau said that the committee had not produced a formula of reform but rather a series of propositions for study by government, companies and public opinion. Its conclusions would inevitably be regarded either as too radical or as too reactionary, but they represented the limit to which the committee was prepared to go without provoking a major conflict.

The report first sets out its general principles. The need for reform resulted as much from progress in public opinion as from any shortcomings in the institution (the company or undertaking) itself. The commercial and industrial undertaking was central to all economic and social life; social wealth depended on it and it provided the place of activity of most French people.

Any attempt at reform was faced with the obstacle of the confrontation of attitudes in firms; employers were suspicious of demands of any kind emanating from trade unions dedicated to a complete change in society, while the trade unions rejected the market philosophy and put forward claims determined by ideologies.

Further complications were the great diversity in size and type of undertakings in France, and the difficult economic situation. In the past 20 years, the country had made immense progress in industrialisation. The time had come to add a qualitative dimension. Periods of great upset in national life in the past had given rise to social measures limited to certain aspects of reform. The committee was making the first attempt ever to reconcile the economic, social and financial problems of the undertaking.

The undertaking was a human community, and must come to form a real human collectivity like a town or village. The problems of authority and participation arose at all levels, and progress must be achieved at all levels, from material conditions on the shop floor to management organisation.

The fundamental idea of the report was negotiation. Collective bargaining was the major instrument of social change. As in relations between nations, some way must be found of making a breakthrough and going beyond a state of confrontation.

The detailed recommendations are given under ten

subject headings. A rather condensed summary of some of the main points is given below.

Daily life at work

This chapter makes the point that the quality of life in the workplace is a consideration of the first importance, and that efforts to achieve improvements in working conditions have led to violent conflicts within firms. A change in conditions of employment must be achieved and be patent to all.

The report recommends that a "balance sheet" should be drawn up in each company showing progress over the year according to a series of social indicators such as hours of work. A forward programme for improving working conditions over a number of years should also be established.

A higher value should be placed on manual work, and shift work and night work should be reduced in amount. A number of less exacting jobs should be identified to be held by people coming up to retirement.

The study of labour relations and working conditions should be included in higher education syllabuses; the teaching of industrial medicine should be improved in status; and the rights and status of works' doctors redefined. The existing National Agency for Conditions of Employment should be provided with a very substantial staff and budget.

Decision-making should be devolved to the nearest point possible to the man doing the job, firms should be encouraged to undertake a real decentralisation of their organisation, and the flow of information to workpeople should be increased.

Pay criteria should be clarified, and principles governing promotion made available to everyone. Sex discrimination should be eliminated, notably by a policy of capital investment and training.

The human element

This is the most important chapter, insofar as it includes the findings on "participation". The recommendations are based on certain general considerations. The most important is that efficiency requires that there shall be a management with the power of final decision, whatever the degree of advance consultation. Authority cannot be devolved by some mechanism aping that of political democracy. The idea of electing the managing director was rejected unanimously by the committee. Interests of management and workpeople are in some way complementary, in others antithetical. Company organisation must accept this by recognising trade unions, developing machinery for negotiation, and representative institutions, and also by allowing unions into administrative or supervisory boards.

The detailed proposals concern: trade union recognition, collective bargaining and training of trade union officials; observance of the existing law providing for works' committees (comités d'entreprise)—nearly half the firms which should have these committees do not, though the larger ones do—and the extension of these com-

World employment news

profit-sharing by a company's employees and their right to realise the cash value of their share-holdings.

Company organisation

Workers' production co-operatives have established themselves in France, but to a limited extent, mainly because of lack of capital. A number of recent proposals have suggested new forms of company constitution in which authority would not be linked directly with ownership of capital.

The report suggests legislation to permit some experiments in a new type of company constituted by an association of people without a company capital. Two other new forms of company are suggested: one with "participative management" and joint representation of shareholders and workpeople, and another, intermediate between a company and an association—an undertaking not carried on for profit.

New companies

The formation of new companies should be made easier because it is in this way that innovation and a dynamic economy is encouraged.

The report suggests, among other things, legislation for single-person companies with limited responsibility, a special form of finance for smaller undertakings and an obligation on institutional investors, such as insurance companies, to devote a percentage of their annual increase in assets to reinforcing the funds of the smaller undertakings. State and local authorities should be urged to settle their debts within respectable periods.

Companies in trouble

At present, neither shareholders nor workers have any power or opportunity to anticipate bankruptcy and other company difficulties or to take preventive action. The report suggests various ways of making it possible for representatives of the workpeople and other people concerned to get more information about a firm's economic situation and of giving minority shareholders, workpeople and creditors the right to seek intervention by the authorities. A new agency for assisting companies in difficulty should also be set up.

Needs of society

After recommending some ways of encouraging the modernisation of procedures for settling industrial disputes, the report concludes with a chapter on the reconciliation of the objects of the undertaking with those of society in general. Among its proposals here is that the influence of consumer organisations should be increased. Consideration should be given to the allocation to them of profits of publicity concerns. Financial incentives to firms should be limited to investment which respects current environment policy.

State decision-making bodies should take into account the needs of the undertaking as an institution. And some national body or council should be created to be responsible for keeping under review the general problems of the undertaking.

mittees' responsibilities; the setting up of special economic "delegations" within the committees to study economic questions affecting the firm; and the representation of workers at group or holding-company level. Foreign multinational companies should be compelled to maintain a representative in their French subsidiaries to answer questions on group strategy.

A new form of participation, "co-supervision" (co-surveillance) should be started. Steps should be taken to allow representatives of the workers to sit on management or supervisory boards of companies which so desired.

The report recognises that, with the exception of the CGC and the CFTC, none of the trade union confederations supports the idea of participation in the management of private firms, but all demand the right to be kept informed and to have the power of contesting management decisions. The presence of workers' representatives on management boards should not be regarded as necessarily equivalent to German-type "co-gestion", which requires the intervention of a third party arbitrator in the event of a deadlock. A minority representation of the workpeople on management and supervisory boards would fulfil the committee's intention regarding "co-supervision" and not "co-gestion". It would not diminish the independence of the worker representatives and would respect the power of decision of management. The representatives would occupy a third of seats on the boards. Board membership would need to be made compatible in law with status as an employee, and special protection would have to be given against discharge.

The four electoral "colleges"—manual workers, clerks, junior and senior staff—used for works elections would be maintained. Four possible methods of electing workers' representatives are suggested. The committee agreed that co-supervision should be voluntary in small or medium-sized firms, but was divided on the question of making it compulsory in establishments with over 1,000 workers.

Company law, shareholders and profit-sharing

Among proposals in these chapters are a reduction in the number of directorships any one person may hold. The number is limited to eight at present. Board appointments should be for three years, renewable twice only. Company chairmen and managing directors aged 60 should hold only three appointments of three years each and retire compulsorily at the age of 70.

Estate duty law should be changed to enable the duty to be discharged by transferring capital holdings, and shares should be allowed to be transferred in this way to the collective employees of a company—a new form of participation. The employees should be given voting rights equal to twice the value of the shares.

To encourage investment by private savers, changes are suggested in their treatment for tax, and improvements in the information they should be given. Specially favourable treatment should be given to longstanding shareholders.

Improvements are also suggested in the present system of

The Attack on Inflation

The Government announced their policy for attacking the rise in prices in a White Paper*, published on July 11. For the convenience of readers, the White Paper is reproduced here in full.

1 In his statement on 1 July the Chancellor of the Exchequer said:

"A sharp reduction in the rate of inflation is an overriding priority for millions of our fellow citizens, particularly the housewives and pensioners. It is also a pre-condition for the reduction of unemployment and the increase in investment which the Government, the TUC and the CBI all want to see."

Our rate of inflation has been much higher in the 1970s than in earlier periods and recently it has accelerated sharply. In common with many countries we have experienced in the past two years a big increase in the rate at which costs and prices have risen. Like other countries we suffered in 1972-73 the great increase in the cost of imported food and raw materials, and in 1973-74 the even greater increase in oil prices which have together cut back what is available to us to maintain and improve our national standard of living. But whereas most other countries have succeeded in bringing down their rate of inflation, we have not. Our prices are 25 per cent above those a year ago. The figures for our competitors are nearer 10 per cent.

2 This must not go on. The country insists that inflation must be curbed: the Government are determined to achieve this, and believe they will have the support and co-operation of the whole nation in doing so. But there can be no solution to the problem of inflation which relies on the creation of mass unemployment and under-utilisation of our productive equipment. This would be wasteful, socially evil and against our long-term economic interests. The direct and sensible solution is to reduce our rate of increase in wages

The limit on incomes

5 The Government are determined to bring the rate of domestic inflation down to 10 per cent by the third quarter of 1976 and to single figures by the end of 1976.

6 To achieve this within the framework of the development of the Social Contract, the TUC have agreed that there should be a limit of £6 per week on pay increases. This is the maximum increase in pay compatible with the objective of achieving the 10 per cent rate of inflation by the third quarter of 1976. The £6 is however a maximum within which negotiations will take place; some employers may not be able to pay it.

and salaries. The Government, the TUC and CBI are agreed that this rate should be brought down to a level which will ensure that by the late summer of next year, the year-on-year increase in prices will be no more than 10 per cent, and that by the end of next year it will be down to single figures. They have also agreed on the pay limit needed to achieve this objective.

3 The problem is not just one for the next year: the Government intend to maintain policies which, over a number of years, will control domestic inflation and prevent any resurgence of the present rates of price increase. We have to get down to inflation rates no higher than those of our competitors and stay there. But the next twelve months will be critical, and for the emergency situation which the country faces now there has to be a straightforward approach which is seen to be just but rightly gives preference to the lower-paid in a period of national difficulty. This is why the Government are supporting the TUC's proposal for a universal pay limit of £6 per week.

4 The sacrifices called for will not be easy: this will be particularly true in the early months of the policy because of the price increases already in the pipeline. But the alternative is much worse: a continuation of present rates of inflation would greatly increase unemployment, threaten us with external bankruptcy and gravely damage the social and economic fabric of the nation. To try to cure inflation by deliberately creating mass unemployment would cause widespread misery, industrial strife and a total degeneration of our productive capacity. The only sensible course is to exercise pay restraint and reduce our domestic inflation without sacrificing our long-term economic goals.

7 Annexed to this White Paper is an extract from the TUC statement "The Development of the Social Contract" which was adopted by the TUC General Council on 9 July. This extract sets out the requirements which should be observed by those determining pay over the whole period from the date of this White Paper until 1 August 1976. The Government recommend only one modification of this guidance. The Government consider that the upper limit for the £6 increase should be £8,500 a year rather than £7,000.

8 The transition to a new policy may give rise to inequity in a few cases where groups have been expecting shortly to implement their annual agreements under the existing TUC guidelines, and the Government think it right to provide some transitional easement. To that end they accept

that Wages Council proposals and the awards from formal arbitration references made before this White Paper should be implemented; and that settlements may also be implemented for groups which, before the date of publication of this White Paper, have reached agreements for annual settlement dates not later than 1 September, provided that they have had no principal increase under the existing TUC guidelines within the last 12 months.

9 The Government have made and will continue to make every possible effort to achieve the necessary restraint on incomes by consent. They are opposed to criminal sanctions on work people. It has been amply demonstrated that these do not work. Nor do the Government favour detailed intervention in collective bargaining. They are very glad therefore that it has been possible to reach agreement with the TUC on new guidance to negotiators within the framework of the Social Contract, which is consistent with the anti-inflation target.

10 Strict adherence to the £6 upper limit is crucial to the achievement of the objective. If it is not observed the economy will be seriously damaged and we shall all suffer. The Government will ensure strict observance throughout the public sector. Private sector employers will be expected

The pay limit and its application in the public sector

The Government as employer

12 The Government are directly involved as employer in pay settlements affecting two million people. These include the civil service, the national health service, and the armed forces. In these fields the Government will ensure that settlements comply with the pay limit.

13 The Government will be asking the review bodies for the armed forces, for doctors' and dentists' remuneration, and for top salaries in the public sector, to comply in their recommendations with the pay limit. It will also be necessary to suspend the operation of pay research in the civil service for the period of the policy.

Local authorities

14 Local authorities and public transport authorities employ about three million people. Within this total the Government are directly concerned with pay settlements for teachers and the police. But there is no other major group of local authority employees whose pay comes under direct Ministerial control. Nevertheless it is necessary that local authorities should abide by the policy set out in this White Paper.

15 To this end the Government will have discussions with the new joint Consultative Council and with the Convention of Scottish Local Authorities. It will be a major item in the new approach that rate support grant payable to local authorities will be restricted so that if there is any national pay settlement in excess of the limit, no grant will be payable on the excess. Moreover legislation will be brought before Parliament to enable the Government to restrict payment of rate support grant to individual local

similarly to observe the limit. The Government do not believe that it would be acceptable if de-centralised collective bargaining were to lead to accelerating inflation; or if those who settle early in the round within the limit have no assurance that the policy will be applied strictly throughout. The Government therefore propose to support the guidance given by the TUC to negotiators with effective sanctions. These will include some further powers in the public sector to ensure that the Government can discharge fully their responsibility for securing observance of the pay limit in that area. They also intend to introduce measures to secure compliance in the private sector, and to legislate to relieve employers of contractual obligations which might compel them to increase pay by more than the pay limit.

11 The Government have already announced that in line with the limit on pay increases, increases on dividends must be limited to 10 per cent. An Order to give effect to this was made on 1 July. The powers necessary to enforce this limit are already available to the Government, but under present legislation they expire on 31 March 1976 and the Government will in due course ask Parliament to extend them. The charges and profits of the self-employed will continue to be subject to the price control.

authorities so that no grant is paid for any part of a settlement which they make in breach of the pay limit.

16 As regards the rate support grant settlement for next year, 1976-77, the calculation of the grant will be on the basis that pay settlements both in the remainder of this year and in next year conform to the pay limit. No extra grant will be payable either in the main settlement for 1976-77 or in increase orders on account of that part of any general pay settlements which exceed the limit. In addition, unless staff numbers are tightly restricted, the Government will have to reconsider the scale of provision of grant.

17 In addition the Government will be prepared to use its powers of control over local authority borrowing, including access to the capital market, to reduce the capital programmes of particular local authorities if this proves necessary to offset any excess expenditure on pay settlements.

The nationalised industries

18 The Government intend that the policy should be strictly applied by the nationalised industries, by other public corporations and boards, and by Government-owned companies. The Government will be discussing with the chairmen of the nationalised industries and with the unions concerned how this will be achieved. Together these industries are responsible for pay settlements affecting about two million people.

19 The Government will not foot the bill for excessive settlements in the nationalised industries through subsidies,

* *The Attack on Inflation*, Cmnd. 6151, HMSO, price 25p net.

by permitting extra borrowing, or by allowing excess costs to be loaded on the public through increased prices or charges. The existing arrangements for financial control and budgeting will be strengthened so as to ensure that no additional funds are made available to these industries in

The pay limit and its application in the private sector

20 The Government have no direct control over pay in the private sector. But there is a legal price control over most goods and services produced for the home market. Moreover the Government purchase a substantial part of the output of some industries and provide extensive assistance to industry. This gives the Government a number of economic weapons with which to support the pay policy. The great majority of employers will adhere to the policy and will not be affected, but the weapons will be used against those who breach the policy by exceeding the pay limit.

The price code

21 The Government will not allow firms which make excessive pay settlements to reflect these settlements in higher prices to the consumer. With every application to the Price Commission for a price increase, employers will have to notify details of any pay settlement underlying the application. The Government will certify to the Commission whether any of these settlements exceed the limit. Where an employer breaks the pay limit, the whole pay increase will be disallowed for price increases. (This will also apply to any settlements implemented between the date of this White Paper and 1 August in breach of the 12 months rule). This disallowance, which will require new legislation, will apply even if the employer is covered by one of the low profit safeguards in the Price Code. Similar arrangements will be applied to nationalised industry

Reserve powers

25 The Government believe that the measures described above will be adequate to secure compliance with the policy by all employers. If however they find that the policy needs to be enforced by applying a legal power of compulsion they will not hesitate to do this.

Progress of the policy

27 The pay limit must be given effect in pay settlements and the effect of lower pay increases must be carried through to prices. On several grounds the Government need to know what is happening on pay settlements under the policy.

28 The Government intend to undertake jointly with the TUC and CBI a regular review of developments in the economic situation in order to determine progress towards the objectives of this policy. For this purpose the parties will need to be accurately informed of the true facts on

order to finance pay settlements outside the limit. The price control sanction described in paragraph 21 will apply to excessive pay settlements in the nationalised industries as in the private sector. All this means that excessive pay settlements will affect employment in the industry concerned.

prices. A consultative document will be published on the consequential changes in the price code.

Assistance to industry

22 From now on the Government, in handling applications for assistance under the Industry Act 1972, will interpret the national interest as including observance of the pay limit. The Government will not give discretionary assistance under the Industry Act to companies which have broken the pay limit. When it is in full operation the National Enterprise Board, in discharging its duties, will also take these considerations into account. Corresponding policies will be followed in Northern Ireland.

Public purchasing

23 The Government will also take account of a firm's record of observance of the pay limit in its general purchasing policy and in the awarding of contracts.

The self-employed

24 Last year self-employed people whose expenses amount to less than 10 per cent of turnover were exempted from the price code. They will now be brought back under the code. A number of self-employed groups who are remunerated in part from public funds—chemists, opticians and subpostmasters—will continue to be outside the price code, but in settling their remuneration the Government will take account of the pay limit.

26 Legislation has therefore been prepared which, if applied in particular cases, would make it illegal for the employer to exceed the pay limit. The Government will ask Parliament to approve this legislation forthwith if the pay limit is endangered with resultant unfairness to the great majority of those who are prepared to observe it.

pay settlements. Information on pay settlements and intended settlements would also be valuable in giving early warning of potential breaches of the pay limit and in some cases in enforcing the price control sanction. Timely notification of intended settlement will be needed. The Government therefore welcome the TUC intention to consider with the CBI arrangements for the collection of relevant information about pay settlements, and hope that they will be able to devise an effective scheme for these purposes on a voluntary basis.

Prices and the protection of the consumer

29 The Government recognise and share the concern, to which the TUC refer in their statement, that if pay is restrained prices must also be restrained. They would like to be able to freeze prices but an immediate price freeze is simply not possible after nearly three years of strict price control without depressing investment and causing additional unemployment. At any time there are in the pipeline many increases in costs which are coming through in prices and this is particularly true at present following the big increases in pay and other costs of recent months. It takes time for these costs to affect prices in the shops. Similarly if pay increases are slowed down it takes some time before price increases slow down also. Nevertheless, if pay increases do not slow down, there can never be a slow down in price increases.

30 Although the Government cannot freeze prices at this time they intend to take the following measures to keep price increases to a minimum and to protect the consumer.

Price controls

31 The Government will continue the present strict price control enforced by the Price Commission under the Price Code. They will legislate in due course to extend the control powers beyond 31 March 1976, when price control would otherwise end under the existing law. The price control already ensures that a lower rate of increase in pay is reflected in a lower rate of price increase. However, particularly with present levels of unemployment, the Government do not intend to push price control to the point where it would endanger employment and investment.

Better consumer information

32 The Government propose to finance through a special Exchequer grant more consumer advice centres in local authority areas to assist consumers who have complaints or queries about particular retail prices in their district. There are now 60 centres, there will be 80 by the end of 1975 and the Government will discuss a plan to open many more by the end of 1976 with the local authorities. The Government will encourage more work on local price comparisons indicating best value for money and will accelerate the programme of price display and unit pricing.

Family budgets

33 Certain goods are of special importance in family expenditure. Large price increases on such goods bear especially harshly on low income families. Once it is clear that the pay limit is being effectively observed, the Government intend to ensure that the rate of price increase for a range of these goods will be held to about 10 per cent. The CBI and the Retail Consortium are concerned about the extent to which their margins have been narrowing and the Government recognise that this trend cannot continue without seriously endangering investment and employment.

But the CBI and the Retail Consortium fully support the Government's fight against inflation and they are therefore prepared to enter forthwith into discussions with the Government to achieve—subject to unforeseen increases in the costs of materials—price restraint on selected products of special importance in family expenditure. If this price limitation programme cannot be agreed, the Government intend to take action which will achieve similar results, such as extending the present three months' interval between price increases.

Food subsidies

34 The present subsidy programme saves over 6p in the £ on food prices and benefits in particular the elderly and others on low incomes. The Chancellor of the Exchequer announced in the April Budget that it would be necessary to phase out the food subsidies over a period, starting early in 1976. As a contribution to protecting the living standards of low income families and pensioners during the period of the policy the Government propose to spend £70 million more on food subsidies during 1976-77 than the amount envisaged in the April Budget.

Rents

35 Local authority rents were frozen by the Government between March 1974 and March 1975, but increases are now in the pipeline because of pay increases and other inflationary costs. For 1976-77 the Government propose to limit rent increases so that rents do not rise faster than prices generally. This will mean that, on average, rent increases next spring should be of the order of 60p per week rather than £1 a week or more. The Government will provide an extra £80 million to meet the cost of this.

Nationalised industry prices

36 It has been necessary to make particularly steep increases in nationalised industry prices this year because most of the industries were deeply in deficit. The phasing out of these deficits is not yet complete. However, the substantial progress already made, and the fact that the pay limit provides for a lower rate of pay increase, together offer good prospects that the rate of price increase in the nationalised industries as a whole should be markedly lower next year.

Import costs

37 We must do all we can to keep down costs and prices which are within our own control. Some prices, like the cost of imported oil, food and raw materials, are not within our control, however. A big increase in import prices would impose on us a further reduction of our standard of living and it would then take longer for this policy to achieve our inflation target.

Action on employment

38 The world is currently in the middle of a major depression and unemployment is high in all industrial countries. The Government are committed to bring the rate of unemployment down; they have been prevented from taking further action to do so this year by the excessive rate of inflation. As the rate of inflation moderates and upturn in our economy takes place, the expansion must be founded on adequate competitiveness of British firms. That expansion when it comes must not be based on an increase in public or private consumption which leaves inadequate scope to increase investment and eliminate the present deficit in our balance of payments.

39 The Government are determined, in their planning for the medium term, to base the growth of the economy on a proper allocation of resources. As the CBI and the TUC have constantly stressed, we must increase the level of productive investment if our standard of living is to be adequate in the future. The passing of the Industry Act will give the Government powerful new weapons in support of investment. They include the National Enterprise Board and, under other powers, the Scottish and Welsh Development Agencies. But increased investment whether public or private has to be paid for, and in a mixed economy the investment of the private sector has mainly to be paid for out of profits. The present level of profits is much lower than in the past. Last year profits were so low that they were insufficient to finance stocks and work in progress and replace existing capital, let alone expand it. If both the public and the private sectors are to increase their investment in the future, they will need adequate resources for the purpose; otherwise the necessary improvement in job prospects and living standards will be put at risk.

Public expenditure and cash limits

43 The paramount need to move resources into exports and investment makes it essential to contain the demands on resources made by public expenditure programmes. The Government are currently reviewing public expenditure in the medium term, with a view to continuing the reduction of the public sector borrowing requirement which was initiated in the April budget. The April budget measures for public expenditure will reduce the borrowing requirement by about £1,200 million in 1976-77 at the prices of that year. These are orderly processes for reducing the borrowing requirement. Failure to control inflation would mean massive and indiscriminate cuts in public expenditure with crippling damage to the social services. Success in controlling inflation is the best guarantee against this.

44 However, as the Chancellor indicated in his statement on 1 July, the recent rate of inflation has emphasised the need not only to limit increases in money earnings throughout the economy, but to look more carefully at the cash requirements of the public sector. The present system of planning and control of public expenditure puts the main emphasis on the volume of resources used rather than the cash cost and has substantial advantages, especially for

40 Success in reducing the rate of inflation will itself improve employment by restoring confidence, promoting investment and increasing export competitiveness. The Government share the views expressed in the TUC statement: *The Development of the Social Contract* on the need for action meanwhile to alleviate the effects of the current high level of unemployment: they agree with them too on many of the measures required. The Chancellor announced in April increased opportunities for training and retraining; steps to assist people to move to new employment, and to strengthen the employment services; and a plan for a temporary employment subsidy to help firms located in areas of high unemployment which face large redundancies.

41 The Government will introduce the temporary employment subsidy as soon as possible; the subsidy will not be available to companies who exceed the pay limit. Details of the scheme will be announced by the Secretary of State for Employment. Because unemployment is particularly harsh in its effect on young people, the Government will introduce further measures to increase training opportunities for young people and will be consulting the TUC and CBI about special temporary measures to encourage their employment in industry.

42 Inflation has seriously shackled the Government in their efforts to take action against unemployment. The policies put forward in this White Paper are designed to reduce inflation to a level where the Government can employ effectively all the weapons they have at their disposal to end the present unacceptable level of unemployment: and this the Government pledge themselves to do.

control in the medium term. However, at a time of rapid inflation, and with important changes in relative prices, this system needs reinforcing in appropriate programmes by placing a limit on the amount of money which the Government are prepared to pay in the year ahead towards the purchase of the planned volume of resources.

45 Cash limits already apply to a number of services financed by central government and they were recently extended to several construction programmes in central and local government. They are not a suitable method of controlling services such as social security benefits where expenditure must depend on the rate of benefit and the number of claimants. But there is a range of expenditure where they can impose greater financial discipline and precision, and where they can contribute to countering inflation by making it clear both to programme managers and to suppliers that the Government's purchases of goods and services will have to be cut back if prices rise too high. Experience with the programmes to which cash limits already apply have shown that their application needs careful preparation to be effective. Work is in hand to bring about the extensive use of cash limits in 1976-77.

Monetary policy

46 It will be important to ensure that in the period ahead the price targets which the Government have set are not endangered by too loose a control over the expansion of bank credit. The Government have substantially reduced the growth of the money supply in the past year and a half.

They will continue to use the full range of instruments available to them to keep the growth of the money supply under firm control. At the same time they will, through the Bank of England's guidance to the banking system, see that priority in lending is given to the essential sectors of the economy.

Conclusion

47 The Government seek the support of the nation in breaking the inflation which threatens our economy. The measures the Government, the TUC and the CBI are taking are designed to last right through the next pay round until price inflation has been brought down to single figures and we have reached agreement on how to arrange our affairs so as to avoid a resurgence.

48 This is a plan to save our country. If we do not, over

the next 12 months, achieve a drastic reduction in the present disastrous rate of inflation by the measures outlined in this document, the British people will be engulfed in a general economic catastrophe of incalculable proportions. If we do succeed, as we are resolved to do, we can turn with fresh energy and hope to tackle the fundamental problems which will still face us in constructing an economy in which high pay is earned by high output.

Annex

Extract from the TUC document "The development of the Social Contract"

Pay

1 Adopting a flat rate approach, fixing the pay limit at 10 per cent would give £6 a week to all full time adult (aged 18 and above—pro rata for part-timers and juveniles) up to a cut-off point. A flat rate approach has the advantages of focusing increases on the low paid and preventing unduly large cash increases being obtained by the high paid. It is clear and simple, most emphasises the General Council's view about the gravity of the economic and industrial situation, and cuts through the complication of separate provisions for particular groups which, via comparability claims, had helped to weaken the previous policy. The General Council therefore conclude that there should be a universal application of the figure of £6 per week. The TUC will oppose any settlement in excess of this figure.

2 The General Council fully appreciate the problems which may arise from interfering with differentials based on skill and responsibility, and emphasise that this is a temporary policy put forward for the coming year to arrest the inflationary process, prevent massive unemployment and enable the Labour Government to carry out its industrial programme. It is certainly not envisaged as a permanent policy for continually eroding differentials either between or within negotiating groups.

3 The policy will operate from the beginning of the next pay round, which is about 1 August. Those who have settlement dates before then should settle within the existing guidelines. There should be no anticipation of their normal settlement date by other groups.

4 Given problems arising from the fact of different pay structures, the cash amount should be applied as a straightforward supplement to earnings. This should be the total increase over the year, however the earnings are determined. The policy will entail the temporary suspension of systems of pay determination based on traditional links in the private and public sector, and the suspension in particular of civil service comparability exercises. Already established incremental and wage-for-age scales are payable provided that this does not raise the overall wage bill by more than £6 per head. The General Council would, if it is considered necessary, agree to legislation to relieve employers of contractual obligations which would compel them to increase pay above the limits set out in this document. This is necessary to enable this policy to be applied voluntarily in every case.

5 The 12 month interval between major pay increases must continue to apply. This rule means that when a new settlement is negotiated thereafter, it should be on a flat rate basis of £6. Where current agreements provide payments in the 12 month period, any new agreement should ensure that only the balance between the amount paid and the £6 should be applicable in the period up to 1 August 1976.

6 However, final steps towards the attainment of equal pay for women by the end of 1975, in line with the equal pay legislation and TUC policy objectives, will be in addition to the £6 figure.

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 **HMSO BOOKS**

Employment figures from the 1971 census of population

THE tables on the following pages present information on the economically active population derived from the 1971 Census of Population. Information from the 1971 census already available in published form includes:

- (i) A limited amount of economic activity information from the 100 per cent count of the enumerated population. (*Census 1971 Great Britain, Economic Activity Part I (100%)*, HMSO, £1.90 net).
- (ii) A wider range of information obtained from a 1 per cent sample of the economic activity data. (*Census 1971 Great Britain, Summary Tables (1% sample)*, HMSO, £3.60 net).
- (iii) The 1971 census volumes containing the main economic activity tables give information from a 10 per cent sample of the census schedules which has been coded for occupation and industry and thus permits a wider range of analyses than are possible with the 100 per cent data; and more detailed and accurate analyses than are possible with the 1 per cent data. The figures presented in this article are a selection from these 10 per cent sample tables. (*Census 1971 Great Britain, Economic Activity Part II (10% sample)*, HMSO, £5.45 net).

It is hoped to publish further articles on material from the 1971 census of population in this *Gazette*.

Definitions

The census definition of the economically active population comprises:

- (a) those in employment at the time of the census, i.e. all employees (including family workers), together with the self-employed (including employers, workers on their own account and home workers—or out-workers).
- (b) Those out of employment at the time of the census, i.e. people who were looking for work, or were waiting to start a job which they had already obtained, or who would have been looking for work but for temporary sickness.

Anyone who was away from work for any reason such as holidays, sickness or on strike was included as in employment (although the post-enumeration survey conducted by the Office of Population, Censuses and Surveys to assess the accuracy of replies to the census questions, suggests that some people who were in employment but sick, wrongly marked the "out of employment, sick" box on their schedules). Anyone temporarily laid off or on short-time was counted as in employment. (This has been the census practice since the out of employment were first identified, in 1931).

The remainder of the population over the age of 15 comprises those economically inactive at the time of the census and includes:

- (1) Students aged 15-54. Any older student is classified as "other economically inactive".
- (2) Retired people aged 35 and over. Anyone younger than 35 and recorded as retired is classified in the same way as the older students.
- (3) Those people who stated that they were not seeking work because of permanent sickness or disability.
- (4) Others economically inactive, including, as well as older students and younger retired people, such categories as women engaged solely on home duties, long-term prisoners, trainees at Training Service Agency skill centres, au pair girls, people of independent means, etc.

Because the census of population depends for its information on the answers recorded on the schedules, it is not possible to say either how many women who were shown as retired in 1971 might more properly have been shown as engaged on "home duties" or the extent to which these two terms have become interchangeable as far as women are concerned. Recent studies in which information from the 1971 General Household Survey (GHS) was compared with a corresponding sample of respondents in 1971 Census, showed that the census gave a significantly higher proportion of women as "retired" than was the case in the GHS.

Comparison with DE statistics

Some of the problems involved in comparing previous census estimates of civilian employees in employment with Department of Employment estimates, were discussed in Appendix A to *British Labour Statistics—Historical Abstract 1886-1968* (HMSO, 1971). It is hoped to publish another article in this *Gazette* in which the 1971 census of population employment data will be reconciled with similar Department of Employment information.

Census figures for the total economically active population given in tables 1, 2 and 3 in this article include armed forces employment as well as civilian employment. However, the coverage of armed forces is different from the figure for "HM Forces" in Department of Employment figures for the working population (see table 101 in this *Gazette*). The census of population economically active include all members of the armed forces in this country on census night irrespective of whether they are HM Forces or foreign or commonwealth forces. The Department of Employment figures of the working population on the other hand, include only HM Forces but without regard to where they are stationed. Similarly the working population includes all seamen employed by British firms. The census of population includes only those in the country at the time of the census.

What the tables show

Table 1 This table presents the basic economy activity statistics from the 1971 10 per cent sample and compares them with those 100 per cent and 1 per cent figures to which reference has been made in preceding paragraphs. The differences between the three sets of figures are attributable to sampling variation.

Table 2 The 1971 10 per cent sample figures are comparable with similar 10 per cent sample figures from the 1961 census and the 1966 10 per cent sample census. Figures for the economically active and inactive from the three censuses are shown in this table.

Table 3 The economically active components in employment at the time of the census may be analysed into employers and self-employed, civilian employees and armed forces. This table compares such information from the 1971 10 per cent sample with similar data from the 1961 and 1966 censuses.

Table 4 This table analyses the 1971 10 per cent sample to show people in employment (employees and self-employed) at the time of the census by the industry order groups of the 1968 Standard Industrial Classification.

Table 5 This table gives a similar analysis to Table 4 but for employers and self-employed only.

Table 6 This table analyses the 1971 10 per cent sample to show persons in civil employment (employees and self-employed) classified by the occupational order groups as defined in *Classification of Occupations, 1970*, HMSO.

Table 7 A more detailed occupational breakdown of numbers in civil employment in the 1971 census into occupation unit groups, is shown in this table. Additionally, employees are shown separately from employers and self-employed.

Table 8 This table shows the occupied/economically active population by age group with activity rates from 1891 to 1971.

Table 1 Economic activity: 1971 Census of Population, Great Britain

	Males			Females		
	100 per cent data	1 per cent sample	10 per cent sample	100 per cent data	1 per cent sample	10 per cent sample
TOTAL POPULATION AGED 15 AND OVER	19,560,100	19,474,000	19,496,090	21,487,840	21,353,100	21,438,930
ECONOMICALLY ACTIVE						
In employment	15,057,925	14,998,600	15,031,550	8,738,620	8,705,200	8,701,060
Out of employment, total	858,940	867,900	852,350	447,430	430,900	436,470
Out of employment, sick	192,000	188,600	190,170	103,705	95,300	101,180
Out of employment, other	666,940	679,300	662,180	343,725	335,600	335,290
Total	15,916,865	15,866,500	15,883,900	9,186,050	9,136,100	9,137,530
ECONOMICALLY INACTIVE						
Students	954,005	935,700	932,580	830,925	827,400	812,240
Permanently sick ¹	282,920	275,500		221,250	215,500	
Retired	2,302,230	2,282,900	2,303,610	11,249,620	3,063,300	3,042,890
Others	104,085	113,400	376,000		8,110,800	8,446,270
Total	3,643,235	3,607,500	3,612,190	12,301,795	12,217,000	12,301,400

¹ In the 10 per cent sample figures, the permanently sick have been included in "others economically inactive".

Table 2 Economic activity: 1961, 1966 and 1971 Censuses of Population, Great Britain THOUSANDS

	Males			Females		
	1961 ¹	1966	1971 ²	1961 ¹	1966	1971 ²
TOTAL POPULATION AGED 15 AND OVER	18,811	19,030	19,496	20,758	21,011	21,439
ECONOMICALLY ACTIVE						
In employment	15,748	15,574	15,032	7,590	8,595	8,701
Out of employment, total	484	420	852	192	268	436
Out of employment, sick	216	133	190	81	82	101
Out of employment, other	268	287	662	110	186	335
Total	16,232	15,994	15,884	7,782	8,863	9,138
ECONOMICALLY INACTIVE						
Students	540	675	933	454	591	812
Retired	1,808	1,911	2,304	639	500	3,043
Others	230	450	376	11,883	11,058	8,446
Total	2,578	3,036	3,612	12,976	12,148	12,301

¹ In 1961 there was a 100 per cent count of the population but the economic activity questions were put to only 10 per cent of respondents. The figures from this sample were found to be subject to some bias and correcting factors were published which could be applied to certain sub-totals in the tables of the Occupation, and Industry volumes. The 1961 figures in Table 2 have not been so adjusted (but see table 3).

² The 1971 figures are from the 10 per cent sample of the economically active.

Table 3 Census of Population, Great Britain, components of the economically active population in 1961, 1966 and 1971 THOUSANDS

	1961			1966 ²			1971					
	As published			Corrected by published bias factors								
	Males	Females	Total	Males	Females	Total	Males	Females	Total			
Employers and self-employed	1,385	331	1,717	1,342	326	1,668	1,231	355	1,586	1,472	371	1,843
Civilian employees in employment	14,047	7,247	21,293	13,929	7,209	21,138	14,105	8,227	22,332	13,320	8,318	21,638
Total in civil employment	15,432	7,578	23,010	15,272	7,535	22,806	15,335	8,582	23,918	14,792	8,689	23,481
Armed forces	316	12	329	313	12	325	239	12	251	240	12	252
Total in employment	15,748	7,590	23,339	15,585	7,547	23,132	15,574	8,595	24,169	15,032	8,701	23,733
Out of employment	484	192	676	486	193	679	420	268	688	852	436	1,289
Total economically active	16,232	7,782	24,014	16,071	7,740	23,810	15,994	8,863	24,857	15,884	9,138	25,021

¹ Figures from the 1951 census are given in table 104 of *British Labour Statistics—Historical Abstract 1886-1968* HMSO, 1971.
² The 1966 figures have not been adjusted to take account of any possible under-enumeration.

Sources: 1961: General Register Offices, London and Edinburgh: *Census 1961 England and Wales; Scotland: Occupation Tables*.
1966: General Register Offices, London and Edinburgh: *Sample Census 1966 Great Britain: Economic Activity Tables, Part I*.
1971: Office of Population Censuses and Surveys: *1971 Census of Population Great Britain, Economic Activity Tables Part II (10% sample)*.

Table 4 1971 Census of Population, 10% sample, Great Britain, persons in civil employment, by industry order THOUSANDS

Industry order	Males	Females	Total
Agriculture, forestry and fishing	525	110	635
Mining and quarrying	375	17	391
Food, drink and tobacco	448	290	738
Coal and petroleum products	52	7	59
Chemicals and allied industries	328	131	459
Metal manufacture	483	68	551
Mechanical engineering	938	187	1,125
Instrument engineering	94	51	145
Electrical engineering	526	318	844
Shipbuilding and marine engineering	169	11	180
Vehicles	684	105	789
Metal goods not elsewhere specified	418	168	586
Textiles	316	275	591
Leather, leather goods and fur	31	22	53
Clothing and footwear	126	345	470
Bricks, pottery, glass, cement etc.	239	67	306
Timber, furniture, etc	250	53	302
Paper, printing and publishing	414	198	612
Other manufacturing industries	206	119	325
Construction	1,572	97	1,669
Gas, electricity and water	301	61	362
Transport and communication	1,298	266	1,564
Distributive trades	1,454	1,562	3,016
Insurance, banking, finance and business services	475	477	952
Professional and scientific services	1,042	1,859	2,901
Miscellaneous services	1,045	1,290	2,335
Public administration and defence	901	441	1,342
Industry inadequately described	78	92	170
Place of work outside the UK	6	1	7
Total in civil employment	14,792	8,689	23,481

The order groups correspond to those of the 1968 Standard Industrial Classification. This table is similar to table 108 in *British Labour Statistics—Historical Abstract 1886-1968* where figures from the 1951, 1961 and 1966 censuses of population are given.

TAKE SEVEN

Race Relations at Work

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See the bookseller section of *Yellow Pages* for your nearest stockist of Government publications.

Stoppages of work due to industrial disputes: incidence rates, 1971—1974

An article giving detailed statistics of stoppages of work due to industrial disputes in the United Kingdom in 1974 was published in the June 1975 issue of this *Gazette* (pages 536–547). It was not then possible to include, in table 2, incidence rates expressing loss of working time in terms of days lost per 1,000 employees because estimates of employees in employment in the United Kingdom derived from the 1974 censuses of employment were not then available. These estimates are now available (see pages 672–683 of this issue). In the following table the incidence rates for 1974, together with rates for 1971–73, have been calculated in each case on the basis of the census of employment estimates for the appropriate year.

Statistics of stoppages in 1971 and 1972, published in the issue of this *Gazette* for May 1972 and June 1973 respectively,

included incidence rates calculated on employment estimates derived, in both cases, from the 1971 count of national insurance cards pending the first census results becoming available. Subsequently the 1971 census produced rather lower estimates than the card count (see the article on pages 739–740 of this *Gazette*, August 1973). Consequently the rates for 1971 and 1972 in the present table vary from those published earlier, but permit a valid comparison with rates from 1973 since all are census-based.

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".

INDUSTRY GROUP (Standard Industrial Classification 1968)	1971	1972	1973	1974	INDUSTRY GROUP (Standard Industrial Classification 1968)	1971	1972	1973	1974
Agriculture, forestry, fishing	—	—	—	55	Footwear	50	10	200	10
Coal mining	175	32,750	275	18,800	Bricks, fireclay and refractory goods	150	1,300	1,150	60
All other mining and quarrying	40	35	5	60	Pottery	5	35	100	175
Grain milling	10	125	125	45	Glass	5	600	100	850
Bread and flour confectionery, biscuits	175	250	100	1,450	Cement, abrasives and building materials not elsewhere specified	60	95	200	275
All other food industries	225	250	60	325	Furniture, bedding, upholstery	60	20	150	25
Drink	250	700	550	700	Timber, other manufactures of wood and cork	40	150	275	125
Tobacco	200	350	90	3,000	Paper and board, cartons, etc	50	275	175	600
Coal and petroleum products	450	450	375	1,700	Printing, publishing, etc	100	70	125	375
Chemicals, dyestuffs, plastics, fertilisers, etc	125	200	250	225	Other manufacturing industries	425	1,050	650	650
Pharmaceutical and toilet preparations	80	20	15	300	Construction	200	3,200	125	200
Paints, soap and other chemical industries	70	100	175	90	Gas, electricity, water	15	50	900	175
Iron (including castings) and steel (including tubes)	750	1,450	1,200	1,550	Railways	20	100	225	175
All other metal manufacture	175	650	450	2,450	Road passenger transport	80	225	175	1,450
Mechanical engineering	550	1,400	850	650	Road haulage contracting	80	70	175	750
Instrument engineering	200	700	175	800	Sea transport	45	—	20	35
Electrical engineering	900	1,650	650	1,500	Port and inland water transport	1,750	8,400	1,950	1,550
Shipbuilding and marine engineering	2,900	4,300	1,450	3,750	Other transport and communication	9,850	15	70	60
Motor vehicles	6,150	2,750	4,100	3,550	Distributive trades	15	5	5	40
Aerospace equipment	2,200	3,150	850	1,100	Insurance, banking, finance and business services	5	—	—	5
All other vehicles	1,300	900	2,250	550	Professional and scientific services	15	35	100	70
Metal goods not elsewhere specified	175	550	375	375	Miscellaneous services (entertainment, sport, catering, etc)	15	5	10	20
Cotton flax and man-made fibres—preparation and weaving	175	225	175	950	Public administration and defence	5	20	125	125
Woollen and worsted	60	50	25	125					
Hosiery and other knitted goods	70	1,300	650	150					
All other textile industries	60	100	100	225					
Clothing other than footwear	20	100	100	50					
					Total, all industries and services	600	1,100	325	650

Safety signs for dangerous loads

A new voluntary scheme of safety signs for road tankers carrying dangerous substances was introduced throughout the country on July 1. The scheme is regarded as representing a significant development in public safety.

The scheme has been primarily designed to give emergency information to police and fire services attending an incident involving fire or spillage of a dangerous load. The composite sign contains a code enabling emergency services to decide immediately on the correct action to be taken.

The new signs *do not* mean that the general public should attempt emergency action on site. If they see an incident involving a vehicle carrying these signs, all they should do is telephone the police and fire brigade by dialling 999, keep well clear of the vehicle and tell others to do likewise, particularly if there is fire or any sign of a spillage.

The scheme has been evolved by a working party originally set up by the Home Office and subsequently transferred to the Health and Safety Executive. A pilot

scheme has been operating successfully in the county of Cleveland since June last year.

The Health and Safety Commission welcomes the introduction of this voluntary scheme and hopes that all firms responsible for the carriage of dangerous substances will co-operate fully and display the appropriate sign on their vehicles.

The Health and Safety Executive is preparing regulations to require the marking of transport vehicles used to carry dangerous goods.

The new composite sign to be displayed on road tankers measures 70 cm. wide by 40 cm. high. Its basic colours are orange, black and white, although other colours may be used for the diamond warning section. The sign is divided into four main parts:-

● **Hazchem section** The code symbols give information to the police and fire brigades on the appropriate initial action—which fire-fighting medium should be used, whether spillages should be washed down a

drain or contained, and whether there may be a need to consider evacuating the public from the scene of an incident. The code also indicates the nature of the hazard. For example, whether protective clothing or breathing apparatus should be worn and whether there is a risk of violent reaction. One main advantage of the Hazchem code is its simplicity. The code symbols can be interpreted from a pocket card carried by members of the emergency services, avoiding the need for complicated reference books.

● **United Nations number section** This is an internationally agreed number which identifies the chemical being carried. Firemen, police and ambulance personnel can obtain information on the properties of the chemical by giving this number to their operational control.

● **Diamond warning section** The diamond hazard sign is an internationally agreed warning that a particular type of dangerous

(Continued on next page)

Training research register

The 1974-75 edition of the Training Services Agency's annual Training Research Register, has just been published to provide a classified guide to over 700 current and recently completed research projects in industrial and commercial training and related fields such as manpower planning, occupational choice and selection.

The aims of the register are to keep training and personnel specialists informed of research projects both in general and within their own area of work; to assist research workers to identify other work within their own sphere of interest or allied to it; and to suggest gaps in existing research coverage, or pinpoint areas of possible overlap.

Classification is according to a revised version of the classification, "Training Information", which was developed by the Department of Employment from an analysis of the training function.

As in previous editions, the classified section lists research projects under a title,

followed by a brief abstract of objectives and procedures; location and principal investigations; period of research; and sponsors. The addresses of the organisations undertaking the listed research, and the names of investigators, are separately indexed and cross-referenced to the projects in the classified section.

Research projects listed in the register have been financed from a number of sources, including the Department of Employment, TSA, other government departments and agencies, and various industrial training boards. Much of the work is undertaken by universities and specialised research organisations, but some is being carried out by individual firms, and TSA would be particularly interested to learn of further examples of direct initiative of this kind. Such information or further inquiries, should be addressed to Training Services Agency, Directorate of Training (Research) 162-168 Regent Street, London W1R 6DE.

(Continued from opposite page)

substance is being carried. It is this sign which warns the general public as well as the emergency services.

Over the last few years tankers transporting three categories of hazardous substances—inflammables, corrosives and organic peroxides—have been obliged by law to carry these signs. In this new scheme, the use of the diamond symbols is being extended to cover other major categories—for example, poisonous substances.

● **Specialist advice section** The emergency services can obtain further advice on the action to be taken from the source given, usually a telephone number of the consignor of the load. This number will be manned continuously while the load is in transit. In some cases specialist equipment can also be obtained.

The name of the substance and the manufacturer's name may also appear on the composite sign. At present about 170 dangerous substances are covered and more will be included in the immediate future.

Full information about the new scheme has been given to all emergency services. The Chemical Industries Association has produced a brochure describing the scheme in detail. It is available from CIA, Alembic House, 93, Albert Embankment, London SE1 7TU, price £1.50.

D * *

Training conference

The Industrial Training Research Unit of University College, London is holding its biennial conference in Cambridge from September 9-11.

Papers will be given at the conference on the latest ITRU research developments including training in social and life skills, general problems of training the young unemployed, the composition of management teams and autonomous working groups. There will also be discussion sessions on major training issues.

The unit is financed mainly by a grant from the Training Services Agency to conduct an authorised research programme into problems related to industrial selection and training.

The fee for the conference is £50. Further details can be obtained from the conference secretary, Industrial Training Research Unit, 32 Trumpington Street, Cambridge CB2 1QY.

Cash aid for moving to new jobs

Not enough people are taking advantage of the Employment Transfer Scheme (ETS) to get jobs in new areas, according to the Employment Service Agency. The ETS could help many people who are now unemployed to move to a new job in a new area.

Since the ETS was introduced in April 1972 some 48,000 people have benefited from it. In the last 12 months, fewer than 15,000 people used the scheme, but over £4 million was paid out in aid covering travelling, lodgings and moving house.

Financial assistance

The scheme gives financial assistance—over £1,000 in some cases—to the unemployed and people facing redundancy who move home to take a new job, providing certain conditions are satisfied. People do not qualify for ETS help if they are taking a new job that will pay more than £3,300 gross a year, if they are going to be self-employed or if they are taking up seasonal employment. In addition, for people living in a non-assisted area, there must be no


suitable work available in the home area, and no unemployed suitable people in the new area.

Scotland East and North proved the most popular area for workers taking new jobs under ETS. Figures for the last financial year show that 3,147 people moved there, followed by London (1,715), Southern (1,512) and East Pennine (1,050). Only 451 people moved to jobs in the South East.

But while Scotland East and North proved the biggest attraction to migrant job seekers, it also provided the largest number of people moving to take a new job—2,622 in the last year, although the majority moved to jobs within the area. Second highest was Scotland West (2,144), and then the North East (1,786). About 120 people left London and 205 left the South East.

Leaflet

Advice about the scheme and an explanatory leaflet can be obtained from employment offices and job centres which are located throughout the country.

HAZCHEM 4WE		
U.N. No 1831 Fuming Sulphuric Acid		
SPECIALIST ADVICE	Newtown-on-Moors (0123) 45678	BLOGGS CHEMICALS

An example of the new composite sign (shown here in black and white only)

News and notes

Unfavourable attitudes to women

Most personnel managers think that a man is more likely than a woman to have the qualities required in an applicant for a job. This was revealed by a survey* published recently. The survey report shows that the predominant attitude towards women workers is that they are likely to be inferior to men.

The survey, *Management attitudes and practices towards women at work*, was conducted by the Office of Population Censuses and Surveys for the Department of Employment. It was carried out in over 200 firms with more than 100 employees in selected industries, and at each establishment the person responsible for formulating personnel policy towards women, and the person responsible for implementing it, were interviewed.

Mainly men

The survey found that these formulators and implementors of policy are mainly men, older on average than working men as a whole and of higher educational level.

These are the people on whom the success of anti-discrimination measures will largely depend. One of the main conclusions of the survey is that many of them have inbuilt attitudes towards the roles of the sexes, which will, maybe subconsciously, affect the ways in which they would approach such measures.

Three main aspects

The three main aspects of equality at work on which questions were asked were equal pay, more women in senior positions, and more training for women. Attitudes to each of these were examined in detail and a "discrimination index" was built up. Over three-quarters of those questioned said that on the whole they were in favour of equal pay; the majority of them were in favour of more training for women; but less than half thought it would be a good thing if more women occupied senior positions. Overall, only one-quarter of policy makers and one-third of implementors were in favour of all three.

The survey went beyond the direct questions in order to discover underlying attitudes. For example, the conclusion to be drawn from the answers on equal pay is that the attitude of management as a

whole is likely to be less favourable than appears from the stated attitudes. Either the views of other managers as described by the formulators are less favourable than their own views, or they themselves have been reluctant to admit openly to unfavourable opinions.

Attributes

Personnel managers were asked in detail about the attributes they considered necessary for a wide range of jobs. For every single attribute a greater percentage of them thought that it would be more likely found in a man than thought it more likely to be found in a woman. This was the case even when the facts were known to contradict such a view, such as 'O'-level passes, as well as subjective attributes such as "good appearance" or "pleasant personality" which common sense would indicate are as likely to be found in women as in men. The only job category where preference would be given to a woman was that of catering and domestic work.

Special arrangements

The survey investigated many other aspects of women's working lives, such as facilities and fringe benefits, part-time working, shift work and working hours in general, appointments and promotions, employee performance and the types of jobs done by men and women. A general conclusion was that only a minority of employers make special arrangements to take account of the necessarily different pattern of women's working lives. The majority view appears to be that the male working pattern is the norm and that women who do not conform to it should accept the disadvantages which this entails.

Overall, the survey finds that the principle of equal opportunity is likely to meet with considerable opposition in practice. There is evidence of a fairly widespread traditionalist attitude, which not only covers senior jobs but also extends to apprenticeships.

* Employment Policy Survey: *Management attitudes and practices towards women at work* by Audrey Hunt. Office of Population Censuses and Surveys on behalf of the Department of Employment. HMSO price £5.00.

Unfair dismissal*

The number of complaints of unfair dismissal dealt with in the quarter from December 28, 1974 to March 28, 1975 was 3,300. Of these, 652 (19.8 per cent) were withdrawn during conciliation and 385 (11.7 per cent) were withdrawn outside conciliation but before a tribunal hearing. Of the latter group there were 152 cases (4.6 per cent) in which there was a private settlement.

In 1,104 cases (33.5 per cent) the parties reached an agreed settlement at the conciliation stage. These included 36 cases in which the applicant received more than one remedy. Twenty-eight of these settlements involved reinstatement, 59 re-engagement, 988 an agreement on compensation, 33 an agreement on a redundancy payment and in 12 some other remedy was agreed. A breakdown of the compensation settlements shows that in 734 the sum involved was less than £200, in 220 cases between £200 and £1,000, and in the remaining 34 cases over £1,000, with two settlements in excess of £5,000. A breakdown of the 33 redundancy payments at conciliation shows that there were eight payments under £200, eight between £200 and £1,000 and two over £1,000; in the remaining 15 cases it is not known how much the applicant received.

Of the completed cases, 1,159 (35.1 per cent) went on to a tribunal hearing of which 465 (14.1 per cent) were successful and 694 (21.0 per cent) dismissed. There were 29 cases in which the applicant obtained more than one remedy. The tribunals recommended re-instatement in nine cases and re-engagement in 17 cases; they awarded compensation for unfair dismissal in 351, a redundancy payment in 60 cases and a combination of both in 20 cases. Of the remaining cases there were five in which some other remedy was awarded and 23 in which the dismissal was found to be unfair but no other remedy was awarded by the tribunal.

A breakdown of the 351 awards of compensation for unfair dismissal shows that in 170 of these cases the applicant was awarded less than £200, in 155 cases between £200 and £1,000, and in 26 cases over £1,000. A breakdown of the 80 redundancy payments awarded shows that 32 of these payments were for less than £200, 27 between £200 and £1,000 and four over £1,000; in the remaining 17 cases it is not known how much was awarded.

* Provisional figures. Revised figures will be published later.

Training divers—new research

Stirling University has been commissioned by the Training Services Agency to carry out a two year research project to help improve the non-medical criteria used in the initial selection of trainee divers.

Previous research has produced much information about medical and physiological factors related to diving, but there is a significant lack of information about such other relevant factors as personality characteristics, mechanical aptitude and diving skills. It is essential to take these into account in both the selection and training of divers.

The project, costing £17,127, is to be under the direction of Professor N. P. Moray, Professor of Psychology, University of Stirling, assisted by Dr H. Ross, Senior Lecturer, University of Stirling and

will be conducted jointly with the Medical Research Council Applied Psychology Unit, Cambridge.

The research project will make an important contribution to the advancement of knowledge in the commercial diving field. It will also be of practical assistance in the development of selection procedures and training standards at the underwater training centre currently being established. This will undertake shallow, deep and specialised diver training. The research team will be seeking the co-operation of the diving industry, including commercial schools.

TSA has already undertaken work on the development of basic training standards, and a training standard for commercial air diving and underwater working will be published later this year.

Labour statistics year book

The British Labour Statistics Year Book 1973, the fifth volume in the series of year books setting out labour and industrial statistics has just been published (HMSO £12).

The subjects covered include wage rates, earnings, hours of work, retail prices, employment, unemployment, vacancies, family expenditure, industrial disputes, membership of trade unions, industrial accidents and output per person employed. Regional analyses of many

items are also included.

The year covered is 1973, but, where appropriate, series for up to 10 years are included. In addition, some of the tables incorporate new material which became available after they were originally published in this *Gazette*.

The Year Books are designed to supplement the information in *British Labour Statistics: Historical Abstract 1886-1968*, the standard work of reference, published in June 1971.

Training board chairmen

Mr J. Phillips has been appointed as chairman of the Distributive industry training board. He will succeed the present chairman, Mr J. Christie-Miller on August 5, 1975.

Mr Phillips has been a member of the board since its inception in 1968 and he is at present chairman of the training and planning committee. He is the assistant general secretary of the Union of Shop, Distributive and Allied Workers, with which he has worked over the past 40 years. He is the leader of the trade union side of a number of wages councils in the retail trade.

Mr Phillips is the second trade unionist to be appointed to the chairmanship of a

major industrial training board in the past few months. Mr Hugh Scanlon was appointed chairman of the Engineering industry training board in March.

Mr T. F. Honess has been appointed as chairman of the Rubber and plastics processing industry training board from July 1, 1975. He succeeds Mr C. C. Hawkins who has been chairman of the board for the past eight years.

Mr Honess was appointed chairman and chief executive of GKN Sankey Ltd in 1972. He is a director of Guest, Keen and Nettlefolds (UK) Ltd and a member of the main board of Guest, Keen and Nettlefolds Ltd.

Shipbuilding careers

A new careers booklet, describing the variety of careers offered in shipbuilding and ship-repairing, has been produced jointly by the shipbuilders' and repairers' national association and the shipbuilding industry training board.

As well as dealing with the crafts, it also covers managerial and professional opportunities.

Free booklet

Copies of the booklet, which are free, have been distributed by the Careers and Occupational Information Centre of the Employment Service Agency to selected secondary schools and careers offices. The shipbuilding industry training board has covered polytechnics and universities.

Copies can also be obtained from the information office of the Shipbuilders' and Repairers' National Association, 21 Grosvenor Place, London SW1X 7JE.

Training levy

Proposals for a levy on employers within the scope of the Cotton and allied textiles industry training board have been approved by the Secretary of State for Employment.

From July 21, those employers will be liable to a levy equal to 0.75 per cent of their payroll in the year ended April 5, 1975.

Where the levy is assessed at less than £10 it will not be collected. Employers with payrolls of less than £41,334 are to be exempt from the levy.

Training criteria

Employers who satisfy the training criteria and conditions laid down by the board may obtain exemption from levy. Those employers not exempted may qualify for grants for the training of specified groups of workers, the employment of training staff and the assessment of training needs.

Employers may appeal to independent tribunals against assessment.

News and notes

Employment people

Douglas Talintyre—new labour attaché in the USA

MR Douglas Talintyre, at present an Assistant secretary at the Training Services Agency, has been appointed British labour attaché in Washington, D.C. He takes over from Mr John Garcia as Counsellor (Labour) at the British Embassy towards the end of August.

The specialist post of labour attaché overseas was created in 1942 when Ernest Bevin, later to become Foreign Secretary, was Minister of Labour in the wartime government. The job is an important one, the attaché being a specialist adviser to the Ambassador, and through him to the British government, on a wide range of employment, social and economic matters.

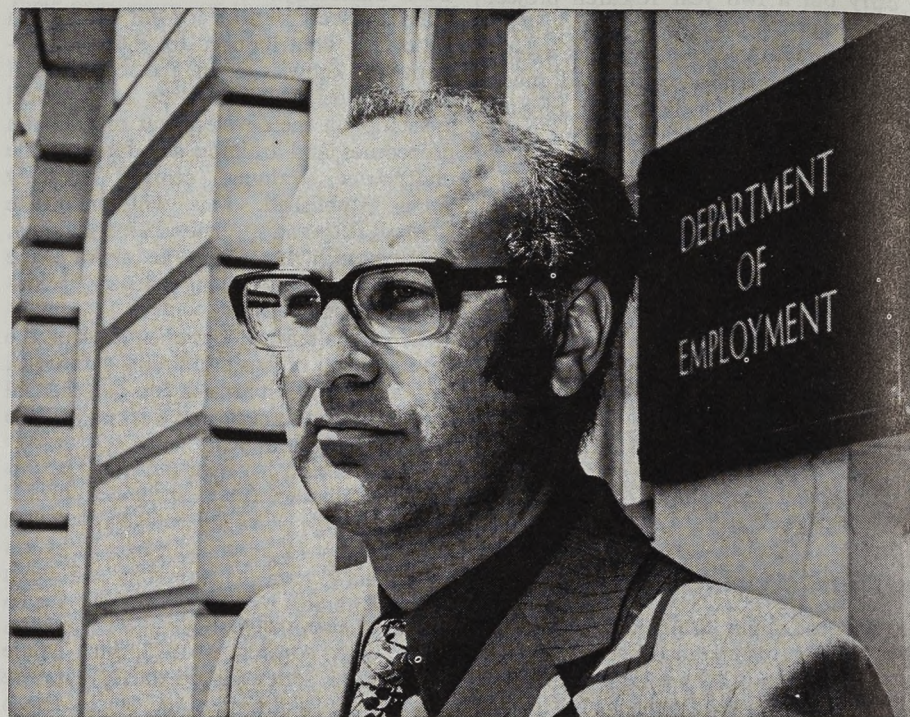
No simple job

It is not a simple job. As well as giving out information abroad about British developments in the employment field, arranging visits for British Ministers, trade unionists and others, the attaché is called upon to report on a much wider range of subjects than most home civil servants have to deal with at any one time.

He has, for instance, to assess the general state of the economy in the country he deals with and its likely effect on employment; to study how "his" country runs its employment services, helps young people to start their careers, provides for disabled people, does its planning and forecasting of labour needs and supply and runs its regional policies; to take an interest in what is happening in industrial relations, negotiations, disputes and methods of solving them; to report on new legislation on industrial health and safety, social security provisions and the like; to assess any policies on prices, incomes and inflation, progress towards equal pay, incentive payment systems, threshold agreements, fringe benefits, holidays with pay, race relations, and many other matters.

A depth of knowledge and understanding of economic and industrial matters, as well as a ready pen, is therefore an indispensable qualification for the job. And Mr Talintyre certainly has that, having specialised particularly in industrial relations for many years, both within and without the civil service.

Born in 1932, he left school at 16 and spent a year or two working for an insurance company before doing his national service in the army. He then studied at the



Mr Douglas Talintyre

London School of Economics, where he graduated B.Sc.(Econ) in 1956.

The next 10 years he spent working in various capacities for the National Coal Board. He started as a management trainee, and spent three years training in every aspect of the mining industry, from the basic three-week training at a colliery which every new adult mineworker starts with, to attending meetings of the National Board.

His first executive job was in the marketing department of the NCB's Durham division, spending two years dealing with sales to local industry, coal merchants and others.

In 1961 he moved on to the personnel side, and has been dealing with problems of manpower, personnel management, industrial relations and negotiations practically every since.

First he joined the NCB's industrial relations department at its London headquarters as head of manpower planning and intelligence, becoming deputy head of the whole manpower branch in 1962.

These jobs probably gave him a much wider experience of the whole range of personnel problems in this nationwide

industry than he could possibly have acquired in any small concern. He had to deal with policies on recruitment, re-deployment of miners from one area to another, housing, welfare and a host of other matters.

Difficult time

It was, of course, a difficult time for the coal industry, with its output and manpower being run down and many pits being closed in some areas, but with parts of other coalfields and particular collieries being expanded. Mr Talintyre had to plan for the solution of the many human problems of redundancy, removal, rehousing and limited or expanded recruitment—the whole process of contraction being carried out with remarkably little serious friction at the time. In some cases, whole communities were virtually moved and rehoused far from their original homes.

In 1964 Mr Talintyre moved to the Board's north west division as the man responsible for negotiating with the unions on wages and conditions, applying national agreements in particular cases, conciliating in particular disputes and so on. This was

at the time when Mr Joe Gormley was leader of the Lancashire miners. But Mr Talintyre's concern was not only with the NUM. The Coal Board employs a good many people apart from mineworkers, and he had to deal, for instance, with the Transport and General Workers on the conditions of drivers of the fleet of over 1,000 lorries owned by the Board in Lancashire.

Time for a change

In 1966 Mr Talintyre decided it was time for a change, and joined the civil service as a principal under the direct entry scheme for people with outside experience. He joined the Ministry of Defence (Navy Department) with responsibility for looking after rates of pay and pensions in the Royal Navy—a rather different business from negotiating with the miners, but still an important job in the personnel field. The job also involved close working with his counterparts in the Army and Air Departments and in the Treasury—a useful introduction to Whitehall.

The CIR

It was, perhaps, in 1969 that Mr Talintyre's industrial relations experience really came into its own, when he joined the newly-formed Commission on Industrial Relations (CIR) under Mr George Woodcock.

The work he did there, for nearly five years, looking into particular cases of difficulty in an extraordinary variety of industries he has perhaps found his most interesting and exciting work so far. He worked first as a "reference officer", later renamed "senior industrial relations officer", (SIRO), heading an inquiry team, then as a director of industrial relations, responsible for a number of SIROs and taking part in the general management of the commission.

The scope of his work can be illustrated by a few examples. His very first report was on the dispute at BSR, the record-changer firm in Scotland, where a union recognition dispute had reached complete deadlock amid scenes of some violence and the help

of the DE conciliators was not being taken up. Working with the late Leslie Blakeman, the former labour director at Ford's and at that time a commissioner of the CIR, whom he regarded as an outstanding conciliator, Mr Talintyre and his team got talks going within days, and the dispute was settled within a few weeks, with great subsequent benefit to the firm's success.

Mr Talintyre also produced a major report on the problems of the ship-building and ship-repairing industry and a general report on possible improvements in training in industrial relations, its organisation outside the normal further education set-up, and the part the TUC, CBI and government might play in it.

Publicans' dispute

After the commission's role was changed in some respects by the 1971 Industrial Relations Act, Mr. Talintyre took on responsibility for the conduct of ballots on union recognition questions. Among other problems he dealt with were: a union recognition case among white-collar workers at ICI; an inter-union recognition dispute over public house managers employed by Allied Breweries; the first important race relations case in the industrial relations field, where Asian workers at Mansfield Hosiery Mills claimed they were being discriminated against in matters of pay and promotion; and the problems of what can only be called the football industry, where important recommendations were made on how methods of negotiating pay and conditions for professional footballers could be improved.

Obviously, all these different problems called for a great variety of solution, and Mr Talintyre did not approach any of them with any preconceived prescription. But he did find, on the whole, that the width of the experience which he and his colleagues brought from their study of different industries could instil a wider perspective into a firm or industry used only to dealing with its own problems. By adapting fairly general principles on, for instance, procedures for pay negotiations,

to meet the needs of new situations, considerable progress could be made.

Extending training

Mr Talintyre left the CIR early in 1974, and after a course at the Henley Administrative Staff College, joined the newly created Training Services Agency (TSA). Until the agency was set up in April last year, the government's responsibility and assistance for industrial training within employment was carried out almost entirely through the Industrial Training Boards for particular industries, which cover some 60 per cent of all workers in Britain. Mr Talintyre's new job was to lay the foundations for closer relations between government and industry in the training field in the industries and services in which the other 40 per cent work—some 10 million people, from thatchers and fishermen to local authority and insurance and banking staffs.

He has spent the last year establishing relations between the agency and this large section of the country's commercial and industrial life, and exploring ways in which government, employers and unions can co-operate in improving training. This is completely new work, which is still continuing, but Mr Talintyre is confident that some fairly solid results of it will appear before long.

American problems

When he goes to the USA, Mr Talintyre, from his own experience, will naturally be particularly interested in observing how the American industrial relations system works in practice, and in looking at areas where developments are taking place on both sides of the Atlantic—for example, anti-discrimination provisions in the employment field and measures to combat unemployment, particularly among the disadvantaged groups. And, apart from all the other questions which he, like all labour attachés, will have to deal with, it will be surprising if he does not take some slight interest in the way baseball players negotiate their pay.

Employment people

Great Britain—Estimated number of employees in employment (continued)

THOUSANDS

Table with 11 columns: Industry (Standard Industrial Classification 1968), Order or MLH of SIC, November 1974* (Males, Females, Total), December 1974* (Males, Females, Total), January 1975* (Males, Females, Total). Rows include Total, Index of Production Industries†, Total, all manufacturing industries‡, Mining and quarrying, Food, drink and tobacco, Coal and petroleum products, Chemicals and allied industries, Metal manufacture, Mechanical engineering, Instrument engineering, Electrical engineering, Shipbuilding and marine engineering, and Vehicles.

Great Britain—Estimated number of employees in employment (continued)

THOUSANDS

Table with 14 columns: February 1975* (Males, Females, Total), March 1975* (Males, Females, Total), April 1975* (Males, Females, Total), May 1975* (Males, Females, Total), Order or MLH of SIC. Rows correspond to the same industry categories as the left page.

Statistical series

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

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

The *national* statistics relate either to Great Britain or the United Kingdom, and *regional* statistics to the Standard Regions for Statistical Purposes (see this *Gazette*, January 1966, page 20) which conform generally to the Economic Planning Regions.

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

Employment. As it is not practicable to estimate short-term changes in the numbers of self-employed persons, the group of employment tables relates only to employees. Monthly estimates are given for broad groups of industries covered by the Index of Industrial Production, and annual mid-year estimates for other groups (table 103). The totals in employment in all industries and services at June each year are analysed by region in table 102.

Unemployment. Tables 104-116 show the numbers of unemployed in Great Britain, and in each region, at the monthly counts. For Great Britain separate figures are given for males and females. People are included in the counts if they are registered for employment at a local employment office or youth employment service careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Severely disabled people who are considered unlikely to obtain work other than under special conditions are also excluded.

The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence rate of unemployment. Separate figures are given in the tables for young people seeking their first employment who are described as school-leavers and for adult students seeking temporary employment during vacation periods. The numbers unemployed excluding school-leavers and adult students are adjusted for seasonal variations.

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

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

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

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

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

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

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

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

Output per head and labour costs. Table 134 provides annual and quarterly indices of output, employment and output per person employed for the whole economy, the Index of Production and manufacturing sectors, and for selected industries where output and employment can be reasonably matched. Annual and quarterly indices of total domestic incomes per unit of output are given for the whole economy, with separate indices for the largest component—wages and salaries. Annual indices of labour costs per unit of output (including all items for which regular data is available) are shown for the whole economy and for selected industries. A full description is given in this *Gazette*, October 1968, pages 801-803.

Conventions. The following standard symbols are used:

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

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

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

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

EMPLOYMENT working population: Great Britain

THOUSANDS

TABLE 101

Quarter	Employees in employment			Employers and self-employed	HM Forces	Employed labour force	Un-employed	Working population	
	Males	Females	Total						
A. ESTIMATES ON NATIONAL INSURANCE CARD COUNT BASIS									
Numbers unadjusted for seasonal variations									
1969	March	14,020	8,495	22,515	1,785	384	24,684	566	25,250
	June	14,027	8,573	22,600	1,806	380	24,786	483	25,269
	September	14,035	8,584	22,619	1,810	377	24,806	540	25,346
	December	13,987	8,536	22,523	1,815	376	24,714	566	25,280
1970	March	13,880	8,545	22,425	1,820	374	24,619	602	25,221
	June	13,832	8,573	22,404	1,825	372	24,601	524	25,124
	September	13,835	8,572	22,407	1,831	370	24,608	579	25,187
	December	13,823	8,506	22,328	1,835	371	24,534	604	25,139
1971	March	13,579	8,391	21,970	1,840	369	24,179	700	24,878
	June	13,542	8,486	22,027	1,843	368	24,238	687	24,926
Numbers adjusted for seasonal variations									
1969	March	14,099	8,515	22,614					25,313
	June	14,029	8,561	22,590					25,309
	September	14,002	8,553	22,555					25,279
	December	13,941	8,559	22,500					25,246
1970	March	13,952	8,567	22,519					25,276
	June	13,837	8,558	22,395					25,166
	September	13,807	8,543	22,350					25,128
	December	13,775	8,527	22,302					25,104
1971	March	13,646	8,414	22,060					24,927
	June	13,550	8,470	22,020					24,970
B. ESTIMATES ON CENSUS OF EMPLOYMENT BASIS									
Numbers unadjusted for seasonal variations									
1971	June	13,424	8,224	21,648	1,843	368	23,859	687	24,546
	September	13,294	8,218	21,512	1,850	368	23,730	810	24,540
	December	13,328	8,148	21,476	1,857	372	23,705	868	24,573
1972	March	13,241	8,318	21,559	1,864	371	23,794	925	24,719
	June	13,319	8,331	21,650	1,872	371	23,893	767	24,660
	September	13,346	8,434	21,780	1,883	374	24,037	848	24,885
	December	13,435	8,477	21,912	1,894	372	24,178	745	24,923
1973	March	13,430	8,676	22,106	1,905	367	24,378	683	25,061
	June	13,478	8,705	22,182	1,916	361	24,459	546	25,005
	September	13,556	8,713	22,269	1,916	358	24,543	545	25,088
	December	13,525	8,761	22,286	1,916	354	24,556	486	25,042
1974	March	13,325	8,802	22,127	1,916	349	24,392	590	24,982
	June	13,363	8,933	22,297	1,916	345	24,558	516	25,074
Numbers adjusted for seasonal variations									
1971	June	13,431	8,202	21,633					24,585
	September	13,282	8,201	21,483					24,500
	December	13,280	8,182	21,462					24,557
1972	March	13,292	8,321	21,613					24,732
	June	13,326	8,306	21,632					24,696
	September	13,338	8,423	21,761					24,851
	December	13,385	8,513	21,898					24,912
1973	March	13,481	8,674	22,155					25,068
	June	13,483	8,679	22,162					25,041
	September	13,551	8,705	22,256					25,059
	December	13,475	8,800	22,275					25,035
1974	March	13,376	8,795	22,171					24,983
	June	13,367	8,908	22,275					25,109

employees in employment: Great Britain and standard regions

THOUSANDS

TABLE 102

Standard Region	Quarter	South East*	East Anglia	South West*	West Midlands	East Midlands*	Yorkshire and Humber-side*	North West*	North*	Wales	Scotland	Great Britain
		1971	June	7,353	607	1,325	2,207	1,352	1,893	2,719	1,229	962	2,003	21,648
1972	June	7,369	622	1,344	2,172	1,362	1,890	2,699	1,230	973	1,989	21,650
1973	June	7,461	652	1,399	2,242	1,409	1,942	2,753	1,274	1,000	2,050	22,182
1974	June	7,368	665	1,519	2,247	1,483	1,991	2,702	1,245	992	2,084	22,297

* Estimates for 1974 have been analysed according to the revised standard regions for statistical purposes effective from April 1, 1974; therefore, they are not comparable with estimates for previous years.

EMPLOYMENT
Great Britain: employees in employment: industrial analysis

TABLE 103 THOUSANDS

		Total all industries and services	Index of Production industries*		Manufacturing industries												
		Total	Seasonally adjusted index (av. 1970=100)	Total	Seasonally adjusted index (av. 1970=100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	
1971	June	21,648	9,869.8	96.5	7,886.3	96.8	420.8	393.4	743.5	44.3	435.2	556.4	1,038.5	164.2	799.3	183.3	807.1
	July		9,875.6	96.2	7,888.4	96.4		392.1	758.6	44.3	436.6	555.2	1,029.9	163.5	796.2	183.2	804.7
	August		9,869.4	95.9	7,886.7	96.1		392.8	760.1	44.5	437.5	551.9	1,025.3	164.1	794.3	183.3	802.1
	September		9,843.0	95.7	7,858.9	95.7		392.2	747.8	44.4	435.3	549.7	1,019.8	163.5	795.5	183.2	801.3
	October		9,803.0	95.2	7,829.5	95.2		390.6	747.0	44.1	434.1	545.3	1,010.7	162.3	794.1	182.6	798.0
	November		9,767.4	94.7	7,793.0	94.7		388.7	746.4	43.8	432.7	540.4	1,002.7	162.0	793.0	181.3	790.0
	December		9,735.7	94.5	7,773.6	94.4		386.6	743.7	43.6	431.9	535.9	997.6	161.4	794.0	181.2	787.6
1972	January		9,648.3	94.3	7,701.1	94.2		386.0	729.8	43.2	428.1	530.9	987.7	159.9	788.5	178.4	784.7
	February		9,611.2	94.0	7,674.1	93.9		385.7	724.3	42.8	426.6	526.4	980.1	158.8	794.8	178.3	782.8
	March		9,576.8	93.8	7,630.9	93.6		381.0	722.2	42.7	425.6	519.4	972.9	157.3	788.4	179.1	778.8
	April		9,598.6	93.8	7,631.8	93.6		379.9	723.7	42.5	424.8	518.8	969.0	156.5	788.8	179.4	776.9
	May		9,597.7	93.8	7,623.1	93.4		378.5	726.6	42.3	425.8	516.4	965.6	155.9	785.5	179.3	776.1
	June	21,650	9,595.6	93.8	7,613.3	93.4	415.8	377.0	729.8	41.9	424.0	515.6	963.8	155.7	780.4	176.9	775.6
	July		9,627.2	93.7	7,638.1	93.3		374.3	741.8	41.8	425.4	515.9	963.2	156.2	786.6	176.3	775.2
	August		9,652.5	93.8	7,662.5	93.3		373.8	745.8	41.8	427.1	514.8	962.2	155.8	788.1	176.2	777.4
	September		9,636.9	93.7	7,665.0	93.3		372.7	741.1	41.8	425.7	516.3	963.4	155.9	786.2	177.6	780.8
	October		9,655.6	93.8	7,667.6	93.2		371.9	739.5	41.5	423.8	516.9	960.7	156.5	790.2	176.9	781.4
	November		9,695.7	94.0	7,677.9	93.2		370.9	740.2	41.2	423.8	517.5	961.9	157.3	793.4	174.9	782.9
	December		9,683.2	94.0	7,676.4	93.2		369.8	733.2	41.2	425.0	518.3	963.6	157.8	793.9	175.0	784.5
1973	January		9,631.4	94.1	7,639.0	93.4		368.7	721.1	41.0	422.1	519.4	959.6	157.5	789.5	174.3	784.8
	February		9,669.5	94.5	7,652.3	93.6		368.0	715.1	41.1	423.1	520.6	960.2	159.1	792.9	174.2	788.7
	March		9,671.7	94.7	7,656.6	93.7		366.5	714.8	41.0	423.7	520.3	961.1	159.5	794.7	174.5	788.4
	April		9,681.1	94.7	7,655.1	93.8		364.6	716.2	40.6	422.4	520.2	960.1	159.5	795.6	175.4	786.4
	May		9,679.1	94.7	7,658.4	93.9		363.2	720.6	40.5	422.8	518.0	955.6	159.2	796.4	178.6	785.2
	June	22,182	9,698.0	94.8	7,664.0	94.1	420.8	360.7	728.1	40.4	424.5	517.6	955.5	159.3	795.3	177.3	788.9
	July		9,747.5	94.9	7,705.8	94.1		358.4	748.7	40.0	426.9	518.7	955.9	158.7	800.0	173.6	789.7
	August		9,764.2	94.8	7,723.9	94.0		356.9	752.4	39.9	429.2	519.9	959.0	158.6	804.2	173.5	791.9
	September		9,760.7	94.9	7,724.1	94.0		354.0	742.1	39.8	428.7	519.2	964.2	159.5	809.7	177.5	791.0
	October		9,766.6	94.8	7,741.4	94.1		351.3	744.3	39.4	430.8	517.5	964.6	160.0	815.6	177.2	792.9
	November		9,805.0	95.1	7,778.6	94.5		348.8	749.2	39.0	434.1	516.6	970.8	161.1	826.6	177.1	790.3
	December		9,812.7	95.2	7,799.4	94.7		346.6	749.9	39.1	435.6	516.0	972.0	161.3	830.9	177.1	793.4
1974	January		9,710.9	94.9	7,719.3	94.4		345.7	741.0	39.0	431.1	511.3	960.3	160.0	826.9	176.1	788.7
	February		9,697.7	94.8	7,701.0	94.3		345.5	741.8	39.0	431.7	509.8	960.2	159.6	824.3	175.7	784.5
	March		9,659.8	94.6	7,685.7	94.2		344.0	740.6	38.9	430.9	507.6	959.4	159.1	824.6	175.1	782.2
	April		9,662.2	94.6	7,690.7	94.3		345.7	738.0	39.0	431.4	507.0	962.1	158.9	825.2	175.1	783.1
	May		9,674.4	94.7	7,707.5	94.5		346.7	738.7	39.2	432.7	505.3	963.8	158.2	828.7	174.3	783.1
	June	22,297	9,678.6	94.6	7,705.0	94.5	403.8	346.8	739.7	39.3	432.1	506.6	964.7	158.6	830.0	175.1	783.4
	July†		9,712.2	94.6	7,742.2	94.5		346.1	751.9	39.5	436.5	509.0	969.4	158.8	834.7	174.0	783.3
	August†		9,744.5	94.6	7,774.0	94.6		347.4	754.5	39.7	440.2	510.9	973.7	159.6	838.7	176.2	785.1
	September†		9,729.0	94.6	7,758.9	94.4		347.8	746.6	39.7	440.1	511.7	977.5	158.9	837.4	178.6	787.6
	October†		9,726.3	94.5	7,758.8	94.3		347.5	746.1	40.0	440.9	512.8	978.4	159.4	837.1	177.0	789.2
	November†		9,684.6	93.9	7,749.0	94.1		347.9	745.9	40.2	440.4	514.1	978.5	159.4	833.2	179.1	789.7
	December†		9,632.2	93.5	7,710.4	93.6		347.7	742.8	40.3	439.6	514.7	976.4	158.9	833.7	178.0	792.9
1975	January†		9,553.0	93.4	7,638.3	93.4		347.8	735.1	40.3	438.2	511.9	972.9	157.8	810.6	177.8	787.6
	February†		9,496.5	92.8	7,584.5	92.9		348.7	727.1	40.3	436.3	510.6	970.6	156.0	803.6	177.0	780.9
	March†		9,443.5	92.5	7,536.1	92.4		350.2	719.3	40.2	434.0	509.4	966.5	155.4	798.7	177.0	773.2
	April†		9,393.6	91.9	7,484.3	91.8		351.4	715.1	40.2	430.5	506.6	960.4	154.1	788.2	176.6	770.1
	May†		9,357.4	91.6	7,429.9	91.1		351.1	713.8	40.2	427.9	504.3	955.0	152.1	778.9	176.1	759.9

* The industries included in the Index of Production are Orders II-XXI of the SIC (1968).

† Excluding members of HM Forces.
‡ Figures after June 1974 are provisional.

EMPLOYMENT
employees in employment: industrial analysis: Great Britain

TABLE 103 (continued) THOUSANDS

		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services	Public administration and defence
	June	571.8	581.2	46.5	429.1	301.5	264.2	588.8	331.3	1,221.6	368.5	1,544.8	2,555.1	962.5	2,915.5	1,906.4	1,473.4
	July	571.1	580.7	46.4	429.2	302.2	264.0	588.9	333.8	1,230.0	365.1						
	August	570.8	581.1	46.3	433.2	301.7	265.7	590.8	334.1	1,227.0	362.9						
	September	570.2	577.7	46.2	436.0	299.5	267.0	589.3	332.6	1,232.3	359.6						
	October	567.5	573.6	46.3	436.0	298.9	268.3	587.8	332.9	1,222.0	360.9						
	November	564.8	569.9	46.4	435.3	297.8	269.5	585.2	331.8	1,227.4	358.3						
	December	563.6	568.8	46.2	435.3	297.5	269.9	583.7	331.7	1,219.1	356.4						
1972	January	558.8	563.5	45.6	430.3	295.9	269.2	578.8	327.8	1,207.6	353.6						
	February	555.2	560.4	45.2	428.9	294.3	269.5	577.7	328.0	1,198.2	353.2						
	March	552.6	557.7	44.5	426.4	292.8	268.9	574.2	327.6	1,213.4	351.5						
	April	553.0	559.6	44.6	428.8	292.9	270.4	573.4	328.6	1,236.4	350.5						
	May	552.9	559.1	44.9	428.0	294.2	269.2	572.5	328.7	1,247.3	348.8						
	June	552.6	558.0	45.0	425.7	294.9	270.2	572.6	330.7	1,258.2	347.1	1,520.1	2,587.5	982.7	3,030.9	2,001.7	1,513.8
	July	554.2	557.0	44.9	425.2	296.9	271.5	573.5	332.3	1,268.8	346.0						
	August	555.4	560.7	45.0	429.6	298.7	274.6	575.0	334.3	1,271.4	344.8						

UNEMPLOYMENT Great Britain: males and females

TABLE 104

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate per cent	Number (000's)	of which:		Actual number (000's)	Seasonally adjusted [§] Number (000's)	Percentage rate per cent
			School-leavers (000's)	Adult students (000's)			
1955	1.0	213.2	4.2	..	208.9	756.6	1.0
1956	1.1	229.6	3.7	..	225.9	772.0	1.0
1957	1.3	294.5	5.2	..	289.4	771.0	1.3
1958	1.9	410.1	8.3	..	401.9	791.0	1.9
1959	2.0	444.5	11.7	..	432.8	808.5	2.0
1960	1.5	345.8	8.6	..	337.2	834.4	1.5
1961	1.4	312.1	7.1	..	304.9	847.7	1.3
1962	1.9	431.9	13.1	..	418.8	834.4	1.8
1963	2.3	520.6	18.3	..	502.3	834.4	2.2
1964	1.6	372.2	10.4	..	361.7	847.7	1.6
1965	1.4	317.0	8.6	..	308.4	847.7	1.3
1966	1.4	330.9	7.4	..	323.4	847.7	1.4
1967	2.2	521.0	9.1	2.0	509.8	847.7	2.2
1968	2.4	549.4	8.6	2.5	538.4	847.7	2.3
1969	2.4	543.8	8.6	4.4	530.7	847.7	2.3
1970	2.5	582.2	9.0	5.4	567.8	847.7	2.3
1971	3.4	758.4	14.8	6.7	737.0	847.7	3.3
1972	3.8	844.1	19.1	9.1	816.0	847.7	3.6
1973	2.6	597.9	7.0	10.2	580.7	847.7	2.6
1974†	2.6	599.7	13.7	14.5	571.5	847.7	2.5
Monthly averages							
1971	3.3	743.4	14.8	24.4	704.2	756.6	3.4
1972	3.7	817.6	55.5	24.5	737.6	772.0	3.5
1973	3.6	810.5	34.7	14.2	761.6	791.0	3.5
1974	3.7	819.3	19.3	0.8	799.2	808.5	3.6
1975	3.8	851.2	11.9	—	839.3	834.4	3.7
1976	3.9	867.8	8.6	0.2	859.0	847.7	3.8
1977	4.1	928.6	10.1	2.0	916.6	860.5	3.8
1978	4.1	925.2	8.4	0.1	916.7	870.7	3.9
1979	4.1	924.8	7.1	0.1	917.6	876.2	3.9
1980	4.1	928.2	16.5	16.4	895.4	868.1	3.9
1981	3.7	832.0	10.1	0.2	821.8	838.0	3.7
1982	3.4	767.3	8.4	1.8	757.1	808.1	3.6
1983	3.6	803.7	19.2	28.6	755.9	804.6	3.6
1984	3.9	863.8	60.9	30.4	772.5	799.9	3.6
1985	3.8	848.0	42.0	25.0	781.0	803.3	3.6
1986	3.5	792.1	23.2	2.6	766.3	775.7	3.5
1987	3.4	770.4	13.4	—	757.1	755.6	3.4
1988	3.3	744.9	9.7	1.8	733.4	729.5	3.3
1989	3.5	785.0	9.1	15.6	760.4	704.9	3.1
1990	3.2	717.5	6.6	—	710.9	665.8	2.9
1991	3.0	682.6	5.0	—	677.6	636.3	2.8
1992	3.0	691.9	4.2	44.1	643.6	615.6	2.7
1993	2.6	591.0	3.3	—	587.7	604.8	2.7
1994	2.4	545.9	3.6	1.0	541.4	593.7	2.6
1995	2.4	555.2	7.7	19.8	527.7	576.3	2.5
1996	2.5	570.7	21.6	19.2	530.0	555.0	2.4
1997	2.4	545.4	13.0	18.5	513.9	533.8	2.3
1998	2.2	509.6	5.1	2.8	501.6	511.3	2.2
1999	2.2	493.6	2.3	—	491.2	490.3	2.2
2000	2.1	486.2	1.8	1.9	482.5	479.7	2.1
2001	2.7	605.6	4.5	7.9	593.1	538.0	2.4
2002	2.6	599.2	3.1	—	596.1	551.6	2.4
2003	2.6	590.1	2.0	—	588.1	546.9	2.4
2004	2.8	646.8	5.6	66.9	574.3	546.1	2.4
2005	2.4	535.4	4.9	—	530.4	548.1	2.4
2006	2.3	515.8	5.4	1.1	509.2	562.4	2.5
2007	2.5	566.8	14.4	24.4	528.1	576.8	2.5
2008	2.9	656.3	36.0	27.6	572.7	596.5	2.6
2009	2.8	647.1	33.4	29.3	584.4	603.2	2.7
2010	2.7	612.5	13.4	2.3	596.8	606.5	2.7
2011	2.7	621.4	8.0	—	613.4	612.8	2.7
2012	..	..	..	..	..	..	..
2013	3.3	742.0	8.0	4.0	731.0	678.0	3.0
2014	3.3	757.1	8.4	—	748.7	704.5	3.1
2015	3.4	768.4	5.8	—	762.6	721.5	3.2
2016	4.0	899.7	19.9	91.5	788.3	759.9	3.3
2017	3.6	813.1	14.3	—	798.8	816.7	3.6
2018	3.7	831.3	18.4	2.8	810.1	863.7	3.8

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

† The figures for 1974 are averages of eleven months.

‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made for December 1974 and for January 1975 an estimate was made based on simplified procedures.

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

UNEMPLOYMENT males: Great Britain

TABLE 105

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted [§] Number	Percentage rate
			School-leavers	Adult students			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	1.0	137.4	2.3	..	135.1	643.3	1.0
1956	1.1	151.0	2.0	..	148.9	656.3	1.1
1957	1.4	204.3	3.0	..	201.3	670.7	1.4
1958	2.1	293.8	5.0	..	288.8	684.3	2.0
1959	2.3	322.6	7.5	..	315.1	706.0	2.2
1960	1.7	248.3	5.4	..	242.9	717.3	1.7
1961	1.6	226.3	4.3	..	222.0	717.3	1.5
1962	2.2	321.9	7.9	..	314.0	717.3	2.1
1963	2.7	393.9	11.1	..	382.8	717.3	2.6
1964	1.9	279.6	6.4	..	273.2	717.3	1.8
1965	1.6	240.6	5.1	..	235.5	717.3	1.6
1966	1.7	259.6	4.5	..	255.1	717.3	1.7
1967	2.9	420.7	5.7	1.7	413.4	717.3	2.8
1968	3.2	460.7	5.5	2.0	453.1	717.3	3.1
1969	3.2	461.9	5.6	3.4	452.9	717.3	3.1
1970	3.5	495.3	5.7	4.1	485.4	717.3	3.4
1971	4.6	639.8	9.5	5.0	623.3	717.3	4.5
1972	5.0	705.1	12.4	6.5	686.2	717.3	4.9
1973	3.6	499.4	4.5	7.0	487.9	717.3	3.5
1974†	3.6	500.9	8.5	9.3	483.1	717.3	3.5
Monthly averages							
1971	4.5	630.7	9.1	18.5	603.1	643.3	4.6
1972	4.9	681.6	35.4	18.1	628.1	656.3	4.7
1973	4.8	677.0	22.2	10.7	644.1	670.7	4.8
1974	4.9	684.4	12.3	0.6	671.4	684.3	4.9
1975	5.1	712.9	7.8	—	705.1	706.0	5.0
1976	5.2	731.6	5.7	0.1	725.8	717.3	5.1
1977	5.6	783.7	6.4	1.5	775.8	726.6	5.2
1978	5.6	781.3	5.5	0.1	775.7	736.7	5.3
1979	5.6	780.3	4.7	0.1	775.5	740.6	5.3
1980	5.6	779.0	10.9	12.3	755.8	732.2	5.2
1981	5.0	699.8	7.0	0.2	692.5	704.9	5.0
1982	4.6	648.2	5.8	1.4	641.0	680.1	4.9
1983	4.8	670.2	12.1	20.4	637.6	675.4	4.8
1984	5.1	707.2	38.9	21.1	647.1	670.1	4.8
1985	5.0	699.3	26.8	17.5	655.0	675.6	4.8
1986	4.7	654.9	15.2	2.2	637.5	649.9	4.7
1987	4.6	637.2	8.9	—	628.3	631.5	4.5
1988	4.4	620.2	6.5	1.3	612.4	609.8	4.4
1989	4.7	651.7	6.0	11.3	634.4	585.8	4.2
1990	4.3	596.7	4.3	—	592.4	554.4	4.0
1991	4.1	568.9	3.3	—	565.6	531.0	3.8
1992	4.1	569.4	2.8	29.2	537.4	513.3	3.7
1993	3.6	497.2	2.2	—	495.0	507.8	3.6
1994	3.3	461.8	2.4	0.8	458.6	498.7	3.6
1995	3.3	464.7	5.0	13.8	445.8	483.8	3.5
1996	3.4	473.1	14.2	13.0	445.9	467.1	3.4
1997	3.2	452.8	8.1	12.3	432.4	451.1	3.2
1998	3.1	427.4	3.2	2.2	422.0	434.1	3.1
1999	3.0	416.1	1.4	—	414.6	418.1	3.0
2000	3.0	412.7	1.1	1.3	410.3	408.5	2.9
2001	3.7	511.1	2.8	5.8	502.5	454.4	3.3
2002	3.6	507.1	1.9	—	505.2	467.7	3.4
2003	3.6	501.9	1.2	—	500.7	466.3	3.3
2004	3.8	532.1	3.3	42.4	486.3	462.1	3.3
2005	3.3	455.6	3.2	—	452.5	465.5	3.3
2006	3.2	440.3	3.6	0.8	435.8	476.5	3.4
2007	3.4	474.7	9.6	16.3	448.8	486.9	3.5
2008	3.8	535.2	35.5	17.7	482.0	502.4	3.6
2009	3.8	527.4	20.2	18.1	489.1	506.8	3.6
2010	3.6	508.6	8.0	1.6	499.1	510.9	3.7
2011	3.7	516.3	4.7	—	511.6	515.3	3.7
2012	..	..	..	..	..	..	..
2013	4.4	613.0	5.0	3.0	605.0	560.0	4.0
2014	4.5	624.6	5.0	—	619.6	582.4	4.2
2015	4.5	632.8	3.5	—	629.3	595.0	4.3
2016	5.2	718.7	12.5	55.5	650.7	626.4	4.5
2017	4.8	667.0	8.7	—	658.2	671.4	4.8
2018	4.9	681.6	11.2	2.0	668.4	709.4	5.1

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

† The figures for 1974 are averages of eleven months.

‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made in December 1974 and for January 1975 an estimate was made based on simplified procedures.

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

UNEMPLOYMENT Great Britain: females

TABLE 106

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	
			School-leavers	Adult students		Number	Percentage rate
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.0	75.7	1.9	..	73.8	1.0	
1956	1.0	78.6	1.6	..	77.0	1.0	
1957	1.2	90.2	2.2	..	88.1	1.2	
1958	1.5	116.3	3.3	..	113.1	1.5	
1959	1.6	121.9	4.2	..	117.7	1.5	
1960	1.2	97.6	3.2	..	94.3	1.2	
1961	1.1	85.8	2.8	..	83.0	1.0	
1962	1.3	110.0	5.2	..	104.8	1.3	
1963	1.5	126.7	7.2	..	119.5	1.5	
1964	1.1	92.6	4.1	..	88.5	1.1	
1965	0.9	76.4	3.5	..	72.9	0.9	
1966	0.8	71.3	2.9	..	68.3	0.8	
1967	1.2	100.2	3.5	0.3	96.5	1.1	
1968	1.0	88.8	3.0	0.5	85.2	1.1	
1969	0.9	81.9	3.0	1.0	77.9	0.9	
1970	1.0	86.9	3.0	1.3	82.5	1.0	
1971	1.4	118.6	5.3	1.7	111.7	1.3	
1972	1.6	139.0	6.7	2.6	129.7	1.5	
1973	1.1	98.5	2.5	3.3	92.8	1.1	
1974†	1.1	98.8	5.2	5.2	88.5	1.0	
Monthly averages							
1971	1.4	112.7	5.7	5.9	101.1	1.4	
1971	1.6	136.0	20.1	6.4	109.5	1.4	
1971	1.6	133.5	12.5	3.5	117.5	1.4	
1971	1.6	134.9	7.0	0.1	127.9	1.5	
1971	1.7	138.4	4.2	—	134.2	1.5	
1971	1.6	136.2	2.9	0.1	133.2	1.6	
1972	1.7	144.9	3.7	0.5	140.8	1.6	
1972	1.7	143.9	2.8	—	141.1	1.6	
1972	1.7	144.5	2.4	—	142.1	1.6	
1972	1.8	149.2	5.6	4.2	139.4	1.6	
1972	1.6	132.2	3.0	—	129.2	1.6	
1972	1.4	119.1	2.6	0.4	116.2	1.5	
1972	1.6	133.6	7.1	8.2	118.3	1.5	
1972	1.9	156.6	22.0	9.3	125.3	1.5	
1972	1.8	148.7	15.2	7.6	126.0	1.5	
1972	1.6	137.3	8.0	0.5	128.7	1.5	
1972	1.6	133.3	4.5	—	128.8	1.5	
1972	1.5	124.7	3.2	0.5	120.9	1.4	
1973	1.5	133.3	3.1	4.2	126.0	1.4	
1973	1.4	120.8	2.3	—	118.5	1.3	
1973	1.3	113.8	1.8	—	112.0	1.2	
1973	1.4	122.5	1.5	14.9	106.1	1.2	
1973	1.1	93.8	1.1	—	92.7	1.1	
1973	1.0	84.1	1.2	0.2	82.7	1.1	
1973	1.0	90.5	2.7	6.0	81.8	1.1	
1973	1.1	97.7	7.4	6.1	84.1	1.0	
1973	1.1	92.6	4.9	6.2	81.4	0.9	
1973	0.9	82.3	1.9	0.7	79.6	0.9	
1973	0.9	77.5	0.9	—	76.6	0.8	
1973	0.8	73.6	0.7	0.6	72.2	0.8	
1974	1.1	94.5	1.7	2.2	90.6	1.0	
1974	1.0	92.1	1.2	—	90.9	1.0	
1974	1.0	88.2	0.8	—	87.4	0.9	
1974	1.3	114.7	2.3	24.4	88.0	1.0	
1974	0.9	79.7	1.8	—	78.0	0.9	
1974	0.9	75.5	1.8	0.4	73.4	1.0	
1974	1.0	92.2	4.8	8.1	79.3	1.0	
1974	1.4	121.1	20.5	10.0	90.6	1.1	
1974	1.4	119.7	13.2	11.2	95.3	1.1	
1974	1.2	103.9	5.5	0.7	97.8	1.1	
1974	1.2	105.1	3.3	—	101.8	1.1	
1974	..	..	..	..	..	..
1975	1.5	130.0	3.0	1.0	126.0	1.3	
1975	1.5	132.5	3.3	—	129.1	1.4	
1975	1.5	135.6	2.4	—	133.3	1.4	
1975	2.1	181.0	7.4	36.1	137.6	1.5	
1975	1.7	146.2	5.6	—	140.6	1.7	
1975	1.7	149.7	7.2	0.8	141.8	1.8	

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

† The figures for 1974 are averages of eleven months.

‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made in December 1974 and for January 1975 an estimate was made based on simplified procedures.

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

UNEMPLOYMENT males and females: South East Region

TABLE 107

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	
			School-leavers	Adult students		Number	Percentage rate
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	..	48.1	0.8	..	47.3	..	
1956	..	54.0	0.7	..	53.3	..	
1957	..	71.6	1.0	..	70.6	..	
1958	..	95.2	1.5	..	93.7	..	
1959	..	92.8	1.8	..	91.0	..	
1960	..	71.3	1.5	..	69.8	..	
1961	..	71.4	1.4	..	70.0	..	
1962	..	96.8	2.4	..	94.4	..	
1963	..	109.9	2.6	..	107.3	..	
1964	..	76.6	1.6	..	75.1	..	
1965	0.8	68.1	1.4	..	66.7	0.8	
1966	0.9	75.6	1.2	..	74.3	0.9	
1967	1.6	127.8	1.4	0.1	126.3	1.6	
1968	1.6	128.6	1.4	0.1	127.0	1.6	
1969	1.5	122.4	1.3	0.5	120.7	1.5	
1970	1.6	126.6	1.4	0.7	124.5	1.6	
1971	2.1	153.6	1.9	0.8	150.9	2.0	
1972	2.2	162.8	1.8	0.8	160.2	2.1	
1973	1.5	114.0	0.7	0.8	112.5	1.5	
1974†	1.6	117.2	1.3	1.5	114.4	1.5	
1971	2.2	161.5	2.5	0.1	159.0	2.2	
1971	2.3	170.8	1.3	—	169.5	2.2	
1971	2.3	172.2	0.8	—	171.4	2.3	
1972	2.5	185.9	0.9	—	185.1	2.3	
1972	2.5	185.9	0.7	—	185.2	2.3	
1972	2.5	185.9	0.6	—	185.3	2.3	
1972	2.4	182.1	2.0	0.6	179.5	2.3	
1972	2.2	162.9	0.9	—	162.0	2.2	
1972	1.9	146.1	0.7	0.1	145.3	2.1	
1972	2.0	149.3	1.1	3.6	144.6	2.1	
1972	2.1	158.1	6.3	3.5	148.3	2.1	
1972	2.1	156.2	4.6	1.9	149.7	2.1	
1972	2.0	150.9	2.2	0.2	148.6	2.0	
1972	2.0	148.9	0.9	—	147.9	2.0	
1972	1.9	141.1	0.6	0.2	140.3	1.9	
1973	2.0	151.5	0.7	0.9	149.9	1.8	
1973	1.8	139.5	0.5	—	138.9	1.7	
1973	1.7	132.3	0.4	—	131.9	1.6	
1973	1.7	130.0	0.3	3.9	125.8	1.6	
1973	1.5	114.1	0.3	—	113.8	1.5	
1973	1.4	104.0	0.3	—	103.7	1.5	
1973	1.4	102.6	0.5	1.8	100.3	1.5	
1973	1.4	104.3	2.0	1.8	100.6	1.4	
1973	1.3	101.4	1.6	1.3	98.5	1.4	
1973	1.3	99.4	0.8	0.5	98.2	1.3	
1973	1.3	96.0	0.3	—	95.8	1.3	
1973	1.2	92.8	0.2	0.1	92.5	1.2	
1974	1.6	123.5	0.3	1.2	122.0	1.4	
1974	1.6	123.8	0.2	—	123.6	1.5	
1974	1.6	120.7	0.2	—	120.5	1.4	
1974	1.7	125.8	0.8	6.8	118.1	1.5	
1974	1.6	122.7	0.8	6.7	115.1	1.4	
1974	1.4	105.8	0.8	—	105.1	1.4	
1974	1.4	101.8	0.8	—	101.0	1.5	
1974	1.4	106.7	0.8	1.9	104.0	1.6	
1974	1.6	121.2	4.6	3.2	113.4	1.6	
1974	1.7	124.4	3.5	3.0	118.0	1.6	
1974	1.7	123.8	1.5	0.8	121.5	1.7	
1974	1.7	124.8	0.8	—	124.0	1.7	
1974	..	..	..	..	..	..
1975	2.1	155.0	..	..	154.0	1.9
1975	2.2	161.1	0.8	—	160.3	2.0	
1975	2.2	164.6	0.6	—	164.0	2.1	
1975	2.6	192.3	3.0	14.9	174.4	2.2	
1975	2.4	177.4	2.1	—	175.2	2.4	
1975	2.5	182.5	2.2	0.2	180.1	2.6	

Notes:

1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.

2. The boundaries of South East Standard Region were revised in April 1974. Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are from January 1973 to April 1974 on the old basis, 7,565,000 and, from April 1974 on the revised basis, 7,450,000.

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

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

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

UNEMPLOYMENT

East Anglia Region: males and females

TABLE 108

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted§	Percentage rate
			School-leavers	Adult students			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	..	5.4	0.1	..	5.3	..	..
1956	..	6.0	0.1	..	5.9	..	..
1957	..	8.9	0.2	..	8.7	..	..
1958	..	11.1	0.2	..	10.9	..	..
1959	..	9.9	0.4	..	9.6	..	..
1960	..	7.9	0.3	..	7.6	..	..
1961	..	7.3	0.2	..	7.1	..	..
1962	..	9.6	0.4	..	9.2	..	..
1963	..	11.0	0.4	..	10.5	..	..
1964	..	8.5	0.2	..	8.3	..	..
1965	1.3	7.8	0.2	..	7.6	..	..
1966	1.4	8.6	0.2	..	8.4	1.3	1.3
1967	2.0	12.4	0.2	0.1	12.1	2.0	2.0
1968	2.0	12.2	0.2	0.1	11.9	1.9	1.9
1969	1.9	12.3	0.2	0.1	12.0	1.9	1.9
1970	2.1	13.8	0.2	0.1	13.5	2.1	2.1
1971	3.2	19.8	0.3	0.1	19.4	3.1	3.1
1972	2.9	18.6	0.2	0.1	18.3	2.9	2.9
1973	1.9	12.5	0.1	0.1	12.3	1.9	1.9
1974†	2.0	13.1	0.1	0.2	12.8	1.9	1.9
Monthly averages							
1971	2.9	18.2	0.5	0.2	17.6	19.8	3.2
1971	3.1	19.3	1.0	0.2	18.1	20.1	3.2
1971	3.1	19.6	0.6	0.1	18.9	20.5	3.3
1971	3.3	20.4	0.3	—	20.1	20.9	3.3
1971	3.4	21.1	0.2	—	20.9	21.1	3.4
1971	3.5	21.6	0.1	—	21.4	20.9	3.3
1972	3.6	23.3	0.2	—	23.1	21.3	3.3
1972	3.6	23.0	0.1	—	22.9	20.7	3.2
1972	3.5	22.6	0.1	—	22.5	20.5	3.2
1972	3.5	22.1	0.3	0.2	21.7	19.9	3.1
1972	3.0	19.2	0.2	—	19.0	18.7	2.9
1972	2.5	16.2	0.1	—	16.1	17.7	2.8
1972	2.5	16.1	0.1	0.3	15.6	17.7	2.8
1972	2.6	16.6	0.8	0.2	15.6	17.3	2.7
1972	2.5	16.3	0.5	0.1	15.6	17.1	2.7
1972	2.5	15.8	0.2	—	15.5	16.2	2.5
1972	2.5	16.2	0.2	—	16.0	16.1	2.5
1972	2.5	16.0	0.1	—	15.8	15.6	2.4
1973	2.5	16.8	0.1	0.2	16.5	14.5	2.2
1973	2.4	16.0	0.1	—	15.9	13.8	2.1
1973	2.3	15.2	0.1	—	15.1	13.1	2.0
1973	2.2	14.8	—	0.6	14.2	12.5	1.9
1973	1.9	12.7	—	—	12.7	12.4	1.9
1973	1.7	11.0	—	—	10.9	12.8	1.9
1973	1.6	10.6	0.1	0.1	10.5	12.6	1.9
1973	1.6	10.9	0.2	0.2	10.4	12.3	1.9
1973	1.6	10.5	0.2	0.1	10.3	11.5	1.7
1973	1.6	10.5	0.1	—	10.4	11.3	1.7
1973	1.5	10.2	—	—	10.2	10.4	1.6
1973	1.6	10.5	—	—	10.4	10.3	1.6
1974	2.0	13.0	—	0.1	12.8	11.0	1.7
1974	2.0	13.1	—	—	13.0	11.0	1.7
1974	2.0	13.4	—	—	13.4	11.4	1.7
1974	2.2	14.4	0.2	1.0	13.2	11.4	1.7
1974	1.8	12.1	0.1	—	12.1	11.9	1.8
1974	1.7	11.4	—	—	11.4	13.3	2.0
1974	1.8	11.7	0.1	0.3	11.3	13.4	2.0
1974	2.0	13.1	0.5	0.3	12.3	13.9	2.1
1974	2.0	13.4	0.3	0.2	12.9	14.2	2.1
1974	2.1	13.9	0.2	—	13.7	14.5	2.2
1974	2.2	14.6	0.1	—	14.5	14.7	2.2
1974	..	..	..	..	..	..	..
1975	2.9	19.0	..	..	19.1	17.0	2.6
1975	3.1	20.4	0.1	—	20.3	18.3	2.8
1975	3.1	20.8	0.1	—	20.7	18.7	2.8
1975	3.6	23.8	0.4	2.0	21.4	19.6	3.0
1975	3.3	21.8	0.3	—	21.5	21.4	3.2
1975	3.2	21.4	0.3	—	21.0	22.9	3.5

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

† The figures for 1974 are averages of eleven months.

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

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

UNEMPLOYMENT

males and females: South West Region

TABLE 109

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted§	Percentage rate
			School-leavers	Adult students			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	1.1	13.2	0.1	..	13.1	..	1.1
1956	1.2	14.7	0.2	..	14.5	..	1.2
1957	1.7	20.9	0.3	..	20.6	..	1.7
1958	2.2	26.3	0.4	..	26.0	..	2.2
1959	2.1	25.7	0.5	..	25.2	..	2.1
1960	1.6	20.3	0.3	..	20.0	..	1.6
1961	1.4	17.5	0.3	..	17.2	..	1.3
1962	1.7	22.2	0.4	..	21.8	..	1.7
1963	1.9	25.3	0.5	..	24.8	..	1.9
1964	1.5	20.4	0.3	..	20.1	..	1.5
1965	1.5	20.6	0.3	..	20.3	..	1.5
1966	1.7	23.6	0.3	..	23.4	..	1.7
1967	2.5	33.2	0.3	0.1	32.8	..	2.4
1968	2.5	33.2	0.3	0.2	32.8	..	2.3
1969	2.7	35.5	0.3	0.2	35.0	..	2.6
1970	2.8	37.7	0.3	0.3	37.1	..	2.8
1971	3.3	45.5	0.5	0.4	44.7	..	3.3
1971	3.4	47.2	0.5	0.4	46.3	..	3.3
1972	2.4	34.5	0.2	0.4	33.8	..	2.4
1973	2.7	41.3	0.4	0.7	40.2	..	2.6
1974†	3.0	40.7	0.3	1.7	38.7	44.9	3.3
1974	3.3	44.9	1.7	1.4	41.8	46.0	3.4
1974	3.3	45.1	1.1	0.6	43.4	47.0	3.4
1974	3.6	48.5	1.0	0.1	47.8	48.0	3.5
1974	3.8	52.4	0.4	—	52.0	49.6	3.6
1974	4.0	53.9	0.3	—	53.6	50.6	3.7
1972	4.1	56.3	0.3	—	56.0	50.7	3.7
1972	4.0	55.5	0.2	—	52.5	50.5	3.6
1972	3.9	54.5	0.2	—	54.3	50.8	3.7
1972	3.8	52.9	0.5	0.6	51.9	49.9	3.6
1972	3.3	46.1	0.3	—	45.8	47.7	3.4
1972	3.0	40.9	0.2	0.1	40.5	46.3	3.3
1972	3.0	42.2	0.4	1.4	40.0	46.2	3.3
1972	3.2	44.3	1.7	1.3	41.3	45.0	3.2
1972	3.1	42.8	1.0	0.9	40.8	43.8	3.2
1972	3.1	42.9	0.5	0.1	42.3	42.7	3.1
1972	3.2	44.9	0.4	—	44.5	41.2	3.0
1972	3.1	43.2	0.4	0.1	42.8	40.4	2.9
1973	3.2	45.4	0.3	0.5	44.6	39.2	2.7
1973	2.9	42.0	0.2	—	41.8	37.1	2.6
1973	2.8	39.5	0.1	—	39.3	35.8	2.5
1973	2.8	39.5	0.1	2.2	37.2	35.0	2.5
1973	2.3	33.1	0.1	—	33.0	34.9	2.4
1973	2.1	29.4	0.1	—	29.2	35.1	2.5
1973	2.1	29.9	0.2	1.1	28.6	34.2	2.4
1973	2.2	31.1	0.4	0.9	29.8	33.3	2.3
1973	2.1	30.6	0.2	0.5	29.8	32.7	2.3
1973	2.2	30.8	0.1	0.1	30.6	31.0	2.2
1973	2.2	31.5	0.1	—	31.4	29.2	2.0
1973	2.2	30.9	0.1	—	30.8	28.4	2.0
1974	2.7	38.7	0.1	0.3	38.2	33.1	2.3
1974	2.7	38.1	0.1	—	38.0	33.4	2.3
1974	2.6	37.4	0.1	—	37.3	33.8	2.4
1974	2.8	40.3	0.2	3.7	36.4	34.2	2.4
1974	2.8	43.4	0.2	3.8	39.4	36.9	2.4
1974	2.4	36.4	0.1	—	36.2	38.4	2.5
1974	2.2	33.8	0.2	—	33.6	40.0	2.6
1974	2.4	36.4	0.3	0.8	35.3	41.3	2.7
1974	2.7	42.3	1.5	1.4	39.4	43.2	2.8
1974	2.8	43.3	0.8	1.1	41.4	44.4	2.9
1974	2.9	44.9	0.4	0.2	44.4	45.1	2.9
1974	3.2	49.2	0.3	—	48.9	46.5	3.0
1974	..	..	..	..	..	..	..
1975	4.0	61.0	..	..	60.0	55.0	3.6
1975	4.0	62.4	0.4	—	62.1	57.2	3.7
1975	4.2	64.7	0.2	—	64.5	60.6	3.9
1975	4.7	72.0	1.0	5.7	65.3	62.8	4.1
1975	4.2	65.4	0.8	—	64.6	66.8	4.3
1975	4.2	64.2	1.0	—	63.2	69.6	4.5

Notes:

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

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

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

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

UNEMPLOYMENT
West Midlands Region: males and females

TABLE 110

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	Percentage rate
			School-leavers	Adult students			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	0.5	9.6	0.2	..	..	..	..
1956	0.7	14.7	0.2	..	14.5	..	0.4
1957	1.1	23.0	0.5	..	22.5	..	0.7
1958	1.4	29.5	0.8	..	28.7	..	1.0
1959	1.3	28.6	0.9	..	27.6	..	1.4
1960	0.8	17.8	1.0	..	16.8	..	1.3
1961	0.9	21.1	0.7	..	20.4	..	0.8
1962	1.5	34.2	1.0	..	33.2	..	0.9
1963	1.7	38.3	1.6	..	36.8	..	1.5
1964	0.9	20.3	0.8	..	19.4	..	1.6
1965	0.7	16.3	1.3	..	15.1	..	0.8
1966	0.8	19.3	0.8	..	18.5	..	0.6
1967	1.8	42.9	1.1	0.1	41.7	..	0.8
1968	2.0	45.8	0.9	0.2	44.7	..	1.8
1969	1.8	40.8	0.8	0.5	39.5	..	1.8
1970	2.0	45.1	0.9	0.5	43.8	..	1.7
1971	3.0	67.1	1.3	0.6	65.2	..	2.9
1972	3.6	81.3	1.8	0.8	78.6	..	3.5
1973	2.2	50.4	0.7	1.0	48.6	..	2.1
1974†	..	..	..	..	..	..	..
1971	July 12	66.2	0.5	2.5	63.3	67.0	3.0
	August 9	76.6	6.3	2.5	67.9	69.1	3.0
	September 13	76.4	3.3	1.1	72.1	72.1	3.2
	October 11	77.1	1.6	—	75.4	75.3	3.3
	November 8	80.5	0.9	—	79.5	79.7	3.5
	December 6	82.9	0.7	0.1	82.1	82.0	3.6
1972	January 10	87.3	0.7	0.1	86.5	83.5	3.7
	February 14	88.2	0.5	—	87.7	85.5	3.8
	March 13	90.0	0.5	—	89.5	87.0	3.9
	April 10	90.3	1.7	0.6	88.0	86.1	3.8
	May 8	82.5	0.9	—	81.6	82.6	3.7
	June 12	76.6	0.8	0.1	75.7	79.3	3.5
	July 10	78.7	1.1	2.9	74.7	78.1	3.5
	August 14	86.3	7.4	3.4	75.6	76.5	3.4
	September 11	83.6	4.6	2.8	76.2	76.1	3.4
	October 9	75.3	2.3	0.3	72.9	72.9	3.2
	November 13	70.2	1.1	—	69.1	69.7	3.1
	December 11	66.4	0.6	0.1	65.7	66.3	2.9
1973	January 8	68.1	0.6	1.2	66.3	63.4	2.8
	February 12	61.6	0.4	—	61.1	59.0	2.6
	March 12	58.0	0.4	—	57.7	55.0	2.4
	April 9	57.5	0.3	3.5	53.9	51.9	2.3
	May 14	49.5	0.2	—	49.2	50.2	2.2
	June 11	45.5	0.2	—	45.3	49.0	2.1
	July 9	47.0	0.6	2.3	44.1	47.5	2.1
	August 13	50.6	3.1	2.7	44.8	45.6	2.0
	September 10	47.8	1.9	2.3	43.5	43.1	1.9
	October 8	41.3	0.5	0.2	40.7	40.8	1.8
	November 12	39.0	0.2	—	38.8	39.3	1.7
	December 10	38.1	0.1	0.2	37.8	38.5	1.7
1974	January 14	48.9	0.2	1.0	47.8	44.7	2.0
	February 11	48.4	0.2	—	48.2	46.1	2.0
	March 11	48.4	0.1	—	48.3	45.5	2.0
	April 8	54.5	0.2	6.3	47.9	45.9	2.0
	May 13	45.1	0.5	—	44.5	45.4	2.0
	June 10	43.2	0.4	0.1	42.6	46.5	2.0
	July 8	47.7	0.2	3.4	44.0	47.5	2.1
	August 12	58.6	6.0	3.6	48.9	49.8	2.2
	September 9	57.4	4.3	3.8	49.4	49.0	2.1
	October 14‡	..	..	..	..	..	..
	November 11‡	..	..	..	..	..	..
	December 9‡	..	..	..	..	..	..
1975	January 20‡	62.0	..	..	60.0	58.0	2.5
	February 10	64.3	0.4	—	63.9	61.8	2.7
	March 10	67.7	0.3	—	67.4	64.6	2.8
	April 14	84.7	2.2	10.2	72.3	70.2	3.1
	May 12	78.1	1.4	—	76.7	77.6	3.4
	June 9	82.7	1.0	0.2	81.4	85.3	3.7

Note: The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed). The estimate for mid-1973 is 2,288,000, and this has been used to calculate the rate for each month since January 1973.
† As figures are available for only nine months of 1974, no monthly average has been calculated.

‡ Because of industrial action at local offices of the Employment Service Agency, no figures are available from October to December 1974. An estimate was made for January 1975 based on simplified procedures.
§ See note on page 226 of the March 1975 issue of this Gazette.

UNEMPLOYMENT
males and females: East Midlands Region

TABLE 111

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted §	Percentage rate
			School-leavers	Adult students			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	..	4.9	0.1	..	4.9	..	..
1956	..	5.9	0.1	..	5.9	..	..
1957	..	9.2	0.1	..	9.1	..	..
1958	..	15.6	0.2	..	15.4	..	..
1959	..	17.0	0.5	..	16.5	..	..
1960	..	12.5	0.4	..	12.1	..	..
1961	..	11.1	0.3	..	10.8	..	..
1962	..	16.3	0.5	..	15.8	..	..
1963	..	20.4	0.8	..	19.6	..	..
1964	..	13.2	0.4	..	12.8	..	..
1965	0.9	12.3	0.4	..	11.9	..	0.8
1966	1.0	14.6	0.4	..	14.2	..	1.0
1967	1.6	23.6	0.4	0.1	23.2	..	1.6
1968	1.8	26.3	0.3	0.1	25.8	..	1.8
1969	1.9	27.4	0.3	0.2	26.9	..	1.9
1970	2.2	31.9	0.4	0.3	31.2	..	2.2
1971	2.9	40.7	0.7	0.3	39.7	..	2.9
1972	3.1	43.0	0.8	0.4	41.9	..	3.0
1973	2.1	29.8	0.3	0.5	29.1	..	2.0
1974†	2.2	33.8	0.5	0.8	32.4	..	2.2
1971	July 12	40.9	0.5	1.4	39.0	41.0	2.9
	August 9	44.1	2.5	1.3	40.4	41.6	3.0
	September 13	43.2	1.7	0.5	41.0	42.0	3.0
	October 11	42.5	0.9	—	41.6	42.6	3.1
	November 8	43.2	0.6	—	42.6	43.3	3.1
	December 6	44.7	0.4	—	44.3	44.5	3.2
1972	January 10	48.0	0.4	—	47.7	45.3	3.2
	February 14	47.9	0.3	—	47.6	45.4	3.2
	March 13	48.2	0.2	—	47.9	45.8	3.3
	April 10	47.8	0.6	0.6	46.6	44.7	3.2
	May 8	42.5	0.4	—	42.1	42.7	3.0
	June 12	39.6	0.4	—	39.2	41.2	2.9
	July 10	41.3	0.7	1.3	39.3	41.2	2.9
	August 14	44.0	2.6	1.6	39.8	40.6	2.9
	September 11	42.7	1.7	1.1	39.9	40.6	2.9
	October 9	39.4	0.9	—	38.6	39.5	2.8
	November 13	38.2	0.5	—	37.6	38.5	2.7
	December 10	36.7	0.4	0.1	36.3	36.9	2.6
1973	January 8	38.6	0.3	0.4	37.9	35.5	2.5
	February 12	35.5	0.2	—	35.3	33.2	2.3
	March 12	33.7	0.2	—	33.5	31.4	2.2
	April 9	34.8	0.2	2.6	32.0	30.0	2.1
	May 14	29.6	0.1	—	29.4	30.0	2.1
	June 11	27.6	0.1	—	27.5	29.6	2.1
	July 9	28.1	0.2	1.1	26.7	28.7	2.0
	August 13	28.5	0.7	1.0	26.8	27.6	1.9
	September 10	27.5	0.5	0.7	26.3	26.8	1.9
	October 8	25.4	0.2	0.1	25.2	26.2	1.8
	November 12	24.3	0.1	—	24.2	25.1	1.7
	December 10	24.1	0.1	—	24.0	24.6	1.7
1974	January 14	30.7	0.1	0.2	30.4	28.0	1.9
	February 11	30.6	0.1	—	30.5	28.4	2.0
	March 11	30.6	0.1	—	30.5	28.4	2.0
	April 8	34.6	0.3	4.2	30.1	28.1	2.0
	April 8	37.1	0.3	4.3	32.4	30.2	2.0
	May 13	30.4	0.2	—	30.2	31.0	2.1
	June 10	29.5	0.2	—	29.3	32.0	2.1
	July 8	32.1	0.3	1.4	30.4	32.8	2.2
	August 12	36.6	2.1	1.6	33.0	34.3	2.3
	September 9	36.7	1.7	1.4	33.6	34.5	2.3
	October 14	34.7	0.6	0.1	34.0	34.9	2.3
	November 11	35.3	0.3	—	34.9	35.5	2.4
	December 9‡	..	..	..	..	..	..
1975	January 20‡	42.0	..	..	42.0	39.0	2.6
	February 10	44.5	0.2	—	44.3	41.9	2.8
	March 10	45.4	0.2	—	45.3	42.9	2.9
	April 14	53.5	0.9	5.7	47.0	44.8	3.0
	May 12	48.2	0.6	—	47.5	48.3	3.2
	June 9	48.9	1.0	0.1	47.8	50.6	3.4

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

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

UNEMPLOYMENT

Yorkshire and Humberside Region: males and females

TABLE 112

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted [†]	
			School-leavers	Adult students		Number	Percentage rate
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	..	13.1	0.3	..	12.8	..	..
1956	..	13.9	0.3	..	13.5	..	..
1957	..	18.5	0.4	..	18.1	..	..
1958	..	30.6	0.7	..	29.9	..	..
1959	..	34.0	1.1	..	32.9	..	..
1960	..	23.7	0.7	..	23.0	..	..
1961	..	19.7	0.5	..	19.2	..	..
1962	..	30.4	1.1	..	29.2	..	..
1963	..	37.2	1.6	..	35.5	..	..
1964	..	25.8	1.0	..	24.8	..	..
1965	1.1	22.2	0.8	..	21.4	..	..
1966	1.1	23.4	0.8	..	22.6	1.0	1.0
1967	1.9	39.9	0.9	0.5	38.5	1.1	1.1
1968	2.5	51.5	1.1	0.5	49.8	1.9	1.9
1969	2.6	52.6	1.1	0.7	50.8	2.4	2.4
1970	2.9	57.9	1.1	0.9	55.9	2.5	2.5
1971	3.9	76.1	1.8	1.0	73.3	3.7	3.7
1972	4.2	83.3	2.1	1.3	79.9	4.1	4.1
1973	2.9	57.0	0.6	1.5	54.9	2.8	2.8
1974†	2.8	55.7	1.4	2.1	52.3	2.6	2.6
Monthly averages							
1971	4.3	83.6	2.6	—	81.0	81.6	4.2
October 11	4.4	85.6	1.5	—	84.1	84.4	4.2
November 8	4.4	87.3	1.0	—	86.3	84.8	4.3
December 6							
1972	4.6	91.4	0.8	0.4	90.1	85.5	4.3
January 10	4.6	91.4	0.6	—	90.8	86.9	4.4
February 14	4.6	91.0	0.6	—	90.5	87.0	4.4
March 13							
April 10	4.7	93.2	2.1	2.5	88.6	86.0	4.4
May 8	4.2	82.7	1.2	0.1	81.4	82.7	4.2
June 12	3.8	75.3	0.9	—	74.4	78.9	4.0
July 10	4.0	78.8	1.6	4.1	73.1	77.7	4.0
August 14	4.5	87.8	7.7	4.3	75.8	78.6	4.0
September 11	4.3	84.7	5.2	3.6	75.8	77.7	4.0
October 9	4.0	77.8	2.5	0.4	74.9	75.5	3.8
November 13	3.8	74.0	1.2	—	72.8	72.4	3.7
December 11	3.6	71.4	0.9	0.2	70.4	69.6	3.5
1973	3.8	75.4	0.8	2.7	71.9	67.3	3.4
January 8	3.4	67.8	0.5	—	67.3	63.6	3.2
February 12	3.2	64.1	0.3	—	63.8	60.4	3.0
March 12							
April 9	3.4	67.0	0.3	6.0	60.8	58.2	2.9
May 14	2.8	55.8	0.2	—	55.6	56.9	2.9
June 11	2.6	51.7	0.3	—	51.4	56.0	2.8
July 9	2.7	53.2	0.5	2.8	49.9	54.6	2.7
August 13	2.8	55.5	2.4	2.7	50.3	52.9	2.7
September 10	2.7	53.0	1.3	2.8	48.8	50.3	2.5
October 8	2.4	48.0	0.5	0.6	46.9	47.5	2.4
November 12	2.3	46.6	0.2	—	46.4	46.2	2.3
December 10	2.3	46.0	0.2	0.2	45.6	44.9	2.3
1974	2.8	56.3	0.2	1.4	54.7	50.1	2.5
January 14	2.8	55.6	0.1	—	55.4	51.7	2.6
February 11	2.7	54.8	0.1	—	54.7	51.3	2.6
March 11							
April 8	3.1	62.4	0.8	8.9	52.7	50.1	2.5
May 8	3.1	63.0	0.8	9.0	53.2	50.7	2.5
June 13	2.4	49.3	0.5	—	48.7	50.2	2.5
June 10	2.3	47.2	0.6	—	46.6	51.5	2.6
July 8	2.6	51.9	0.9	3.9	47.1	52.0	2.6
August 12	3.1	61.9	6.6	4.3	51.0	53.1	2.6
September 9	3.0	60.1	3.4	4.2	52.5	53.8	2.7
October 14	2.7	55.2	1.1	—	54.1	54.5	2.7
November 11	2.8	56.0	0.6	—	55.4	55.1	2.7
December 9‡	..	..	..	..	..	..	..
1975	3.3	66.0	..	..	65.0	61.0	3.0
January 20‡	3.2	65.5	0.3	—	65.2	61.4	3.0
February 10	3.3	67.2	0.3	—	66.9	63.5	3.1
March 10							
April 14	4.1	82.5	1.9	12.1	68.5	66.0	3.3
May 12	3.5	69.8	1.2	—	68.6	70.1	3.5
June 9	3.5	71.0	1.6	—	69.3	74.3	3.7

Notes:

1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.

2. The boundaries of Yorkshire and Humberside Standard Region were revised in April 1974. Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,994,000 and from April 1974 on the revised basis, 2,018,000.

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

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

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

UNEMPLOYMENT

males and females: North West Region

TABLE 113

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS		
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted [†]	
			School-leavers	Adult students		Number	Percentage rate
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent
1955	1.1	32.2	0.8	..	31.4	..	1.0
1956	1.2	35.5	0.7	..	34.8	..	1.2
1957	1.5	44.8	1.0	..	43.8	..	1.5
1958	2.2	64.8	1.5	..	63.3	..	2.1
1959	2.5	73.1	1.9	..	71.2	..	2.4
1960	1.9	56.5	1.2	..	55.2	..	1.8
1961	1.5	46.4	1.1	..	45.3	..	1.5
1962	2.3	69.1	2.2	..	66.8	..	2.2
1963	2.9	86.5	3.4	..	83.1	..	2.7
1964	2.0	61.1	1.7	..	59.4	..	2.0
1965	1.6	47.3	1.2	..	46.1	..	1.5
1966	1.4	43.8	0.9	..	42.9	..	1.4
1967	2.3	69.2	1.1	0.3	67.8	..	2.3
1968	2.4	71.6	1.0	0.4	70.2	..	2.4
1969	2.5	71.6	1.2	0.7	69.9	..	2.4
1970	2.7	78.9	1.0	1.0	76.9	..	2.6
1971	3.9	111.1	2.0	1.1	108.0	..	3.8
1972	4.9	137.3	3.3	1.6	132.5	..	4.7
1973	3.6	102.4	1.4	1.8	99.3	..	3.5
1974†	3.5	98.8	2.7	2.5	93.6	..	3.4
Monthly averages							
1971	4.4	125.1	2.9	0.2	122.0	122.8	4.4
October 11	4.6	129.0	1.7	—	127.3	127.6	4.5
November 8	4.7	131.3	1.2	—	130.1	130.5	4.6
December 6							
1972	5.0	140.4	1.1	—	139.3	133.2	4.7
January 10	5.0	141.4	0.9	—	140.5	135.8	4.8
February 14	5.1	142.9	0.8	—	142.1	137.5	4.9
March 13							
April 10	5.2	147.0	2.7	2.3	142.0	138.5	4.9
May 8	4.8	135.9	1.7	—	134.2	135.0	4.8
June 12	4.5	127.7	1.5	0.3	125.9	131.2	4.6
July 10	4.8	135.5	2.8	5.1	127.6	132.6	4.7
August 14	5.2	146.8	10.9	5.8	130.1	132.7	4.7
September 11	5.1	144.2	7.7	4.5	132.0	133.7	4.7
October 9	4.7	133.4	4.6	0.6	128.2	129.3	4.6
November 13	4.5	128.1	2.6	—	125.4	126.3	4.5
December 11	4.4	124.8	2.0	0.2	122.5	123.9	4.4
1973	4.7	132.5	1.8	2.8	127.9	121.7	4.3
January 8	4.3	122.0	1.3	—	120.7	116.0	4.1
February 12	4.1	117.9	1.0	—	116.8	111.9	3.9
March 12							
April 9	4.2	119.5	0.9	7.2	111.4	107.7	3.8
May 14	3.6	102.6	0.7	—	101.9	103.1	3.6
June 11	3.3	95.3	0.9	—	94.5	100.2	3.5
July 9	3.4	96.7	1.4	3.5	91.8	96.9	3.4
August 13	3.5	98.5	4.1	3.5	90.9	93.3	3.3
September 10	3.3	94.8	2.6	3.5	88.8	90.2	3.2
October 8	3.0	86.7	1.0	0.4	85.3	86.5	3.0
November 12	2.9	82.2	0.4	—	81.8	82.9	2.9
December 10	2.8	79.9	0.3	0.2	79.4	80.9	2.8
1974	3.4	98.2	0.3	1.4	96.5	90.3	3.2
January 14	3.4	97.3	0.3	—	97.0	92.3	3.2
February 11	3.4	95.7	0.3	—	95.5	90.4	3.2
March 11							
April 8	3.8	106.9	0.9	11.5	94.4	90.7	3.2
May 8	3.8	105.1	0.9	11.3	92.9	89.4	3.2
June 13	3.2	88.3	1.0	—	87.3	88.5	3.2
June 10	3.0	84.6	0.9	0.1	83.6	89.4	3.2
July 8	3.4	94.3	2.0	4.2	88.1	93.1	3.3
August 12	4.0	111.7	11.0	5.0	95.6	97.9	3.5
September 9	3.9	109.7	7.2	5.3	97.2	98.5	3.5
October 14‡	3.7	102.4	3.4	0.4	98.6	100.0	3.6
November 11	3.7	103.9	2.1	—	101.8	102.9	3.7
December 9‡	..	..	..	..	..	..	..
1975	4.3	119.0	..	..	117.0	111.0	4.0
January 20‡	4.4	121.9	1.3	—	120.6	115.8	4.2
February 10	4.4	123.5	0.9	—	122.6	117.6	4.2
March 10							
April 14	5.3	147.7	4.2	16.0	127.5	124.0	4.5
May 12	4.8	134.0	3.2	—	130.8	132.0	4.7
June 9	4.9	136.2	4.1	0.2	131.9	137.8	5.0

Notes:

1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.

2. The boundaries of North West Standard Region were revised in April 1974. Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are from January 1973 to April 1974 on the old basis, 2,848,000 and from April 1974 on the revised basis, 2,783,000.

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

‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October 1974 include an estimate for one office and no count was made in December 1974. An estimate was made for January 1975 based on simplified procedures.

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

UNEMPLOYMENT North Region: males and females

TABLE 114

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted [§]		Percentage rate
			School-leavers	Adult students		Number	Percentage rate	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.7	21.3	0.6	..	20.7	..	1.6	
1956	1.5	18.9	0.4	..	18.5	..	1.4	
1957	1.6	20.9	0.5	..	20.4	..	1.4	
1958	2.3	29.3	0.7	..	28.6	..	2.2	
1959	3.1	40.5	1.3	..	39.2	..	3.0	
1960	2.8	36.1	1.1	..	35.0	..	2.7	
1961	2.4	31.1	0.9	..	30.2	..	2.3	
1962	3.5	46.0	2.2	..	43.8	..	3.3	
1963	4.6	60.5	3.4	..	57.1	..	4.3	
1964	3.3	43.5	1.8	..	41.8	..	3.2	
1965	2.5	33.5	1.2	..	32.3	..	2.4	
1966	2.5	33.7	1.0	..	32.7	..	2.4	
1967	3.9	51.7	1.4	..	50.0	..	3.8	
1968	4.6	60.6	1.4	0.3	58.8	..	4.5	
1969	4.8	62.6	1.5	0.7	60.4	..	4.6	
1970	4.7	61.9	1.6	0.7	59.6	..	4.5	
1971	5.8	74.8	2.4	1.0	71.4	..	5.5	
1972	6.4	83.1	3.1	1.2	78.8	..	6.0	
1973	4.7	62.1	1.2	1.4	59.5	..	4.5	
1974†	4.7	61.6	2.5	1.7	57.4	..	4.4	
Monthly averages								
1971	5.7	73.4	1.5	2.8	69.0	73.6	5.7	
1972	6.6	85.1	10.2	3.2	71.7	74.8	5.8	
1973	6.4	82.4	5.5	2.7	74.2	76.5	5.9	
1974	6.2	80.0	3.1	0.1	76.7	77.3	6.0	
1975	6.4	82.9	2.1	..	80.8	79.9	6.2	
1976	6.5	84.6	1.5	..	83.0	81.1	6.3	
1971								
July 12	5.7	73.4	1.5	2.8	69.0	73.6	5.7	
August 9	6.6	85.1	10.2	3.2	71.7	74.8	5.8	
September 13	6.4	82.4	5.5	2.7	74.2	76.5	5.9	
1972								
January 10	6.9	90.1	1.4	0.6	88.2	82.6	6.3	
February 14	6.8	88.4	1.1	..	87.3	83.5	6.4	
March 13	6.7	87.3	0.9	0.1	86.3	83.5	6.4	
1973								
April 10	6.9	89.6	2.7	2.8	84.1	82.5	6.3	
May 8	6.1	79.7	1.8	..	77.9	79.7	6.1	
June 12	5.7	74.6	1.4	..	73.2	77.6	6.0	
1974								
July 10	6.0	78.0	2.1	3.3	72.6	76.9	5.9	
August 14	6.9	89.5	10.9	3.6	75.0	77.4	5.9	
September 11	6.7	87.7	6.9	3.5	77.3	79.2	6.1	
1975								
October 9	6.1	79.5	4.0	0.3	75.2	75.9	5.8	
November 13	5.9	77.2	2.4	..	74.8	74.2	5.7	
December 11	5.8	75.5	1.8	0.4	73.3	72.0	5.5	
1976								
January 8	5.9	79.1	1.6	2.7	74.8	69.3	5.2	
February 12	5.3	70.9	1.1	..	69.8	66.1	5.0	
March 12	5.1	67.9	0.8	..	67.0	64.2	4.8	
1977								
April 9	5.3	70.5	0.7	5.0	64.8	63.1	4.7	
May 14	4.6	60.8	0.5	..	60.3	62.2	4.7	
June 11	4.3	57.1	0.6	..	56.5	61.1	4.6	
1978								
July 9	4.4	58.6	1.1	2.5	55.0	59.3	4.5	
August 13	4.7	62.2	4.6	2.5	57.4	57.4	4.3	
September 10	4.4	58.6	2.0	2.9	53.6	55.4	4.2	
1979								
October 8	4.1	54.0	0.8	0.3	52.9	53.5	4.0	
November 12	3.9	52.5	0.3	..	52.2	51.6	3.9	
December 10	4.0	52.7	0.3	0.4	52.0	50.8	3.8	
1980								
January 14	4.6	61.7	0.3	0.9	60.5	55.0	4.1	
February 11	4.6	60.8	0.2	..	60.6	56.9	4.3	
March 11	4.5	60.4	0.2	..	60.2	57.5	4.3	
1981								
April 8	5.0	66.7	1.1	7.3	58.3	56.6	4.3	
1982								
April 8	5.0	65.4	1.1	7.3	57.0	55.4	4.2	
May 13	4.2	54.4	0.8	..	53.6	55.4	4.2	
June 10	4.1	53.4	1.2	0.1	52.1	56.3	4.3	
1983								
July 8	4.6	59.9	2.3	3.2	54.4	58.1	4.5	
August 12	5.6	73.6	11.9	3.2	58.4	59.8	4.6	
September 9	5.3	68.8	5.8	3.9	59.1	60.2	4.6	
1984								
October 14	4.7	61.8	2.0	0.1	59.8	60.5	4.6	
November 11	4.7	61.8	1.3	..	60.5	60.5	4.6	
December 9†	..	..	..	..	..	..	..
1985								
January 20‡	5.2	68.0	..	..	67.0	62.0	4.8
February 10	5.2	68.2	0.6	..	67.6	64.5	4.9	
March 10	5.2	67.9	0.5	..	67.4	65.0	5.0	
1986								
April 14	6.0	78.7	2.6	8.6	67.5	65.9	5.1	
May 12	5.4	70.2	1.8	..	68.4	70.2	5.4	
June 9	5.5	72.0	3.1	0.1	68.8	72.9	5.6	

Notes:

1. The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed and unemployed); for months from January 1973 onwards the estimates for mid-1973 have been used.

2. The boundaries of North Standard Region were revised in April 1974. Figures for April 1974 are shown on both the old and the revised basis. The mid-1973 estimates used to calculate the percentage rates are, from January 1973 to April 1974 on the old basis, 1,331,000 and, from April 1974 on the revised basis, 1,304,000.

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

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

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

UNEMPLOYMENT Wales: males and females

TABLE 115

	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL-LEAVERS AND ADULT STUDENTS			
	Percentage rate	Number	of which:		Actual number	Seasonally adjusted [§]		Percentage rate
			School-leavers	Adult students		Number	Percentage rate	
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	
1955	1.8	16.9	0.4	..	16.5	..	1.7	
1956	1.9	18.2	0.4	..	17.8	..	1.9	
1957	2.4	23.4	0.5	..	22.9	..	2.4	
1958	3.5	33.3	0.9	..	32.4	..	3.4	
1959	3.6	34.2	1.1	..	33.0	..	3.4	
1960	2.6	25.0	0.7	..	24.3	..	2.5	
1961	2.3	21.9	0.5	..	21.4	..	2.2	
1962	3.0	29.4	1.0	..	28.4	..	2.9	
1963	3.4	33.2	1.3	..	31.9	..	3.2	
1964	2.5	24.6	0.8	..	23.7	..	2.4	
1965	2.5	25.6	0.8	..	24.8	..	2.5	
1966	2.8	28.4	0.8	..	27.5	..	2.7	
1967	4.0	39.5	1.1	0.2	38.1	..	3.9	
1968	4.0	39.1	0.9	0.2	38.0	..	3.9	
1969	4.0	39.1	0.9	0.3	37.9	..	3.9	
1970	3.9	37.7	0.8	0.4	36.5	..	3.8	
1971	4.5	45.1	1.2	0.6	43.3	..	4.3	
1972	4.9	50.0	1.4	0.9	47.7	..	4.7	
1973	3.5	36.4	0.5	1.0	35.0	..	3.4	
1974†	3.8	39.5	1.3	1.3	36.9	..	3.6	
Monthly averages								
1971	4.3	43.5	1.1	1.6	40.8	44.5	4.4	
1972	4.8	48.4	3.9	1.8	42.8	45.2	4.5	
1973	4.8	48.3	2.7	1.5	44.0	45.8	4.6	
1974	4.8	47.9	1.5	0.1	46.4	46.7	4.7	
1975	5.0	49.7	1.1	..	48.7	47.9	4.8	
1976	5.0	50.5	0.8	..	49.7	48.1	4.8	
1977								
January 10	5.5	55.7	0.8	0.4	54.5	50.4	5.0	
February 14	5.4	54.8	0.6	..	54.2	51.0	5.0	
March 13	5.3	54.1	0.6	..	53.5	51.1	5.0	
1978								
April 10	5.4	55.1	1.3	2.5	51.3	50.4	5.0	
May 8	4.7	48.0	0.9	..	47.2	48.2	4.7	
June 12	4.3	43.8	0.6	0.1	43.1	47.2	4.6	
1979								
July 10	4.7	47.4	1.1	2.5	43.9	47.3	4.7	
August 14	5.1	51.5	4.1	2.5	44.9	47.0	4.6	
September 11	5.0	51.0	3.1	2.5	45.4	46.8	4.6	
1980								
October 9	4.6	47.1	1.7	0.2	45.3	45.6	4.5	
November 13	4.5	46.1	1.0	..	45.1	44.6	4.4	
December 11	4.5	45.4	0.7	0.4	44.4	43.3	4.3	
1981								
January 8	4.6	47.9	0.7	2.1	45.1	41.0	4.0	
February 12	4.1	42.2	0.6	..	41.6	38.5	3.7	
March 12	3.9	40.2	0.4	..	39.8	37.3	3.6	
1982								
April 9	4.1	42.4	0.3	4.6	37.5	36.6	3.5	
May 14	3.4	34.7	0.3	..	34.5	35.6	3.4	
June 11	3.1	32.0	0.2	..	31.7	35.8	3.5	
1983								
July 9	3.2	33.3	0.3	1.5	31.4	34.9	3.4	
August 13	3.4	35.0	1.7	1.2	32.0	33.8	3.3	
September 10	3.3	34.0	1.0	1.5	31.4	32.6	3.2	
1984								
October 8	3.1	32.0	0.4	..	31.6	31.8	3.1	
November 12	3.1	31.6	0.2	..	31.4	31.0	3.0	
December 10	3.1	32.0	0.2	0.4	31.4	30.4	2.9	
1985								
January 14	3.8	39.0	0.2	0.9	37.9	33.7	3.3	
February 11	3.7	38.4	0.2	..	38.3	35.1	3.4	
March 11	3.8	39.0	0.1	..	38.8	36.4	3.5	
1986								
April 8	4.3	44.2	0.2	6.2	37.8	36.9	3.6	
May 13	3.4	35.3	0.7	..	34.6	35.7	3.5	
June 10	3.2	32.9	0.3	..	32.6	36.6	3.5	
1987								
July 8	3.5	36.4	0.7	2.0	33.6	37.1	3.6	
August 12	4.3	44.8	6.1	2.0	36.7	38.5	3.7	
September 9	4.3	44.5	3.8	2.6	38.1	39.2	3.8	
1988								
October 14	3.9	40.4	1.5	..	38.9	39.1	3.8	
November 11	3.9	40.1	1.0	..	39.1	38.8	3.8	
December 9†	..	..	..	..	..	..	..
1989								
January 20‡	4.7	48.0	..	..	46.0	42.0	4.1
February 10	4.6	47.6	0.7	..	46.9	43.8	4.2	
March 10	4.6	47.9	0.5	..	47.4	44.9	4.4	
1990								
April 14	5.8	59.6	2.2	8.5	48.9	48.0	4.7	
May 12	5.0	51.3	1.6	..	49.8	51.1	5.0	
June 9	4.9	50.8	1.2	..	49.6	53.6	5.2	

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

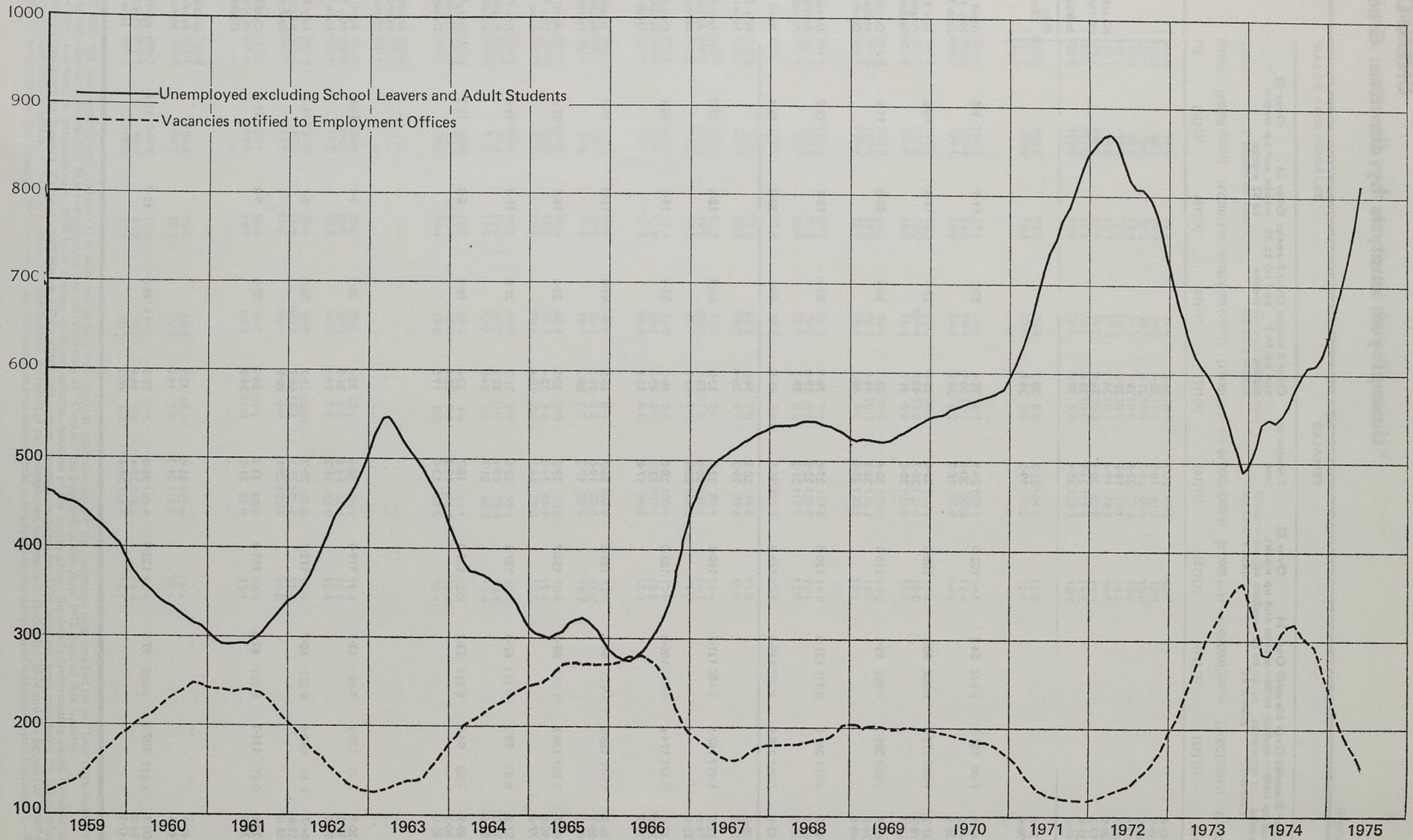
† The figures for 1974 are averages of eleven months.

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

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

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



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

NOTIFIED VACANCIES vacancies notified and remaining unfilled: Great Britain

THOUSANDS

TABLE 119

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

	Notified to employment offices*						Notified to careers offices*	
	Actual number			Seasonally adjusted				
	Males	Females	Total	Males	Females	Total		
1974‡	Monthly averages						94.6	
1974	April 3	181.9	116.1	298.0	181.4	116.6	298.0	100.9
	May 8	196.6	127.0	323.6	192.9	122.4	315.3	106.2
	June 5	201.5	134.9	336.4	193.7	125.0	318.7	111.1
	July 3	199.1	131.1	330.2	193.6	122.9	316.5	121.8
	August 7	185.4	117.4	302.7	185.0	115.8	300.8	103.9
	September 4	186.9	120.3	307.2	185.6	115.5	301.1	91.7
	October 9†	182.9	116.1	299.1	180.1	113.4	293.5	76.5
	November 6†	167.6	103.3	270.9	165.4	107.1	272.5	65.8
	December 4†	...	...	...	...	...	...	...
1975	January 8†	...	...	...	...	...	...	...
	February 5†	111.6	69.0	180.6	116.8	75.6	192.4	41.2
	March 5	108.2	69.9	178.0	111.2	75.0	186.1	42.9
	April 9	104.0	69.4	173.4	103.4	69.9	173.3	40.9
	May 7	96.7	67.4	164.1	92.9	62.7	155.6	37.5
	June 4	92.4	66.6	159.0	84.5	56.8	141.3	34.8

* 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.

† Due to industrial action at local offices of the Employment Service Agency, figures for December 1974 and January 1975 are not available and the figures for October and November 1974, and February 1975, include estimates.

‡ The figures for 1974 are averages of eleven months.

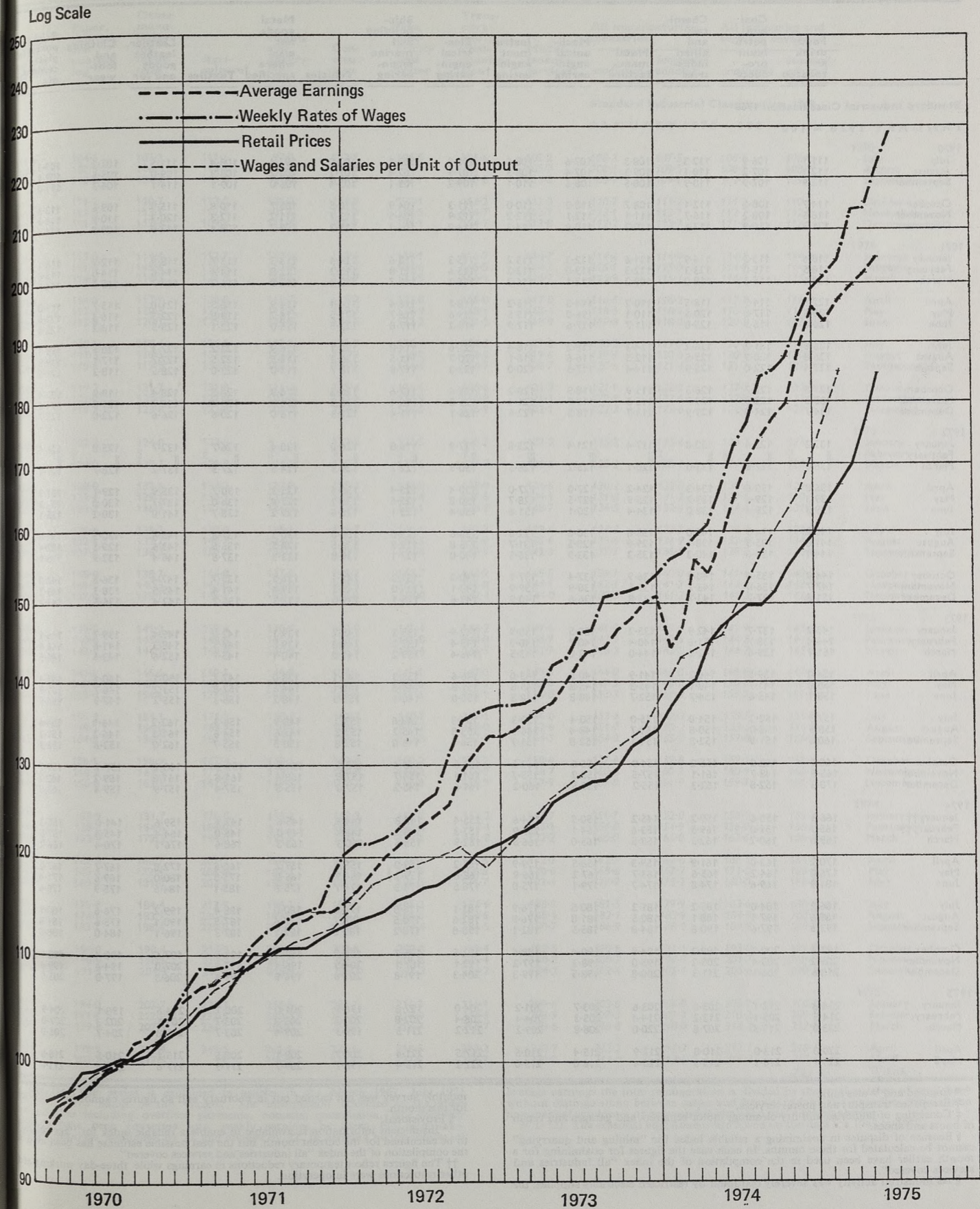
EARNINGS AND HOURS
Great Britain: manual and non-manual employees:
average weekly and hourly earnings and hours (New Earnings Survey estimates)

TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours	Average hourly earnings		Average weekly earnings		Average hours	Average hourly earnings	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
	£	£	p	p	£	£	p	p	p	
Full-time manual men (21 years and over)										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
Full-time non-manual men (21 years and over)										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	136.1	
All full-time men (21 years and over)										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
Full-time manual women (18 years and over)										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
Full-time non-manual women (18 years and over)										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
All full-time women (18 years and over)										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
Full-time youths and boys (under 21)										
April 1972	16.7	17.1	42.7	48.0	16.0	16.2	42.3	45.5	44.3	
April 1973	19.9	20.4	43.0	62.5	19.0	19.3	42.4	59.1	57.4	
April 1974	26.1	26.9	43.0	62.5	24.7	25.1	42.4	59.1	57.4	
Full-time girls (under 18)										
April 1972	11.0	11.3	39.6	33.2	10.2	10.3	39.0	30.6	30.4	
April 1973	12.8	13.1	39.2	43.8	11.8	11.9	38.4	40.9	40.7	
April 1974	16.6	17.1	39.2	43.8	15.4	15.7	38.4	40.9	40.7	
Part-time men (21 years and over)										
April 1972	10.4	10.5	20.4	56.0	12.1	12.2	18.9	64.6	64.4	
April 1973	12.8	13.0	20.4	66.0	15.0	15.2	19.0	72.2	72.0	
April 1974	14.0	14.3	20.2	66.0	14.8	15.1	19.0	72.2	72.0	
Part-time women (18 years and over)										
April 1972	9.3	9.5	22.6	49.0	8.5	8.6	20.3	49.1	49.0	
April 1973	10.8	11.0	22.7	57.3	9.9	10.1	20.7	57.5	57.4	
April 1974	12.5	12.9	22.7	57.3	11.7	11.9	20.7	57.5	57.4	

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

AVERAGE 1970 = 100



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

TABLE 128 GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium						Average hourly earnings excluding overtime premium					
	January 1973		June 1973		January 1974		June 1974		January 1975		January 1975	
	£	p	£	p	£	p	£	p	£	p	£	p
SHIPBUILDING AND SHIP REPAIRING*												
Timeworkers	213.1	242.2	244.0	277.3	315.7	53.58	249.4	262.1	274.3	297.4	345.2	113.50
Skilled	227.1	253.9	253.5	281.7	341.9	47.64	247.8	262.8	272.9	290.9	356.5	95.81
Semi-skilled	234.6	257.8	254.4	300.9	360.4	47.98	257.5	274.1	290.0	307.4	393.9	97.00
Labourers	226.6	254.9	257.7	288.8	337.7	51.22	261.0	274.6	289.8	307.6	367.7	106.33
All timeworkers												
Payment-by-result workers												
Skilled	214.8	231.8	224.4	268.5	313.1	57.53	230.6	244.3	267.6	274.1	340.1	130.51
Semi-skilled	218.4	237.3	227.2	277.5	326.5	49.39	245.2	256.9	280.7	291.8	367.9	106.69
Labourers	202.5	219.5	217.4	263.2	307.5	48.30	219.2	239.5	266.8	274.5	341.8	98.13
All payment-by-result workers	215.2	232.1	224.5	270.2	315.7	54.65	232.2	245.4	268.7	276.4	344.4	121.27
All skilled workers	213.0	232.7	227.9	268.9	311.1	56.36	232.2	244.9	263.9	276.0	335.2	125.27
All semi-skilled workers	224.4	246.3	239.5	282.5	336.3	48.75	244.2	256.6	274.9	288.7	368.0	102.50
All labourers	216.7	235.7	233.4	280.5	330.1	48.21	234.9	254.9	281.2	290.4	368.0	97.79
All workers covered	216.9	236.5	231.8	273.2	318.9	53.56	237.8	250.5	270.8	281.9	346.1	116.37
CHEMICAL MANUFACTURE†												
Timeworkers	224.2	233.4	243.8	270.1	313.9	53.21	260.1	268.2	291.6	311.9	369.9	122.86
General workers	214.0	226.5	235.5	259.7	305.3	57.45	244.1	255.2	274.0	291.1	342.8	129.06
Craftsmen	221.9	232.2	242.4	268.0	312.3	54.28	257.2	266.5	288.8	308.0	364.7	124.44
All timeworkers												
Payment-by-result workers												
General workers	209.6	220.9	224.5	247.8	296.2	52.68	224.2	223.8	235.2	253.5	303.0	116.22
Craftsmen	201.5	208.3	203.2	230.7	285.8	57.12	223.3	215.7	224.4	246.1	288.1	123.11
All payment-by-result workers	208.8	218.1	219.4	243.7	294.0	53.72	225.1	221.7	232.3	251.2	299.0	117.80
All general workers	218.8	228.5	237.5	263.0	307.1	53.12	244.8	251.2	271.3	290.6	345.6	121.81
All craftsmen	208.8	220.2	226.7	251.1	297.6	57.40	233.1	240.1	256.5	273.8	322.4	128.23
All workers covered	216.9	226.9	235.3	260.4	305.3	54.20	242.4	248.9	268.2	286.7	340.1	123.42
ENGINEERING‡												
Timeworkers	213.8	244.6	244.6	277.3	315.7	53.58	249.4	262.1	274.3	297.4	345.2	113.50
Skilled	233.0	257.0	257.0	281.7	341.9	47.64	247.8	262.8	272.9	290.9	356.5	95.81
Semi-skilled	223.2	257.3	257.3	300.9	360.4	47.98	257.5	274.1	290.0	307.4	393.9	97.00
Labourers	224.4	253.0	253.0	288.8	337.7	51.22	261.0	274.6	289.8	307.6	367.7	106.33
All timeworkers												
Payment-by-result workers												
Skilled	209.3	240.0	240.0	268.5	313.1	57.53	230.6	244.3	267.6	274.1	340.1	130.51
Semi-skilled	202.5	230.1	230.1	277.5	326.5	49.39	245.2	256.9	280.7	291.8	367.9	106.69
Labourers	208.4	246.4	246.4	263.2	307.5	48.30	219.2	239.5	266.8	274.5	341.8	98.13
All payment-by-result workers	206.1	235.9	235.9	270.2	315.7	54.65	232.2	245.4	268.7	276.4	344.4	121.27
All skilled workers	211.5	242.1	242.1	268.9	311.1	56.36	232.2	244.9	263.9	276.0	335.2	125.27
All semi-skilled workers	217.3	243.1	243.1	282.5	336.3	48.75	244.2	256.6	274.9	288.7	368.0	102.50
All labourers	219.8	254.7	254.7	280.5	330.1	48.21	234.9	254.9	281.2	290.4	368.0	97.79
All workers covered	215.3	244.4	244.4	273.2	318.9	53.56	237.8	250.5	270.8	281.9	346.1	116.37

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

* 370.1.
† 271-273; 276-278.
‡ 331-349; 361; 363-369; 370.2; 380-385; 390-391; 393; 399.

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

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

TABLE 130 JULY 31, 1972 = 100

All industries and services	BASIC WEEKLY RATES OF WAGES				NORMAL WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES			
	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers
	1972	1973	1974	1972	1973	1974	1972	1973	1974	1972	1973	1974
Average of monthly index numbers	101.5	100.4	101.7	101.3	99.9	99.9	99.9	99.9	101.5	100.5	101.7	101.4
	114.9	115.7	117.2	115.2	99.8	99.4	99.5	99.6	115.2	116.5	117.8	115.6
	136.4	144.4	143.1	138.0	99.6	99.1	99.3	99.5	136.9	145.8	144.1	138.7
1973 April	111.5	113.6	113.4	111.9	(40.1)	(40.4)	(40.3)	(40.2)	111.8	114.4	114.1	112.3
May	112.4	114.9	115.0	112.9	99.8	99.3	99.4	99.6	112.6	115.7	115.6	113.3
June	115.0	115.5	118.0	115.3	99.8	99.3	99.4	99.6	115.3	116.3	118.7	115.7
July	115.4	115.7	118.3	115.6	99.8	99.3	99.4	99.6	115.7	116.6	119.0	116.0
August	119.1	118.9	121.8	119.3	99.8	99.3	99.4	99.6	119.4	119.8	122.5	119.7
September	119.3	119.6	122.1	119.5	99.8	99.3	99.4	99.6	119.6	120.4	122.8	120.0
October	119.7	119.7	122.3	119.8	99.7	99.2	99.4	99.6	120.0	120.7	123.1	120.3
November	120.3	120.9	122.9	120.5	99.7	99.2	99.4	99.6	120.6	121.8	123.6	121.0
December	120.9	123.7	123.5	121.4	99.7	99.2	99.4	99.6	121.2	124.7	124.3	122.0
1974 January	122.3	126.2	125.7	123.0	99.7	99.1	99.4	99.5	122.7	127.3	126.5	123.7
February	122.7	129.8	126.8	124.0	99.6	99.1	99.3	99.5	123.2	131.0	127.7	124.7
March	124.6	131.3	128.6	125.9	99.6	99.1	99.3	99.5	125.1	132.5	129.5	126.5
April	126.2	132.6	129.5	127.3	99.6	99.1	99.3	99.5	126.6	133.8	130.4	128.0
May	129.8	138.6	135.0	131.4	99.6	99.1	99.3	99.5	130.3	139.8	135.9	132.1
June	134.8	141.8	141.1	136.2	99.6	99.1	99.3	99.5	135.3	143.1	142.1	136.9
July	137.8	144.2	144.7	139.1	99.6	99.1	99.3	99.5	138.3	145.5	145.8	139.9
August	143.6	149.0	150.8	144.8	99.6	99.1	99.3	99.5	144.2	150.4	151.9	145.6
September	144.1	151.3	152.3	145.6	99.6	99.1	99.3	99.5	144.6	152.7	153.4	146.4
October	145.9	155.2	155.6	147.9	99.6	99.1	99.3	99.5	146.5	156.6	156.7	148.7
November	150.7	162.4	161.7	153.1	99.6	99.1	99.3	99.5	151.3	163.9	162.9	153.9
December	153.9	170.9	164.9	157.1	99.6	99.1	99.3	99.5	154.5	172.5	166.1	158.0
1975 January	155.6	172.8	167.5	158.9	99.6	99.1	99.3	99.5	156.2	174.4	168.7	159.7
February	157.9	174.1	171.3	161.1	99.6	99.1	99.3	99.5	158.5	175.7	172.5	162.0
March	165.0	180.3	178.0	168.1	99.6	99.1	99.3	99.5	165.6	182.0	179.3	169.0
April	165.9	181.1	178.8	168.9	99.6	99.1	99.3	99.5	166.5	182.7	180.1	169.8
May	171.9	186.5	185.1	174.9	99.6	99.1	99.3	99.5	172.6	188.2	186.4	175.8
June	177.5	189.2	192.1	180.1	99.6	99.0	99.2	99.4	178.3	191.1	193.6	181.1
Manufacturing industries												
Average of monthly index numbers	101.6	100.7	101.4	101.5	100.0	100.0	100.0	100.0	101.6	100.7	101.4	101.5
	114.3	115.8	115.5	114.6	100.0	100.0	100.0	100.0	114.3	115.8	115.5	114.6
	132.8	141.4	137.5	134.3	100.0	100.0	100.0	100.0	132.8	141.4	137.5	134.3
1973 April	110.0	112.0	111.7	110.4	100.0	100.0	100.0	100.0	110.0	112.0	111.7	110.4
May	111.3	114.2	113.3	111.8	100.0	100.0	100.0	100.0	111.3	114.2	113.3	111.8
June	112.4	115.1	114.2	112.9	100.0	100.0	100.0	100.0	112.4	115.1	114.2	112.9
July	112.7	115.5	114.6	113.2	100.0	100.0	100.0	100.0	112.7	115.5	114.6	113.2
August	119.6	120.9	120.6	119.9	100.0	100.0	100.0	100.0	119.6	120.9	120.6	119.9
September	120.0	121.5	121.1	120.3	100.0	100.0	100.0	100.0	120.0	121.5	121.1	120.3
October	120.1	121.8										

WAGE RATES AND HOURS

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

TABLE 131

JULY 31, 1972 = 100

	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries*	All metals combined†	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc
Basic weekly rates of wages									
1972 } Average of monthly index numbers {	100	100	100	96	104	97	95	100	100
1973 } {	116	106	112	106	119	110	108	111	112
1974 } {	149	143	136	124	137	136	136	129	133
1974	January	108	121	111	127	117	121	113	118
	February	136	109	121	111	127	121	120	118
	March	136	141	121	111	117	121	124	121
	April	136	142	121	111	117	121	124	124
	May	144	146	128	115	129	128	129	124
	June	149	149	136	126	139	139	129	133
	July	152	151	138	133	143	143	129	135
	August	154	152	141	134	145	145	129	138
	September	154	152	142	134	146	145	131	139
	October	157	154	146	134	149	147	131	141
	November	164	158	152	136	148	152	131	151
	December	166	159	161	136	149	152	155	153
1975	January	176	159	168	141	149	158	155	154
	February	177	159	168	141	150	158	156	156
	March	177	201	168	141	164	158	167	162
	April	177	201	170	141	164	158	167	166
	May	180	201	170	141	182	178	167	166
	June	180	201	173	162	184	178	167	166
Normal weekly hours‡									
1972 } Average of monthly index numbers {	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1973 } {	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1974 } {	99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
1974	January	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)
	February	99.5	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	March	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	April	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	May	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	June	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	July	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	August	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	September	99.2	100.0	100.0	100.0	100.0	100.0	100.0	99.8
	October	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	November	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	December	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
1975	January	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	February	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	March	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	April	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	May	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
	June	99.2	100.0	99.9	100.0	100.0	100.0	100.0	99.8
Basic hourly rates of wages									
1972 } Average of monthly index numbers {	100	100	100	96	104	97	95	100	100
1973 } {	116	106	112	106	119	110	108	111	112
1974 } {	150	143	136	124	137	136	136	129	134
1974	January	136	108	121	111	127	117	121	118
	February	137	109	121	111	127	117	120	118
	March	137	141	121	111	127	117	124	121
	April	137	142	121	111	117	121	124	124
	May	145	146	128	115	129	128	129	130
	June	150	149	136	126	139	139	129	133
	July	153	151	138	133	143	143	129	135
	August	155	152	141	134	145	145	129	138
	September	155	152	142	134	146	145	131	140
	October	158	154	146	134	147	147	131	141
	November	166	158	152	136	148	152	131	151
	December	167	159	161	136	149	152	155	153
1975	January	178	159	168	141	149	158	155	154
	February	179	159	168	141	150	158	156	156
	March	179	201	168	141	164	158	167	163
	April	179	201	170	141	164	158	167	166
	May	181	201	170	141	182	178	167	166
	June	181	201	173	162	184	178	167	166

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

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

WAGE RATES AND HOURS

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

TABLE 131 (continued)

JULY 31, 1972 = 100

	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services
Basic weekly rates of wages									
1972 } Average of monthly index numbers {	100	98	99	109	102	97	101	100	97
1973 } {	113	105	109	139	111	107	114	114	105
1974 } {	138	126	130	162	135	131	138	145	128
1974	January	109	119	146	118	114	119	128	112
	February	127	112	119	146	114	123	130	115
	March	127	112	122	146	115	126	131	115
	April	127	117	122	146	122	126	133	117
	May	127	123	126	147	126	131	139	120
	June	133	126	130	164	129	132	144	129
	July	137	126	130	164	136	129	144	129
	August	140	129	131	169	138	134	147	130
	September	143	130	133	173	140	139	150	131
	October	145	132	133	173	140	146	150	131
	November	146	136	134	175	141	152	152	138
	December	151	140	143	181	149	159	165	145
	1975	151	147	143	181	149	165	176	149
	January	164	147	144	183	155	157	176	149
	February	164	150	144	199	155	158	177	149
	March	164	151	157	199	173	160	177	149
	April	165	155	157	199	173	164	177	149
	May	167	155	158	199	173	176	177	149
	June	167	159	161	228	173	165	177	161
Normal weekly hours‡									
1972 } Average of monthly index numbers {	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7
1973 } {	100.0	100.0	100.0	100.0	98.7	100.0	99.9	100.0	98.5
1974 } {	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2
1974	January	(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.9)	(40.0)	(41.3)
	February	100.0	100.0	100.0	100.0	100.0	97.8	100.0	97.5
	March	100.0	100.0	100.0	100.0	100.0	97.7	100.0	97.2
	April	100.0	100.0	100.0	100.0	100.0	97.7	100.0	97.2
	May	100.0	100.0	100.0	100.0	100.0	97.7	100.0	97.2
	June	100.0	100.0	100.0	100.0	100.0	97.7	100.0	97.2
	July	100.0	100.0	100.0	99.9	97.4	97.7	100.0	97.2
	August	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	September	100.0	100.0	100.0	99.9	97.4	97.7	100.0	97.2
	October	100.0	100.0	100.0	99.9	97.4	97.7	100.0	97.2
	November	100.0	100.0	100.0	99.9	97.4	97.7	100.0	97.2
	December	100.0	100.0	100.0	99.9	97.4	97.7	100.0	97.2
1975	January	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	February	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	March	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	April	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	May	100.0	100.0	100.0	99.8	97.4	97.7	100.0	97.2
	June	100.0	100.0	100.0	99.8	97.4	97.7	100.0	96.9
Basic hourly rates of wages									
1972 } Average of monthly index numbers {	100	98	99	109	102	97	101	100	97
1973 } {	113	105	109	139	111	107	114	114	106
1974 } {	138	126	130	162	135	131	141	145	132
1974	January	127	109	119	146	121	114	122	115
	February	127	112	119	146	121	114	126	119
	March	127	112	122	146	130	115	129	119
	April	127	117	122	146	130	122	129	121
	May	133	123	126	147	136	126	135	124
	June	137	126	130	164	139	129	136	132
	July	140	129	131	169	141	136	137	134
</									

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations			
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations		Items mainly manufactured in the United Kingdom	Items mainly home-produced for direct consumption			Items mainly imported for direct consumption		
				Primarily from home-produced raw materials	Primarily from imported raw materials						All	
JANUARY 16, 1962 = 100												
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6	
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0	
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0	
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	
1972	1,000	251	39.5-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9- 98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3- 97.6	48.7	59.2	747	951.2-952.5	
1962		101.6	102.3	103.2	102.1	102.0	104.2	103.4	101.0	100.5	101.2	101.5
1963		103.6	104.8	106.3	104.4	103.0	108.1	106.3	101.7	103.2	103.1	103.5
1964		107.0	107.8	99.2	110.0	106.5	112.3	110.2	110.1	109.3	106.6	107.5
1965		112.1	111.6	106.0	113.1	109.3	115.0	113.0	115.2	111.7	112.3	112.5
1966		116.5	115.6	114.8	116.0	112.0	116.8	115.1	119.4	114.7	116.9	116.7
1967		119.4	118.5	119.8	118.4	114.6	120.4	118.3	121.2	116.5	119.8	119.5
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
1963	January 15	102.7	103.8	102.2	104.2	102.7	107.3	105.7	103.4	102.3	102.2	102.7
1964	January 14	104.7	105.4	98.4	107.1	105.0	111.2	108.9	103.6	106.5	104.3	105.1
1965	January 12	109.5	110.3	99.9	112.9	108.9	114.8	112.6	113.9	112.5	109.2	110.2
1966	January 18	114.3	113.0	109.7	113.9	109.8	115.3	113.3	117.3	112.3	114.8	114.6
1967	January 17	118.5	117.6	118.5	117.6	113.9	119.6	117.6	119.1	116.5	119.0	118.6
1968	January 16	121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969	January 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	January 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	January 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	January 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	January 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	January 15	191.8	216.7	254.4	209.8	196.9	190.9	193.7	224.5	227.0	184.0	189.4
JANUARY 15, 1974 = 100												
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1975	1,000	232	36.2‡	195.8‡	41.2‡	66.4‡	107.6‡	42.3	45.9‡	768	963.8‡	
1974 Monthly average	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8	
1974	January 15	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
February 19	101.7	100.9	97.6	101.6	101.4	104.8	103.4	99.3	100.7	102.0	101.9	
March 19	102.6	102.0	99.5	102.5	102.2	106.3	104.6	98.9	102.1	102.8	102.8	
April 23	106.1	103.2	102.1	103.4	108.1	110.8	109.6	92.2	102.5	107.0	106.3	
May 21	107.6	104.5	106.9	103.9	108.7	111.5	110.5	91.8	103.0	107.7	107.7	
June 18	108.7	105.9	111.1	104.7	109.5	113.1	111.6	91.8	104.0	109.6	108.6	
July 16	109.7	105.5	103.1	106.1	113.4	115.6	114.7	90.9	104.5	111.1	110.0	
August 20	109.8	106.1	99.1	107.8	115.2	118.9	117.4	91.4	105.6	111.1	110.3	
September 17	111.0	107.5	99.8	109.3	116.8	120.8	119.2	92.3	107.2	112.1	111.5	
October 15	113.2	110.4	104.6	111.8	119.7	124.7	122.6	93.8	108.9	114.2	113.7	
November 12	115.2	113.3	105.7	115.0	121.9	130.3	126.9	97.2	110.4	115.8	115.6	
December 10	116.9	114.4	106.5	116.3	123.9	133.4	129.5	96.4	111.1	117.7	117.4	
1975	January 14	119.9	118.3	106.6	121.1	128.9	143.3	98.1	113.3	120.4	120.5	
February 18	121.9	121.3	108.9	124.2	131.7	150.3	143.0	98.8	114.2	122.1	122.5	
March 18	124.3	126.0	114.9	128.7	133.1	153.7	145.3	108.9	116.9	123.8	124.8	
April 15	129.1	130.7	124.8	132.2	137.7	156.3	148.7	113.8	119.2	128.7	129.4	
May 13	134.5	132.7	129.4	133.8	139.3	150.6	146.2	113.3	120.2	135.0	134.8	
June 17	137.1	135.9	140.3	135.2	141.0	160.0	152.2	116.7	121.2	137.5	137.1	

* See footnote on page 694.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of this Gazette.
‡ Provisional.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

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	
											1968	Weights
95	63	66	121	62	59	89	120	60	56	41	1968	Weights
92	64	68	118	61	60	86	124	66	57	42	1969	
93	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	
101.7	100.3	100.0	103.3	101.3	100.4	102.0	100.5	100.6	101.9			
106.1	102.3	100.0	108.4	106.0	100.1	103.5	100.5	101.9	104.0			1962
110.2	107.9	105.8	114.0	109.3	102.3	104.9	102.1	105.0	106.9			1963
116.2	117.1	118.0	120.5	114.5	104.8	107.0	106.7	109.0	112.7			1964
123.3	121.7	120.8	128.5	120.9	107.2	109.9	109.9	112.5	120.5			1965
126.8	125.3	120.8	134.5	124.3	109.0	111.7	112.2	113.7	126.4			1966
135.0	127.1	125.5	141.3	133.8	113.4	113.4	119.1	124.5	132.4	126.9‡		1967
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0‡		1968
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5‡		1969
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0‡		1970
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3‡		1971
191.9	164.2	141.2	213.1	178.3	148.7	155.1	172.6	180.0	202.4	211.0‡		1972
215.6	182.1	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3‡		1973
105.9	100.9	100.0	105.5	106.5	99.8	103.2	99.6	101.0	102.4		January 15	1963
109.7	103.2	100.0	110.9	110.1	101.2	104.0	100.6	102.9	105.0		January 14	1964
114.9	110.9	109.5	116.1	114.8	104.0	106.0	103.9	109.0	108.3		January 12	1965
121.8	119.0	120.8	123.7	119.7	105.6	108.1	109.1	110.6	116.6		January 18	1966
126.8	125.4	120.7	131.3	124.9	108.8	111.4	110.9	113.8	124.7		January 17	1967
133.0	125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4‡	January 16	1968
139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5‡	January 14	1969
146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4				

RETAIL PRICES
United Kingdom: indices for pensioner households

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

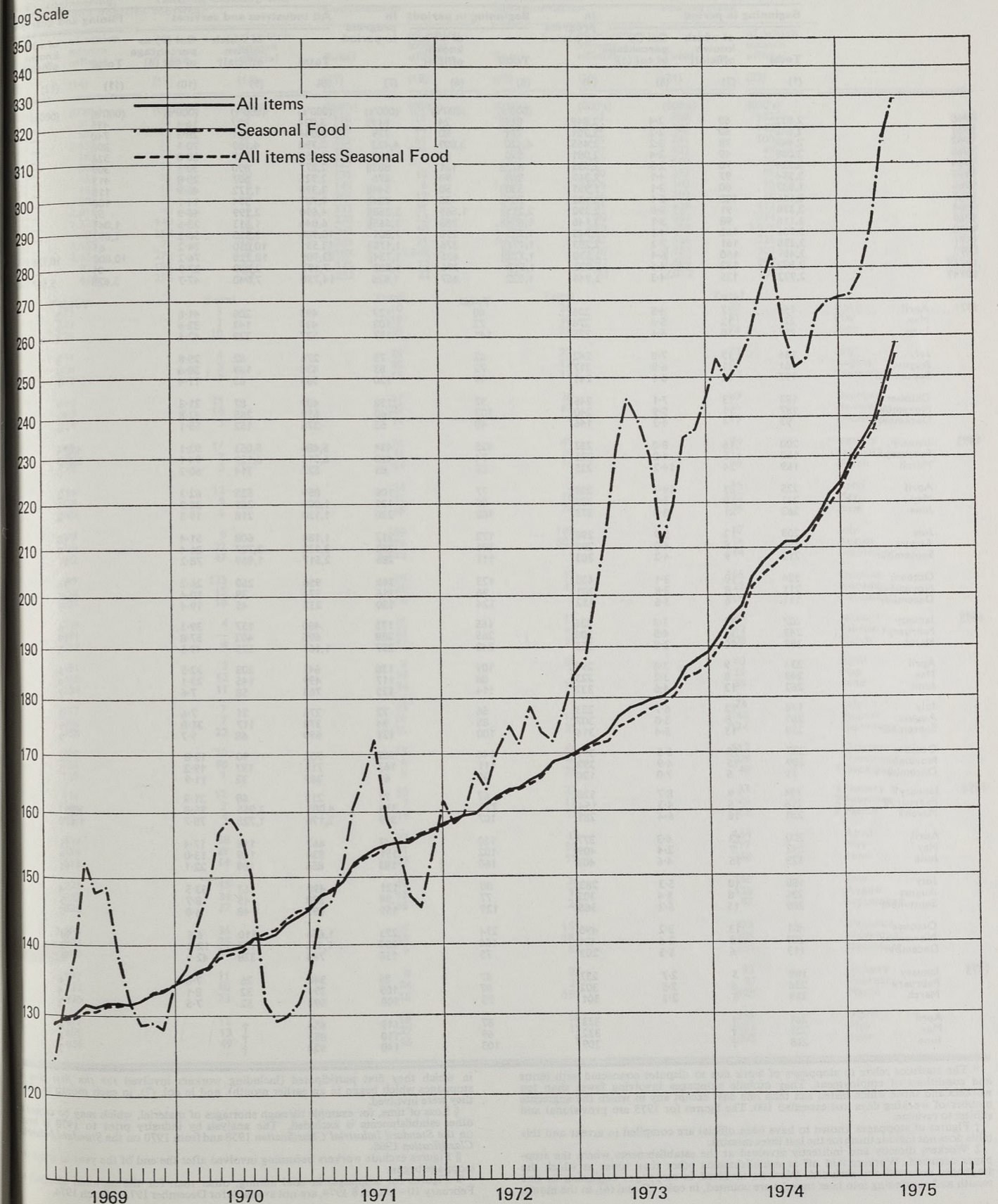
	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	119.4	118.0	120.3	117.1	118.0	117.2	118.5
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3				121.0				123.5			

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1962	101.3	101.5	100.3	100.0	101.2	99.6	102.1	102.2	100.9	101.5	102.1
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	112.9
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	127.1	114.7	119.6	117.5
1967	119.0	118.0	126.0	120.9	123.7	106.8	110.5	130.8	115.7	124.8	120.8
1968	124.5	122.4	128.0	125.8	131.5	110.8	112.0	137.4	126.9	128.9	126.7
1969	131.1	129.4	137.1	136.1	136.4	116.5	115.8	143.9	132.7	139.0	134.0
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	143.6
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	160.7
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	176.2
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	209.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	249.1
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1962	101.3	101.6	100.3	100.0	101.2	100.0	102.3	101.6	100.8	101.2	102.1
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	119.2	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1962	101.4	102.3	100.3	100.0	101.3	100.4	102.0	100.5	100.6	101.9	102.0
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	105.3	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	126.4	119.0
1968	123.1	123.2	127.1	125.5	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.3	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.1	169.6	165.0
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2

Index of retail prices

January 1962 = 100



INDUSTRIAL DISPUTES *
United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period			In progress in period	Beginning in period‡		In progress in period	All industries and services				
	Total	of which known official†	Col (2) percentage of col (1)		Total	of which known official		All industries and services		Mining and quarrying		
				Total			of which known official†	Col (9) as percentage of col (8)	Total	of which known official	Total	of which known official
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
1960	2,832	68	2.4	2,849	(000's) 814	(000's) 24	(000's) 3,024	(000's) 497	(000's) 16.4	(000's) 495	(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	1,755	527	30.0	326	—	
1964	2,524	70	2.8	2,535	872	161	2,277	690	30.3	309	42	
1965	2,354	97	4.1	2,365	868	94	2,925	607	20.8	413	—	
1966	1,937	60	3.1	1,951	530	50	2,398	1,172	48.9	118	—	
1967	2,116	108	5.1	2,133	731	36	2,787	394	14.1	108	—	
1968	2,378	91	3.8	2,390	2,255	1,565	4,690	2,199	46.9	57	—	
1969	3,116	98	3.1	3,146	1,654	283	6,846	1,613	23.6	1,041	—	
1970	3,906	162	4.1	3,943	1,793	296	10,980	3,320	30.2	1,092	—	
1971	2,228	161	7.2	2,263	1,171	376	13,551	10,050	74.2	65	—	
1972	2,497	160	6.4	2,530	1,722	635	23,909	18,228	76.2	10,800	10,726	
1973†	2,873	132	4.6	2,902	1,513	396	7,197	2,009	27.9	91	—	
1974†	2,922	125	4.3	2,946	1,622	467	14,750	7,040	47.7	5,628	5,567	
Total												
1971	April	156	7	4.5	206	60	493	206	41.8	2	—	
	May	221	12	5.4	276	72	439	143	32.6	5	—	
	June	217	10	4.6	275	141	537	229	42.6	4	—	
	July	186	13	7.0	242	62	275	82	29.8	3	—	
	August	161	11	6.8	217	72	438	169	38.6	3	—	
	September	197	12	6.1	241	99	569	65	11.4	7	—	
	October	183	13	7.1	245	97	409	87	21.3	9	—	
	November	187	11	5.9	240	103	619	265	42.8	12	—	
	December	93	4	4.3	146	40	276	152	55.1	6	—	
1972	January	200	16	8.0	233	425	5,486	5,053	92.1	4,874	—	
	February	150	6	4.0	225	74	6,514	6,129	94.1	5,855	—	
	March	169	24	14.2	225	55	522	314	60.2	8	—	
	April	225	33	14.7	288	77	859	535	62.3	2	—	
	May	231	9	3.9	339	139	1,003	361	36.0	1	—	
	June	263	21	8.0	373	188	1,130	218	19.3	2	—	
	July	203	12	5.9	298	172	1,184	608	51.4	18	—	
	August	198	8	4.0	297	191	2,707	2,707	86.4	4	—	
	September	212	9	4.2	303	111	2,517	1,969	78.2	11	—	
	October	324	10	3.1	405	123	956	250	26.2	14	—	
	November	211	8	3.8	301	96	374	39	10.4	9	—	
	December	111	4	3.6	152	124	232	45	19.4	3	—	
1973	January	207	11	5.3	236	165	400	157	39.3	6	—	
	February	243	11	4.5	308	265	695	402	57.8	19	—	
	March	293	10	3.8	355	248	1,161	575	49.5	5	—	
	April	234	9	3.8	299	109	641	208	32.5	6	—	
	May	249	8	3.2	323	88	499	145	29.1	4	—	
	June	262	12	4.6	332	114	763	58	7.6	7	—	
	July	178	12	6.7	233	56	276	21	7.6	3	—	
	August	261	8	3.0	307	85	378	117	31.0	16	—	
	September	239	13	5.4	314	100	699	68	9.7	9	—	
	October	327	18	5.5	391	146	702	90	12.8	12	—	
	November	309	15	4.9	399	111	715	137	19.2	5	—	
	December†	71	5	7.0	120	30	269	32	11.9	—	—	
1974	January†	104	9	8.7	128	67	213	68	31.9	—	—	
	February†	116	5	4.3	154	324	4,085	3,955	96.8	3,897	—	
	March†	251	16	6.4	281	107	2,196	1,728	78.7	1,670	—	
	April	300	13	4.3	377	130	667	116	17.4	11	—	
	May	292	7	2.4	409	102	838	109	13.0	4	—	
	June	323	15	4.6	403	160	856	189	22.1	11	—	
	July	188	10	5.3	283	80	499	167	33.5	4	—	
	August	236	8	3.4	303	77	520	45	8.7	5	—	
	September	289	15	5.2	366	129	999	48	4.8	5	—	
	October	401	13	3.2	490	214	1,656	110	6.6	10	—	
	November	309	8	2.6	431	156	1,456	177	12.2	9	—	
	December	113	6	5.3	203	75	764	328	42.9	2	—	
1975	January	188	5	2.7	237	67	340	26	7.6	6	—	
	February	236	6	2.5	302	97	394	32	8.1	4	—	
	March	219	5	2.3	301	75	693	52	7.5	2	—	
	April	261	†	†	333	87	654	†	†	6	—	
	May	223	†	†	332	69	855	†	†	8	—	
	June	218	†	†	309	103	924	†	†	7	—	

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for 1975 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. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month

in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.
§ Loss of time, for example through shortages of material, which may be caused by 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 stoppage 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	Col (14) as percentage of col (13)	Total	of which known official	Col (16) as percentage of col (15)	Total	of which known official	Col (18) as percentage of col (17)	Total	of which known official	Col (20) as percentage of col (19)	Total	of which known official
1960	450	317	25	3	3	110	15	636	1	308	162	1960	162	
1961	464	624	22	14	285	44	230	36	305	143	1961	143		
1962	359	3,652	37	21	222	61	431	275	241	100	1962	100		
1963	354	189	25	4	356	72	279	7	122	49	1963	49		
1964	338	501	34	—	125	16	312	117	160	29	1964	29		
1965	376	455	52	20	135	6	305	20	257	95	1965	95		
1966	471	163	12	10	201	17	1,069	906	183	93	1966	93		
1967	422	205	31	6	233	31	559	41	438	112	1967	112		
1968	363	2,010	40	7	278	12	786	90	862	274	1968	274		
1969	373	1,229	38	58	242	10	1,313	590	3,409	2,076	1969	2,076		
1970	450	587	71	10	255	21	6,539	6,242	586	225	1970	225		
1971	405	3,552	274	129	4,188	3,842	876	576	1,135	301	1971	301		
1972	436	2,654	193	82	176	102	331	102	1,608	887	1972	887		
1973†	399	923	233	23	705	33	2,072	794	1973	794	1973	794		
1974†	337	602	255	23	252	22	705	33	2,072	794	1974	794		
Total														
1971	April	413	60	10	26	39	26	April	26	39	26	April	26	
	May	332	3	19	28	51	28	May	28	51	28	May	28	
	June	396	10	29	26	72	26	June	26	72	26	June	26	
	July	191	6	29	22	24	22	July	22	24	22	July	24	
	August	366	3	20	12	33	12	August	12	33	12	August	33	
	September	473	9	15	12	53	12	September	12	53	12	September	53	
	October	304	11	17	20	49	20	October	20	49	20	October	49	
	November	468	10	27	67	35	67	November	67	35	67	November	35	
	December	234	3	11	4	19	4	December	4	19	4	December	19	
1972	January	440	17	31	41	84	41	January	41	84	41	January	84	
	February	478	2	36	30	112	30	February	30	112	30	February	112	
	March	344	3	54	16	98	16	March	16	98	16	March	98	
	April	764	12	24	2	55	2	April	2	55	2	April	55	
	May	825	9	32	10	125	1							

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

	1966	1967	1968	1969	1970	1971	1972	1973	1974†	(1970 = 100)
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a	91.1	92.7	96.6	98.4	100.0	101.4	104.6	109.9	108.9	
1b	102.3	100.9	100.5	100.5	100.0	98.3	99.1	101.2		
1c	89.0	91.9	96.1	97.9	100.0	103.2	105.5	108.6		
Costs per unit of output										
1d	84.2	86.5	89.5	92.8	100.0	110.4	121.1	132.0	150.5	
1e	83.8	85.1	87.1	91.3	100.0	109.6	119.6	129.0	153.7	
1f	82.0	84.0	86.3	98.0	100.0	109.0	118.6	127.7	152.5	
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a	90.6	91.7	97.1	99.7	100.0	100.5	102.6	110.2	106.4	
2b	105.6	102.8	101.4	101.5	100.0	96.9	94.6	95.8	(95.5)	
2c	85.8	89.2	95.8	98.2	100.0	103.7	108.5	115.0	(111.4)	
Costs per unit of output										
2d	85.9	85.7	85.5	90.3	100.0	107.3	117.4	125.8		
2e	85.5	84.8	84.7	89.7	100.0	107.5	117.7	126.0		
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a	89.2	89.8	95.7	99.4	100.0	99.7	102.3	110.9	108.0	
3b	102.6	99.8	99.0	100.3	100.0	96.8	93.7	94.2	(94.5)	
3c	86.9	90.0	96.7	99.1	100.0	103.0	109.2	117.7	(114.3)	
Costs per unit of output										
3d	82.9	82.9	83.3	88.5	100.0	108.7	117.7	124.2		
3e	83.5	82.2	82.5	88.0	100.0	109.2	118.5	125.4		
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a	115.3	114.5	111.4	104.9	100.0	99.7	84.0	93.6	83.6	
4b	139.3	132.1	117.5	106.5	100.0	96.9	92.8	88.4	(85.3)	
4c	82.8	86.7	94.8	98.5	100.0	102.9	90.5	105.9	(98.0)	
Costs per unit of output										
4d	91.8	92.3	89.1	92.0	100.0	101.3	138.2	133.5		
4e	90.9	91.5	89.1	92.0	100.0	101.0	143.5	138.2		
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a	97.7	92.0	97.9	100.3	100.0	91.2	91.0	99.4	91.5	
5b	105.8	100.7	98.7	99.3	100.0	94.3	87.4	87.3	(85.8)	
5c	92.3	91.4	99.2	101.0	100.0	96.7	104.1	113.9	(106.6)	
Costs per unit of output										
5d	76.1	78.1	76.8	84.2	100.0	111.8	120.8	125.4		
5e	76.3	77.3	76.0	83.9	100.0	112.3	121.3	125.9		
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a	84.7	87.5	91.2	96.7	100.0	101.1	100.5	111.6	110.2	
6b	100.1	98.9	97.6	99.1	100.0	96.7	92.1	92.6	(94.1)	
6c	84.6	88.5	93.4	97.6	100.0	104.6	109.1	120.5	(117.1)	
Costs per unit of output										
6d	85.3	84.1	85.6	89.7	100.0	106.6	114.6	118.7		
6e	85.3	83.2	84.6	89.2	100.0	107.0	115.3	119.6		
7 VEHICLES										
Output, employment and output per person employed										
7a	96.3	94.5	100.5	105.9	100.0	99.3	103.7	105.0	98.5	
7b	101.4	97.8	97.0	99.3	100.0	97.4	93.9	95.0	(94.6)	
7c	95.0	96.6	103.6	106.6	100.0	102.0	110.4	110.5	(104.1)	
Costs per unit of output										
7d	77.1	78.1	80.3	84.1	100.0	110.3	123.2	142.5		
7e	77.4	77.6	79.6	83.7	100.0	110.5	123.9	143.3		
8 TEXTILES										
Output, employment and output per person employed										
8a	85.9	84.1	97.1	100.2	100.0	100.7	103.0	108.6	100.4	
8b	112.5	104.8	103.0	104.6	100.0	92.6	88.6	87.9	(86.0)	
8c	76.4	80.2	94.3	95.8	100.0	108.7	116.3	123.5	(116.7)	
Costs per unit of output										
8d	93.7	93.3	87.3	93.8	100.0	104.7	111.1	113.4		
8e	93.6	91.2	86.3	93.1	100.0	104.9	111.9	115.0		
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a	83.0	86.0	91.6	96.2	100.0	103.9	111.2	117.8	118.6	
9b	111.2	111.4	108.1	103.9	100.0	96.0	91.1	88.4	(88.3)	
9c	74.6	77.2	84.7	92.6	100.0	108.1	122.1	133.3	(134.3)	
Costs per unit of output										
9d	98.3	97.0	93.5	94.1	100.0	108.2	113.0	115.5		
9e	97.4	96.7	93.3	94.0	100.0	108.8	113.3	116.4		

* Civil employment and HM Forces.
** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 663 of this issue.
† Figures shown in brackets are provisional.

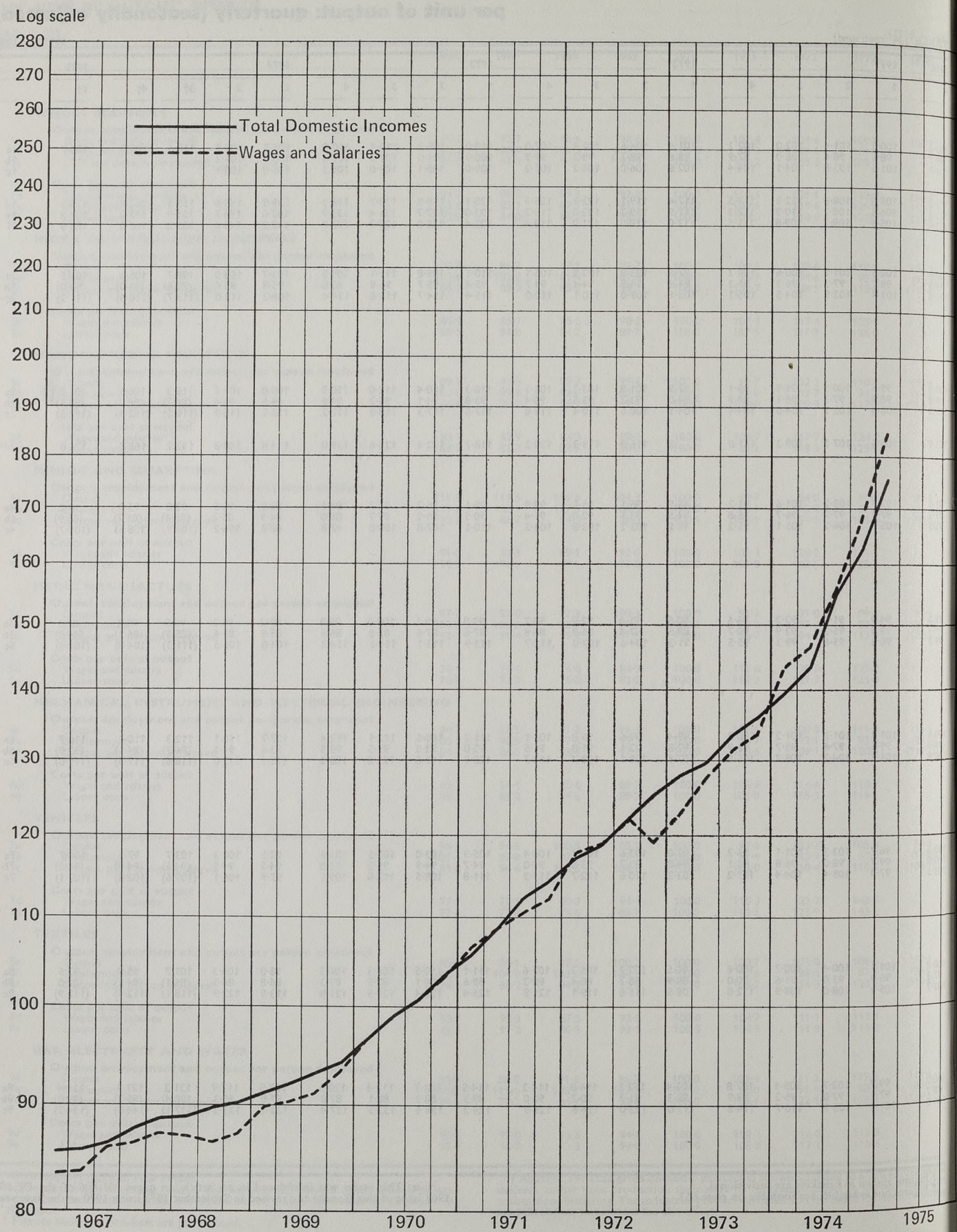
§ As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery rather than production indicators to represent output in certain industries within manufacturing. The industrial production index and the index for manufacturing are still shown unadjusted for this effect.

OUTPUT PER HEAD AND LABOUR COSTS
Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

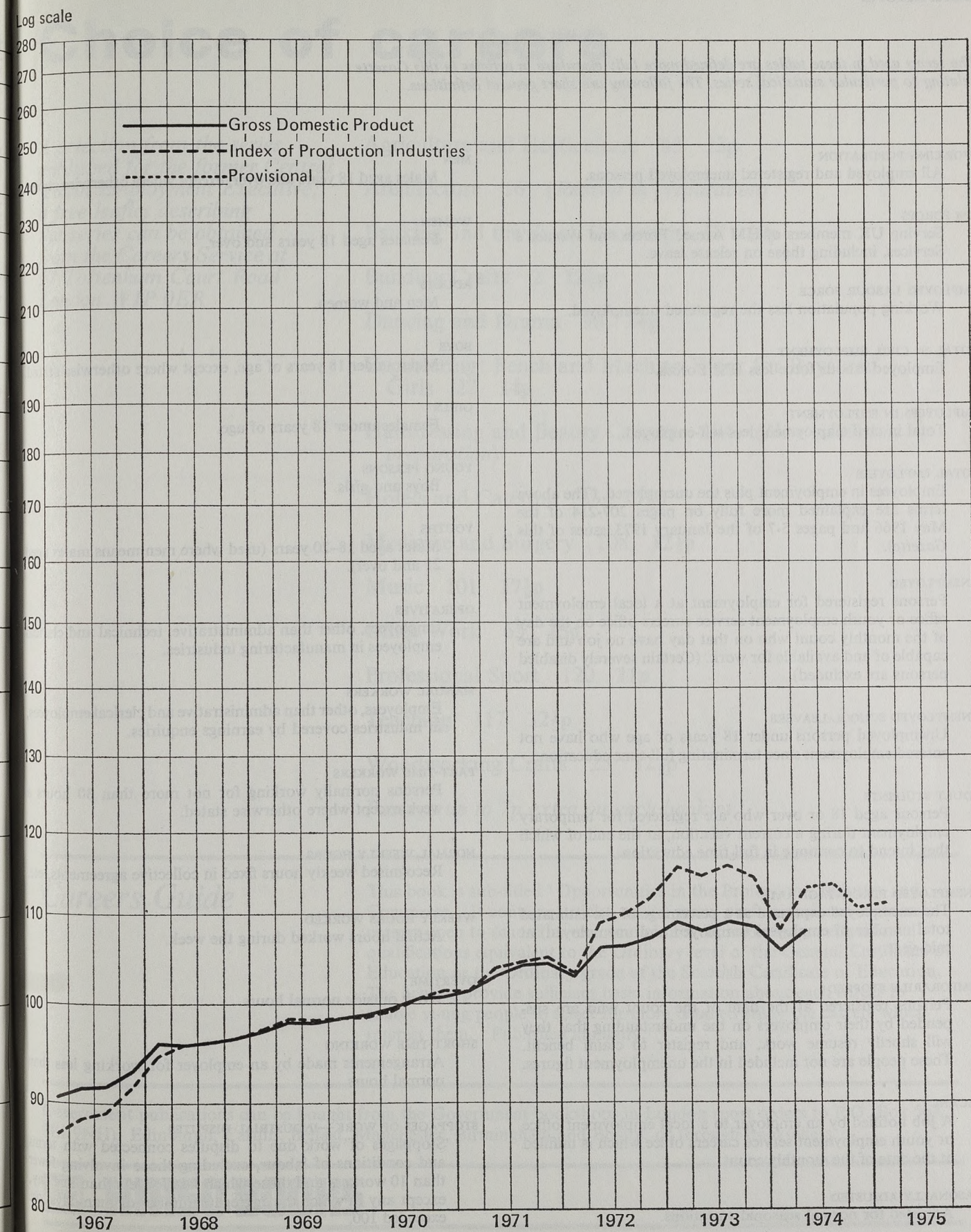
TABLE 134 (continued)

	1970				1971				1972				1973				1974				1975
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3†	4†	1†
1a																					
100.6	100.2	101.4	102.0	102.2	101.4	104.6	105.4	107.0	110.0	109.2	110.4	110.0	106.8	109.5	110.6	108.8	108.7				1a
99.7	98.6	98.6	98.0	97.9	98.6	98.7	99.2	99.8	100.9	101.0	101.3	101.4	100.9	101.3							1b
100.9	101.6	102.8	104.1	104.4	102.8	106.0	106.2	107.2	109.0	108.1	109.0	108.5	105.8	108.1							1c
1d																					
103.6	105.8	108.8	112.3	114.5	117.4	119.1	122.3	125.5	128.1	129.8	133.7	136.3	139.8	143.6	155.5	162.6	175.5				1d
103.3	106.6	108.7	110.9	112.3	117.9	119.2	122.0	119.2	123.0	127.7	131.4	133.9	143.6	146.7	155.9	167.8	184.3				1e
103.4	105.9	108.7	109.8	111.5	117.0	118.0	121.0	118.4	122.4	125.8	129.7	132.8	143.2	145.6	155.2	167.0	183.9				1f
2a																					
100.6	100.1	101.1	100.6	100.2	97.5	103.0	103.9	106.1	110.1	109.8	111.1	109.8	103.7	108.0	108.7	105.3	104.5				2a
99.2	98.7	97.3	96.3	95.3	94.6	94.5	94.4	94.7	95.4	95.7	95.9	96.0	95.8	95.6	(95.6)	(95.0)	(94.0)				2b
101.4	101.4	103.9	104.5	105.1	103.1	109.0	110.1	112.0	115.4	114.7	115.8	114.4	108.2	113.0	(113.7)	(110.8)	(111.2)				2c
3a																					
100.9	99.5	100.3	99.9	99.1	97.9	101.8	103.2	106.3	110.3	110.4	112.0	110.9	106.0	109.6	110.3	106.1	105.5				3a
99.4	98.9	97.3	96.1	94.9	94.0	93.7	93.5	93.4	93.8	94.1	94.2	94.6	94.5	94.6	(94.7)	(94.2)	(93.1)				3b
101.5	100.6	103.1	104.0	104.4	104.1	108.6	110.4	113.8	117.6	117.3	118.9	117.2	112.2	115.9	(116.5)	(112.6)	(113.3)				3c
3d**																					
103.9	106.6	107.1	109.3	111.8	†	116.9	119.3	120.2	118.7	122.4	124.6	131.0	134.8	140.8	152.2	168.7	176.8				3d**
4a																					
93.5	102.7	103.2	101.6	91.2	45.5	96.1	95.5	98.9	99.6	96.2	94.7	84.1	58.0	90.5	93.0	93.0	94.2				4a
97.9	97.7	97.2	96.7	95.8	94.5	93.1	92.0	91.4	90.5	89.2	87.7	86.0	84.9	85.2	(85.4)	(85.7)	(85.9)				4b
95.5	105.1	106.2	105.1	95.2	48.1	103.2	103.8	108.2	110.1	107.8	108.0	97.8	68.3	106.2	(108.9)	(108.5)	(109.7)				4c
5a																					
99.1	94.9	91.0	92.2	86.6	80.8	91.4	92.9	98.7	99.8	99.1	100.0	98.9	89.2	91.2	95.5	90.2	87.6				5a
99.4	98.5	95.2	92.9	90.7	88.5	87.4	86.8	86.8	87.6	87.6	87.3	86.6	85.8	85.6	(85.8)	(86.1)	(86.0)				5b
99.7	96.3	95.6	99.2	95.5	91.3	104.6	107.0	113.7	113.9	113.1	114.5	114.2	104.0	106.5	(111.3)	(104.8)	(101.9)				5c
6a																					
100.6	101.2	101.7	101.2	100.3	99.4	99.6	99.8	103.1	111.2	110.6	112.1	112.4	107.7	110.1	112.3	110.6	110.7				6a
99.8	99.5	97.6	95.7	93.9	92.8	92.1	91.8	91.5	92.0	92.3	92.5	93.5	93.6	94.1	(94.7)	(94.1)	(93.0)				6b
100.8	101.7	104.2	105.7	106.8	107.1	108.1	108.7	112.7	120.9	119.8	121.2	120.2	115.1	117.0	(118.6)	(117.5)	(119.0)				6c
7a																					
103.5	96.7	103.3	101.1	96.2	97.0	103.6	105.7	108.4	105.9	103.0	107.5	103.6	92.5	100.3	103.7	97.5	100.7				7a
100.0	99.7	98.0	96.8	95.1	94.0	93.7	93.8	94.0	94.7	94.9	95.3	95.0	94.5	94.5	(94.6)	(94.8)	(94.0)				7b

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



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



DEFINITIONS

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

WORKING POPULATION All employed and registered unemployed persons.	MEN Males aged 18 years and over, except where otherwise stated.
HM FORCES Serving UK members of HM Armed Forces and Women's Services, including those on release leave.	WOMEN Females aged 18 years and over.
EMPLOYED LABOUR FORCE Working population less the registered unemployed.	ADULTS Men and women.
TOTAL IN CIVIL EMPLOYMENT Employed labour force less HM Forces.	BOYS Males under 18 years of age, except where otherwise stated.
EMPLOYEES IN EMPLOYMENT Total in civil employment less self-employed.	GIRLS Females under 18 years of age.
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).	YOUNG PERSONS Boys and girls.
UNEMPLOYED Persons registered for employment at a local employment office or youth employment service careers office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled persons are excluded).	YOUTHS Males aged 18-20 years (used where men means males aged 21 and over).
UNEMPLOYED SCHOOL-LEAVERS Unemployed persons under 18 years of age who have not entered employment since terminating full-time education.	OPERATIVES Employees, other than administrative, technical and clerical employees in manufacturing industries.
ADULT STUDENTS Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education.	MANUAL WORKERS Employees, other than administrative and clerical employees, in industries covered by earnings enquiries.
UNEMPLOYED PERCENTAGE RATE The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year.	PART-TIME WORKERS Persons normally working for not more than 30 hours a week except where otherwise stated.
TEMPORARILY STOPPED Persons registered at the date of the count who are suspended by their employers on the understanding that they will shortly resume work, and register to claim benefit. These people are not included in the unemployment figures.	NORMAL WEEKLY HOURS Recognised weekly hours fixed in collective agreements, etc.
VACANCY A job notified by an employer to a local employment office or youth employment service careers office which is unfilled at the date of the monthly count.	WEEKLY HOURS WORKED Actual hours worked during the week.
SEASONALLY ADJUSTED Adjusted for normal seasonal variations.	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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