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Department of Employment

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The Employment Bill—clause by clause

Early careers of graduates

Industrial relations in the USA—a British view

Job stress—the effects of repetitive work

Racial discrimination at work—applications to tribunals

DEPARTMENT OF EMPLOYMENT GAZETTE December 1979 (pages 1209-1320)

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BACKFILE VOLUMES

Complete volume of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1970 and *Department of Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 18 Bedford Row, London WC1R 4EJ, England.

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News and Notes

Employment Bill: Jim Prior reveals the details

New safeguards should prevent 'coercive recruitment methods'



Jim Prior (centre), Lord Gowrie (left) and Patrick Mayhew presenting the Bill to the press

The Employment Bill was designed to bring some common sense back into our industrial relations and to give people proper protection where it was needed, said Employment Secretary James Prior at the launching of the Bill.

He said: "Some people will try to portray the proposals as an attack on trade unions or trade unionists.

"But actually, of course, there has been an attack on trade unionists and trade unions for 30 years simply because we have not been able to give to trade unionists and to workers generally the standards of living—both in terms of the cash in their pockets and what it can buy and in the terms of better social services and higher standards of life—that have been possible for other countries."

The Bill was designed to help the middle

class. It would help prevent extreme behaviour which went beyond all reason "including a repetition of those picketing excesses that so distressed the nation last winter", said Mr Prior.

"It will give safeguards for people against coercive recruitment methods of the kind used by SLADE. It helps ensure that in future a closed shop can only come in if it has been approved by the overwhelming majority of the employees affected. The

of the TUC's comments) and the limiting of the changes in maternity provisions to firms with five or less employees.

In answer to those who wondered whether the proposals in the Bill would be sufficient, Mr Prior said that it was much more important in industrial relations terms to go gently; to achieve the maximum amount by agreement.

In 92-98 per cent of cases there was no need for legislation—but it was needed in the rest.

The main purposes of the Bill are:

- to encourage the wide use of secret ballots in trade union elections and votes on other important issues such as deciding on strike action;
- to provide greater protection for individual employees where a closed shop is established;
- to limit lawful picketing to a picket's own place of work;
- to enable the Secretary of State to publish Codes of Practice, particularly on the closed shop and picketing;
- to provide protection against trade union recruitment tactics of the type used by the Society of Lithographic Artists, Designers, Engravers and Process Workers to force people into union membership against their will; and
- to make a number of amendments to the employment protection legislation where experience has shown that it is not working properly and where its effect is to discourage employers, particularly small employers, from creating new jobs.

Full clause-by-clause details of the Bill can be found on p. 1218.

ground, to get the right balance, and to take some of the steam out of the inflationary spiral of the last few years.

Careful and considered changes in the law were proposed. The purpose was:

- to protect those who were not involved in a dispute but who might suffer because of industrial action;
- to protect individuals where the closed shop might otherwise threaten their jobs;
- to enable unions to test the views of their members through secret ballots; and
- to achieve a better balance between the protection of people in employment and the creation of new jobs.

conscience and rights of individuals in all closed shops will be defended."

The Bill would also ease the burdens on all firms but particularly smaller businesses, so that they would feel encouraged to expand, bringing jobs to people who would otherwise have none.

Mr Prior said that the Government had been greatly helped in drafting the legislation by the comments of many people and organisations since the publication of the working papers.

Among changes that had been made to the proposals were the buttressing of the definition of lawful picketing (taking note

TUC pledges every 'legitimate opposition' through Parliament

The TUC would oppose the Bill in its entirety, said General Secretary Len Murray at a press conference following the publication of the Employment Bill.

He said the TUC would not seek amendments to the Bill, but would be looking for every legitimate way to oppose it through Parliament.

If it became law, said Mr Murray, he thought that the TUC would ask the Labour Party for an absolute assurance of its repeal.

Advice to unions

Asked if the unions would abide by the law if it was changed by the Bill, he said the TUC would advise unions to go to employers with the objective of regaining their lost rights through agreements.

Mr Murray said the TUC knew of instances in 1971 and 1974 where employers had not used their legal rights, and this had been perfectly right and proper of them.

News and Notes



The 1979 Girl Technician of the Year, Mrs Ann Cox-Horton, being presented with her trophy by Sir Monty Finniston, FRS, chairman of the Committee of Inquiry into the Engineering Profession.

Mrs Cox-Horton, 26, is an electrical contracts engineer from Chertsey, Surrey. She was presented with the prize of £250 and an inscribed rose bowl.

The runner-up, Mrs Barbara Needham, 27, is a senior research engineer from Harlow, Essex, and she received a £150 special award.

Sponsored by The Caroline Haslett Memorial Trust and the Institute of Electrical and Electronics Technician Engineers, the award aims to focus attention on electrical and electronic engineering as a worthwhile professional career for women.

Ann Cox-Horton works for T. Clarke & Co Ltd, a London firm of electrical contractors. She is responsible for contracts valued at up to £1½ million, including the work of up to 50 people. Ann served her apprenticeship on building sites, and was the first girl apprentice registered with the joint industry board.

● Regulations* empowering the Health and Safety Executive to consider applications for exemptions from certain provisions of the Explosives Act 1875 and related legislation, have been before Parliament. They will come into operation on December 31, 1979.

* The Explosives Act 1875 (Exemptions) Regulations 1979 (SI 1979 No. 1378); HMSO; 10p plus postage.

Work permits will only go to first class cricketers

From the 1980 season, only overseas cricketers who have represented their country or who have played regularly in first class cricket will be eligible for work permits to play as professionals in League cricket.

The fee to be paid to the cricketer must be at least £1,500 for the season or pro rata for part of the season. The minimum fee will be adjusted annually and is intended to be sufficient to support the player while in this country.

Lord Gowrie, Minister of State for Employment, has decided to make the new arrangements as part of a general review of the issue of work permits to overseas sportsmen. The introduction of a skills criterion for overseas players in League cricket is in line with the work permit scheme generally and with arrangements for other sports, for example professional football.

These arrangements have been approved by the League Cricket Conference.

New engineering degree grants for women

Tax-free bursaries worth £500 a year are being offered by the Engineering Industry Training Board to 50 young women who intend starting first degree engineering courses in 1980. These new awards, paid in instalments during the course, will be tenable at universities, polytechnics and other higher education establishments in the United Kingdom.

Course recognition

The course, which may be full time or sandwich, must be recognised by the Council of Engineering Institutions as granting exemption from both parts of their professional examinations. It must also be relevant to engineering sectors in the EITB's scope, namely the aerospace, automobile, electrical, electronic and heavy and light mechanical engineering industries.

Applications are being invited now from candidates who intend to begin an appropriate course in 1980 and who are seeking, or have obtained, sponsorship by a company in the engineering industry. The EITB will help suitable candidates who fail to find a sponsor.

Interviews

A committee composed of representatives of industry and higher education will interview a short list of candidates next spring or summer. They will be looking for a

combination of academic excellence, the personal qualities needed to achieve success in productive industry and a commitment to such a career.

Particular attention will be paid to any evidence of interest and involvement in practical engineering, not only in school or college, but also in such ways as holiday or other employment in industry, participation in Young Engineer for Britain competitions and the EITB Insight Programmes or similar schemes, and relevant interests or hobbies. In other cases, the choice of a degree course which involves periods of practical work in industry may give the committee evidence of a commitment to an industrial career.

Industry need

This new initiative has been inspired by the need for a greater recruitment into the engineering industry of young women with the right qualifications. The number of women employed in the UK at the professional level of engineering is very small by comparison with other advanced countries, although experience both here and abroad has shown that they have a unique contribution to make.

Further information and an application form can be obtained from: EITB Engineering Awards, Engineering Industry Training Board, PO Box 176, 54 Clarendon Road, Watford WD1 1LB, Herts.

News and Notes



Mr Gordon Manzie, 49, the new Director of the Industrial Development Unit. Mr Manzie will succeed Mr R. H. Bonham Carter who has been director of the unit since June 1977 on secondment from S. G. Warburg and Co Ltd.

Mr Manzie's previous appointment was Under Secretary responsible for Industrial Development in the Scottish Economic Planning Department.

The Industrial Development Unit is responsible for the appraisal of all major applications for financial assistance under the Industry Act 1972. Such applications are concerned principally with regional assistance, industrial sector schemes and rescue cases.

● Many accidents involving contact with moving machinery in paper and boardmaking mills occur because of untidiness or the work system employed, says a report published by the Health and Safety Executive. There is a need for cleanliness and good housekeeping, particularly in the machine area and gangways. Advice on guarding preparation plant, papermaking and finishing machinery is also included.

Safety in Paper and Boardmaking Mills. Fourth Report of the Joint Standing Committee for Paper Mills. HMSO, £2 plus postage.

Fewer serious accidents at quarries

The number of men killed at quarries increased from 12 in 1977 to 15 in 1978, but there was a reduction in the number of serious accidents, 67 compared with 82 in 1977, according to a report* from the Health and Safety Executive.

It covers quarries, mines other than coal mines, and, for the first time, landfill sites, peat workings and exploratory drillings. Haulage and transport accidents killed seven men and injured 14 seriously (com-

Bigger allowance for youngsters taking part in YOP

Young people in the Youth Opportunities Programme will be paid a new weekly allowance of £23.50 from the first full pay week after November 15, 1979, the Manpower Services Commission has announced.

The revised rate represents an increase of £2.95 above the old rate of £20.55. The increase is being made in line with increases in related social security benefits.

This is the second year of operation of the programme, launched in April 1978, which helps unemployed 16-18 year olds, gain the skills and experience to compete successfully in the employment market.

The Commission aims to provide 210,000 opportunities through the programme this financial year—30 per cent more than last year. Between April and September this year, 110,900 young people entered the programme compared with 72,000 in the same period last year.

Second edition of careers booklet

The second edition of the Food Drink and Tobacco Industry Training Board's careers booklet *Where to ask about careers in the food, drink and tobacco industries* was launched last month.

Like its predecessor, it lists the principal sources of careers information available, but it has been expanded, updated and amended.

These are three new product sector headings, and an increased number of entries giving the main sources of careers information. There is also a new section listing additional sources of help, and the section on companies which provide careers leaflets has been extended.

Free copies of the booklet are available from Kate Workman, FDTITB, Barton House, Barton Street, Gloucester GL1 1QQ. Tel: 0452 28621.

pared with seven and 26, respectively, in 1977) and represented over 25 per cent of the total accidents.

The report also says that the increase in fatal accidents at miscellaneous mines is disturbing; six people were killed and 16 seriously injured in 1978, compared with two and 16 in 1977.

* *Quarries and Mines Other than Coal: Health and Safety 1978; HMSO; £1.50 plus postage.*

What do readers think?

During January and February 1980 'Employment Gazette', the Department of Employment's regular monthly journal of record, will be carrying out a survey of its readers to ensure that the magazine is continuing to meet their needs and interests.

The survey will establish readers' attitudes to the different sections of the Gazette;

- find out what readers use most;
- what they would like to see expanded or reduced;
- and what new topics they would like to see covered which it might be possible to introduce.

Contact will be made with certain subscribers by telephone during January by the British Market Research Bureau Ltd who have been appointed to carry out the survey by the Department of Employment. Each of these subscribers will be asked who the readers of that copy are and who else refers to it.

Following this telephone contact in January, some of the identified users of the Gazette will receive a questionnaire in the post to complete and return to the research company.

In particular, the many public and academic librarians who subscribe to the publication are asked to cooperate in identifying their 'Employment Gazette' users and to encourage them to take part in the survey if they are approached.

Filming underground

The use of mains-powered electric lighting for filming in the vicinity of the working face at coal and other mines is now permitted under the Coal and Other Mines (Electric Lighting for Filming) regulations 1979*

* *The Coal and Other Mines (Electric Lighting for Filming) Regulations 1979 (SI No 1203 1979); HMSO; 50p plus postage.*

News and Notes

Safety helmets are a must in the construction trade

It is virtually impossible to find situations in the construction industry when it is safe not to wear a safety helmet, says a recent discussion document* from the Health and Safety Commission. It recommends that safety helmets should be worn by all personnel and visitors at all times during construction operations except where there is definitely no risk of head injury such as in canteens and mess rooms.

Its other main recommendations:

- in the short term there should be a voluntary code of practice coupled with making the wearing of safety helmets a condition of employment and, in the long term, representations proposing new legal requirements should be prepared;
- there should be further research to see if the present design could be improved so that suitable helmets are available for all operations to which the recommendations apply.

* *Safety helmets on construction sites* can be obtained from the Health and Safety Executive's general enquiry point, Baynards House, 1 Chepstow Place, London W2 4TF, price 50p plus postage.

Pathogen rules

Draft regulations to require notification of work with dangerous pathogens, including their transport, have been put forward in a consultative document* published by the Health and Safety Commission.

One of the main objectives of the regulations is to enable the Health and Safety Executive (HSE) to set up a comprehensive register of establishments which keep or handle dangerous pathogens.

* *Dangerous Pathogens: draft Regulations and draft Guidance Notes*, 50p, available from the General Enquiry Point, Health and Safety Executive, Baynards House, 2 Chepstow Place, London W2 4TF.

● The Health and Safety Executive has formally asked Birmingham magistrates to state case regarding their not-guilty verdict in the executive's recent prosecution of Birmingham University.

At a trial which ended on November 6, the university successfully contested a summons under the Health and Safety at Work Act alleging that it failed to ensure, so far as was reasonably practicable, the health and safety of employees in the East Wing of Birmingham University Medical School.

Consideration of the stated case will enable the executive to decide whether or not to appeal to the High Court.



HELMETS: the height of safety sense

Comprehensive first aid regulations proposed

Proposals for new and comprehensive first aid legislation covering virtually all workpeople in Great Britain have been published by the Health and Safety Commission in a consultative document.*

The proposals are designed to:

- up-date existing requirements in line with recent developments;
- set across-the-board standards;
- improve training standards by giving the HSE a more positive role; and;
- provide coverage for the seven to eight million "new entrants", such as workers in hospitals and educational establishments, brought within the scope of relevant legislation by the Health and Safety at Work Act 1974.

General duty

The draft regulations place a general duty on all employers to make adequate and appropriate first aid improvements. Practical guidance is contained in a draft approved code of practice and guidance notes.

Under the proposals, for the first time, any organisation or individual employer may, subject to HSE approval, train first aiders or occupational first aiders (who have to undergo a wider course of training) and examine and award first aid certificates.

The keynote of the document is its flexibility. It has been designed to meet the varying requirements of employers whose establishments differ in size and activity. For example, in many small establishments

* *First Aid at Work*; 50p; from HSE Enquiry Point, Baynards House, 1 Chepstow Place, London W2, 4TF.

very simple first aid provision will be appropriate.

The proposals also simplify and reduce the existing first aid legislation; the draft regulations are brief and general.

Comments should be sent to Mr K C G White, Health and Safety Executive, EMAS A4, 25 Chapel Street, London NW1 5DT by the end of February 1980.

New safety ideas for ro-ro ships

Measures giving protection to workers against new hazards associated with freight container handling and roll-on roll-off ships, in addition to the more traditional hazards connected with loading and unloading have been proposed in a Health and Safety Commission consultative document*.

Other new requirements cater for the potential hazards of new types of cargo handling appliances, whether on shore or on board ships; the training and supervision of workers; the provision of rescue facilities; protective equipment; and first aid. Another provision requires steps to be taken to protect workers from toxic or harmful substances or oxygen-deficient or flammable atmospheres.

These measures have been agreed by the general conference of the International Labour Office (ILO) and the Commission is seeking the views of those concerned.

* *International Labour Conference: Convention and Recommendation concerning Occupational Safety and Health in Dock Work*; HSE Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF, 50p.



Mr Basil Haining, Director of the MSC-sponsored Industrial Relations Training Resource Centre, from January 2, 1980.

Based at the Ashridge Management College, Berkhamsted, the IRTTC was set up by the MSC in 1977. It provides an information and advisory service to companies throughout the country on all aspects of industrial relations training.

Mr Haining, 56, who is currently Vice-President (Corporate Personnel) of the American Express Company, succeeds Mr Sam Wright as the IRTTC's director. Mr Wright resigned the directorship to join the board of BPC Ltd in September.

Mr Haining was Director of the Food, Drink and Tobacco Industry Training Board for the first four years of its operation. Before joining American Express in 1974, he was Head of Industrial Relations and subsequently Director of the Independent Television Companies Association.

More courses urged for disadvantaged youngsters without skills

A recent MSC report* urges current and potential sponsors to make more use of the Youth Opportunities Programme (YOP) to set up schemes for unemployed young people most in need of help—school-leavers who have suffered educational disadvantage and left school without qualifications.

Difficulties

Those likely to have had difficulties at school are not only the academically less able, but also those whose schooling has been interrupted by illness, the mentally and physically handicapped, immigrants who have had to learn English from scratch, and children from a deprived home environment.

The report says that this group of young people will probably need a longer than average period of preparation—possibly up

New Post Office check-off system wins approval from the Certification Officer

On January 1, the Post Office will introduce a new check-off system for union subscriptions that has been praised by the Certification Officer for its flexibility in dealing with Post Office Engineering Union members exempt from political fund payments.

The comment is contained in his decision on a complaint under the Trade Union Act 1913 that the union had acted in breach of its political fund rules. The complaint was made by a member, Mr J. G. Cleminson.

The new arrangement supersedes a process through which exempt members were given refunds from the contribution in advance, while paying full subscription through check-off.

Problems

Problems concerning union members exempt from political contributions who pay subscriptions through relatively inflexible check-off arrangements have arisen before (*Employment Gazette*, August 1979, p. 745).

Mr Cleminson's first ground of complaint was that although he was an exempt member, the amount of the political contribution was not refunded to him in accordance with those arrangements over a period of 12 years. This was not disputed by the union. The Certification Officer found that a breach of rule did indeed occur; however, since the money due to Mr Cleminson was repaid by the union in 1978, the breach had already been remedied and no useful purpose would be served by making an order.

The second ground of complaint was that

to a year—to build up the confidence and ability to hold down a job. But with time and sympathetic support they can gain competence and maturity, improve on literacy, numeracy and the ability to express themselves and then develop skills related to a specific job of their choice.

YOP sponsors already working with the educationally disadvantaged, and others thinking of providing opportunities, can find practical advice in the report on fitting together various options in the programme, such as Work Introduction and Preparation Courses followed by training in a workshop, Community Industry or Work Experience on Employers Premises.

* *The educationally disadvantaged and MSC programmes: a practical guide*: Available free from MSC Special Programmes Division, Selkirk House, 166 High Holborn, London WC1V 6PF.

even after Mr Cleminson had been repaid the union's system of refunding in advance placed him at a disadvantage because it could easily go wrong. The Certification Officer did not consider that Mr Cleminson suffered any disadvantage simply because of the possibility of a breakdown in the system. He therefore finds this ground to be unjustified.

No finding

The third ground of complaint was that when Mr Cleminson subsequently changed over to paying his union contributions by cheque, this placed him at a disadvantage because it was less convenient than paying through the check-off. The Certification Officer made no finding about this, because in his view it was not clear from the evidence whether Mr Cleminson was taken off check-off against his will or by his own choice.

The Certification Officer considers that there is cause for concern in Mr Cleminson's previous treatment by the union and that he is entitled to expect the union's full co-operation in enabling him to pay through that system, in accordance with the wish which he expressed at the hearing.

On the other hand, the Certification Officer says that the union showed commendable persistence in pressing the Post Office for the new arrangement described.

Employee interests put into the Companies Bill

New clauses have been tabled to the Companies Bill to deal with company directors' duty to employees and directors' conflicts of interest.

In particular, one clause provides that directors should, in the performance of their functions, have regard to the interests of their employees in general as well as the interest of shareholders. This obligation will, like all the duties of directors, be enforceable by the company.

It represents a long overdue amendment to company law and the Government attaches importance to the requirement that all directors will have to consider the interests of employees in the same way as responsible boards already do.

News and Notes

News and Notes



A proud moment for Jennifer Oxten of Runcorn as she receives the 200th City and Guilds sewing machine instructor's certificate to be issued by the Fielden House Productivity Centre in Manchester, from Sir Richard O'Brien, Chairman of the Manpower Services Commission. Jennifer works for the Northgate Group Ltd, a clothing manufacturing and subsidiary of Courtaulds.

Sir Richard had just opened the £100,000 extension to the productivity centre, which had been carried out under MSC's Special Temporary Employment Programme. The project provided jobs for 65 unemployed skilled workers for 18 months.

Although once closely linked to the cotton textiles industry, Fielden House's expertise in management and training is now being sought by many industries in the UK and overseas. And to meet this demand, the productivity centre has transformed a century-old coach house and stable block in its grounds into a suite comprising a television studio, two new lecture rooms, a laboratory, reception area, and a recreation room and bar. A new dining room and kitchens were also installed.

Mr George Jones, managing director, said: "We needed this improved accommodation to meet the needs of the much wider range of clients we are now serving from home and overseas."

Sir Richard told an audience of businessmen that Fielden House had an important role to play in halting Britain's declining status in world markets. Since 1975, British manufacturing output per man had increased by only 5 per cent compared with 30 per cent in Japan, 24 per cent in France and 17 per cent in West Germany.

Lockyer's report gives practical advice on using arbitration

A new report, *Industrial Arbitration in Great Britain*, by John Lockyer, discusses arbitration in a way that will enable an employer or trade unionist to decide for himself whether or not it offers a suitable way forward in a dispute. This report is written as practical advice collected from Mr Lockyer's work; he has been responsible for the arbitration work of the Advisory, Conciliation and Arbitration Service since its earlier days.

Detailed look

This report examines in detail both the role and the processes of voluntary arbitration and also contains a chapter exclusively dealing with unilateral arbitration by the CAC.

Institute of Personnel Management; £10.

Exchange risk guarantee scheme will be extended for another two years

The Government will extend the exchange risk guarantee scheme for a further two years—subject to a ceiling on new borrowing of £200m.

The scheme, under section 7 of the Industry Act 1972, provides cover against the exchange risk on foreign currency loans to manufacturing industry from the European Investment Bank and the European Coal and Steel Community.

Following the announcement, Lord Trenchard, Minister of State for Industry, said:

"We have been very impressed by the success of the scheme to date . . . We have therefore decided to extend the coverage of the scheme to include projects which safeguard jobs in the Assisted Areas of Northern Ireland as well as job creation projects.

● A three-point plan for small firms has been launched by Mr David Mitchell MP, Parliamentary Under-Secretary of State for Industry. He said: "Of first importance is the small businessman's need for venture capital and I am pleased to announce a pilot scheme to provide finance for small firms providing a link between the Department's Small Firms Service and the Post Office Staff Superannuation Fund.

"A further need which we are now starting to meet is for small 'workshop' premises about the size of double gar-

ages . . . This project is an exciting one which I hope will encourage new enterprises. As well as providing the 'workshops' we will be freeing the occupants from some of the restrictions normally associated with standard factories. Tenants will, for example, be offered short rental agreements instead of the more normal long leases.

The department's Small Firms Service will also be extended.

Play directory has hundreds of jobs

Hundreds of full- and part-time employment opportunities can be found in the latest edition of the National Playing Fields Association's *Play and Volunteer Directory*.

The association believes that the directory will be particularly interesting to students, trainee teachers and nursery nurses looking for worthwhile work for the summer vacation; employment agencies may also find it very useful to have on file.

The complete directory costs £5 or is available in ten regional editions at £1 each (both prices include postage) from the association at 25 Ovington Square, London SW3 1LQ; tel: 01-584 6445.

News and Notes

Unemployment among women will probably get worse—report

The proportion of women unemployed nearly doubled in the six years up to 1978. And with women's traditional employment opportunities in clothing, footwear and textiles decreasing, the problem of unemployment among women is likely to get worse as the number of women entering the workforce increase.

That is the view of a working group drawn from the Manpower Services Commission, the Equal Opportunities Commission and individuals with extensive experience of women's employment problems.

Its report—*Girls and Women and the Special Programmes for the Unemployed**—says women entering or already in the labour force will spend most of their lives in employment but for them "equality of opportunity, although promoted and protected by legislation, is not yet a reality".

Problems highlighted

It highlights the problems facing women seeking employment in the male-dominated sectors of the labour market:

- employers who prefer men in a wide variety of jobs and use recruitment methods which can deter female applicants;
- educational bias which restricts girls' career options with many, for instance, leaving school without a background in mathematics and science;
- employers who believe there are differences between men and women in intelligence, strength and aptitudes (studies show that "differences within each sex far outweigh the difference between them");
- employers generally believe women are hardworking, more conscientious and more safety conscious than men but that turnover and absence rates are higher for women: in fact, there is "little difference between men and women in absenteeism" . . . and although the turnover rate is generally higher for women "this may well be affected by the concentration of women in low-paid, low-status work".

The working group hopes the report will influence employers, agencies and sponsors to develop more employment opportunities for girls and women and create more and varied jobs under the MSC's Special Programmes schemes.

For girls participating in the Youth Opportunities Programme the report suggests: equal provision with boys in all schemes; encouraging them to take up places in manual work-experience schemes, training workshops and manual short induction

*Available from: Special Programmes Division, (PD3), Manpower Services Commission, Selkirk House, 166 High Holborn, London WC1V 6PF.

courses; sponsors to be encouraged to make provision to accommodate them; the provision of places on projects of non-traditional types of work and encouraging sponsors to mount schemes specifically to introduce girls to non-traditional work.

For women working in the Special Temporary Employment Programme the report recommends:

- the designing of STEP schemes to encourage equal participation by men and women;
- where this is not possible, schemes specifically for women should be set up within the terms of existing equal opportunities legislation;
- schemes to provide basic training enabling women to tackle unfamiliar tasks;
- schemes designed to provide retraining or a new direction; and
- the provision of child-care facilities should be investigated.

The report states: "there are practically no jobs which cannot be done by women, given the opportunity and appropriate training". It cites industries suffering from skill shortages—mechanical engineering, the chemical industry and the computing industry—where women with appropriate training and remedial education could be introduced to these kinds of work.

Registration scheme to help train trainers

A new voluntary registration scheme aimed at improving the standard of programmes used to train training staff has been announced by the Manpower Services Commission.

The registration scheme, operated by MSC's Directorate of Training, follows a recommendation by the Training of Trainers Committee in its first report published in October 1978.

Core competencies

Two other of the Committee's recommendations are also incorporated in the scheme: a framework for identifying the core competencies of a trainer, and a code of practice.

Registration is particularly relevant for those programme providers offering regular foundation training programmes which cover organising, managing or advising on training within an organisation.

This includes colleges of further and higher education, commercial and independent organisations, and training centres wholly or partly supported by ITBs or non-

Small firms are the home of innovation says minister

The growing importance to the UK economy of smaller firms was emphasised by industry minister David Mitchell at the London Business School recently.

Mr Mitchell told his audience: "The potential of small firms is recognised not only in the number of new jobs than can provide but also in the field of innovation. The initiative of the risk taker, be the company large or small, is a vital factor in creating a country's wealth. A new product which challenges existing ones on design, quality or cost, often means a successful break-through for small firms, who also have the enthusiasm and flair to develop and market such products."

Innovations

He added that recent studies on innovations made by small firms showed that they had been responsible for many very important new ideas—more than those produced by larger businesses, despite the much larger amounts they spent on research.

Already, over six million people were employed by smaller firms, said Mr Mitchell, and they offered the greatest potential for employment growth.

ITB sector bodies offering introductory training officer programmes.

Under the scheme the provider agrees to:—apply the code of practice for the planning, presentation and conduct of the programmes;

—provide a means of involving users and other interested bodies in the planning and follow-up of specific programmes;

—allow users and others concerned to participate in regular reviews of overall programme achievements, problems, developments and future plans;

—carry out a more formal review and evaluation of their programmes, initially within 18 months of registration and subsequently every three years;

—participate in workshops designed to share information on experience, common problems, research and developments.

Programme providers interested in registering should write to: Ms P. Burke, MSC/TSD, Directorate of Training, 95 Wigmore Street, London W1H 9AA; or telephone 01-486 6688 ext. 114.

The Employment Bill—clause by clause

Trade union ballots

Clause 1 would empower the Secretary of State to make, by regulations, a scheme administered by the Certification Officer providing for payments towards expenditure incurred by independent trade unions in conducting secret ballots. The ballots concern the calling or ending of a strike or other industrial action, elections to the executive or other governing body of an independent trade union, elections to posts which are held by employees of trade unions, amending the rules of the trade union, and/or amalgamations of unions or transfer of engagements under the Trade Union (Amalgamations etc) Act 1964. These purposes could be extended by order.

Codes of practice

Clause 2 would enable the Secretary of State to issue codes of practice containing practical guidance for promoting the improvement of industrial relations. Such codes would be admissible in evidence in industrial tribunal or court proceedings and could be taken into account by tribunals or courts in determining questions to which they were relevant. However, they would not, in themselves, render anyone liable to proceedings.

Before issuing or revising a code the Secretary of State would be required to consult with ACAS and publish a draft for consultations. The codes would then be subject to approval by both Houses of Parliament. ACAS itself can already produce similar codes.

Exclusion from trade union membership

Clause 3 would give a person who is, or seeks to be, in employment where there is a union membership agreement (a closed shop) the right not to be unreasonably excluded or expelled from a trade union. This new right would be additional to present common law rights. Complaints of infringement of the right would be heard by industrial tribunals which would be required to consider the matter on its merits and not just on the particular union rules which apply.

Tribunals would have the power to declare complaints well founded and there would be a right of appeal, either on the facts or on points of law, to the Employment Appeal Tribunal.

Clause 4 would enable a person whose complaint (of unreasonable exclusion or expulsion) had been declared to be well founded to apply to the industrial tribunal if he had been admitted or re-admitted to membership of the union for compensation or for any loss he had sustained. If he was not admitted or re-admitted to membership he could apply to the Employment Appeal Tribunal for compensation. In this case compensation would be what the EAT considered to be just and equitable and would be subject to a higher maximum award.

A complainant would be under the normal duty to mitigate loss arising from the exclusion or expulsion from the union and a tribunal would also be able to reduce the

amount of any compensation where a complainant's action contributed to his exclusion or expulsion.

Where a tribunal awarded compensation this would be limited to the same maximum as applies in unfair dismissal cases. Where the EAT awarded compensation this would be limited to the higher maximum which applies in unfair dismissal cases where employers have not complied with a tribunal's reinstatement or re-engagement award.

Unfair dismissal

Clause 5 would provide that, in deciding whether or not an employer had carried out a dismissal fairly, an industrial tribunal should take into account such factors as the size and administrative resources of that employer.

Clause 5 would also remove from the employer in unfair dismissal cases the onus of demonstrating to the tribunal that he acted reasonably in treating the reason for dismissal as justifying dismissal. It would be for the tribunal to decide whether or not the employer acted reasonably in all the circumstances.

Clause 6 would enlarge the ground upon which dismissal for non-membership of a trade union is to be regarded as unfair where there is a union membership agreement (closed shop). The enlarged grounds are:

- where the employee objects on grounds of conscience or other grounds of deeply held personal conviction to membership of any union or a particular union,
- where he was not, at the time of agreement, a member of a union specified by it (and has not been a member since),
- (in the case of agreements coming into effect after the Act takes effect) the agreement was not approved in a secret ballot in which at least 80 per cent of those to be covered supported it.

Clause 7 subsection (1) would exempt new firms with less than 20 employees from the unfair dismissal provisions for the first two years after they take on their first employee. During this period employees would accumulate service towards the qualifying period for making a complaint of unfair dismissal, but they would be able to exercise their rights only after the two years expire. The exemption would cease if at any time the firm recruited more than 19 employees.

Employers would be able to claim exemption only if they informed their employees in writing, before recruitment, of the effect of the exemption and the date on which it expired. The exemption would not cover dismissal on account of trade union membership or on certain medical grounds.

Subsection (2) would reduce from two years to one year the minimum length of a fixed term contract in which

employees may agree to waive their right to complain of unfair dismissal if they are not re-engaged on the expiry of the contract. The unfair dismissal provisions will still apply to dismissal before the contract expires.

Clause 8 proposes several changes to the provisions on the basic award of compensation for unfair dismissal and *subsection (3)* provides for the calculation of the basic award on the same basis as redundancy payment.

Subsection (4) would empower tribunals to reduce the basic award in cases where the employee had unreasonably refused an offer of reinstatement from the employer. It would also give tribunals discretion to reduce the award on the grounds of the employee's conduct where this would not come under the heading of fault which contributed to the dismissal. The minimum entitlement to two weeks pay would be abolished.

Clause 9 would enable an employer to join as a party in unfair dismissal proceedings a person or trade union whom he claims induced him by actual or threatened industrial action to dismiss the employee for not being a member of a trade union. If compensation is awarded to the employee in the case, and the tribunal finds that the employer's claim of inducement is well founded, then it could order the person or trade union joined in the action to pay part or all of the compensation.

Maternity

Clause 10 has three main purposes affecting the right to return to work after maternity leave:

- (a) it would provide that an employee shall give *written* notice before she leaves and when she intends to return;
- (b) it would provide for 21 days' notice of intention to return, instead of seven days as at present; and
- (c) it would provide for an additional written notification soon after confinement if this is requested by the employer.

The employee would not be entitled to return to work if she did not comply with these requirements.

Clause 11 would provide that in certain circumstances where an employee exercised her right to return to work, section 56 of the 1978 Act ('Failure to permit women to return to work after confinement treated as dismissal') should not apply. In these circumstances there would be no deemed dismissal mentioned in section 56. The clause would not, however, affect any contractual rights the employee might have.

The relevant circumstances would be where either:

- (a) a small firm with less than six employees found it not reasonably practicable either to take the employee back in her old job or to offer alternative work; or
- (b) any firm found it not reasonably practicable to offer her old job, but offered a suitable alternative which she accepted or unreasonably rejected.

Guarantee payments

Clause 12 would specify that no more than five days' guarantee pay would be payable in a rolling period of three months, rather than in a fixed period of three months as at present.

Clause 13 would extend to an employee who objected on grounds of conscience or other deeply held personal conviction to membership of any, or a particular, trade union the right not to have action short of dismissal taken against him with the intention of forcing him to join a trade union.

Picketing

Clause 14 would provide a new definition of lawful picketing covering specifically:

- a person picketing at his own place of work;
- a trade union official accompanying a member of his union who is picketing at his own place of work;
- an unemployed person picketing at his former place of work in furtherance of a trade dispute connected with his dismissal, redundancy or resignation;
- a person who does not have one fixed place of work, or for whom it is not practicable to picket at his actual place of work, who may picket at the premises of his employer for which he works, or from which his work is managed.

A picket who induced workers to break their contracts by picketing somewhere other than at his own place of work could be sued in tort.

Clause 15 deals with coercive trade union recruitment activities. It would provide that a person could be liable to civil actions in the courts if he induced, or threatened to induce, an employee to break his contract of employment with the intention of compelling workers to join a particular trade union or unions. This would not apply where the employee whose contract of employment was broken (or threatened to be broken) worked for the same employer or at the same place as the workers who were being compelled to join a union.

Miscellaneous and general

Clause 16 would repeal section 1A of the 1974 Act, under which the Secretary of State has a duty to draft a charter on freedom of the press and lay it before Parliament (under the provisions of Clause 18(2) this repeal may be delayed and affected later by order; and would repeal sections 11 to 16 of the 1975 Act which establish a procedure for dealing with trade union recognition issues).

Clause 16(c) would repeal Schedule 11 to the Employment Protection Act 1975 and remaining provisions of the Road Haulage Wages Act 1938. The Schedule enables claims to be made that employers are not observing "recognised terms and conditions", or, in their absence, the "general level" of terms and conditions observed in the same industry and district. Part II of the Schedule makes additional provision for workers in Wages Council industries. Claims are referred to ACAS and, if not settled by conciliation, to the Central Arbitration Committee for hearing and award. ■

Moving around in the room at the top

Early careers survey of graduates—first results

By Peter Williamson *Unit for Manpower Studies*

How do Britain's most talented people move around in the early part of their working lives?

This survey, covering the period 1970-77, confirms many subjective impressions of graduates' early careers, and sheds new light on an earlier survey* for the period 1960-66 by Professor Kelsall, then Professor of Sociological Studies at Sheffield University. Particularly significant amongst the results are:

- manufacturing industry attracts very few graduates (especially engineers and scientists) from other sectors
- men graduates are more mobile than women in terms of occupation and type of work, but the reverse holds for sector of employment, where women are the more mobile
- more graduates achieved managerial status or were in general management type of work in 1977 compared with 1966, but women have only half the chance of reaching this level in their early career compared with men
- engineers are especially successful in becoming managers
- public administration seems (in 1977) to have taken over the expansionary role previously held (in 1966) by the education sector

In this, the first in a proposed series of articles for *Employment Gazette*, the planning of a national postal survey of the early careers of 1970 graduates is described. It also introduces some of the first results on broad employment patterns and flows. Later articles will cover other results. A full research report with all the main results will be published in due course.

The survey was undertaken in 1977 by the Department of Employment's Unit for Manpower Studies (UMS), with support from graduate careers services (AGCAS). It aimed to provide information on the link between higher education and employment and carries forward the pattern of employment of graduates for up to seven years beyond the first employment recorded in the annual series on first destination.†

Objectives of the survey

Broadly the survey attempts to provide information on:

- (a) subjective views of graduates on first employment choice;
- (b) influence of degree subject and class on career;
- (c) methods used in searching for, and obtaining, jobs;

- (d) objective descriptions of jobs;
- (e) flows between first and latest jobs;
- (f) subjective views of jobs and adjustment of expectations after entering employment; and
- (g) extent of specific training courses in the job.

Comparisons between men and women, and between graduates of universities and polytechnics, are important and are central to the analysis. Supplementary information collected in the survey (such as salary) will be incorporated in later analyses wherever it is relevant and useful for interpretation of the results.

The survey itself

Launched in October 1977 following a pilot survey in April 1977 (reported in *Employment Gazette*, September 1977), the main survey sample consisted of first degree 1970 graduates‡ of universities and polytechnics§ (all graduates) in Great Britain and was based on graduation and pass lists for 1970.

The final sample was 12,112 graduates, of which 8,288 could be identified as men and 3,084 as women. There were 8,488 university graduates, 2,419 CNA (Council for National Academic Awards) graduates and 1,172 graduates from polytechnics with external London University degrees. Incomplete records meant that the sex of 740 graduates and the institute of 33 graduates could not be determined.

Overall the response rate was 53 per cent. If non-contacts (questionnaires returned "address unknown") are excluded, it is likely that at least 68 per cent of those who received a questionnaire completed and returned it.

The representativeness of the sample achieved for universities has been checked for sex, degree subject, degree class, sector of first employment and type of first work by comparison with UGC (University Grants Committee) first destination statistics. These checks proved to be satisfactory. The response of the CNA graduates was comparable with that from the university graduate group so it can be assumed that the data are reliable and that fairly detailed analyses can be undertaken.

* *Six Years After* (published 1970)—a study of 1960 university graduates.

† UGC *First Destination of University Graduates, and Polytechnic First Degree and HND Students*.

‡ Sandwich course graduates and those at polytechnics taking external London degrees were included, but overseas students and those taking medical, dental or veterinary qualifications were outside the scope of the survey. Some of the sample went on to take higher degrees before entering employment.

§ For university graduates a 1 in 5 systematic sample was taken and for polytechnics (including the central institutes in Scotland) all graduates were taken.

Movement of graduates

This first article is restricted to the flows (or movement of graduates) between jobs. Three kinds of flow analysis are considered—sector of employment (industry), occupation, and type of work (see box). The basic flow tables (see for example table 1) give numbers of respondents in broad categories in their first job cross-tabulated against the same categories in their latest job.

Each table can be simplified to three components—the numbers entering each broad category in their first job, those who change this category between first and latest jobs (outflow), and those who enter this category (latest job) from a different category in their first job (inflow). The numbers of graduates in each category in their latest job are simply the numbers in that category in their first job less outflows (which leaves the survivors) plus the inflows. For comparability the results are also expressed as percentages of the number of graduates entering each category in their first job. For the overall stability, the number surviving in the categories taken together is expressed as a percentage of the total number of graduates involved.

Table 1 Example of flow table—sector of employment

University (internal) graduates—men; all subjects, all classes of degree								Numbers
First job	Public administration	Educational institute	Industry	Commerce	Others	Unknown	All	
Latest job								
Public administration	411	62	91	22	49	—	635	
Educational institute	50	611	63	20	36	—	780	
Industry	45	35	689	24	54	—	847	
Commerce	21	13	53	180	31	—	298	
Others	40	49	45	15	377	—	526	
Unknown	—	—	—	—	—	15	15	
All	567	770	941	261	547	15	3,101	(3,086 known)
Stability percentage (survivors)	72	79	73	69	69			
Outflow (percentage)	28	21	27	31	31			

Overall stability (as per cent of total known)
= $(411 + 611 + 689 + 180 + 377) \div 3,086 = 74$

Example of flow calculations (for public administration)
Outflow = $(50 + 45 + 21 + 40) \div 567 = 28\%$
Inflow = $(62 + 91 + 22 + 49) \div 567 = 40\%$

Employment sector flows

Overall employment stability percentages for class and selected subject of degree for men and women graduates (university, polytechnic and external) are shown at table 2, and flows between broad employment sectors (for all subjects and classes of degree) for men and women are shown at tables 3 and 4 respectively. Also shown are the numbers of graduates* in each sector in their first and latest jobs, with corresponding percentage distributions.

In general women graduates are more mobile† (in the sense that they are more liable to change their sector of employment) than men. This increase in mobility seems to have developed in the last ten years since Kelsall's earlier study, which suggested little difference between men and women. Within this general picture women with first class honours are especially mobile, as (to a less extent) are those with social science‡ degrees. In comparison, for men graduates, there is little evidence that overall stability (and hence mobility) varies with subject or class of

JOB DESCRIPTIONS AND FLOWS

Sector of employment is an industrial classification (of 83 headings) based on Kelsall's employment sectors.

Occupation is a classification (of 143 headings) based on the 1971 Census of Population.

Type of work is a classification (of 64 headings) based on Kelsall's "kind of duties or functions".

First job for first degree graduates was usually obtained in 1970-71, but for those who took a higher degree it would have been several years later.

Latest job was usually that held at the time of completing the questionnaire (end-1977) but for some people (eg married women with young children) it might have been several years earlier.

Outflows are the numbers or percentages of graduates whose latest job descriptions differ from their first.

Survivors are the numbers or percentages of graduates who have the same job description (although not necessarily the same job of employer) in both their first and latest jobs.

Inflows are the numbers or percentages of graduates whose first job descriptions differ from their last.

Stability is the number of survivors expressed as a percentage of the total numbers in each first job description. In percentage terms, stability and outflow always equal 100.

Mobility is the outflow percentage.

Table 2 Movements between sectors of employment—overall stability

MEN		per cent						
Period	First job—latest job							Kelsall*
Degree subject	Engineering	Science	Social science	All	All	All	All	All
Degree class	All	All	All	First	Second	Other	All	All
University	72	75	72	76	72	76	74†	(75)
Polytechnic	76	71	73	70	74	73	73	
External	—	69	70	—	72	71	71	

WOMEN		per cent						
Period	First job—latest job							Kelsall*
Degree subject	Language	Science	Social science	All	All	All	All	All
Degree class	All	All	All	First	Second	Other	All	All
University	72	72	65	60	69	70	69	(74)
Polytechnic	60	73	56	—	69	61	65	
External	76	63	63	—	69	63	65	

Notes: * Kelsall's overall stability for First job—1966 Job is given in brackets.

— No percentage is given if less than 10 graduates in base.

† An example (for university men, all subjects and all classes of degree) of the overall stability calculation (74 per cent) is given in table 1.

degree. For both men and women, however, there is a suggestion that university graduates are less mobile than CNA and external graduates from polytechnics.

* The university, polytechnic and external categories are not additive because of the different weighting and response rates.

† High mobility is equivalent to high outflows (low stability)—see box.

‡ Law, economics, sociology, management studies, etc.

Table 3 Sector of employment—Men

All subjects, all classes of degree

Broad sector	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Public administration	University	18	567	28	40	+12	635	21
	Polytechnic	22	230	26	33	+8	248	24
	External	29	117	30	26	-3	113	28
Educational institutions	University	25	770	21	22	+1	780	25
	Polytechnic	10	102	26	44	+18	120	12
	External	27	109	15	22	+7	117	29
Industry	University	30	941	27	17	-10	847	27
	Polytechnic	53	550	26	9	-17	458	44
	External	15	60	33	25	-8	55	14
Commerce	University	8	261	31	45	+14	298	10
	Polytechnic	8	81	30	60	+31	106	10
	External	12	47	40	47	+6	50	12
Others†	University	18	547	31	27	-4	526	17
	Polytechnic	8	79	34	73	+39	110	11
	External	17	68	37	34	-3	66	16
Overall	University	100	3,086	26	26	—	3,086	100
	Polytechnic	100	1,042	27	27	—	1,042	100
	External	100	401	29	29	—	401	100

Notes: * Flows expressed as percentage of first job numbers. (see table 1 for example).

† Private professional functions, church, armed forces, communications, cultural, artistic, and miscellaneous.

Table 4 Sector of employment—Women

All subjects, all classes of degree

Broad sector	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Public administration	University	25	349	34	33	-1	346	24
	Polytechnic	28	32	47	9	-37	20	18
	External	31	46	28	30	+2	47	31
Educational institutions	University	48	686	18	18	—	689	48
	Polytechnic	33	37	8	38	+30	48	42
	External	38	57	19	39	+19	68	45
Industry	University	9	135	53	36	-18	111	8
	Polytechnic	20	23	52	30	-22	18	16
	External	5	8	..	..	..	5	3
Commerce	University	6	87	54	70	+16	101	7
	Polytechnic	10	11	54	109	+55	17	15
	External	13	19	58	42	-16	16	11
Others†	University	12	167	47	53	+6	177	12
	Polytechnic	9	10	40	40	—	10	9
	External	13	20	55	25	-30	14	9
Overall	University	100	1,424	31	31	—	1,424	100
	Polytechnic	100	113	35	35	—	113	100
	External	100	150	35	35	—	150	100

Notes: * Flows expressed as percentages of first job numbers.

† see table 3.

.. no flows are given if number in first job is less than 10.

The flow analyses (tables 3 and 4) reveal that the crucial factor in deciding whether a particular industrial sector secures the long-term services of graduates is whether it can attract those who initially chose a different sector—rather than whether it can retain those recruited initially.

On the other hand it is true that these flows might be fairly constant over the years (for men university graduates Kelsall's figures for outflow and inflow for the "industry" sector were 28 per cent and 16 per cent respectively compared with this survey's figures of 27 per cent and 17 per cent). Sectors with low inflows are likely to over-recruit new graduates to ensure that their long-term needs are met.

For male university graduates public administration seems to have taken over the expansionary role held ten years earlier by educational institutions (the net flows of zero and +11 per cent respectively found by Kelsall have now become +12 per cent and +1 per cent). The main contribution to the increase in public administration has been the high (40 per cent) inflow of (224) men university graduates, mainly engineers (46) and scientists (30) leaving industry.

Commerce is the employment sector with consistently high inflows (45 per cent for men university graduates compared with 66 per cent in Kelsall's earlier study and

even higher inflows for polytechnic graduates). Most of these high inflows consist of men engineers and scientists leaving industry and women leaving public administration and industry.

For men, manufacturing industry has low inflows of recent graduates (especially for engineers, scientists, and those with poorer class degrees) whereas commerce has high inflows. For engineers, if they change their employment sector, the sectors most successful in attracting them are commerce and educational institutions—very few enter industry. For women, educational institutions succeed in retaining a very high proportion of those who initially enter this sector, commerce is very successful in attracting recent graduates from other sectors, whilst industry is successful in neither respect.

Occupation flows

Overall occupational stability percentages are shown in table 5, and flows between broad occupations are at table 6

Table 6 Occupation—Men

All subjects, all classes of degree (trainees excluded)

Broad occupation	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Teacher	University	27	627	17	22	+5	661	28
	Polytechnic	9	82	23	56	+33	109	12
	External	31	96	16	21	+5	101	33
Health worker	University	3	60	15	10	-5	57	2
	Polytechnic	4	38	21	18	-3	37	4
	External	—	1	..	..	..	1	—
Engineer	University	18	424	30	9	-20	338	15
	Polytechnic	37	334	32	14	-18	274	30
	External	3	8	..	..	..	7	2
Technologist	University	2	53	57	17	-40	32	1
	Polytechnic	2	21	43	29	-14	18	2
	External	—	—	..	..	..	—	—
Scientist	University	14	317	35	10	-26	236	10
	Polytechnic	11	98	47	8	-39	60	7
	External	6	19	47	21	-26	14	5
Technician	University	7	158	52	31	-21	125	5
	Polytechnic	18	161	58	16	-42	94	10
	External	6	19	42	47	+5	20	6
Legal and welfare	University	4	91	18	38	+21	110	5
	Polytechnic	1	9	..	..	..	10	1
	External	6	17	24	118	+94	33	11
Business, etc	University	3	73	42	41	-1	72	3
	Polytechnic	3	24	54	33	-21	19	2
	External	2	6	..	..	..	11	4
Social scientist, etc	University	6	142	26	46	+20	171	7
	Polytechnic	4	32	50	56	+6	34	4
	External	9	28	29	29	—	28	9
Manager; Government official	University	7	152	18	170	+151	382	16
	Polytechnic	6	52	23	321	+298	207	23
	External	6	20	40	160	+120	44	14
Other	University	10	225	65	26	-39	138	6
	Polytechnic	6	53	66	45	-21	42	5
	External	31	94	59	11	-48	49	16
Overall	University	100	2,322	31	31	—	2,322	100
	Polytechnic	100	904	40	40	—	904	100
	External	100	308	37	37	—	308	100

Note: * Flows expressed as percentage of first job numbers (except .. when base less than 10).

Table 5 Movements between occupations—overall stability

MEN							
Period	First job—latest job						
	Engin- eering	Science	Social science	All	All	All	All
Degree subject	All	All	All	First	Second	Other	All
University	66	69	64	73	68	69	69
Polytechnic	63	55	55	61	59	63	60
External	—	65	62	—	64	63	63

WOMEN							
Period	First job—latest job						
	Lang- guages	Science	Social science	All	All	All	All
Degree subject	All	All	All	First	Second	Other	All
University	75	73	65	67	70	80	72
Polytechnic	83	72	45	—	72	72	71
External	74	68	59	—	67	64	65

Notes: All trainee occupations are excluded.

No percentage (—) is given if less than 10 graduates in base.

(men) and table 7 (women).

Men, especially those from polytechnics, are more occupationally mobile than women—a reversal of the effect on sector of employment. Again, those with social science degrees (men as well as women) are more mobile than others, but there is little evidence to link class of degree with occupational mobility.

The flow analyses (tables 6 and 7) again reveal that the ability of an occupational sector to increase its share of graduates depends more on attracting mobile graduates rather than on retaining those who enter that occupation initially. The very high flows into the sector "manager and government official" (258 men from universities and 167 men from polytechnics) is mainly attributed to a natural progression up the career ladder with increased responsibility at junior and middle management levels.

For those who change occupations the flow pattern is rather simpler for engineering graduates than for those with science degrees. Of men from universities 58 per cent of engineering graduates who changed from engineer

became managers compared with 32 per cent of science graduates who changed from scientist. Another 24 per cent of the latter became teachers in their latest job. This move across to teaching is even more marked for women university science graduates who changed from scientist, with 48 per cent becoming teachers and only 7 per cent managers. Most of the engineering or science graduates who took first jobs as technologists or technicians but who changed occupations became managers (38 per cent) or engineers (25 per cent). The high inflows into the social scientist* occupations were mainly those who were teachers in their first job.

Although most who became "managers" in their latest job started as engineers, scientists or technicians, the group with the highest chance of reaching this level were men graduating in social science from polytechnics: 19 per cent were managers in their first job and 40 per cent in their latest job compared with 13 per cent and 22 per cent

* Includes surveyor, architect, town planner, psychologist, sociologist, and other professionals and artists.

Table 7 Occupation—Women

All subjects, all classes of degree (trainees excluded)

Broad Occupation	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Teacher	University	50	608	17	15	-2	597	49
	Polytechnic	32	31	6	32	+26	39	40
	External	32	45	16	51	+36	61	43
Health worker	University	3	33	15	27	+12	37	3
	Polytechnic	8	8	..	..	..	8	8
	External	1	1	..	..	..	1	1
Engineer	University	1	9	..	..	..	4	—
	Polytechnic	5	5	..	..	..	2	2
	External	—	—	..	..	..	—	—
Technologist	University	—	6	..	..	..	2	—
	Polytechnic	—	—	..	..	..	—	—
	External	—	—	..	..	..	—	—
Scientist	University	7	86	42	29	-13	75	6
	Polytechnic	13	13	54	8	-46	7	7
	External	4	5	..	..	..	5	4
Technician	University	5	65	34	31	-3	63	5
	Polytechnic	18	17	35	18	-18	14	14
	External	6	8	..	..	..	3	2
Legal and welfare	University	7	82	32	18	-13	71	6
	Polytechnic	3	3	..	..	..	4	4
	External	13	19	26	32	+5	20	14
Business, etc	University	1	11	73	73	—	11	1
	Polytechnic	1	1	..	..	..	1	1
	External	1	2	..	..	..	1	1
Social scientist, etc	University	8	99	38	46	+8	107	9
	Polytechnic	9	9	..	..	..	7	7
	External	11	16	50	69	+19	19	13
Manager; govern't official	University	3	36	36	208	+172	98	8
	Polytechnic	2	2	..	..	..	6	6
	External	3	4	..	..	..	2	1
Other	University	16	191	46	29	-16	161	13
	Polytechnic	8	8	..	..	..	9	9
	External	29	41	44	15	-29	29	21
Overall	University	100	1,226	28	28	—	1,226	100
	Polytechnic	100	97	29	29	—	97	100
	External	100	141	35	35	—	141	100

Note: * Flows expressed as percentage of first job numbers (except .. when base less than 10).

respectively for social science men graduates from universities, seven per cent and 16 per cent for all university men

Table 8 Movements between types of work—overall stability

MEN								per cent
Period	First job—latest job							Kelsall*
Degree subject	Engin- eering	Science	Social science	All	All	All	All	All
Degree class	All	All	All	First	Second	Other	All	All
University	55	67	56	69	63	60	62	(63)
Polytechnic	58	62	41	78	56	55	57	
External	—	64	49	—	53	56	54	

WOMEN								per cent
Period	First job—latest job							Kelsall*
Degree subject	Lan- guages	Science	Social science	All	All	All	All	All
Degree class	All	All	All	First	Second	Other	All	All
University	74	74	62	65	68	78	70	(76)
Polytechnic	60	76	50	—	67	61	64	
External	76	74	59	—	67	63	65	

Notes: * Kelsall's overall stability for First Job—1966 Job is given in brackets. No percentage (—) is given if less than 10 graduates in base.

Table 9 Type of work—Men

All subjects, all classes of degree

Broad type of work	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Production, processing, etc	University	4	129	56	44	-12	114	4
	Polytechnic	5	57	51	37	-14	49	5
	External	2	8	..	..	..	7	2
Commercial and financial	University	7	204	33	73	+40	285	9
	Polytechnic	4	46	46	107	+61	74	7
	External	9	36	36	97	+61	58	14
Research and intelligence	University	28	878	32	21	-11	784	25
	Polytechnic	40	419	38	18	-20	335	32
	External	13	53	38	34	-4	51	13
Professional functions	University	30	939	18	34	+16	1,086	35
	Polytechnic	22	227	29	56	+26	287	28
	External	27	108	14	56	+43	154	38
Social services and personnel	University	2	53	53	87	+34	71	2
	Polytechnic	1	6	..	..	..	16	2
	External	4	17	35	65	+29	22	5
Formal training courses	University	7	212	96	7	-90	22	1
	Polytechnic	8	87	98	1	-97	3	—
	External	16	65	98	5	-94	4	1
General management	University	9	279	45	94	+49	415	13
	Polytechnic	9	95	43	138	+95	185	18
	External	10	41	56	71	+15	47	12
Agricultural	University	1	20	30	20	-10	18	1
	Polytechnic	—	—	..	..	..	—	—
	External	—	1	..	..	..	2	—
Secretarial and clerical	University	3	97	84	11	-72	27	1
	Polytechnic	2	20	70	30	-40	12	1
	External	8	32	66	28	-38	20	5
Artistic	University	2	48	35	54	+19	57	2
	Polytechnic	—	3	..	..	..	4	—
	External	1	4	..	..	..	8	2
Other	University	7	227	45	37	-9	207	7
	Polytechnic	8	82	41	35	-6	77	7
	External	9	36	44	22	-22	28	7
Overall	University	100	3,086	38	38	—	3,086	100
	Polytechnic	100	1,042	43	43	—	1,042	100
	External	100	401	46	46	—	401	100

Note: * Flows expressed as percentage of first job numbers (except .. when base less than 10).

graduates, and six per cent and 23 per cent for all polytechnic men graduates. In contrast, women and science graduates have much lower chances of becoming "managers"—of all women graduates from universities only three per cent were managers in their first job increasing to only eight per cent in the latest job, while for science graduates from universities only two per cent (women) and five per cent (men) were managers in their first job, increasing to only six per cent (women) and 14 per cent (men) in their latest job.

The effect of class of degree on occupational mobility is most apparent for women teachers and for men in engineering occupations, with mobility increasing with the higher class of degree. In contrast the movement into the social scientist occupation is most marked for men with lower class degrees.

Type of work flows

Overall type of work stability percentages are shown in table 8, and flows between broad types of work are at table 9 (men) and table 10 (women). Men are more likely to

Table 10 Type of work—Women
All subjects, all classes of degree

Broad type of work	Institute	First job		Flows* (per cent)			Latest job	
		per cent	numbers	Out	In	Net	numbers	per cent
Production, processing, etc	University	—	2	..	..	..	1	—
	Polytechnic	1	1	..	..	..	1	1
	External	1	2	..	..	..	—	—
Commercial and financial	University	2	28	50	111	+61	45	3
	Polytechnic	4	5	..	..	..	4	4
	External	2	3	..	..	..	1	1
Research and intelligence	University	17	239	36	25	-11	212	15
	Polytechnic	25	28	43	14	-29	20	18
	External	15	22	32	32	—	22	15
Professional functions	University	48	677	16	20	+5	709	50
	Polytechnic	36	41	12	46	+34	55	49
	External	32	48	15	58	+44	69	46
Social services and personnel	University	8	118	27	30	+3	121	8
	Polytechnic	2	2	..	..	..	3	3
	External	15	22	27	27	—	22	15
Formal training courses	University	3	44	89	7	-82	8	1
	Polytechnic	7	8	..	..	..	—	—
	External	3	5	..	..	..	1	1
General management	University	6	92	52	71	+18	109	8
	Polytechnic	3	3	..	..	..	10	9
	External	5	8	..	..	..	7	5
Agricultural	University	—	—	..	..	..	3	—
	Polytechnic	—	—	..	..	..	—	—
	External	—	—	..	..	..	—	—
Secretarial and clerical	University	8	113	54	30	-24	86	6
	Polytechnic	7	8	..	..	..	6	5
	External	23	34	47	18	-29	24	16
Artistic	University	2	30	37	57	+20	36	3
	Polytechnic	—	—	..	..	..	1	1
	External	2	3	..	..	..	2	1
Other	University	6	81	31	47	+16	94	7
	Polytechnic	15	17	35	12	-24	13	12
	External	2	3	..	..	..	2	1
Overall	University	100	1,424	30	30	—	1,424	100
	Polytechnic	100	113	36	36	—	113	100
	External	100	150	35	35	—	150	100

Note: * Flows expressed as percentage of First job numbers (except .. when base less than 10).

change their type of work between first and latest jobs than women—a similar conclusion to that on occupation. Once again, men and women with social science degrees and men with engineering degrees seem to be more mobile than other graduates. There is also some evidence that, for men, type of work mobility is lowest for those with higher class degrees, especially those from polytechnics.

Although the mobility of women graduates (30 per cent) is lower than that for men (38 per cent), it has increased from the 24 per cent found by Kelsall, despite the inclusion of women not working in October 1977 (which might be expected to depress the mobility figure).

The flow analyses (tables 9 and 10) show that many graduates change their type of work, after their first job, to commercial and financial, social services and personnel, and to general management—the latter being especially marked for those with engineering degrees. High flows into general management are mainly from research and intelligence and, to a lesser extent, professional functions*. The high flows into commercial and financial work are largely from formal training courses†—usually science and social science graduates—whilst those into social services and

personnel are from general management and research and intelligence.

As would be expected, the proportions of 1970 graduates on formal training courses in 1977 is very much lower than in their first job. The high flows out of formal training courses are mainly into professional functions (nearly half), usually by social science graduates, with smaller flows into commercial and financial, and general management types of work. The high flows out of secretarial and clerical type of work are into a wide range of work including general management, professional functions, commercial and financial, and research and intelligence, but very few engineers and scientists are involved.

The flows out of, and into, research and intelligence appear to be largely independent of class and subject of degree, but the flows into general management, whilst proportionately large for all classes and subjects of degree, are especially large for engineers (as already noted) and for graduates with better class degrees.

* Includes legal and patent work, architects and town planning, surveying, teaching, and other professional functions.

† Industrial/commercial training courses, articulated clerks, etc (excluded are higher degrees and diploma studies).

Table 11 "Industry" sector of employment—detailed flows

Men university (internal) graduates. All engineering and technology subjects (all classes) in "industry" sector

Detailed sector of employment	Numbers					Flows* (per cent)		
	First job	Outflow	Survivors	Inflow	Latest job	Out	In	Net
Metal manufacture	34	16	18	10	28	47	29	-18
Mechanical engineering	127	55	72	12	84	43	9	-34
Electrical engineering	93	34	59	17	76	37	18	-18
Chemical and allied industry	27	8	19	9	28	30	33	+4
Textiles	4	—	4	3	7	—	—	—
Oil and allied industry	11	3	8	9	17	27	82	+55
Other manufacturing	19	9	10	10	20	47	53	+5
Building, contract, civil engineering and construction	78	25	53	20	73	32	26	-6
Other extractive industry	9	2	7	1	8	—	—	—
Industrial research associations	1	—	1	—	1	—	—	—
Mixed industry	4	2	2	2	4	—	—	—
Industry not known	4	1	3	8	11	—	—	—
All industry	411	155	256	101	357	38	25	-13

Notes: * Flows expressed as percentages of numbers originally entering sector (first job). No percentage (—) is given if less than 10 graduates in base.

Table 12 "Industry" sector of employment—detailed flows

Men university (internal) graduates. Individual engineering and technology subjects (all classes) for all detailed "industry" sectors

Detailed degree subject	Numbers					Flows* (per cent)		
	First job	Outflow	Survivors	Inflow	Latest job	Out	In	Net
Aeronautical engineering	9	1	8	—	8	—	—	—
Chemical engineering	38	14	24	14	38	37	37	—
Civil engineering	68	22	46	10	56	32	15	-18
Electrical engineering	91	32	59	25	84	35	27	-8
Mechanical engineering	90	34	56	26	82	38	29	-9
Production engineering	13	5	8	1	9	38	8	-31
Mining	4	—	4	—	4	—	—	—
Metallurgy	38	14	24	6	30	37	16	-21
Other engineering	29	18	11	11	22	62	38	-24
Surveying	1	—	1	—	1	—	—	—
Textile technology	3	—	3	—	3	—	—	—
Other technology	27	15	12	8	20	56	30	-26
All engineering and technology	411	155	256	101	357	38	25	-13

Notes: * Flows expressed as percentages of numbers originally entering sectors (first job). No percentage (—) is given if less than 10 graduates in base.

Table 13 Comparison between Kelsall and UMS surveys—percentage distribution of sector of employment and type of work

Sector of employment	University graduates							
	Men				Women			
	Kelsall 1960-66		UMS 1970-77		Kelsall 1960-66		UMS 1970-77	
	First job	1966 job	First job	Latest job	First job	1966 job	First job	Latest job
Public administration	11	10	18	21	14	13	25	24
Education	34	37	25	25	63	68	48	48
Industry	33	28	30	27	8	5	9	8
Commerce	5	6	8	10	4	3	6	7
Others	18	18	18	17	12	11	12	12
All industries (Number)	100	100	100	100	100	100	100	100
	(9,404*)	(9,404*)	(3,086)	(3,086)	(2,006†)	(2,006†)	(1,424)	(1,424)
Type of work								
Production	4	4	4	4	—	—	—	—
Commercial	5	8	7	9	1	1	2	3
Research	30	27	28	25	17	15	17	15
Professions	38	46	30	35	66	73	48	50
Management	3	7	9	13	2	2	6	8
Others	21	8	22	14	14	9	27	25
All work (Number)	100	100	100	100	100	100	100	100
	(9,404*)	(9,404*)	(3,086)	(3,086)	(2,020†)	(2,020†)	(1,424)	(1,424)

Note: * Men respondents (Kelsall) grossed up by a factor of ×2.
† Women respondents (Kelsall) working in 1966.

Detailed flows for "industry"

The preceding analyses have been based on broad categories to reduce to manageable proportions the huge amount of data available. An illustration of the detailed analyses that can be achieved is provided by flows for the 411 men university (internal) graduates in engineering and technology subjects who entered manufacturing industry sector of employment in their first job (out of the 941 men of all degree subjects shown in table 1). These detailed flows are shown in tables 11 and 12, for both numbers and percentages.

For the detailed sector of employment flows for graduates in all engineering subjects (table 11) the oil and allied industry sector has large inflows and small outflows (although the numbers involved are small), with most of the initial entrants (6 out of 11) having degrees in chemical engineering and most of the inflow (5 out of 9 entrants) having degrees in mechanical engineering. The mechanical engineering sector has a low inflow, mainly electrical and mechanical engineers (8 out of 12 entrants). The building, contracting, civil engineering and construction sector has average inflows (20), mainly with civil engineering (9) or mechanical engineering (6) degrees.

For the detailed degree subject flows within the "industry" sector the largest outflows (in numerical terms) consisted of 58 electrical and mechanical engineers leaving the electrical and mechanical engineering sectors (out of a total of 89 leavers with engineering qualifications (table 11) and an outflow of 68 graduates in these two subjects (table 12) from detailed "industry" sectors), offset only marginally by 21 electrical and mechanical engineers (out of a total of 29 engineering graduates) entering these two sectors. The smallest flows (other than zero) comprised one graduate in aeronautical engineering who left the mechanical engineering sector for a sector outside industry altogether, and one graduate in production engineering who entered the oil and allied industry sector.

Comparison with Kelsall's survey

The UMS survey was designed to provide general comparisons with Professor Kelsall's 1966 study. Some mention has already been made of flow comparisons but this section concentrates on the distributions (in the first and latest jobs) of graduates' sector of employment and type of work resulting from these flows. In these comparisons Kelsall's figures for latest job relates to 1966 but the UMS figures do not necessarily relate to 1977.

The greatest difference in the background to Kelsall's 1966 study and the UMS survey in 1977 is the growth in the numbers obtaining university first degrees, from 19,256 in 1960 to 47,584 in 1970 (an increase of 147 per cent). The most dramatic increase has been in social science subjects, with numbers increasing by 414 per cent from 2,582 in 1960 to 13,269 in 1970 and its share increasing from 13 per cent to 28 per cent. Arts, on the other hand, has increased only modestly (by 57 per cent) and its share has fallen from 38 per cent (in 1960) to 24 per cent (in 1970). There has been an increase of 194 per cent between 1960 and 1970 in the numbers of women graduates, and they represented 30 per cent of the total in 1970 compared with 25 per cent in 1960.

Against this background of rapid increase in the numbers

of university graduates between 1960 and 1970, especially in social science subjects, the job distributions in the UMS study might be expected to differ somewhat from those in the earlier study. The UMS sector of employment distributions (table 13) are very similar to Kelsall's figures for the "industry" and "other" sectors, the former showing a fall (for men) from 30 per cent in the first job to 27 per cent in the latest job (compared with Kelsall's figures of 33 per cent and 28 per cent respectively), whilst the latter remained steady at 18 per cent (men) and 12 per cent (women). The most marked change for latest job is in "education" with much lower shares (in 1977) of 25 per cent (men) and 48 per cent (women) compared with Kelsall's figures of 37 per cent and 68 per cent respectively (in 1966), reflecting the growth in the education sector during the early 1960s. In comparison the shares taken by "public administration" have grown to 21 per cent (men) and 24 per cent (women) compared with Kelsall's figures of 10 per cent and 13 per cent respectively, with a similar growth (but at a lower level) for "commerce".

The type of work distributions of university graduates agree closely with Kelsall's figures for "production", "commercial", and "research", as do the trends between first and latest types of work for "professional functions" and "general management", but there has been a change with time in levels for the latter two sectors, with "professional functions" having a lower share in 1977 (35 per cent for men in latest job and 50 per cent for women) compared with Kelsall's 1966 figures (46 per cent for men and 73 per cent for women), whilst "general management" now has a higher share (13 per cent for men and eight per cent for women compared with Kelsall's figures of seven per cent and two per cent respectively).

There is some slight evidence that the large increase in the overall numbers of graduates between 1960 and 1970 may have led to some filtering downwards into work traditionally regarded as non-graduate in nature. The percentages of graduates entering social services and personnel type of work in their first job was slightly higher in 1970 (two per cent of men and eight per cent of women) than in 1960 (one per cent of men and six per cent of women), with similar shares in their latest jobs. A similar pattern exists for secretarial and clerical types of work, with three per cent of men and eight per cent of women employed on this work in their first job (in 1970) compared with one per cent of men and seven per cent of women in 1960, and with slightly lower shares in their latest jobs. However, these findings are hardly significant and it may be concluded that the demand for graduates has approximately matched the increased supply. Too much should not be read into these differences between the two surveys, since subjective coding could explain some, if not all, of them. Of more significance is the lower proportions (found in both surveys) of women who are in general management and the higher proportions in professional functions, for which teaching is probably a major explanation. ■

This article has been written to give some first results of the UMS survey of early careers of graduates, to show the range and detail of the coded data available for analysis, and to highlight a few areas of particular interest. Much work remains to be done. Subsequent articles will cover first and latest jobs in more detail and will draw upon information from other areas of the survey.

Industrial relations in the USA: a British view

by Peter Parker, Principal Industrial Relations Officer, ACAS

Earlier this year Peter Parker represented ACAS on secondment for three months to the Federal Mediation and Conciliation Service (FMCS) in Washington DC. His visit was the second stage of the international exchange which began with Commissioner Eileen Hoffman's attachment with ACAS in 1978. (See Employment Gazette, January 1979, p. 12.)

His terms of reference were "to study the activities and role of the FMCS and related agencies and to report", giving

ample scope to examine the US industrial relations system and FMCS's place within it. In addition, to extensive talks with FMCS at national and regional level, and observation of the service's work in the field, Mr Parker's tour included discussions with a wide range of organisations in the labour field, including the Department of Labor, the National Labor Relations Board, the Federal Labor Relations Authority, the National Mediation Board, the Committee on Wage and Price Stability, the Education and Labor Committee of the

House of Representatives, the AFL-CIO (the equivalent of the TUC) and half a dozen major unions, the National Association of Manufacturers, a number of employers including General Motors Corporation, the Michigan State Employment Commission, the New York Office of Collective Bargaining, the American Arbitration Association and several leading industrial relations academics. In all he travelled more than 12,000 miles within the USA, visiting 15 different states and ten major cities.

Some basic comparisons

Some comparisons with UK may help to put the US industrial relations scene into perspective.

Union membership. The American labour force exceeds 100 million workers, which makes it about four times the size of the UK work force. Less than 25 per cent of US workers belong to trade unions, however, compared with more than 50 per cent in UK. Moreover, union membership in Britain has increased by some 25 per cent over the last ten years while in the USA the numbers are falling.

In both countries there has been a decline in the membership of blue-collar unions reflecting structural changes in the economy. This has been partly off-set in the USA by the rapid growth of white-collar unions in the public sector but they have made very little progress in the private sector. This provides the main explanation for the overall decline in US union membership for the continued expansion in the UK has been entirely due to growth in the private white-collar sector. Overall, white-collar unions represent some 20 per cent of total union membership in the USA compared with about 40 per cent in UK.

Union structure and organisation. There are some 200 trade unions in the USA, less than half the number in UK. About half the US unions are affiliated to the AFL-CIO compared with roughly a quarter of UK unions affiliated to the TUC. But affiliated membership in the UK comprises 98 per cent of the total membership, compared with only 75 per cent in the USA where some major unions—for example the Teamsters, Autoworkers and Miners—are not affiliated.

The AFL-CIO is a less politically cohesive body than the TUC and although it is identified mainly with the Democratic Party the ties are very much looser than those of the British trade union movement with the Labour Party. Indeed, it is not unknown for the AFL-CIO to support individual Republican Party candidates for political office where they judge them to be closely allied with their interests.

The origins of the US trade union movement lie in craft guilds, as in UK, with the general unions developing later. Most unions are now generalised, however, and there is considerable competition, especially in the public sector where, for example, the Teamsters have successfully organised teachers and nurses in some areas. The Autoworkers do not limit themselves to the motor industry and even the Printers, faced with the development of document production facilities in offices, are seeking to organise in clerical areas.

The most rapidly expanding unions are in the public sector white-collar area, for example the American Federation of State, County and Municipal Employees (who advertise extensively on television) and the American Federation of Teachers.

In contrast with the UK, there is marked development of industrial unionism in USA (that is, one union covering all workers in the industry) for example in the Automobile, Aerospace, Steel and Rubber Industries. Moreover, it is uncommon to find more than one or two unions in a company in any sector of the economy. The basis of trade union organisation is the "local" (or branch) which is generally company-based.

Collective bargaining is concentrated at local level, for example at the plant in the private sector and at the office or function in the public sector. Unions certified for representation have sole bargaining rights for these bargaining units. There are some important exceptions to this pattern—in the automobile industry bargaining is at company level, for example, and in railways and construction there is industry-level bargaining. There are also some common practices not much developed in the UK, such as "coalition bargaining" whereby trade unions negotiate separately with individual companies but according to an agreed common strategy for the industry (for example, petroleum); and "pattern bargaining" whereby the unions take on one employer first and then force the rest to fall in line (for example, automobiles).

The typical union negotiating committee is led by the

union bargaining agent who is a local full-time official. The committee is elected by the members specifically and exclusively to represent them in the current negotiations. It is likely to include some prominent shop stewards but also a number of shop-floor members. Unlike the UK, there are no full-time union lay-officials in the USA, members of the negotiating committee may have little or no direct experience of collective bargaining, and they rely heavily on their bargaining agents. It is unusual for unions to include lawyers in their negotiating team.

The typical management negotiating team is led by a company attorney who is rarely an employee of the company but is retained by a number of different companies to advise them on industrial relations and/or lead their negotiations. The management team commonly includes a top executive (for example, a vice-president), the plant manager, the personnel manager and a line manager.

Form and content of agreements. The typical collective agreement is longer and covers a wider range of subjects than in the UK. There are two main reasons for this. First, there is no comprehensive legislative provision for social welfare in the USA so in addition to pay and holidays etc, unions seek to obtain employer provision of health and dental care, pensions and insurance protection, legal aid, etc. Second, agreements are legally binding contracts, commonly fixed and unvariable for a three-year term.

The pressure is therefore on the parties to seek to get everything covered in the one document and framed in suitable legalistic language, so as to tie the other side down. However, faced with higher inflation rates the unions have successfully resisted such inflexibility on pay and it is common for pay rates to be indexed to the cost of living. These cost of living adjustments may be limited to a maximum agreed increase and are known in the trade as "capped" or "uncapped" cola's.

Virtually all US labour contracts include a clause stipulating no strikes or lock-outs during the term of the agreement, and a grievance procedure terminating in arbitration for disputes over the interpretation or administration of the contract (that is disputes of right).

The role of law

There is a broad framework of law bearing upon employment, including the Fair Labor Standards Act, 1938 which establishes national minimum wage, overtime pay and child labour standards etc; the Occupational Safety & Health Act 1970; the Employment and Training Act 1973; and the Employee Retirement Income Security Act 1974.

This paper is concerned with legislation bearing directly upon the conduct of US industrial relations, where this British observer was struck by two principal features, both of them products of the highly formative role of the law in the system. First, the great complexity of the institutional framework and procedural rules; second, the intense adversary character of relationships encouraged by the system.

The rules governing the conduct of industrial relations in the private sector are established in five major statutes—the Railway Labor Act 1934, the Wagner Act 1935, the Taft-Hartley Act 1947, the Landrum-Griffin Act 1959, and the Health Care Act 1974. With the exception of

the Health Care Act, these acts bear upon industrial relations problems in situations which affect inter-state commerce, which has been interpreted to include all commercial activities except those involving some small localised enterprises. In addition, individual states of the union may enact their own legislation bearing upon "union security" (some 20 or so have outlawed the union shop) and covering the small concerns which have been ruled to be outside the scope of inter-state commerce.

There is no federal legislation setting rules for industrial relations in the non-federal public sector but most individual states have established their own legislation, which varies from comprehensive provision modelled on the national legislation in the private sector to very limited and partial coverage. The federal civil service is covered by the Civil Service Reform Act 1978, which mirrors the private sector legislation, including parallel institutional arrangements.

The private sector. Outside the Railway and Air Transport industries, which have their own arrangements, trade union recognition can almost invariably be won only through certification by the National Labor Relations Board, which comprises five independent members appointed by the President, supported by a permanent staff in Washington and some 50 field offices. The NLRB handles about 14,000 representation cases per annum, holding elections and certifying unions for recognition as sole bargaining agents where they obtain a simple majority in the bargaining unit. The contest between union and employer for the allegiance of employees is often fierce and uncompromising.

The legislation also establishes a wide range of unfair labour practices (ULPs), eg an employer may not coerce or discriminate against an employee because of his union activities; a union may not exert pressure to cause an employer to coerce, or discriminate against an employee; neither party may refuse to bargain in good faith.

Complainant unions or employers may prosecute ULPs before the NLRB, which hears some 40,000 such cases every year. The law provides for enforcement of NLRB rulings through the Courts but an increasing number of employers are resisting recognition, or failing to bargain in good faith, and successfully avoiding their legal responsibilities by appealing against NLRB decisions through the Courts and adopting various legal stratagems to delay and defer the due process of law. The law provides little or no effective redress for unions which are denied their rights in this way. One company, J. P. Stevens, a textile manufacturer, has successfully resisted NLRB and court rulings for several years.

Almost all contracts outlaw industrial action during their term and disputes over rights under the contract must be finally determined by arbitration, which may be arranged by FMCS or by the American Arbitration Association (there are some 25,000 labour arbitrations each year). The FMCS is specifically forbidden from offering conciliation in "rights" disputes. Strikes and lock-outs are protected after contract expiry and the parties accordingly plan against the eventuality of industrial action during contract renegotiations, with extra over-time being worked during the run-up to expiry so that companies may build up their stocks and union members their savings. However, the need for public intervention to help the parties resolve these disputes of

"interest" without resort to industrial action is recognised in the statutes.

The 1934 Act provided for the establishment of the National Mediation Board to assist resolution of disputes in the Railway Industry. This legislation was extended in 1936 to cover also the air transport industry. The NMB broadly combines the functions which the NLRB and FMCS perform in the rest of the private sector. There is, however, an important difference in the NMB's role in that the parties are obliged by the Statutes to seek mediation through the Board before they can legally resort to industrial action.

Voluntary conciliation

The rest of the private sector is covered by the 1947 Act which established the FMCS to provide voluntary conciliation services in "interest" disputes at the request of the parties (the service is actively involved in some 10,000 cases a year). The law requires the parties to give each other 60 days' notice, and to notify the service 30 days in advance of contract expiry, if they propose to seek changes of the terms. This enables FMCS to keep careful track of the progress of the negotiations and they may take positive steps to intervene. The expiry date is seen as a vital deadline by both sides and they seem to expect the FMCS mediator to press them to a settlement if he can. The style of mediation is accordingly more assertive, aggressive even, than is the general rule in the UK. Arbitration is very rarely used to resolve "interest" disputes in the private sector.

In recognition of the potential dangers to public health, the rules for the private health care industry are somewhat different. The parties must give 90 days' notice to each other and 60 days' notice to FMCS of their intention to seek changes in the contract. They must co-operate with the service's efforts to mediate and the service may set up a Board of Inquiry, to establish the facts and make non-binding recommendations (compare this to mediation in the UK). The unions may take no industrial action until the board has reported, they must give ten days notice of their intention to strike, and must renew that notice if they fail to act within 72 hours of the time stipulated in the notice.

An illegal strike in any part of the private sector may be penalised by decertification of the union as recognised bargaining agent and loss of all protection against ULPs by the employer.

The Federal sector. Pay and other main conditions of employment of federal employees are determined by Congress on the advice of the Prevailing Rate Advisory Committee which performs a function similar to our Civil Service Pay Research Unit. Collective bargaining is limited to less central issues and industrial action is illegal in all circumstances. Recognition issues and ULPs are processed by the Federal Labour Relations Authority, which parallels the role of the NLRB in the private sector. The FMCS is not prohibited from mediating in "rights" disputes and this is likely to become a growing area of the service's activity in the federal sector. The service also mediates in "interest" disputes and arranges for arbitration just as in the private sector. Arbitration in interest disputes is common in the federal sector, which boasts a special institution, the Federal Services Impasses Panel, for this purpose.

The non-Federal public sector. The industrial relations legislation at state (and municipal) level varies widely. A few states have introduced no legislation at all, most have legislation covering some specific areas of employment (for example, police, fire service, teachers) but this is often less than comprehensive compared with the private sector. A minority of States have comprehensive legislation closely mirroring the private sector with State level institutions undertaking similar roles to the NLRB and the FMCS. Several also have an Impasses Panel on similar lines to the federal sector and arbitration in interest disputes is widely accepted as preferable to the disruption of public services. It is common to establish criteria in the legislation for the guidance of the arbitrator.

A substantial minority of states, mainly in the south and south-west (the "sun-belt"), have passed "right-to-work" and public information "sunshine" laws. The former establish a right not to join a trade union which the trade unions complain has seriously undermined their security and organising ability. The latter require collective bargaining to take place in public ("fish-bowl bargaining"). The FMCS makes its services available where there is no local service, or if invited in by the parties with the consent of the local service.

Why so different?

Given their similar origins, how have the US and UK industrial relations systems become so different? In both countries the trade union movement developed with the spirit of voluntarism based in nineteenth century self-help and laissez-faire. In the early years of this century US trade unionism was no less fiercely independent of government intervention than was UK unionism. Employers were more violently and successfully anti-union than in the UK, however, with strike-breaking organised on a substantial scale and "yellow-dog" contracts requiring employees to undertake not to join unions. Trade union voluntarism reached crisis point in the early 30s with the onset of the Great Depression when the numbers of unemployed were very large and many employers imposed savage wage cuts on the still employed. As a consequence of these pressures, union membership dropped from over 5 million in 1920 to under three million by 1933 and union finances were seriously undermined.

In these circumstances the movement accepted Government intervention in support of trade union organisation and collective bargaining. The first major piece of legislation in the private sector, the Wagner Act of 1935, sought to guarantee employees "the right to self-organisation, to form, join or assist labour organisations, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purposes of collective bargaining or other mutual aid or protection". The Act made collective agreements legally binding, defined unfair labour practices by employers and established the National Labour Relations Board. Union membership increased to over seven million by 1937 and more than doubled again in the next ten years.

George Meany, later to become President of the AFL-CIO expressed grave reservation at this resort to the law. He was . . . "afraid of the law getting into the picture, on the theory that you start to depend on the law to organise the first thing you know you will be controlled by the law".

Many British trade unionists would probably take the view that this is precisely what has since happened in the USA.

After World War II there was a period of dislocation and uncertainty as the US economy reconverted from war production. At the same time Government controls over wages and prices were ended and free collective bargaining was re-established. There followed a series of major strikes over pay negotiations, union militancy was widespread and there was a rash of wild-cat stoppages, secondary boycotts, etc. Big business argued strongly that the pendulum had swung too far in favour of the unions and secured sufficient support in Congress to override President Truman's veto on the Taft-Hartley Act 1947. This outlawed the closed shop and secondary boycott, empowered the President to enforce cooling off periods and strike ballots in major disputes, established a series of unfair labour practices on the part of trade unions and gave employers the right to seek redress before the NLRB, and regulated the union shop, the check-off, contract termination arrangement, etc.

* "Slave labour"

The unions denounced this act as a "slave-labour" law but were unsuccessful in securing its repeal or amendment. Nevertheless, with the merger of the AFL and CIO in 1955 and the expulsion of a number of communist-dominated unions the movement reached a high point in public esteem and membership continued to expand, reaching 18 million in 1960. But corruption and irregularities among union officials became a matter of great public concern in the late 1950's and despite the expulsion of several unions including the Teamsters from the AFL-CIO for failing to root out corrupt practices, pressures for further public intervention grew very strong. In 1959 Congress passed the Landrum-Griffin Act which protected the rights of individuals in relation to their unions, regulated union constitutions, by-laws, elections and trusteeships and placed a fiduciary responsibility on union officials. The Secretary for Labor became the watchdog of union conduct, with powers to investigate and prosecute.

In the period since 1959 many US commentators have come to share the unions' view that the pendulum has now swung too far in favour of big business. Union membership grew to 21.6 million by 1974 but has stagnated and become a declining proportion of the workforce. Employers have grown increasingly adept at avoiding their obligations under the legislation. By challenging and appealing at every stage of the statutory recognition process, for example, they can defeat the unions at little or no cost. The numbers of unions newly certified by the NLRB who are failing to secure contracts with employers, and the numbers of recognised unions being de-certified following employer-inspired challenges to their representativeness, are higher than ever before. The determination of unfair labour practices can take several years when employers appeal through the courts.

Modest changes

It became clear by the late 1970s that the aims of the Wagner Act were being defeated and with President Carter's support a Bill was introduced into Congress to effect some modest changes designed to speed up the statutory process, improve compensation for those denied their rights and stiffen enforcement procedures. The Bill passed

the House of Representatives in 1978 but despite majority support in the Senate it failed following intensive lobbying by big business and the mounting of a successful filibuster.

New approaches

US industrial relations are essentially adversary. Win-lose attitudes are implanted from the very outset by the contest before the NLRB for recognition. They are reinforced by legally binding labour contracts with binding arbitration for the resolution of disputes over their interpretation and administration. The system tends to discourage the development of consultation, joint problem solving, or any form of participation with management outside of the traditionally hostile bargaining relationship.

There is a small but growing recognition that the adversary system may not be able to cope with present and future industrial relations problems and that some complementary form of employee participation may be needed. The younger generation of employees is better educated, has higher expectations and different attitudes to authority compared with the older generation. Some employers are concerned that the established style of authoritarian management and workforce regimentation in response to the demands of new technology are alienating their workforce. Consequent problems of absenteeism, low productivity, high labour turnover, etc are beginning to be viewed very seriously against a context of slower economic growth, higher inflation and energy shortages. Some employers are seeking solutions through forms of employee involvement in what has hitherto been the exclusive preserve of management decision.

Two main responses

There have been two main responses to these pressures. First, the development of programmes to improve the quality of work-life (QWL) by involving workers at shop-floor level in decisions affecting the content and organisation of their work and the working environment (General Motors has embraced this approach). Second, the establishment of labour-management committees (LMCs) providing a consultative and joint problem-solving forum, mainly at plant level, for tackling issues outside the scope of collective bargaining. There have also been some interesting achievements at area level where employers and local unions have co-operated together with local government authorities to improve the labour relations image in a number of disadvantaged areas and attract in new industry.

It is interesting that the emphasis in both QWL and LMCs has been on the goals of participation rather than on the machinery and rights as in Europe. Important achievements have been registered, but in general the unions are intensely suspicious of QWL, believing that managements' prime motive is improved productivity and that co-operation may undermine their traditional role. For similar reasons the viability of LMCs has proved difficult to sustain beyond resolution of the crisis which generally provides the motivation for their establishment. Neither approach has yet made any major impact on US industrial relations and further progress is likely to be slow in the present context of anti-union feelings.

FMCS exerts a positive influence in these areas of "pre-

ventive mediation". The Service has expressed its statutory duties in a broadly defined "mission" to:

- promote the development of sound, stable and constructive labour-management relations;
- prevent or minimise work stoppages through mediation;
- advocate collective bargaining, mediation and voluntary arbitration;
- develop the art, science and practice of dispute resolution.

To these ends it provides direct encouragement for the establishment of LMCs, which FMCS mediators may chair through their initial difficult stages. The service is currently involved in about 300 such committees and Congress has voted funds to help FMCS develop this role. Where firms have first level IR problems the service offers company-based joint training for shop-stewards and foremen in such areas as communications, grievances handling and human relations—it provides these training programmes for about 800-900 different organisations each year. And where industrial relations have reached more serious breakdown, FMCS will mount their Relationships by Objectives programme—a form of joint problem solving under the service's neutral auspices, through a structured process of group dynamics based in organisation development theory. The service is averaging about 10-12 RBOs per annum.

Growing role

In all these areas the FMCS is encouraged by its achievements and seems likely to assume a growing role. In addition, officers of the FMCS give over 1000 talks per annum to publicise the work of the service and promote understanding of the US industrial relations system. FMCS mediators also play a leading role in the activities of local Chapters of the Industrial Relations Research Association, and of the Society of Professionals in Dispute Resolution. Most mediators have extensive collective bargaining experience as managers or trade union officials, and the further development of professionalism is actively encouraged and assisted by the service.

Over the past year, FMCS' role has been complicated by President Carter's pay guidelines. If anything, the position of the American Service has been more difficult than was that of ACAS under the Labour Government's incomes policy. It is equally important for both agencies to preserve their independence and neutrality lest their acceptability to the parties be undermined. Neither can afford to be seen as in any way an enforcement arm of Government. For FMCS this was the more difficult because their director is a political appointee of the President. The service has been prepared to explain to the parties the implications of the pay guidelines but has scrupulously avoided any deeper involvement.

The current climate

The country at large is highly conscious of its failing economic growth, rising inflation and insecure energy supplies. As part of his strategy to contain inflationary pressures the President has sought to involve the AFL-CIO in determining pay guidelines in the 1979-80 pay round and they are represented on his new tripartite pay board. But

the trade union movement generally remains in low public esteem and is demoralised. Unions are very bitter about the loss of the modest reform bill designed to help protect their rights under the law. They see the growth of overt anti-unionism as a public rejection of their role in American society and a concerted attempt by employers to undermine the union movement.

This view is reinforced by recent actions of the National Association of Manufacturers, which is the largest employer organisation in the USA and includes most of the major manufacturing companies. In 1978 the NAM established a Council for a Union-Free Environment to run conferences and promote the dissemination of information and advice on employee relations programmes designed to obviate the need for trade unions.

Anti-union bandwagon

Equally disturbing for the unions are the activities of the numerous consultancy firms which have jumped on to the anti-union bandwagon and are finding profitable business in helping employers resist recognition claims and secure decertification of recognised unions. Moreover, a growing number of employers are shutting down plants in unionised north-east and mid-western states and moving south to the non-unionised sun-belt. Apart from one or two notable exceptions, the unions have not yet summoned the drive and impetus to counter these many setbacks. They largely failed to get their candidates elected in the 1978 Congressional elections, as yet they have no clear candidate for President in 1980 and the climate in Congress seems even less favourable to labour law reform.

But there could be important changes over the coming decade. The younger generation of union membership has rejected many of the traditional values and is less patient of union "failures". Much of the present union establishment is nearing retirement and there are indications that a more dynamic leadership may emerge in response to the challenges now facing the movement. Some US commentators believe that the economic and social problems which the United States is likely to face in the 1980s will not be successfully resolved through the intensification of anti-union policies. They take the view that the industrial relations pendulum, which has now swung so far against the unions, must soon begin to swing back in their favour.

Exchange benefits

I would strongly endorse Eileen Hoffman's view that the FMCS/ACAS exchange has been a worthwhile exercise. First-hand exposure to the mysteries of an "alien" industrial relations culture was for me an immensely broadening experience. But the potential benefits are certainly wider. While it is undeniable that our very different industrial relations systems are the products of our respectively unique social and economic histories, and that national practices and procedures cannot readily be transplanted, nevertheless it would be quite mistaken to conclude that there is nothing we can learn from one another. ACAS and FMCS share a common interest in developing their dispute resolution and preventive mediation functions. The industrial relations contexts in which they operate may be very different, but the skills and techniques which they employ have much in common. I am hopeful that the exchange of personnel and ideas will prove mutually beneficial. ■

Job stress: the effects of repetitive work

by

Tom Cox, Michele Thirlaway, Carol Watts, Sue Cox and Colin Mackay,*

Stress Research, Department of Psychology, University of Nottingham

The origins of repetitive work practices can be traced back beyond the publication of Adam Smith's *The Wealth of Nations* in 1776, but there can be no doubt that his masterly exposition on the "division of labour" proved a major force in their development. The ideas conceived in *The Wealth of Nations* were brought to term some fifty years later in Charles Babbage's *On the Economy of Machinery and Manufactures* (1832), and were given dramatic multiple birth during the Industrial Revolution. Our modern industrially-based society has been made possible partly by the economic success of the different methods of mass production which have developed from these ideas. Their use has almost always involved the *simplification* of jobs and has usually been associated with the increased use of technology in the work place.

With simpler jobs, relatively fewer skilled workers have needed to be employed and paid; training and training costs have also been reduced, and a greater flexibility in manpower planning has been achieved. These are among the obvious attractions for the organisation of pursuing job simplification or 'rationalisation'. It is not surprising, therefore, that the simple job has become an essential element in the profitable production of consumer goods. However, while bestowing economic benefits, these methods have undoubtedly degraded work for many individuals, and have been attacked for this.

The event of new work technologies, based on the micro-processor and the industrial robot, will have a profound effect on future production methods. Their appeal is very much like that of the unskilled worker carrying out a simple repetitive job some 150 years ago. They are more cost-effective, and flexible and have a higher productivity compared with their existing alternatives. As a result, it is possible that one of their areas of impact will be through competition with existing repetitive work practices. In some organisations, the new will replace the old: in others, competition with the new technologies will lead to an intensification of job rationalisation and simplification. *Repetitive work practices are therefore likely to remain a part of our production methods for some time to come.*

Problems

Since the late 1960's an intense debate has been developing around the question of industrial work and the stress associated with it. It has been repeatedly argued that work stress, albeit poorly defined by most writers, can give rise to low job satisfaction, poor job performance and impaired physical health. Not surprisingly, simple repetitive work has been the focus of much of this concern. It is now routinely described as "monotonous, boring and meaningless", and has been cited as a major source of workers dissatisfaction and alienation. It is no coincidence that job improvement schemes are frequently designed to reduce simple repetition in work.

However, although it has now been assumed for several years that repetitive work has substantial detrimental effects for both the worker and the organisation, most of the available evidence is based on subjective reports collected in a handful of large US surveys and on laboratory experiments, concerned with performance on tasks involving sustained attention, largely arising from the demands of World War II. Very few of the assumed effects of repetitive work have been subjected to systematic study, and very little research has been carried out on the precise nature of these effects or the mechanisms by which they might occur.

Stress research

In 1976, a special project grant was awarded to the Stress Research group, in the Department of Psychology at Nottingham, by the Medical Research Council and formed part of the programme of work commissioned by the Department of Employment. Its aim was the study of the immediate cost of repetitive work, through a consideration of its psychological and physiological effects. Although the research was largely empirical, it was set within the framework of the present authors' *transactional model of occupational stress*. Briefly, this model suggests that stress arises when there is a *mismatch* between the person's perceptions of the demands made on him, and his ability to cope, when coping is seen as important. Demands are produced both by aspects of the persons' work and non work activities, and by their own needs.

The project considered the effects of job type, duration of exposure to work, pacing and payment scheme on performance at work, on workers' descriptions of their jobs, on their mood and their general health, and on their physiological state. The research used experimental studies of specially simulated repetitive work processes and studies on actual repetitive jobs in local industry (East Midlands).

Experimental studies

Three experimental studies using simulated repetitive work have been completed, and are discussed below.

Button sorting experiments

The effects of exposure to repetitive work *on mood* have become relatively clear within the context of the Nottingham experiments using a simulated button sorting line. The overall process involved three jobs: *loading* buttons onto the moving belt, *sorting* out the faulty ones, and *minding*

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over their collection. Two aspects of mood were investigated: self-reported arousal and self-reported stress. Arousal refers to the extent to which the person feels alert, awake and active. Stress refers to the person's feelings of uneasiness, tension and discomfort. These aspects of mood were measured by a questionnaire developed at Nottingham.

The experiments have shown that the person's level of arousal decreases across the working day as a function of length of exposure to the work. This decrease was not affected by the nature of the job being carried out. The level of self-reported stress, on the other hand, increased across the work period, and this increase *was* a function of the job, but *not* of the length of exposure. The average level of stress was higher for the repetitive jobs (loading and sorting) than for nonrepetitive minding, and the increase in the experience of stress was also greater for these jobs. It has also been shown that self-reported stress is affected by the level of pacing: the greater the pacing requirement the higher the level of self-reported stress.

Mood and button sorting performance: a model

In a recent review of the literature on repetitive work, by one of the present authors (Cox), it was suggested that the individual's level of arousal falls as a result of continued exposure to such work. The person becomes tired and lethargic and in an effort to maintain concentration and optimum performance attention is shifted away from the job to more novel aspects of the work environment. This may involve increased interaction with workmates, day-dreaming or attending to events happening elsewhere on the shop floor. As a result of this, less attention is paid to the job and "automatic" control over the task is lost, but arousal in terms of alertness is maintained. The overall effects on performance are uncertain, but a fluctuation is often evident. Self-reported arousal, as measured by the Nottingham questionnaire, reflects the decline in arousal, due to the repetitive nature of the work, balanced against the level of arousal achieved by the attempts at compensation described above. However, there is a cost associated with compensation, which is shown in an increase in self-reported stress (uneasiness, anxiety and tension). This may reflect either the effort expended in compensating or the discomfort felt at its failure.

Physiological effects of button sorting

The Nottingham experiments also looked at the effects of repetitive work on the person's physiology (bodily state). Changes in saliva, blood glucose measures, heart activity and urine hormone levels (catecholamines) were observed. Interpreting these changes was complicated by the possible occurrence of time of day effects. It was suggested by the authors that the physiological response to the work under study was the integrated product of several psychological, physical and environmental factors, which included:

- the demand associated with job content and context,
- rhythmic variations, (time of day, menstrual and seasonal effects), and
- individual differences in personality and ability.

It has been suggested that *job demands* in the present context may determine two types of response. The more common is the pattern of response outlined by the American physiologist Cannon in the 1920's and later elaborated

by Selye, and by Ursin. This is largely a reflection of increased activity in two major neuro-endocrine systems (the sympathetic-adrenal medullary system, and the anterior pituitary-adrenal cortical system). Manifestations of this activity involve increases in heart rate and in metabolic activity in general. Physiological responses such as these prepare a person for increased and sustained physical activity, and may be described as an 'activation' response.

It is obvious from considering the present data that the changes which would occur as part of this response pattern might also occur, but to a lesser extent, due to time of day effects. This could produce a source of confusion. Work with *high attentional demand* or involving "perceptual" tasks appears to elicit a different pattern of response, characterised by reduced sympathetic-adrenal medullary activity, or by increased vagal activity; resulting in, for example, a decrease in heart rate and in blood glucose levels. It has been variously suggested that this type of response may facilitate information processing. In certain types of repetitive work these "attentional/perceptual" demands may interact with those described in the activation response. In these cases, the final physiological response may not conform to any one pattern, but may involve an increase in general physiological (autonomic) activity. This would affect various body mechanisms differently depending on which nervous or endocrine system they were controlled by. From the Nottingham experiments on button sorting, it seems that *loading* buttons onto a moving belt may elicit an activation response, while sorting the buttons might, in addition to this, involve an "attentional/perceptual" effect. Results from the second button sorting experiment indicate clear effects, for loading, of pacing on urine noradrenaline, heart rate, heart rate variability, and the chemical content of saliva, which indicate that the *greater* the pacing requirement, the *stronger* the activation response.

The physiological effects which do occur in response to repetitive work have been viewed by many as part of the cost of adjustment to such work, and as possible precursors to ill-health. Few studies have, however, shown the necessary relationship between physiological change and poor health, or the mechanisms by which it could exist. Self-reported stress has been mentioned as another aspect of the cost of such work. In the second button sorting experiment the changes in this mood measure paralleled those for urine noradrenaline, and heart-rate.

Health effects of button sorting

Interesting casual observations have been made on 105 women participants in the two button sorting experiments: every subject carried out all three jobs. At medium and low levels of pacing (36 and 18 buttons/minute) there was much conversation between the three women working on the button sorting line: a normal level of social interaction both during the work periods and breaks. However, at the highest level of pacing (54 buttons/minute), conversation during the work periods was greatly reduced, and any which occurred was between the loader and minder. During breaks, conversation was at a normal level, but was work-orientated. Clock-watching was also more obvious at the highest level of pacing. At all levels of pacing, the loaders tended to complain of backache, neckache and sickness, although such complaints were most strenuous at the medium and highest levels. At the highest level of

spacing, sorters reported feeling disorientated and dizzy; a feeling of motion-induced sickness.

These nausea effects were probably largely due to the movement of the belt on which the angular velocity of buttons to the eye was greater than would normally be found in industry. Minders felt bored and sleepy, and often demanded additional work duties. All participants said the work made them tired, and at home, after work, they had difficulty in keeping awake and coping with family life. Such effects are unstartling in that they are to be expected, but are interesting in that they demonstrate that the simulated work did affect those participating in the study, and that those 'new' to such work can be quite dramatically affected by it. Undoubtedly some of the demands inherent in repetitive work and reflected in the observations made here, are due to bodily posture.

Skirted plug assembly

This experiment was very different in its nature from the other two carried out. It did, however, provide some further insights into the effects of repetitive work, albeit *self-paced assembly work*. Three women were employed for three months to assemble skirted plugs using handpresses and components supplied by a local firm.

There was some indication of the activation response across the working day, but this was "weaker" in comparison to that elicited in the previous experiments. Indices of this response declined in strength across successive fortnightly periods—reflecting successful adjustment to work—and were higher for work paid by bonus than for that paid by flat rate. Self-reported stress also declined across successive fortnightly periods, and reached very low levels—lower than in any other study conducted from Nottingham. Self-reported arousal, by contrast, was high and tended to increase with time; perhaps, again suggesting successful adjustment to work. There was no obvious point in the course of the study where, according to the data, it could be said that successful adjustment had been completed. However, there was an obvious change in the social relationships between the women participants after five to six weeks: the initial superficial social politeness disappeared, and normal interpersonal conflict due to work appeared.

Perhaps the most striking feature of this study was the marked individual differences in response between the participants. Significant physiological and psychological changes were observed in all three, but each pattern, while conforming generally to the descriptions already offered, was unique.

Overall comments

One of the findings of the experimental work carried out is that there are definite physiological and mood effects associated with adjustment to repetitive work, which are subject to individual differences, and which are reduced, with successful adjustment, over a period of several months. It is possible that the problems of adjustment to paced work are greater than those to unpaced work, and greater to work paid by bonus, than to that paid by flat rate. Performance tended to improve across the work period, and with time, and was higher for bonus than for flat rate. Factors such as attention and arousal, learning strategies

for work, and incentive and motivation, need to be discussed in this context.

Industrial studies

Two industrial studies have been carried out; one to examine workers' perceptions and descriptions of their work, and the other to study the effects of repetitive work in the local (East Midlands) *hosiery* industry.

Job description study

The 'job description study' suggested that the job description and perceptions of semi and unskilled workers could be modelled in terms of two or four factors, and were sensitive to job characteristics, and demonstrated sex differences. Further considerations of the two available models led to the adoption of the simpler, in terms of:

- (a) job pleasantness (including job satisfaction, but not traction)
- (b) job difficulty

Two observations arose in the course of this study. First, it was felt that the concept of "job satisfaction" was very much an educated, middle-class concept, which was, to an extent, resisting importation into the present area of study. Second, many of the women talked to at work, enjoyed it, despite its repetitive nature, and possible physiological effects. Most of these women appeared to be engaged on work which had little "attentional demand" inherent in it. Possibly these women had good opportunity to socialise at work, and such social interaction offered a personal development or expression not available in their home situation. Women on repetitive work with "high" attentional demand seemed to be less happy with their work situation. Combining this casual observation with the present experimental findings, it might be predicted that:

- (a) repetitive work with low attentional demand might be associated with the physiological activation response, but also with enjoyment at work, while
- (b) repetitive work with high attentional demand might be associated with a less obvious physiological response, but with a lack of enjoyment at work.

It would be interesting to test out this hypothesised role for "attentional" demand, and further, to see whether different patterns of ill-health were associated with its absence and presence.

Hosiery industry study

The usefulness of the present model of job description was examined in the hosiery industry study. It was shown that judgements of both job pleasantness and difficulty were sensibly associated with actual job structure: job pleasantness appeared the more sensitive. Job description and job structure were also sensibly related to self-reported wellbeing (health), and all three were partly related to self-reported mood and physiological state before and after work.

Groups of jobs, which appeared to have similar characteristics to button loading, sorting and minding, were isolated in the data. Overall, the "sorting-type" jobs were judged the least pleasant, most difficult, and most stressful,

while the "minding-type" jobs evoked the least response. The small difference which existed in the physiological response to these jobs fitted the explanation suggested earlier.

Forms of underload

Underload seemed to be a problem for particular workers and jobs in the hosiery industry. Several points should be noted. First, underload can take two forms: not enough work to do (quantitative underload), and work which is not sufficiently demanding (qualitative underload). It is likely for semiskilled and unskilled workers, that the major problem was that of qualitative underload reflected in the utilisation of their skills. In such an example the workers on the individual in relation to his or her job. One implication of this is that job A may require more skill than job B, but workers employed on job A may also report *greater* underutilisation of their skills. In such an example the workers on job A obviously have abilities in greater excess of those required by their job than workers on job B. Because a job requires a *higher* level of skill it does not necessarily mean that it is *less* prone to underload problems. Another implication of considering the person in relation to his job (person-job fit) is that underload can be prevented or cured by selecting workers better matched to the job, as well as by increasing the complexity of the job, for example by job rotation, or job enlargement. Third, despite "general" attempts at solving underload problems through selection or job redesign, complete success can only be achieved by attending to individuals.

General wellbeing

Overall this study provided some description of the impact of work within the hosiery industry on the worker. It clearly showed that exposure to such work can cause changes in bodily state and mood. It also showed how the worker's perceptions and descriptions of his job are determined by his individual characteristics, and by the way in which the job was structured, and how these related to general wellbeing. A picture was built up of what is involved in good or poor adjustment to the work studied. The importance of work experience and age for adjustment was emphasised. However, although the general level of adjustment improved with work experience and age, it was not clear, due to the nature of this study, whether this was a positive process within all individuals or a reflection of self-selection. Good adjustment to work, may also be associated with jobs appearing to be more 'difficult'.

Summary of effects

The evidence gathered in our Nottingham project has shown that the effects of the initial exposure to repetitive work can be detected in terms of work performance, mood and activity in certain physiological systems. Our work and that of other groups suggests effects on general wellbeing may also occur, but more work is required to understand how such effects relate to the immediate reactions noted above.

One area that was not specifically researched in the present project was the effects of repetitive work on leisure activities. However, in a recent review of the existing literature, Cox has concluded that such effects can, in certain circumstances, be substantial. Two patterns seem to exist: one where leisure is used to *compensate* for the constraints of work, and the other where work *disrupts* leisure activities. The latter may represent a major aspect of the cost of repetitive work for some people.

The work being carried out by Nottingham is being developed in three ways. First, the researchers share a concern that their findings, where appropriate, will be translated into practical improvements for existing work practices. The nature of the present projects will allow statements of job design to be made, and other ongoing research at Nottingham is looking at the relationships between individual characteristics and job demands, which will allow recommendations about the selection, and possible training of workers. Second, our practical concern will be extended in future research to encompass more factors of job organisation, such as job rotation, the scheduling of work breaks, and the social structure of work. Third, the mechanisms relating the immediate reactions to work to health effects, and how these are moderated by long term exposure, will be studied.

Reference

For further information the reader is referred to a review by the first author entitled *Repetitive Work*, in C. L. Cooper and R. Paynes book *Current Issues in Occupational Stress*, which is to be published by Wiley (1980). Information is also available in C. J. Mackay and T. Cox's book *Response to Stress: Occupational Aspects* which is published by I.P.C (1979), and in R. Sell and P. Shipley's book *Satisfactions in Job Design* (Taylor and Francis, 1979). ■

Racial discrimination at work

Analyses of applications to industrial tribunals under the Race Relations Act 1976

Information is now available on the outcome of applications to industrial tribunals under the Race Relations Act 1976 covering cases completed during the period July 1 1978 to June 30, 1979. A previous article gave the results for the period from June 13 1977 (when the Act came into force) until June 30 1978 (see *Employment Gazette*, October 1978 p. 1185-1187). The Race Relations Act 1976 makes discrimination on the grounds of race, colour, nationality (including citizenship) or ethnic or national origins unlawful in employment, training and related matters, in education and in the provision of goods, facilities and services to the public. The Act gives individuals the right to direct access to the courts or, in employment, training and related cases, to industrial tribunals.

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

At the end of each case, that is after it has been determined at a tribunal hearing or settled by agreement without recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS.

Over the period July 1, 1978 to June 30, 1979 those

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

	Male	Female	All	Per cent
Direct	220	63	283	77.7
Indirect	25	10	35	9.6
Segregation	36	—	36	9.9
Victimisation	9	1	10	2.8
All	290	74	364	100.0

Table 2 Applications analysed by age and sex of applicant

	Male	Female	All	Per cent
Under 18	5	4	9	2.5
18-24	25	16	41	11.3
25-34	54	13	67	18.4
35-44	65	13	78	21.4
45-54	47	6	53	14.5
55-60	8	—	8	2.2
Over 60	13	4	17	4.7
Not known	73	18	91	25.0
All	290	74	364	100.0

Table 3 Applications analysed by region and by sex of applicant

	Male	Female	All	Per cent
South Eastern	105	27	131	36.0
South Western	6	5	11	3.0
Midlands	116	25	141	38.7
Yorkshire and Humberside	29	6	35	9.7
North Western	25	7	32	8.8
Northern	2	2	4	1.1
Wales	5	1	6	1.6
Scotland	3	1	4	1.1
All	290	74	364	100.0

returns show that action was completed in respect of 364 applications to industrial tribunals in relation to complaints arising under the employment provisions of the Race Relations Act 1976.

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

Types of discrimination

Discrimination is defined in the Act to include firstly "direct" racial discrimination, that is, the less favourable treatment of a person, on the grounds of his or her colour,

Table 4 Analysis by occupation (held or applied for)

	Male	Female	All	Per cent
Managerial and professional (Groups I-VI)	53	18	71	19.5
Clerical and related (Group VII)	23	15	38	10.4
Other non-manual (Groups VIII and IX)	14	8	22	6.1
Manual except general labourers (Groups X-XVII)	177	23	200	54.9
General labourers (Groups XVIII)	19	5	24	6.6
Not known	4	5	9	2.5
All	290	74	364	100.0

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

	Male	Female	All	Per cent
By applicants for employment against employers regarding:				
Arrangements made by employers for recruitment	12	4	16	4.4
Terms offered	1	—	1	0.3
Refusal to engage or offer employment	70	25	95	26.1
By employees regarding access to opportunities for:				
Promotion	39	8	47	12.9
Training	—	1	1	0.3
Transfer	9	1	10	2.7
Other benefits	4	1	5	1.3
By employees in respect of:				
Dismissal	94	27	121	33.4
Other unfavourable treatment	37	5	42	11.5
By complaints against respondents other than employers:				
	24	2	26	7.1
All	290	74	364	100.0

Table 6 Applications analysed by size of firm

Number of employees	All	Per cent
Under 20	21	6.2
20-49	17	5.0
50-99	11	3.3
100-249	21	6.2
250-499	21	6.2
500-999	17	5.0
1,000 and over	163	48.3
Not known	67	19.8
All	338	100.0

Table 7 Analysis by industry of respondent

	Male	Female	All	Per cent
Agriculture, forestry and fishing (I)	—	—	—	—
Mining and quarrying (II)	1	—	1	0.2
Manufacturing (III-XIX)	154	22	176	48.4
Construction (XX)	5	—	5	1.4
Gas, electricity and water (XXI)	6	—	6	1.7
Transport and communication (XXII)	23	4	27	7.4
Distributive trades (XXIII)	13	7	20	5.5
Financial, professional and miscellaneous services (XXIV-XXVI)	55	34	89	24.4
Public administration and defence (XXVII)	33	7	40	11.0
All	290	74	364	100.0

race, nationality, or ethnic or national origins, than someone else would be treated (this includes segregation). Secondly, "indirect" discrimination, that is the application of conditions or requirements which although applied equally to all racial groups are nevertheless discriminatory in their effect on a particular racial group and which cannot be justified and, thirdly, the victimisation of a person who, for

Table 8 Outcome of applications

	Male	Female	All	Per cent
Cases cleared without a tribunal hearing				
Conciliated settlement	24	12	36	9.9
Withdrawn by applicant:				
Private settlement	9	5	14	3.8
Reason not known*	93	33	126	34.6
Tribunal decisions				
Applications upheld †‡	47	11	58	16.0
Order declaring rights	(—)	(—)	(—)	
Award of compensation	(10)	(9)	(19)	
Recommended course of action	(37)	(3)	(40)	
Applications dismissed	117	13	130	35.7
All	290	74	364	100.0

* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.
† These include a group of 35 applications decided at the same hearing.
‡ Figures in brackets give details of all remedies provided where applications are upheld. Tribunals may provide more than one remedy.

Table 9 Compensation and settlements

	Agreed at conciliation	Awarded by tribunal
£1-49	3	1
£50-99	7	10
£100-149	5	2
£150-199	3	2
£200-299	4	2
£300-399	—	1
£400-499	1	—
£500-749	2	—
£750-999	1	—
£1,000 and over	—	1
All	26	19

example, has asserted his or her rights under the Act. Table 1 shows that alleged direct discrimination was the reason for the application in three-quarters of the cases on which action was completed. (The figures for segregation cases include 35 applications decided at the same hearing).

Applicants

Table 2 analyses the applications by the age and sex of the applicant and shows that about four in every five applications were made by men and that over half the applications were made by people aged under 45. Table 3 shows the regional distribution of the applications. The figures reflect the settlement pattern of the main ethnic minority groups. Very few applications, for example, were made in Scotland, Wales, in the South West or Northern regions. In table 4 the occupations of the applicants or, in cases of complaints about recruitment the job applied for, have been analysed into broad groups based on the 18 major groups of the Department of Employment's Occupational Classification (CODOT). It shows that three-fifths of the applications came from applicants in manual work and a fifth from people in managerial and professional occupations.

Respondents

The employment provisions cover discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation. As table 5 shows nearly all the applications made during the period related to alleged discrimination by employers, and among these, complaints related to refusal to offer employment or dismissal were by far the largest categories. For complaints against employers, table 6 analyses the applications by the size of the firms involved. An analysis of respondents by the industry orders of the 1968 Standard Industrial Classification is contained in table 7. Nearly half the applications were against respondents in the manufacturing industries and a quarter against respondents in financial, professional and miscellaneous services.

Outcome

Table 8 shows that nearly a half of all applications were cleared without the need for a tribunal hearing and that about one-in-three applications led to a conciliated or private settlement or to the application being upheld at a tribunal hearing. Table 9 analyses applications by the amount of settlements agreed at conciliation or compensation awarded by a tribunal.

Unemployed minority group workers

The table below gives the figures, and location by region of unemployed minority group workers who are registered at employment offices and careers offices in Great Britain.

The basis of the count was explained in the July 1971 issue of *Employment Gazette* when, for the first time, comprehensive figures were available.

Unemployed born in, or whose parent or parents were born in, certain countries of the Commonwealth: November 8, 1979

	South East*	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West*	North	Wales	Scotland	Great Britain*
All listed countries:	19,837	338	861	12,688	4,780	4,074	4,617	437	333	455	48,420
Total expressed as percentage of all persons unemployed	7.4	1.1	0.9	9.9	6.6	3.5	2.3	0.4	0.4	0.3	3.7
Area of origin											
East Africa											
Male	1,733	42	34	527	866	125	275	17	17	19	3,655
Female	1,054	36	26	402	670	61	194	4	10	10	2,467
Other Africa											
Male	1,191	8	18	128	104	52	191	22	25	15	1,754
Female	548	4	12	84	52	24	73	10	10	7	824
West Indies											
Male	5,529	52	385	2,265	496	475	612	20	36	5	9,875
Female	2,178	18	108	1,279	182	188	177	7	11	1	4,149
India											
Male	2,387	38	101	2,884	1,113	582	957	65	35	81	8,243
Female	1,840	24	56	2,164	814	335	433	45	10	17	5,738
Pakistan											
Male	1,012	79	72	1,894	282	1,696	1,071	154	92	207	6,559
Female	361	14	10	321	83	280	233	28	29	46	1,405
Bangladesh											
Male	522	8	4	386	32	146	151	8	20	10	1,287
Female	46	—	1	22	5	12	20	1	3	4	114
Other Commonwealth territories											
Male	1,057	8	17	228	61	72	184	35	32	21	1,715
Female	379	7	17	104	20	26	46	21	3	12	635
Persons born in UK of parents from listed countries (included in figures above)											
Male	1,649	18	123	1,069	207	215	312	39	11	48	3,691
Female	976	7	57	847	191	135	167	24	18	21	2,443
All listed countries											
Aug 9, 1979	22,036	368	856	14,408	5,018	4,527	5,411	542	410	518	54,094
May 10, 1979	18,909	380	739	10,558	4,369	3,763	4,370	503	419	455	44,465
Feb 8, 1979	19,945	396	857	11,097	4,653	3,919	4,625	448	452	536	46,928
Nov 9, 1978	20,355	348	927	11,749	4,854	4,029	4,505	431	427	497	48,122
Aug 10, 1978	24,923	444	1,097	14,850	5,269	5,331	5,788	541	400	548	59,191

* Excluding figures for unemployed young persons in Liverpool and East Ham which are not available.

What do readers think?

During January and February 1980 'Employment Gazette', the Department of Employment's regular monthly journal of record, will be carrying out a survey of its readers to ensure that the magazine is continuing to meet their needs and interests.

The survey will establish readers' attitudes to the different sections of the Gazette;

- find out what readers use most;
- what they would like to see expanded or reduced;
- and what new topics they would like to see covered which it might be possible to introduce.

Contact will be made with certain subscribers by telephone during January by the British Market Research Bureau Ltd who have been appointed to carry out the survey by the Department of Employment. Each of these subscribers will be asked who the readers of that copy are and who else refers to it.

Following this telephone contact in January, some of the identified users of the Gazette will receive a questionnaire in the post to complete and return to the research company.

In particular, the many public and academic librarians who subscribe to the publication are asked to cooperate in identifying their 'Employment Gazette' users and to encourage them to take part in the survey if they are approached.

Membership of trade unions in 1978

The aggregate membership of trade unions in the United Kingdom at the end of 1978 was about 13,112,000. This was 266,000 more than at the end of 1977. The number of trade unions at the end of 1978 was 462 compared with 481 at the end of 1977.

Certification Office

The statistics for 1978 have been compiled by the Department from data supplied by the Certification Office for Trade Unions and Employers' Associations about trade unions with head offices in Great Britain supplemented by information supplied directly to the Department. They relate however only to those organisations of workers which, as far as it has been possible to determine, fall within the definition of a trade union as laid down in section 28(1) of the Trade Union and Labour Relations Act 1974. The figures cover the total membership, including members in branches overseas, of all such organisations known to the Department to have their head offices situated in the United Kingdom. They do *not* include members of organisations which have their head offices outside the United Kingdom.

All the figures given in this article are provisional and subject to revision as later information becomes available, while figures previously published for earlier years have been revised as necessary in accordance with the latest information. As some workers belong to more than one union there is an element of duplication in the aggregates, but it is believed to be relatively insignificant.

Union and Labour Relations Act to submit annual returns which include membership figures, to the Certification Officer. The Department, with the co-operation of the Certification Office, has been able to use this information about membership and thus avoid having a separate survey except for those unions with their head offices in Northern Ireland, those unions which at the time of compiling the statistics had not rendered returns for 1978 to the Certification Officer and those which had no obligation to render such returns.

Number of trade unions

The number of trade unions at the end of 1978 was 462 (including 12 with headquarters in Northern Ireland), a decrease of 19 on the comparable figure for 1977. During the year 27 unions were merged into other unions or otherwise ceased to function. The Annual Report of the Certification Officer stated that at December 31, 1978 the statutory list of trade unions comprised 485 organisations and that the Certification Office knew of about 70 others which, though unlisted, probably satisfied the statutory definition of trade union.

The figure of 462 given above does not correspond with those in the Certification Officer's Report. One reason for this is that, as already stated, the Department's statistics include trade unions with headquarters in Northern Ireland, while the Certification Office figures do not. Another is that sections of certain unions (for example, areas of the National Union of Mineworkers) are listed as

Employment Gazette annual survey

Legislative provisions

Lists of trade unions and employers' associations are maintained by the Certification Office for Trade Unions and Employers' Associations in accordance with section 8 of the Trade Union and Labour Relations Act 1974.

To be entered in the statutory list of trade unions a body must satisfy the definition in section 28 of the 1974 Act, the essential requirement being that it is an organisation of workers which has the regulation of relations between workers and employers as one of its principal purposes. The Certification Office also maintains records of other bodies which appear to satisfy the statutory definition of a trade union but which have not applied for entry in the list.

Whereas application for entry in the lists is entirely voluntary, all listed and unlisted trade unions and employers' associations (unless they consist wholly or mainly of representatives of constituent or affiliated organisations, or they have been in existence for less than twelve months) are *required* under Section 11 of the Trade

separate trade unions by the Certification Office, whereas the Department has continued its previous practice of counting only the "parent" union in the total number of trade unions.

Membership

The total membership at the end of 1978 was approximately 13,112,000 compared with 12,846,000 at the end of 1977, an increase of 2.1 per cent. The number of males at the end of 1978 was 9,322,000, an increase of 251,000 or 2.8 per cent compared with the previous year. The number of females was 3,789,000, an increase of 14,000 or 0.4 per cent. This sub-division of the membership into males and females is not exact, however, because some trade unions were unable to give the precise numbers in each category.

The total membership figures at the end of 1978 included 69,000 members in branches in the Irish Republic and 39,000 in other branches outside the United Kingdom.

Table 1 Membership of trade unions at end 1978

Number of members	Number of unions	All membership (thousand)	Percentage of	
			Number of unions	Membership of all unions
Under 100	72	4	15.6	0.0
100-499	135	34	29.2	0.3
500-999	48	34	10.4	0.3
1,000-2,499	62	103	13.4	0.8
2,500-4,999	37	134	8.0	1.0
5,000-9,999	26	169	5.6	1.3
10,000-14,999	9	112	1.9	0.9
15,000-24,999	14	267	3.0	2.1
25,000-49,999	19	711	4.1	5.5
50,000-99,999	14	947	3.0	7.3
100,000-249,999	15	2,263	3.2	17.3
250,000 and more	11	8,335	2.4	63.6
All members	462	13,112	100	100

There were thus about 13,003,000 members of branches within the United Kingdom with 282,000 in Northern Ireland and 12,721,000 in Great Britain.

Size of unions

At the end of 1978 there were 255 unions each with fewer than 1,000 members, including 207 with under 500 members. These 207 smaller unions together accounted for less than half of one per cent of the total membership of all unions. In contrast, the 26 largest unions, each with

Table 3 Number of trade unions analysed by size of union

	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
Under 100 members	114	111	108	100	83	84	80	80	69	74	72	
100-499	137	134	134	129	136	137	138	138	143	145	135	
500-999	63	66	57	60	45	52	52	54	47	45	48	
1,000-2,499	88	74	66	64	67	74	69	66	60	66	62	
2,500-4,999	60	58	55	54	56	51	52	45	45	41	37	
5,000-9,999	33	33	34	34	33	36	31	30	30	28	26	
10,000-14,999	18	12	14	11	13	11	11	11	8	10	9	
15,000-24,999	19	24	22	19	18	18	18	17	15	13	14	
25,000-49,999	15	14	13	16	18	18	17	20	17	18	19	
50,000-99,999	20	17	17	15	13	14	14	15	14	15	14	
100,000-249,999	10	13	14	12	14	13	14	14	14	15	15	
250,000 and more	9	9	9	11	11	11	11	11	11	11	11	
Number of unions at end of year	586	565	543	525	507	519	507	501	(470)*	473	481	462

* See article on page 1203 of the November 1977 issue of *Employment Gazette*.

Table 4 Membership of trade unions analysed by size of union

	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
Under 100 members	5	5	5	5	4	4	4	4	3	4	4	
100-499	34	33	34	31	36	35	36	35	36	37	34	
500-999	43	46	40	41	31	37	37	39	35	32	34	
1,000-2,499	142	121	111	106	101	114	107	105	99	109	103	
2,500-4,999	205	203	189	179	182	171	173	147	153	144	134	
5,000-9,999	222	223	226	233	221	238	201	200	201	178	169	
10,000-14,999	226	145	166	130	150	129	135	129	100	123	112	
15,000-24,999	343	447	419	342	333	335	343	327	296	256	267	
25,000-49,999	512	492	452	540	609	624	609	664	621	642	711	
50,000-99,999	1,434	1,205	1,202	1,101	912	997	948	1,045	997	1,015	947	
100,000-249,999	1,539	1,875	2,188	1,718	1,879	1,810	1,958	1,995	2,053	2,199	2,263	
250,000 and more	5,495	5,684	6,155	6,709	6,901	6,963	7,213	7,503	7,790	8,107	8,335	
All at end of year	10,200	10,479	11,187	11,135	11,359	11,456	11,764	12,193	(12,026)*	12,386	12,846	13,112
Male	7,836	7,972	8,444	8,382	8,452	8,450	8,586	8,729	(8,600)*	8,825	9,071	9,322
Female	2,364	2,507	2,743	2,753	2,907	3,006	3,178	3,464	(3,427)*	3,561	3,775	3,789
Average membership per union	17	19	21	21	22	22	23	24	26	26	28	

* See article on page 1203 of the November 1977 issue of *Employment Gazette*.

Table 2 Changes in membership 1968-1978

Year	No. of unions at end of year	Membership at end year (thousand)			Percentage change in membership since previous year
		Male	Female	All	
1968	586	7,836	2,364	10,200	+0.1
1969	565	7,972	2,507	10,479	+2.7
1970	543	8,444	2,743	11,187	+6.8
1971	525	8,382	2,753	11,135	-0.5
1972	507	8,452	2,907	11,359	+2.0
1973	519	8,450	3,006	11,456	+0.9
1974	507	8,586	3,178	11,764	+2.7
1975	501	8,729	3,464	12,193	+3.6
1975*	470	8,600	3,427	12,026	—
1976	473	8,825	3,561	12,386	+3.0
1977	481	9,071	3,775	12,846	+3.7
1978	462	9,322	3,789	13,112	+2.1

* These notional figures exclude 31 organisations previously regarded as trade unions (see article on page 1203 of the November 1977 issue of *Employment Gazette*).

100,000 or more members, together accounted for 80.8 per cent of the total membership of all unions. An analysis of the membership and the number of unions by size of union at the end of 1978 is given in table 1.

Growth of membership 1968-1978

Over the last ten years trade union membership has increased by about 28.5 per cent, while the number of separate unions has declined by 21.2 per cent. The average

Continued on page 1248

International comparisons of labour statistics

International comparisons are becoming of increasing interest in labour statistics. The main industrial economies have become more interdependent and comparisons of their experience in, for example, employment, unemployment, earnings and prices can be helpful in the analysis of economic trends.

This article shows some of the main comparisons of labour statistics which can be drawn from various international publications. In future months it is planned to bring up to date some of these tables, namely those on employment, wages and consumer prices, in the Statistical Series section of *Employment Gazette*. Various other statistics will be included from time to time in future articles.

Commentary

Unemployment (see table 113) in most countries increased markedly during the recession years of 1974/5. More recently, during 1978 and 1979, there has been a fall in unemployment in a number of countries, notably in the United States, Canada and Germany in addition to the United Kingdom. An exception has been France where there has been a sharp rise in the last few years.

Employment (table 1) also showed the effects of the recession in 1974 and 1975, with a reduction, or slower growth, occurring in many countries. In the last year or two, there has been a general tendency for employment to increase, with particularly substantial rises in the United States, Canada and Norway, where the labour force has also been expanding rapidly. In West Germany employment has risen moderately in the last two years, returning to about its 1975 level; at the same time there has been a decrease in the labour force over recent years, partly attributable to the fall in migrant workers from other European countries.

Female activity rates have been increasing in most countries, as in the UK, in recent years (see table 2). This contrasts with decreasing male activity rates in most countries, particularly in West Germany. Falls in male activity rates may be associated with such factors as earlier retirement and extended education. While educational factors may also have affected female activity rates to some extent, the more dominant influences here have

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 * Note: the tables marked with an asterisk will be published regularly in future issues of *Employment Gazette*.

Table 1 Employment—civilian: indices Seasonally adjusted (unless otherwise stated)

	1975 = 100										
	1970	1974	1975	1976	1977	1978	1978			1979	
							Q2	Q3	Q4	Q1	Q2
United Kingdom (1)	99.1	100.5	100	99.3	99.8	100.1	100.0	100.2	100.5	100.4	100.6
Australia (2) (3)	92.7	100.4	100	101.3	102.3	101.8	101.8	102.3	102.0	102.7	..
Austria (4)	101.0	102.2	100	100.1	101.5	102.4	101.8	103.0	102.6	..	..
Belgium (1) (3)	97.8	101.4	100	99.2	99.0	99.0	..	..	..	..	..
Canada	85.3	98.3	100	102.1	103.9	107.4	106.9	108.0	108.8	110.4	110.8
Denmark (3)	99.3	101.0	100	102.6	103.5	105.4	..	..	..	..	..
France (3)	98.3	101.3	100	100.5	101.1	101.1	..	..	101.1	..	..
Germany (FR)	105.5	103.6	100	99.0	98.8	99.5	99.4	99.5	99.9	100.2	100.6
Irish Republic (3) (5)	100.7	101.6	100	98.3	98.5	99.5	..	..	..	..	..
Italy	98.0	99.4	100	100.6	101.6	102.1	102.1	102.2	102.4	102.2	102.7
Japan (4)	97.5	100.3	100	100.9	102.3	103.5	103.8	103.3	104.0	104.6	104.9
Luxembourg (3)	90.0	100.7	100	99.1	98.8	98.3	..	..	..	..	..
Netherlands (3) (6)	100.7	100.6	100	99.9	100.2	100.4	..	..	..	..	..
Norway (4)	87.7	97.2	100	104.8	106.9	108.6	108.8	107.9	109.3	108.7	108.3
Spain (3) (4) (7)	97.7	101.8	100	98.8	98.0	95.3	96.2	95.8	95.3	94.5	93.8
Sweden	94.9	97.5	100	100.6	100.9	101.3	101.1	101.6	101.6	102.0	102.9
Switzerland (3)	105.1	105.7	100	96.1	96.2	..	..	..	..	..	..
United States	92.7	101.4	100	103.2	106.8	111.3	111.0	111.7	112.8	113.9	113.7

Sources: OECD—Labour Force Statistics, 1966-1977, and Quarterly Supplement August 1979.
 EUROSTAT—Employment and Unemployment Rapid Information 2—1979.

- Notes: 1. Annual data relate to June. 5. Data relate to April.
 2. Annual data relate to August. 6. Data in terms of man/years.
 3. Not seasonally adjusted. 7. Annual data relate to fourth quarter.
 4. Includes armed forces.

Table 2 Labour force—activity rates, as a proportion of the population of working age (15-64)

	Per cent					
	Male		Female		All persons	
	1970	1977	1970	1977	1970	1977
United Kingdom	94.2	92.0	50.8	57.0	72.4	74.5
Australia	93.6	89.6	45.1	51.7	69.8	70.9
Austria	85.7	82.4	49.2	48.1	66.5	64.7
Belgium	86.0	82.1	40.2	45.6	63.0	63.9
Canada	85.7	85.3	43.2	51.9	64.5	68.6
Denmark	91.8	91.0	58.0	67.3	74.9	79.2
France	87.4	83.5	48.2	48.4	67.8	67.7
Germany (FR)	92.5	83.5	48.1	48.4	69.5	65.6
Irish Republic	96.5	82.9	34.3	37.1	65.8	62.0
Italy (1)	86.0	82.9	32.8	37.1	58.8	59.5
Japan	89.4	89.3	55.4	53.1	72.0	71.0
Norway	89.0	87.4	38.8	58.5	64.1	73.1
Spain	96.7	88.1	28.9	70.0	62.1	79.2
Sweden	88.8	88.1	59.4	70.0	74.3	79.2
United States	87.1	85.2	48.9	55.7	67.7	70.2

Source: OECD—Labour Force Statistics 1966-1977.
Note: 1. Population of working age 14-64.

presumably been the tendency for women to postpone families and to return to work soon after child-birth, and generally the increasing importance attached to women's careers. Activity rates are particularly low for males in Italy

Table 3 Labour force—activity rates, as a proportion of the population aged 14 and over: 1977

	Per cent		
	Male	Female	All persons
United Kingdom	74.4	43.1	58.1
Belgium	66.6	31.5	48.6
Denmark	72.6	47.3	59.7
France	70.1	41.1	54.9
Germany (FR)	69.6	35.4	51.4
Irish Republic	74.4	26.0	50.3
Italy	65.0	25.2	44.2
Luxembourg	70.5	27.0	48.0
Netherlands	67.5	22.4	44.7

Source: Eurostat—"Labour Force Sample Survey 1977".

Table 5 Population and employment 1978*

	Million								
	Population	Labour force		Civilian employment			Employees in civilian employment		
		All persons	Male	Female	All persons	Male			Female
United Kingdom (1)	55.9	26.4†	16.2†	10.2†	24.6	14.9	9.7	22.7	
Australia (1)	14.2	6.5	4.1	2.3	6.0	3.9	2.1	4.7 (2)	
Austria	7.5	3.1	1.9	1.2	3.0 (3)	1.9	1.2	2.8 (3)	
Belgium (1)	9.8	4.1 (9)	2.6 (9)	1.4 (9)	3.7	2.4	1.3	3.1	
Canada	23.5	11.0	6.7	4.2	10.0	6.1	3.8	8.9	
Denmark	5.1	2.6 (9)	1.5 (9)	1.1 (9)	2.5	1.4	1.1	2.0	
France	53.3	22.7	12.9	8.0	20.9	11.9	8.9	17.3	
Germany (FR)	61.3	26.2	16.3	9.9	24.7	15.3	9.4	21.1	
Greece	9.4	4.4	2.4	1.4	4.4	2.4	1.4	4.4	
Irish Republic (4) (8)	3.2	1.1 (9)	0.6	0.4	1.0	0.6	0.4	0.7	
Italy	56.7	21.9	14.9	7.0	19.9	13.8	6.1	14.1	
Japan	114.9	55.3	34.1	21.2	54.1 (3)	33.3	20.8	38.0 (3)	
Luxembourg	0.4	0.1 (9)	0.1	0.1	0.1	0.1	0.1	0.1	
Netherlands	13.9	4.9 (5) (9)	2.8	1.7	4.6 (5)	2.8	1.7	3.9 (5)	
Norway	4.1	1.9	1.1	0.8	1.9 (3)	1.1	0.7	1.6 (3)	
Portugal (6) (9)	9.8	4.2	2.5	1.6	3.8	2.3	1.5	2.4	
Spain (7)	37.1	13.6	9.7	3.9	12.1	8.6	3.5	8.5	
Sweden	8.3	4.2	2.3	1.9	4.1 (3)	2.3	1.8	3.8 (3) (8)	
Switzerland (9)	6.3	2.8	1.6	1.0	2.8	1.6	1.0	2.8	
United States	218.5	102.5	60.5	42.0	94.4	55.5	38.9	85.8 (2)	

Sources: OECD—Labour Force Statistics 1966-1977 and Quarterly Supplement August 1979.
Eurostat—Employment and Unemployment Rapid Information 2—1979.

* Annual averages unless otherwise stated.

† Working population.

1. Data relate to June.

2. Non-agricultural activities.

3. Includes armed forces.

4. Data relate to April.

5. Data in terms of man/years.

6. Data relate to end of year.

7. Employment data relate to the fourth quarter.

8. Including certain categories of permanent military personnel.

9. 1977.

Table 4 Labour force—proportion of those employed working part-time: 1977

	Per cent		
	Male		Female
	1970	1977	1977
United Kingdom	2.1	40.4	16.9
Belgium	1.0	16.1	5.8
Denmark	2.7	42.4	18.4
France	2.3	15.2	7.3
Germany (FR)	1.1	24.4	9.6
Irish Republic	1.6	9.6	3.7
Italy	1.2	5.9	2.5
Luxembourg	0.8	12.3	4.1
Netherlands	1.5	19.0	5.9

Source: Eurostat—"Labour Force Sample Survey 1977".
Note: Because the data are derived from sample surveys, they are liable to sampling errors and lower figures in particular should be treated with caution.

and the Netherlands. Female activity rates are also notably low in these two countries and in Spain, Luxembourg and the Irish Republic probably because of a strong tradition for married women, particularly those with children, not to go out to work. (See also table 3).

Part-time working for males is not very common and not very varied between EEC countries (table 4). This contrasts with much greater and vastly differing proportions of women who work part-time. It may be noted that in the UK and Denmark where female activity rates are high, the proportion of female part-time workers is also very high, though this feature is not so marked in France and Germany. The four EEC countries with the lowest female activity rates also have the lowest rates of female part-time working.

Rates of price and wage increases have differed substantially between countries. The correlation between the two sets of figures for each country is readily apparent (See tables 6 and 7).

Inflation rates reached a peak in all countries in the

Table 6a Consumer prices indices

	1975 = 100															
	1970	1973	1974	1975	1976	1977	1978	1978		1979						
								Q3	Q4	Q1	Q2	Q3	June	July	Aug	Sep
United Kingdom	54.2	69.4	80.5	100	116.5	135.0	146.2	147.8	150.3	155.0	160.7	171.4	162.9	170.0	171.3	173.0
Australia	61.4	75.5	86.9	100	113.5	127.5	137.6	138.8	141.9	144.4	148.2	151.6	151.6	151.6	151.6	151.6
Austria	70.3	84.2	92.2	100	107.3	113.2	117.3	117.9	118.3	120.1	120.7	122.2	121.1	122.2	122.2	122.3
Belgium	66.9	68.7	88.7	100	109.2	116.9	122.1	122.6	123.9	125.4	126.3	128.4	126.9	127.9	128.5	128.8
Canada	70.2	81.4	90.3	100	107.5	116.1	126.5	128.3	130.3	133.3	136.8	139.4	137.6	138.7	139.2	140.4
Denmark	64	79	91	100	109	121	133	133	138	139	142	150	144	147	150	152
France	65.7	78.8	89.6	100	109.6	119.9	130.8	132.5	135.3	138.3	142.2	146.8	143.5	145.4	146.9	148.1
Germany (FR)	74.2	88.2	94.4	100	104.5	108.6	111.4	111.7	111.8	114.1	115.8	117.2	116.3	117.1	117.1	117.3
Greece	56.0	69.4	88.2	100	113.3	127.1	143.0	142.5	148.9	158.6	167.1	171.7	168.9	171.1	169.6	174.5
Irish Republic	53.6	70.7	82.7	100	118.0	134.1	144.3	146.6	148.7	154.9	159.9	166.5	166.5	166.5	166.5	166.5
Italy	58.4	71.8	85.5	100	116.8	138.3	155.1	156.8	161.5	167.7	173.9	180.0	175.5	177.0	179.2	183.8
Japan	58.0	72.6	89.4	100	109.3	118.1	122.6	123.6	123.9	126.6	127.9	127.1	128.2	126.9	126.9	128.5
Luxembourg	70.6	82.4	90.3	100	109.8	117.2	120.8	121.2	122.3	123.9	125.2	126.9	125.8	126.4	126.8	127.5
Netherlands	66.1	82.7	90.7	100	108.8	115.8	120.5	121.5	122.6	123.1	124.9	126.2	124.9	125.4	126.0	127.1
Norway	67	81	90	100	109	119	129	130	132	132	134	136	135	136	136	136
Portugal	49.6	69.4	86.8	100	121.1	149.9	171.2	174.0	185.4	199.6	213.8	220.0	215.7	217.4	219.7	222.8
Spain	56.6	73.9	85.5	100	117.7	146.5	175.3	179.9	184.8	191.8	198.7	207.4	200.6	205.2	207.1	209.9
Sweden	68	82	91	100	110	123	135	135	138	140	143	146	143	144	147	147
Switzerland	69.1	85.4	93.7	100	101.7	103.0	104.1	104.3	104.1	105.7	107.5	108.9	108.6	108.7	109.2	109.2
United States	72.2	82.5	91.6	100	105.8	122.6	121.2	122.8	125.3	128.4	132.8	137.2	134.4	135.8	137.2	138.6
All OECD (1)	67	79	90	100	109	118	128	130	132	135	140	144	141	143	144	146

Source: OECD—Main Economic Indicators November 1979 and earlier editions.
Eurostat—Prices Press Notice Nov 1979.

Note: 1. The index for the OECD as a whole is derived using 1975 weights (based on private final consumption expenditure) and exchange rates.

Table 6b Consumer prices—percentage increases on a year earlier

	Per cent															
	Average 71-73	1974	1975	1976	1977	1978	1978		1979							
							Q4	Q1	Q2	Q3	June	July	Aug	Sep	Oct	
United Kingdom	8.1	16.1	24.2	16.5	15.8	8.2	8.1	9.6	10.6	16.0	11.4	15.6	15.8	16.5	17.2	
Australia	7.1	15.1	15.1	13.5	12.3	7.9	7.7	8.2	8.8	9.2	..	..	9.2	..	..
Austria	6.2	9.5	8.5	7.3	5.5	3.6	3.5	3.5	3.2	3.6	3.2	4.0	3.3	3.7	..	
Belgium	5.6	12.7	12.7	9.2	7.1	4.4	3.9	3.8	4.1	4.7	4.5	4.8	4.8	4.6	5.0 e	
Canada	5.1	10.9	10.7	7.5	8.0	9.0	8.7	9.2	9.4	8.7	8.9	8.1	8.4	9.5	..	
Denmark	7.2	15.3	9.9	9.0	11.0	9.9	7.8	6.9	7.6	12.8	8.3	10.5	12.8	13.4	[11.3]	
France	6.2	13.7	11.6	9.6	9.4	9.1	9.5	10.2	10.1	10.8	10.2	10.4	10.9	11.0	..	
Germany (FR)	5.9	7.0	5.9	4.5	3.9	2.6	2.3	3.1	3.7	4.9	3.8	4.6	4.8	5.3	5.7	
Greece	7.5	27.0	13.4	13.3	12.2	12.5	11.5	15.6	16.5	20.5	16.7	19.9	20.8	20.8	..	
Irish Republic	9.6	17.0	20.9	18.0	13.6	7.6	7.9	10.8	12.4	13.6	..	..	13.6	..	..
Italy	7.1	19.1	17.0	16.8	18.4	12.1	11.6	12.9	13.5	14.8	13.6	13.9	14.7	15.8	[17.4]	
Japan	7.4	24.5	11.9	9.3	8.1	3.8	3.4	2.7	3.2	3.5	3.8	4.2	3.1			

Table 7a Earnings—wages per head in manufacturing (manual workers): indices 1975 = 100

	1970	1973	1974	1975	1976	1977	1978	1978				1979				
								Q2	Q3	Q4	Q1	Q2	May	June	July	Aug
Great Britain (1) (2)	47.8	67.7	79.3	100	116.5	128.5	147.3	147.0	148.6	154.8	159.7	168.5	167.7	173.5	172.8	169.0
Australia (3) (4)	47.8	65.8	83.9	100	114.7	127.5	136.6	135.1	136.9	140.0	143.9	145.4	143.9	148.5	148.5	148.5
Austria (2) (5) (8)	53.3	76.2	88.2	100	109.0	118.4	125.1	122.8	127.7	127.9	130.7	130.1	133.3	129.3	131.0	..
Belgium (6) (7)	46	69	83	100	111	121	130	129	129	135	134	140	..	140	..	..
Canada (2) (6)	60	76	86	100	114	126	135	133	136	139	142	145	145	146	148	148
Denmark (6) (8)	45.1	69.1	83.9	100	112.7	124.3	137.2	136.1	138.0	142.6	144.8	150.3	150.6	150.7	154.2	148.5
France (4)	50.4	71.5	85.3	100	114.1	128.5	145.2	139.7	145.8	150.1	154.0	158.4	..	..	163.7	..
Germany (FR) (6)	63	84	92	100	107	114	120	120	122	122	124	127	..	..	..	..
Greece (6)	46	64	80	100	129	156	193	189	200	205	216	229	..	..	..	..
Irish Republic (6)	41	65	78	100	117	135	153	154	158	155	..	..	..	..	..	..
Italy (4)	41.4	64.5	78.9	100	120.9	154.6	179.6	176.1	182.8	189.2	197.3	206.1	209.3	209.3	211.7	..
Japan (2) (5)	43.7	71.1	89.7	100	112.3	121.9	125.4	127.9	128.8	131.6	134.2	136.7	137.3	137.6	135.9	147
Netherlands (4)	52	74	88	100	109	117	123	122	124	125	127	127	127	129	129	129
Norway (3) (6)	53	71	83	100	117	129	139	139	141	142	142	144	..	..	..	..
Spain (2) (6) (9)	42.3	60.5	77.8	100	131.0	160.3	201.4	192.0	200.6	227.6	229.0	..	..	..	..	..
Sweden (6) (8)	58.4	78.4	87.1	100	117.9	125.8	136.6	136.1	137.8	139.1	142.1	148.8	148.6	149.0	149.2	146.0
Switzerland (5)	..	81.8	93.1	100	101.6	103.3	106.9	105.9	107.3	106.9	109.5	108.5	..	..	..	..
United States (6) (10)	70	85	92	100	108	118	128	126	128	132	135	137	137	138	139	139

Sources: OECD—Main Economic Indicators, Jan 1978 and Nov 1979

Table 7b Earnings—wages per head in manufacturing (manual workers): percentage increases on a year earlier Per cent

	Average 71-73	1978				1979								
		1974	1975	1976	1977	1978	Q3	Q4	Q1	Q2	May	June	July	Aug
Great Britain (1) (2)	12.3	17.2	26.1	16.7	10.3	14.6	16.1	15.0	14.7	15.4	15.5	17.4	16.5	13.4
Australia (3) (4)	11.2	27.4	19.2	14.7	11.2	7.1	5.6	6.7	7.5	7.6	7.0	8.9	9.0	9.0
Austria (2) (5) (8)	12.7	15.7	13.4	9.0	8.6	5.7	6.5	6.2	7.5	5.9	6.9	5.5	4.6	..
Belgium (6) (7)	14.2	20.8	20.5	11.0	9.0	7.4	5.7	6.3	6.3	7.8	..	8.5	..	..
Canada (2) (6)	8.6	13.3	16.3	14.0	10.5	7.1	6.3	6.9	7.6	9.0	9.0	9.0	9.6	8.8
Denmark (6) (8)	15.3	21.5	19.2	12.7	10.1	10.2	9.6	9.8	9.7	10.4	9.9e	10.8e	10.1	10.0
France (4)	12.3	19.3	17.2	14.1	12.6	13.0	13.6	13.4	12.9	13.4	..	..	12.3	..
Germany (FR) (6)	10.2	10.4	8.7	7.0	6.5	5.3	5.2	5.2	6.9	5.8	..	..	..	..
Greece (6)	11.3	26.1	25.0	29.0	20.9	23.7	25.8	25.8	22.7	21.2	..	..	..	..
Irish Republic (6)	16.7	20.1	28.2	17.0	15.4	13.3	15.3	8.4	..	..	..	..	..	..
Italy (4)	15.9	22.4	26.7	20.9	27.9	16.2	14.6	14.9	15.7	17.0	17.5	17.5	18.9	..
Japan (2) (5)	17.6	26.2	11.5	12.6	9.5	6.9	5.1	5.7	5.5	6.9	7.5e	7.3	6.3	14.9
Netherlands (4)	12.7	18.2	13.6	9.0	7.3	5.1	4.2	5.0	4.1	4.1	4.1	4.1	4.0	4.0
Norway (3) (6)	10.5	17.8	20.5	17.0	10.3	7.8	8.5	6.8	5.2	3.6	..	..	..	..
Spain (2) (6) (9)	17.0	26.8	28.5	31.0	22.4	25.6	24.5	27.2	22.8	..	..	..	..	..
Sweden (6) (8)	10.3	11.0	14.8	17.9	6.7	8.6	9.0	5.9	6.5	6.9	8.3	9.2	6.9	7.4
Switzerland (5)	..	13.8	7.4	1.6	1.7	3.5	4.2	3.4	2.1	2.5	..	..	..	..
United States (6) (10)	6.6	8.3	8.7	8.0	8.3	9.4	8.5	9.1	8.9	8.7	8.7	8.7	8.6	8.6

Sources: OECD—Main Economic Indicators, Jan 1978 and Nov 1979

- Notes: 1. Wages and salaries on a weekly basis (all employees)
 2. Seasonally adjusted
 3. Males only
 4. Hourly wage rates
 5. Monthly earnings
 6. Hourly earnings
 7. Including mining and transport
 8. Including mining
 9. All industries
 10. Production workers

according to national statistical definitions and methods which differ between countries. Much has been achieved in improving comparability over recent years, particularly among EEC countries, but even where statistics are "harmonised" according to common concepts, there are still difficulties in interpretation of some comparisons, resulting from differing coverages and circumstances in each country with variations, for example, in industrial mix, age structures and composition of the labour force and in systems of remuneration.

However the comparisons are generally of considerable value, as long as too much significance is not attached to small differences between countries. Generally, comparisons of trends are more meaningful and more reliable than comparisons of absolute levels. Major known differences in definitions and coverage are indicated in the footnotes to the tables.

Selection of data sources

The figures which are provided have been taken from the most comparable sources available, that is mainly from internationally co-ordinated statistics published by the Statistical Office of the European Communities, Luxembourg, and the Organisation for Economic Cooperation and Development, Paris.

Although other figures are available from national publications and other sources, which in principle would enable some gaps in the tables to be filled or more countries added, the same degree of comparability could not be guaranteed.

In some cases the figures for the United Kingdom may differ slightly from statistics already published in *Employment Gazette* and elsewhere because they may have been provided on a different basis in order to conform more closely to the relevant international definitions. Also

it may be important to note that definitions sometimes differ between international publications.

Definitions, coverage and sources

Civilian employment (tables 1 and 5)

Civilian employment in tables 1 and 5 includes all civilian employees and self-employed workers, that is it relates to all those employed aged 15 and over, excluding armed forces.

Labour force (table 2, 3 and 5)

The labour force is equivalent to the economically active population; it includes all those available for work whether employed or unemployed.

Activity rates (tables 2 and 3)

Activity rates are generally defined as the labour force expressed as a percentage of the relevant population. Tables 2 and 3 show comparisons of activity rates in alternative forms. Table 2 from OECD sources shows the labour force as a percentage of the population of age 15-64, whereas table 3 shows activity rates as a percentage of all those aged 14 and over, derived from the EEC Labour Force Sample Survey, a survey of households. The sources are different and the two tables are therefore not strictly comparable with each other. However, both are included so as to enable data to be shown for a wider range of countries.

Part-time working (table 4)

Part-time working (in table 4) is not defined in terms of hours worked but according to how respondents in the Labour Force Survey defined themselves. Particular care is therefore required in interpreting these figures.

Labour Force Sample Survey (tables 3 and 4)

Apart from tables 3 and 4 much other data is presented in *Labour Force Sample Survey 1977* published by the Statistical Office of the European Communities, including results on employment by sector, hours of work (separately for part-time workers) and unemployment. Many analyses by sex, age or region are available. Details of the methodology of these household surveys are also provided in *Labour Force Survey Methods and Definitions 1977*.

Population and employment (table 5)

The basic figures on population and the labour force in table 5 are shown as background information and provide

Table 8. Hours—average weekly hours of work (manual workers)

	All industries ¹				Manufacturing industries			
	Oct 1972	Oct 1975	Oct 1977	Oct 1978	Oct 1972	Oct 1975	Oct 1977	Oct 1978
United Kingdom	43.0	41.8	42.3	42.2	42.3	41.1	41.8	41.7
Belgium	41.7	37.1	37.1	37.6	41.4	36.3	36.6	37.4
France	45.0	42.4	41.7	41.3	44.1	41.5	41.2	40.9
Germany (FR)	43.2	40.9	42.1	42.0	43.0	40.6	41.9	41.9
Italy	41.9	41.5	41.5	..	42.0	41.5	41.6	..
Luxembourg	43.9	40.9	39.5	40.2	42.4	40.8	38.9	39.8
Netherlands	43.4	40.8	41.1	41.1	43.3	40.7	41.1	41.2

Source: Eurostat—Hourly earnings, Hours of work.
 Note: 1 Mining, quarrying, manufacturing and construction industries.

a guide to the relative size of different countries. They may be useful in conjunction with the other tables, though caution is required in combining figures from different sources.

The population figures are mid-year estimates. They include nationals temporarily absent from the country and exclude foreign armed forces and foreign civilians temporarily resident in the country.

Consumer prices (tables 6a and 6b)

Consumer price indices are designed to measure the changes over time in the levels of prices which consumers have to pay for the goods and services they buy. There are, however, differences in the way various countries have chosen to construct their indices; in particular, different sectors of the consumer population may be covered (certain categories or those in certain locations may be excluded); the coverage of goods and services and the weighting system applied to these may also differ.

Some details of differences in the way countries construct their consumer prices indices are provided in the *Technical Guide, Volume 1 1978*, published by the International Labour Office or alternatively in *Sources and Methods No. 22 July 1975* published by OECD. For EEC countries, many details of methodology are provided in *Consumer Price Indexes in the European Community* by Josef Stadlbauer published by the Statistical Office of the European Communities (1976).

For comparisons of levels of prices in different countries rather than price changes, see for example *Purchasing Power in the EEC* published in the May 1977 issue of *Employment Gazette*.

Earnings (tables 7a and 7b)

As will be apparent from the footnotes to table 7a and 7b there are many differences in coverage of the main wages series used in the various countries and the figures must therefore be interpreted with caution. They do, however, provide a useful indication of relative movements in wages.

The figures relate primarily to wages of manual workers, generally both male and female, in manufacturing industries; and for most countries on an hourly basis. It is important to note that the figures are in gross terms and do not take account of taxes, social contributions and benefits and other deductions from or supplements to income.

Comparisons of levels of wages tend to be less reliable and less meaningful than comparisons of trends. However, data on this basis including analysis by sex and industry can be found in Eurostat *Hourly earnings—hours of work* for

EEC countries, or for a wider range of countries in the International Labour Office's *Yearbook of Labour Statistics* or their quarterly *Bulletin of Labour Statistics*.

Hours of work (table 8)

These figures, for EEC member states, are the average weekly hours worked by manual workers during a typical working week in the reference period. Public holidays and special local holidays or stoppages etc are excluded. Overtime and breaks but not lunch periods are included. Individual workers who worked for part of the relevant survey week are included whether or not they were working reduced hours for personal, technical or economic reasons. However absences for the whole reference week through sickness or holidays, for example, are excluded from the averages.

Industrial stoppages (table 9)

Comparisons from data collated by the International Labour Office (ILO) are given in terms of the number of working days lost through industrial stoppages (strikes, both official and unofficial, and lock-outs) per 1,000 employees for various countries over recent five-year periods. The figures are restricted in coverage to the selected industries indicated, since the ILO consider that on this basis they offer the best scope for comparisons of strike rates between all the countries.

More details, including data for individual years, and also figures on an alternative basis for EEC countries (displaying similar ranking orders) were provided in an

Table 9 Industrial stoppages—working days lost per 1,000 employees in selected industries *

	Average 1968-1972	Average 1973-1977
United Kingdom	996	704
Australia (1)	908	1,466
Belgium	414	436
Canada	1,726	2,060
Denmark (2)	68	1,154
Finland	908	1,390
France (3)	280	330
Germany (FR)	76	30
India	1,252	1,515
Irish Republic	968	870
Italy	1,910	1,918
Japan	228	254
Netherlands	56	96
New Zealand	346	602
Norway	18	120
Spain	148	1,224
Sweden (1)	64	18
Switzerland	—	—
United States (5) (6)	1,530	1,103

Source: International Labour Office
Notes * Selected industries—mining, manufacturing, construction and transport
1. Including electricity and gas, excluding communication
2. Manufacturing only
3. 1968 excluded from average
4. All sectors included up to 1971
5. Including gas, electricity and water
6. 1977 excluded from average.
— Less than 5.

article in *Employment Gazette* January 1979. That article also discussed some of the differences in coverage. Later figures, for 1978, are expected shortly. ■

Membership of trade unions in 1978 (continued from page 1242)

membership per union has therefore increased from 17,000 in 1968 to 28,000 in 1978. Table 2 summarises the annual changes in membership and in the number of unions for the period 1968-1978. For the year 1975 two sets of figures are shown; the first gives the figures on the original basis for comparison with earlier years, while the second gives adjusted figures for comparison with later years and excludes organisations falling outside the statutory definition of a trade union given in section 28 of the Trade Union and Labour Relations Act 1974.

Tables 3 and 4 give more detailed analyses of the membership and number of trade unions for each of the last eleven years.

Federations of trade unions

At the end of 1978 there were 44 federations of trade unions in the United Kingdom. Although a large proportion of trade unions are affiliated to federations, some are not affiliated and others are affiliated in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

Further information about trade unions

The Annual Report of the Certification Officer 1978 obtainable free of charge from the Certification Office was published earlier this year. It contains, *inter alia*, the names of those trade unions and employers' associations listed at December 1978 and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1977. Both the lists and the returns are open to public inspection at the Certification Office, Vincent House Annexe, Hide Place, London SW1P 4NG and in the case of organisations having their head office in Scotland at the office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT. A 'Directory of Employers' Associations, Trade Unions, Joint Organisations, etc*' giving names, office addresses, telephone numbers, names of secretaries and other information is published by HMSO in the form of quarterly reprints (of a fourth part of the whole), any four consecutive issues together comprising the complete Directory in loose-leaf form.

* Directory of Employers' Associations, Trade Unions, Joint Organisations, etc HMSO, price per quarterly issue, 90p net.

Administrative, technical and clerical workers in manufacturing industries, October 1979

At October 1979, 28.6 per cent of the total number of employees in employment in manufacturing industries in Great Britain were administrative, technical or clerical workers.

Details of the estimates for October 1979 are given in the table below.

Information about the numbers of administrative, technical and clerical employees in manufacturing industries is obtained on returns made by a sample of employers under the Statistics of Trade Act, 1947. The figures include managers, superintendents and works' foremen; research, experimental, development, technical and design employees other than operatives; draughtsmen and tracers; and office employees including works' office employees.

From this information estimates have been made of the numbers of administrative, technical and clerical workers in each industry group and the percentages that they formed of all employees in the group. Employees who are not classed as administrative, technical or clerical are regarded as operatives.

SIC 1968	Operatives (Thou)	Administrative, technical and clerical staff (Thou)	Employees in employment (Thou)	Administrative, technical and clerical staff as percentage of all employees in employment
FEMALE				
Food, drink and tobacco	218	63	281	22.4
Coal and petroleum products	1	3	4	65.8
Chemicals and allied industries	65	58	123	47.1
Metal manufacture	25	26	51	51.1
Mechanical engineering	52	87	138	62.6
Instrument engineering	35	18	52	33.6
Electrical engineering	198	73	271	26.9
Shipbuilding and marine engineering	5	8	13	59.6
Vehicles	50	45	95	47.6
Metal goods not elsewhere specified	99	46	145	31.5
Textiles	169	33	202	16.6
Leather, leather goods and fur	13	3	15	20.3
Clothing and footwear	248	30	278	10.6
Bricks, pottery, glass, cement, etc	39	20	60	33.9
Timber, furniture, etc	28	22	50	44.1
Paper, printing and publishing	101	77	178	43.2
Other manufacturing industries	92	27	119	22.9
All manufacturing industries	1,439	638	2,077	30.7
MALE				
Food, drink and tobacco	316	98	414	23.6
Coal and petroleum products	24	9	32	26.6
Chemicals and allied industries	192	118	310	38.1
Metal manufacture	302	86	388	22.1
Mechanical engineering	531	225	757	29.8
Instrument engineering	54	41	95	43.4
Electrical engineering	264	200	463	43.1
Shipbuilding and marine engineering	116	34	150	22.8
Vehicles	496	172	668	25.7
Metal goods not elsewhere specified	297	82	380	21.7
Textiles	186	54	240	22.3
Leather, leather goods and fur	16	5	21	23.0
Clothing and footwear	62	25	87	28.3
Bricks, pottery, glass, cement, etc	158	40	198	20.1
Timber, furniture, etc	171	38	210	18.3
Paper, printing and publishing	262	101	363	27.7
Other manufacturing industries	153	51	204	25.0
All manufacturing industries	3,601	1,377	4,978	27.7
MALE AND FEMALE				
Food, drink and tobacco	535	161	695	23.1
Coal and petroleum products	25	11	36	30.9
Chemicals and allied industries	257	176	432	40.7
Metal manufacture	327	112	438	25.4
Mechanical engineering	583	312	895	34.8
Instrument engineering	88	59	147	39.9
Electrical engineering	462	273	735	37.1
Shipbuilding and marine engineering	121	42	163	25.7
Vehicles	546	217	763	28.4
Metal goods not elsewhere specified	397	128	524	24.4
Textiles	355	87	442	19.7
Leather, leather goods and fur	30	8	38	21.8
Clothing and footwear	311	54	365	14.8
Bricks, pottery, glass, cement, etc	198	60	258	23.3
Timber, furniture, etc	199	60	260	23.3
Paper, printing and publishing	364	178	541	32.8
Other manufacturing industries	244	78	323	24.2
All manufacturing industries	5,040	2,015	7,055	28.6

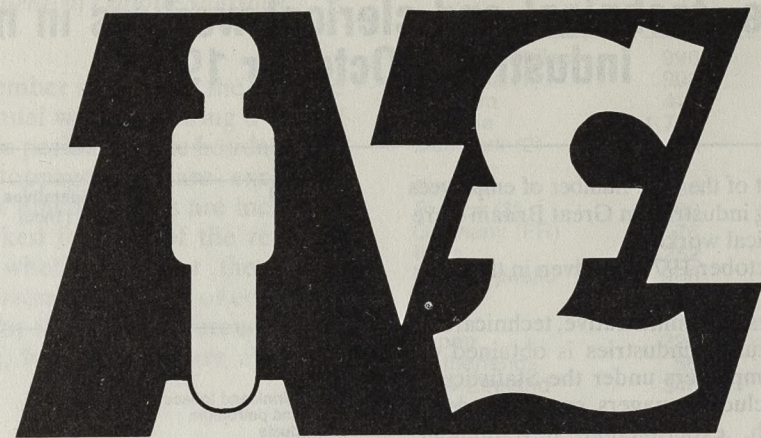
Employment Gazette—

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DE leaflets for the public

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available free of charge from employment offices, local unemployment benefit offices and regional offices of the Department of Employment and the:

Public Enquiry Office
Department of Employment
Caxton House
Tothill Street
London SW1H 9NA
Telephone: 01-213 5551

Orders for bulk supplies of leaflets (ten or more) should be sent to General Office, Information 2, Department of Employment at the above address.

Note: This list does not include the publications of the Manpower Services Commission or its associated agencies, nor does it include any "on sale" publications of the Department of Employment.

Employment Protection Act

A series of leaflets covering specific provisions of the Act:

No 1	Written statement of main terms and conditions of employment	PL631
No 2	Procedure for handling redundancies	PL624
No 3	Employee's rights on insolvency of employer	PL619
No 4	Employment rights for the expectant mother	PL625
No 5	Suspension on medical grounds under health and safety regulations	PL618
No 6	Facing redundancy? Time off for job hunting or to arrange training	PL620
No 7	Trade union membership and activities	PL627
No 8	Itemized pay statement	PL633
No 9	Guarantee payments	PL629
No 10	Terms and conditions of employment	PL621
No 11	Rules governing continuous employment and a week's pay	PL628
No 12	Time off for public duties	PL626
No 13	Unfairly dismissed?	PL630
No 14	Rights on termination of employment	PL632

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

Individual rights of employees—a guide for employers. PL616

Briefly explains the rights for individuals in employment and sets out the corresponding obligations on employers.

Recoupment regulations—guidance for employers

Guidance on procedure for recoupment of unemployment and supplementary benefit for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal.

RCP1

Other related publications

Dismissal—employees' rights

Information on the improved remedies for unfair dismissal and the right to written reasons for dismissal.

Contracts of Employment Act 1972

A booklet giving details of the right to a longer period of notice according to length of service, and the right to a more informative written statement of terms and conditions of employment.

Employees' rights on insolvency of employer

Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver.

IL1 (rev)

Insolvency of employers

Safeguard of occupational pension scheme contributions.

IL2

Trade Union and Labour Relations Act 1974 and 1976

A guide to the Trade Union and Labour Relations Act 1974 incorporating changes made by the Employment Protection Act 1975 and the Trade Union and Labour Relations (Amendment) Act 1976.

Redundancy payments

The Redundancy Payments Scheme (Eleventh revision)

General guide for employers and employees about their rights and obligations under the Redundancy Payments Acts 1965 and 1969, incorporating changes made by the Employment Protection Act 1975.

The Redundancy Payments Scheme

A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees.

RPL6

The Redundancy Payments Scheme—offsetting pensions against redundancy payments

Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments.

RPL1

Overseas workers

Employment of overseas workers in Great Britain
Information on the Work Permit scheme—not applicable to nationals of EEC member states.

OW5(rev)

Employment of foreign nationals in Great Britain
Student employment.

OW9

Employment of Commonwealth citizens in Great Britain
Trainees.

OW7(rev)

Industrial tribunals*Industrial Tribunals procedure*

For parties concerned in Industrial Tribunal proceedings.

ITL1

Industrial Tribunals

For appellants with particular reference to Industrial Training Board Levy Assessments.

ITL5

Determination of questions by Industrial Tribunals
For appellants and respondents, with particular reference to the Health and Safety at Work, etc Act 1974.

ITL19

Other wages legislation*The Fair Wages Resolution*

Information for government contractors.

The Truck Acts

Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages.

PL538

Payment of Wages Act 1960

Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply).

Special employment measures*Temporary Short Time Working Compensation Scheme*

For firms faced with making workers redundant.

PL636(rev)

Job Release Scheme

Information on the scheme for employees.

PL637

Small Firms Employment Subsidy—for manufacturing firms

Information for employers in private manufacturing companies in the Special Development Areas and Development Areas.

PL639(rev)

Young people*The work of the Careers Service*

A general guide.

PL585

Employing young people

For employers.

PL604

What's your job going to be?

For young people making a career choice.

PL603

Careers help for your son or daughter

For parents of school leavers.

PL596

How did you get on when you started work?

Career advice for young people in employment. PL601

Finding employment for handicapped young people

Advice to parents. PL614

We get around

A leaflet describing a film which shows how the Careers Service helps young people to find the job they want. PL586

Manpower Studies*Higher education and jobs*

Summary of the Department of Employment's Unit for Manpower Studies' survey

Employment prospects of the highly qualified PL562

Job satisfaction*The Work Research Unit*

Information for employers, trade unions and others of the Work Research Unit's information, advisory, research and consultancy services.

Employment agencies*The Employment Agencies Act 1973*

General guidance on the Act, and regulations for users of employment agency and employment business services. PL594 (rev)

Is this your line of business?

Information on the Employment Agencies Act 1973 for employment agency and employment business operators. PL579

Equal pay*Equal Pay*

A guide to the Equal Pay Act 1970.

Equal pay for women—what you should know about it

Information for working women. PL573(rev)

Race relations*Filmstrips for better race relations*

A leaflet describing two filmstrips on race relations for use by employees and management. PL577

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Leaflet describes a detailed survey of seven firms employing coloured workers.

Employers Tomorrow, you could be asked about the Job Release Scheme.

The Job Release Scheme is being widely publicised – so more employees may be asking your permission to take part. And it could make sound business sense to say yes. Take your staff relations for example. The scheme will attract applicants with health problems, family problems or any of another dozen real reasons for wanting to stop work.

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Once you agree, you would take on someone from the unemployed register – but not necessarily for the same job. So think of the opportunities for making promotions and bringing in some new blood. And you'll be helping the Government help the unemployed. Make sure you know all the details now.

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Name _____
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Post to:
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P.O. Box 702,
London SW20 8SZ.
Department of Employment DE

If you are approaching retirement age the Job Release Scheme gives you the chance to stop work sooner. The Scheme covers men of 62-64, disabled men of 60-64 and women of 59, provided their employers agree to release them and take on someone from the unemployed register. Then until you reach the State pension age, you will get an allowance of £407 per week if you are married with a dependent wife or husband with a weekly income of £8.50 or less. Other applicants will receive £31.50 per week. For more details about Job Release, send off the coupon, pick up a leaflet at your local employment office, Job centre or unemployment benefit office.

Job Release S

Job Release Scheme

Department of Employment **DE**

New Earnings Survey: results in Northern Ireland and the United Kingdom

Northern Ireland survey

The survey in Northern Ireland is conducted by the Department of Manpower Services in the same manner as the survey in Great Britain which is outlined on pages 967-8 of the October 1979 issue of *Employment Gazette*. Data are obtained from employers by a one per cent random sample of employees with PAYE records, viz those whose National Insurance numbers end in the digits 14. All earnings data in this article include overtime payments and exclude employees whose pay was affected by absence.

United Kingdom results

The main results for Northern Ireland and Great Britain have been combined to produce United Kingdom figures as shown in Table 1. Due to the large difference in sample sizes, the resulting United Kingdom figures are only marginally different from those for Great Britain.

Table 1 Average gross weekly earnings

	Manual employees		Non-manual employees		All employees	
	Earnings	Number in sample	Earnings	Number in sample	Earnings	Number in sample
	£		£		£	
Full-time men						
Northern Ireland	84.2	769	106.1	559	93.4	1,328
Great Britain	93.0	45,413	113.0	32,551	101.4	77,964
United Kingdom	92.9	46,182	112.9	33,110	101.3	79,292
Full-time women						
Northern Ireland	53.0	258	65.9	543	61.8	801
Great Britain	55.2	9,438	66.0	25,297	63.0	34,735
United Kingdom	55.1	9,696	66.0	25,840	63.0	35,536

Trends in earnings 1971-79

Average gross weekly earnings in 1971, 1978 and 1979 for the main groups of employees in Northern Ireland and Great Britain are shown in Table 2, together with percentage increases (based on complete samples) since 1971 and 1978. All Northern Ireland increases are higher than those in Great Britain, illustrating the slight improvement in the relative position of Northern Ireland since 1971.

Table 3 Earnings in manufacturing and non-manufacturing industries

Industry group	Average gross weekly earnings			Standard error of mean			Numbers as a percentage of total in sample group	
	Manufacturing	Non-manufacturing	All industries	Manufacturing	Non-manufacturing	All industries	Manufacturing	Non-manufacturing
	£	£	£	£	£	£		
Manual men								
Northern Ireland	93.0	77.9	84.2	1.8	1.4	1.1	41	59
Great Britain	97.9	88.3	93.0	0.20	0.21	0.15	49	51
Non-manual men								
Northern Ireland	107.0	105.9	106.1	4.2	2.2	2.0	19	81
Great Britain	117.7	111.2	113.0	0.52	0.32	0.27	28	72
Manual women								
Northern Ireland	54.8	49.9	53.0	1.3	1.8	1.1	63	37
Great Britain	57.9	51.6	55.2	0.21	0.26	0.17	57	43
Non-manual women								
Northern Ireland	57.4	66.8	65.9	3.5	1.9	1.7	9	91
Great Britain	62.8	66.5	66.0	0.31	0.17	0.15	15	85

Table 2 Average gross weekly earnings and percentage increases

	Earnings			Percentage increases complete samples	
	1971	1978	1979	1971-79	1978-79
	£	£	£		
Manual men					
Northern Ireland	25.7	69.9	84.2	227.6	20.5
Great Britain	29.4	80.7	93.0	216.3	15.4
Non-manual men					
Northern Ireland	35.7	93.9	106.1	197.2	13.0
Great Britain	39.1	100.7	113.0	189.0	11.9
All men					
Northern Ireland	28.8	79.0	93.4	224.3	18.2
Great Britain	32.9	89.1	101.4	208.2	13.7
Manual women					
Northern Ireland	14.1	45.8	53.0	275.9	15.7
Great Britain	15.3	49.4	55.2	260.8	11.9
Non-manual women					
Northern Ireland	18.7	56.8	65.9	252.4	16.0
Great Britain	19.8	59.1	66.0	233.3	11.7
All women					
Northern Ireland	16.7	52.7	61.8	270.1	17.3
Great Britain	18.3	56.4	63.0	244.3	11.8

Earnings by industry

Average gross weekly earnings and standard errors are shown in Table 3 for the main employee categories in manufacturing, non-manufacturing and all industries. Also shown for each employee category are the sample numbers in manufacturing and non-manufacturing industries as a percentage of the total sample number in the category.

The greatest differences in earnings between Northern Ireland and Great Britain are observed for men, in particular, manual men. They reflect differences in industrial structure and available occupational opportunities and

Table 4 Average weekly hours and overtime hours, April 1979

	Full-time men		Full-time women	
	Manual	Non-manual	Manual	Non-manual
Northern Ireland				
Average weekly hours	45.9	42.2	40.2	38.3
Overtime hours	6.0	4.0	1.3	0.7
Great Britain				
Average weekly hours	46.2	38.8	39.6	36.7
Overtime hours	6.3	1.6	1.1	0.4

do not necessarily imply differences in the rates of pay for employees doing similar work. From Table 3 it can be seen that the difference for manual men is considerably greater in the non-manufacturing industries, which are lower-paid for all employee categories except non-manual women. There were also higher proportions of the Northern Ireland sample of manual and non-manual men in this group of industries than was the case in Great Britain (59 per cent and 81 per cent compared with 51 per cent and 72 per cent respectively). These higher proportions will therefore have contributed to the overall earnings differences.

For women, differences in both earnings and proportions are smaller, so the effects are less pronounced. Moreover,

the opposite effect is observed here, as there are higher proportions of manual women in the higher-paid manufacturing industries and of non-manual women in the higher-paid non-manufacturing industries.

Average weekly hours, April 1978

Table 4 shows weekly averages of total hours and overtime hours for the main employee categories. The only notable difference between Northern Ireland and Great Britain is the higher number of overtime hours recorded for non-manual men in Northern Ireland.

All enquiries about the survey results for Northern Ireland should be addressed to Mr R. Picken, Department of Manpower Services, telephone (0232) 63244 ext. 423.

Company health and safety training—how employees can contribute

Training advisers from the Food, Drink and Tobacco Industry Training Board, when assessing the standard of training in a company, look for evidence that the employer has carried out an overall assessment of the company's training needs. The board has always stressed that while the method of assessment will reflect the company's own style of management, employees at all levels can make a contribution to the identification of training needs relating to the work in which they are involved.

C. Shippam Ltd, the Chichester-based meat and fish paste manufacturing company, provides one example of employee involvement in the identification of company training needs. During a departmental health and safety committee meeting, employees identified a problem associated with the use of the company's battery-operated hand pallet movers. These are designed to move heavy loads and are pulled behind the operator who directs the movement from controls on a handle. Dave White, an

electrician, reported at the meeting that some of the pallets had been damaged and although no accidents had occurred so far there had been several "near misses".

Pallet movers

Subsequent discussion focused on the question of who was using the pallet movers. When the machines were originally purchased it was intended that only one or two specified members of staff would operate them. But, over a period of time, other staff members had been operating them on a casual basis. Given this situation, the committee felt that a training programme in the correct use and handling of the pallet movers was desirable in order to help to ensure safety for the operators.

These recommendations were quickly implemented in the form of a two-hour training programme, designed by Tony Smart, a department manager, and Don Farley, company safety adviser. Since there were certain similarities in the two types of machinery, it was decided to ask the fork-lift truck training instructors for help, and also to seek the advice of Lansing Bagnall, fork-lift truck manufacturers.

Training programme

The training programme explained the controls and mechanics of the pallet mover and operators were shown how to use it correctly and safely. On successful completion of the programme, users were presented with a certificate of competence and only holders of this certificate are allowed to operate the pallet movers.

Within four weeks of the problem being identified, supervisors, chargehands and the necessary number of employees had all been trained by two instructors in the handling of pallet movers. After the training, a marked drop in the number of hazardous incidents involving pallet movers was recorded.

Thus, the management of Shippam was able to receive and quickly act on a source of employee information and advice which served to safeguard the well-being of many members of staff. A delay in the identification of the pallet mover risk factor could have had serious consequences but was avoided because of the employees' own awareness of health and safety factors, and their active participation in the group/committee structure contributing to the identification of company training needs. ■



An employee of the company being trained in the correct use of pallet movers

Questions in Parliament

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between November 16 and December 3 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Pneumoconiosis Act

Lord Hale asked Her Majesty's Government: (i) whether they were satisfied that adequate notice had been given to potential claimants under the *Pneumoconiosis etc. (Workers' Compensation) Act 1979* that the Act was now in force and as to how claims should be enforced; (ii) whether they had completed the preparation of the draft Regulations under the *Pneumoconiosis etc. (Workers' Compensation) Act 1979*, and when they would be laid before Parliament; and (iii) what were the diseases now covered by the *Pneumoconiosis etc. (Workers' Compensation) Act 1979* and amending Regulations.

The Earl of Gowrie: (i) Yes. The number of applications already received (2,320) since the Act came into force on July 4, 1979 compares favourably with the estimated total number who may be entitled to a payment under the Act, and suggests that a high proportion of potential beneficiaries have by now realised that claims can be made. The need for any further official publicity will however be considered early in the new year.

(ii) It is hoped to lay the draft Regulations prescribing the amounts of payments to be made under the Act very soon.

(iii) The diseases covered by the Act are Pneumoconiosis, Byssinosis and Diffuse Mesothelioma. Pneumoconiosis includes all types of that disease, including in particular those commonly known as asbestosis, silicosis and kaolinosis. There is no power to extend the Act by Regulations to cover other diseases.

(November 27)

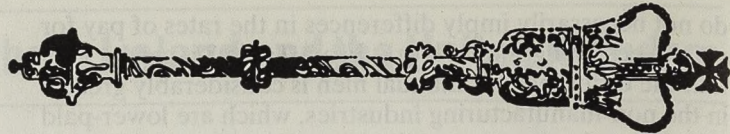
Employment Transfer Scheme

Mr Graham Bright (Luton East) asked the Secretary of State for Employment what was the present cost of the *Employment Transfer Scheme*; and what plans he had for its future.

Mr Lester: In the period April 1–September 30, 1979, the total expenditure on schemes to assist geographical mobility of labour was £4,214,739, nearly all of which was spent on the *Employment Transfer Scheme*. The estimated expenditure for the financial year ending on March 31, 1980 is £7,520,000.

The Manpower Services Commission will be reviewing the *Employment Transfer Scheme* in December and, while it is expected that this scheme will continue, the amount of money available will be influenced by Government policy on public spending.

(November 2)



Department of Employment Ministers

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

Earl of Gowrie, Minister of State

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

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

Unemployment benefit

Mr Norman Atkinson (Haringey, Tottenham) asked the Secretary of State for Employment what was the weekly average cost of administration per head in respect of all those registering at his department for unemployment benefit.

Mr Mayhem: During the 12 months ending March 31, 1979 the administration costs in my department averaged £1.15 a head per week in respect of all those persons registering at unemployment benefit offices and receiving unemployment benefit or supplementary allowance. (November 8)

Insolvency provisions

Mr John Loveridge (Havering, Upminster) asked the Secretary of State for Employment if in view of the fact that former employees of firms that have gone into voluntary liquidation might have to wait years before learning if they could obtain their back pay or holiday pay due, he would consider giving priority to such claimants when the claim due had been outstanding for over three years for wages due.

Mr Lester: Under the insolvency provisions of the *Employment Protection (Consolidation) Act 1978*, my Department is empowered to pay from the Redundancy Fund certain debts, within limits, owed to employees by employers who have become insolvent. These debts include arrears of pay, holiday pay and payment in lieu of notice. The provisions came into effect on April 20, 1976 under the *Employment Protection Act 1975* and apply in respect of employers who became insolvent including companies for which a restriction for voluntary winding-up has been passed, on or after that date.

If my Hon Friend has a particular case in mind I will be pleased to investigate it for him if he will write to me with the relevant details.

(November 16)

Working mothers

Mr Greville Janner (Leicester West) asked the Secretary of State for Employment how many working mothers had been granted maternity pay during each 12-month period since the commencement of the maternity pay system; how many and what percentage of such mothers declared their intention to return to work after childbirth; and how many and what percentage of working mothers actually did return to work after pregnancy or childbirth in each of the above periods.

Mr Lester: The numbers of women who have received maternity pay and in respect of whom rebate has been paid to the employer by my Department are as follows: April 1977–March 1978, 67,366; April 1978–March 1979, 107,953; April 1979–September 1979, 55,139.

No figures are available for the number of women who have declared their intention to return to work after childbirth or for the number of women who actually returned to work after pregnancy or childbirth.

(November 29)

Industrial tribunals

Mr Russell Johnston (Inverness) asked the Secretary of State for Employment what was the annual rate of referrals to industrial tribunals in the case of disrupted dismissals; and what was the percentage of reinstatements and financial compensation awards.

Mr Mayhew: Information is not available on the proportion of dismissals which cause industrial disruption and are subsequently referred to an industrial tribunal. In 1978, of those cases which resulted in a decision of unfair dismissal by industrial tribunals three per cent resulted in reinstatement and 97 per cent resulted in financial compensation.

(December 3)

Pay comparability

Mr John Grant (Islington Central) asked the Secretary of State if he would list the work on references and cases still to be completed by the Standing Commission on Pay Comparability; and when he expects to begin the review of the Commission's position.

Mr Lester: Current references to the Standing Commission are as follows: nurses and midwives; professions supplementary to medicine; university technicians; ambulance officers; municipal airport manual workers; British Waterways Board salaried staffs; primary and secondary school and further education teachers; some groups of local authority craftsmen; New Towns staff; justices' clerks' assistants (outside inner London); and Scottish local authority chief officials. The Government continues to keep the Commission's work under review and has recently made further references, included in this list.

(November 27)

Escalator safety

Mr Jocelyn Cadbury (Birmingham Northfields) asked the Secretary of State what progress had been made on implementing the recommendations of the British Safety Council for improving safety on escalators.

Mr Mayhew: I would refer to my replies to my hon Friend the Member for Birmingham, Selly Oak and the hon Member for Rochdale on July 13, and to the hon Member for Birmingham, Perry Barr, on July 27. The Health and Safety Executive have since been in correspondence with the British Safety Council about their recommendations, and are now making arrangements for the whole problem to be discussed with representatives of the local authorities which are responsible for enforcing health and safety legislation in offices and shops.

Meanwhile the British Standards Institution, having studied comments received from Government departments and agencies (including the Health and Safety Executive) and from other interested organisations, has presented comprehensive comments on the draft European Standard Specification for escalator safety to the European Standards Organisation (CEN), which is now studying the comments received from all its member organisations. I am informed that the British Safety Council has only recently submitted its comments on the draft European Standard Specification to the British Standards Institution, and that these will be considered at the next meeting of the relevant technical committee, following which it would be possible for the British Standards Institution to submit supplementary comments to the European Standards Organisation.

(November 27)

Short-time Working Compensation Scheme

Mr Ken Woolmer (Batley and Morley) asked the Secretary of State when the present short-time working scheme expired; and if he intended to renew it.

Mr Lester: The Temporary Short-time Working Compensation Scheme is due to close for applications on March 31, 1980. A decision about the future of the scheme will be made as part of the normal annual review of the special employment and training measures, which is now in progress. Decisions will be announced as soon as possible before March 31, 1980.

(November 21)

Disabled quota

Mr Lewis Carter-Jones (Eccles) asked the Secretary of State for Employment, what action he was taking to enforce the three per cent rule for the employment of disabled workers; how many prosecutions had been taken under the appropriate legislation; what was the number of offending firms; and if he would make a statement.

Mr Lester: It is not an offence for an employer to have less than the three per cent quota of registered disabled people. However, employers in this situation have certain obligations concerning the recruitment and retention of registered disabled workers. Infringement of these obligations is an offence under the *Disabled Persons (Employment) Act 1944* and details of prosecutions under the Act were given on November 12 in my reply to the Honourable Member for Birkenhead (Mr Frank Field), Official report Volume 973, Columns 497–498.

I am advised by the Manpower Services Commission (MSC) that an annual enquiry is made of employers subject to quota, that is those with 20 or more workers, to determine their quota positions. Those employing less than three per cent of registered disabled people are reminded of their obligations under the 1944 Act. The Act requires employers subject to quota to keep records, which are liable to inspection by officers authorised by the MSC. MSC's Disablement Resettlement Officers are able to advise employers about the recruitment and retention of both registered and unregistered disabled people.

Quota figures only reflect the employment of a minority of disabled people—those who choose to register and are employed in firms subject to quota. The number of registered disabled people is now insufficient to enable all employers subject to quota to satisfy the three per cent although the majority of such employers would probably do so if all their disabled workers could be counted. The present quota scheme is therefore no longer fully effective as a method of protecting the em-

ployment prospects of disabled people generally. The MSC is therefore to review the scheme next year, and is at present considering comments on future policy options, expressed by a wide range of interested organisations and individuals in response to a discussion document which was issued in May.

In the meantime the MSC will continue to emphasise the importance of giving full and fair consideration in all aspects of employment to disabled people, whether registered or unregistered, in particular through its current "Fit for Work" campaign and Award Scheme, the response to which has so far been encouraging.

(November 28)

Training courses

Mr Robert Banks (Harrogate) asked the Secretary of State if he would set out the ratio of people going into employment on completion of training on courses under schemes for re-training.

Mr Lester: I am informed by the Manpower Services Commission that the employment position of course completers under the Training Opportunities Scheme is the subject of a regular sample survey undertaken three months following course completion.

Of adults completing TOPS training during the 1978–79 fiscal year, 70 per cent were in employment three months following their course completion. The ratio differs quite substantially between regions of Great Britain and between types of training and training institutions.

(November 21)

Retail Price Index

Mr Austin Mitchell (Grimsby) asked the Secretary of State what was the amount of mortgage assumed for the purpose of the retail price index; what weight was given in the index to the payment of mortgage interest, what was the assumed rate of interest; what effect each one per cent change in interest rates had on the index; and whether account was taken of changes in taxation rates when calculating the effect of interest changes on the index.

Mr Lester: The weight for mortgage interest, as with other items in the retail prices index, is calculated from actual payments by households in the Family Expenditure Survey. It is based on average payments of mortgage interest after deduction of income tax relief, and in January 1979 was 31 in 1,000. The interest rate used is that recommended by the Building Societies Association; an increase of one per cent in the mortgage interest rate would add about one quarter of one per cent to the current level of the retail prices index. Changes in the basic rate of income tax are taken into account in the calculation of changes in mortgage interest payments.

(November 28)

Questions in Parliament

Employment topics

Health and safety statistics

In the second quarter of this year 78,025 accidents were reported to the Health and Safety Executive, bringing the total for the first half of 1979 to 164,130 compared with 170,979 in the same period of 1978. Fatal accidents, however, showed an increase from 307 in the first half of 1978 to 316 in the first half of 1979. Excluding "new entrants", the reduction in all accidents reported was larger, but there was still a small increase in fatal accidents over the period.

New entrants are the seven to eight million people brought within the scope of safety legislation for the first time by the Health and Safety at Work etc Act 1974. Although accidents to them are not yet compulsorily reportable, greater awareness of the Act is leading to increased voluntary reporting and in

the first half of this year 11,400 accidents were reported compared with 7,500 in the first half of last year.

The increase in fatal accidents between the first halves of 1978 and 1979 was more than accounted for by agriculture, where the number of deaths doubled, from 17 to 34. There were also increases in deaths in manufacturing, and in the service industries, offset by a reduction from 80 to 64 in construction.

The reduction in accidents reported over this period was widespread, affecting agriculture, mining and quarrying, all the major industry groups in manufacturing, and construction. The increase in public administration and defence reflects mainly better reporting and classification and is largely offset by the reduction in the unclassified

group; this now consists almost entirely of accidents reported to local authorities, who are not yet asked to classify them by industry.

Twenty cases of industrial disease were reported to the Executive during the quarter, making 34 in the half year compared with 49 in the first half of last year.

A total of 4,199 enforcement notices were issued during the second quarter. The total for the first half of the year was 8,469, compared with 7,887 in the first half of 1978. The increase was entirely in notices issued by local authorities, 3,330 this year compared with 2,550 in the first half of 1978. There was a small reduction in the number issued by the Factory Inspectorate, from 3,864 to 3,665. The number

issued by the Agricultural Inspectorate was unchanged at 1,471.

In addition 22 Crown Notices (in respect of Crown premises, not subject to statutory notices) were issued by the Factory Inspectorate during the first half of 1979; this sanction was not available last year.

There were 405 health and safety prosecutions completed during the second quarter of 1979. The total for the first half of this year was 757 (137 by local authorities) compared with 792 (77 by local authorities) a year earlier.

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

Table 1 Accidents in Great Britain notified to the Health and Safety Executive, by industry, Jan-June 1978 and 1979.

	April-June 1979		Jan-June 1978		Jan-June 1979*	
	Fatal	All	Fatal	All	Fatal	All
Agriculture, forestry and fishing	22	819	17	2,370	34	1,951
Mining and quarrying†	12	10,585	42	24,553	40	22,974
Food, drink and tobacco	6	5,996	9	12,426	8	12,205
Coal and petroleum products	1	376	1	824	3	799
Chemical and allied industries	6	2,484	7	5,449	11	5,310
Metal manufacture	8	5,045	20	11,761	22	10,529
Mechanical engineering	4	5,324	11	12,121	10	11,250
Instrument engineering	—	318	—	717	—	620
Electrical engineering	1	2,571	3	5,552	2	5,372
Shipbuilding and marine engineering	2	1,559	3	3,975	4	3,326
Vehicles	3	4,367	8	9,697	4	8,912
Metal goods, not elsewhere specified	4	3,446	4	7,814	7	7,187
Textiles	2	2,482	4	5,771	5	5,269
Leather, leather goods and fur	—	139	2	385	—	329
Clothing and footwear	—	661	—	1,511	—	1,363
Bricks, pottery, glass, cement, etc	3	2,231	4	4,751	8	4,742
Timber, furniture, etc	1	1,460	6	3,301	2	3,129
Paper, printing and publishing	4	2,143	6	4,755	8	4,487
Other manufacturing industries	—	1,804	2	4,007	1	3,738
All manufacturing industries	45	42,406	90	94,817	95	88,567
Construction†	38	7,873	80	16,776	64	15,413
Gas, electricity and water	2	1,225	3	2,200	3	2,650
Transport and communications	16	2,901	31	5,831	33	6,143
Distributive trades	4	1,039	3	2,166	5	2,224
Insurance, banking, finance and business services	—	15	—	19	—	25
Professional and scientific services	1	944	2	1,006	2	1,986
Miscellaneous services	10	1,932	10	3,950	15	4,206
Public administration and defence	5	3,139	6	3,063	6	6,841
Unclassified	11	5,147	23	14,228	19	11,150
Total all accidents	166	78,025	307	170,979	316	164,130

* Provisional.
† Accidents in open cast mining classified to Construction, are here included under Mining and Quarrying.

Table 2 Enforcement notices issued in Great Britain, Jan-June 1978 and 1979

Type of notice	April-June 1979	Jan-June 1978	Jan-June 1979
Improvement	3,237	6,110	6,538
Immediate prohibition	796	1,501	1,648
Deferred prohibition	166	276	283
All statutory notices	4,199	7,887	8,469
Crown notices	4	—	22

Unemployment rates by age

Using the quarterly age analysis of the unemployed, estimates of unemployment rates by age have now been made for October 1979. These new unemployment rates are given in the table alongside those for earlier dates.

The derivation of these rates was described in an article in the July 1977 issue of *Employment Gazette* (pp 718-719). Subsequently, more

recent information on young people entering the labour force; the results of the 1977 EEC Labour Force Survey and the 1976 Census of Employment; and the quarterly estimates of the employees in employment for June 1978 have been used to prepare revised estimates.

The rates for the youngest age group are inevitably high in July, at the end of the school year.

Great Britain	Percentage rate									
	Jan 1977	July 1977	Jan 1978	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	
All	13.5	29.2	14.5	27.5	13.4	11.8	9.4	24.4	11.8	
Under 18	10.3	11.1	10.9	11.1	10.4	10.4	9.4	10.2	10.0	
18-19	8.8	8.7	9.4	8.2	8.5	8.9	8.2	7.8	8.4	
20-24	5.7	5.5	6.1	5.2	5.3	5.8	5.4	4.9	5.1	
25-34	4.1	3.9	4.3	3.7	3.6	3.9	3.7	3.3	3.4	
35-44	3.6	3.5	3.7	3.5	3.5	3.6	3.5	3.2	3.3	
45-54	4.2	4.2	4.6	4.5	4.6	4.8	4.8	4.6	4.8	
55-59	7.4	6.9	7.3	7.0	7.1	7.2	7.0	6.6	6.8	
60 and over	5.9	6.6	6.3	6.4	5.8	5.9	5.4	5.9	5.5	
All ages	12.9	28.8	13.4	27.5	12.5	11.4	9.2	24.6	11.0	
Male	10.8	11.3	11.1	11.2	10.4	10.7	9.7	10.0	9.9	
Under 18	10.0	9.6	10.3	8.7	8.8	9.4	8.7	7.9	8.4	
18-19	7.0	6.5	7.3	6.1	6.0	6.6	6.1	5.3	5.5	
20-24	5.8	5.4	6.0	5.0	4.9	5.4	5.1	4.4	4.5	
25-34	4.9	4.6	5.0	4.5	4.5	4.7	4.6	4.1	4.2	
35-44	5.4	5.5	6.0	5.7	5.9	6.2	6.1	5.8	6.0	
45-54	10.3	9.5	10.2	9.7	9.9	10.0	9.7	9.2	9.4	
55-59	7.3	7.7	7.6	7.4	6.7	7.0	6.5	6.6	6.3	
60 and over	14.2	29.8	15.6	27.5	14.4	12.3	9.7	24.2	12.8	
Female	9.8	11.0	10.7	11.1	10.5	10.0	8.9	10.4	10.0	
Under 18	7.0	7.6	8.2	7.6	8.1	8.1	7.6	7.7	8.3	
18-19	3.4	3.6	4.0	3.8	4.1	4.3	4.1	4.1	4.5	
20-24	1.7	1.8	1.9	1.8	1.9	1.9	1.8	1.8	1.9	
25-34	1.9	1.9	2.1	2.0	2.1	2.1	2.0	1.9	2.0	
35-44	2.4	2.4	2.6	3.3	2.8	2.9	2.9	2.9	3.0	
45-54	0.3	0.3	0.3	0.2	0.3	0.2	0.2	0.2	0.3	
55-59	3.8	4.9	4.3	5.0	4.4	4.2	3.8	4.8	4.3	
60 and over										

Notes: 1 All percentage rates by age are estimated.
2 Whilst the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.
3 The rates for those under 20 are subject to the widest errors.

Special exemption orders, October 1979

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

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

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours†	24,309	1,199	1,756	27,264
Double day shifts‡	41,965	3,671	3,029	48,665
Long spells	10,415	415	1,320	12,150
Night shifts	65,632	2,398	415	68,445
Part-time work§	15,181	185	302	15,668
Saturday afternoon work	5,798	292	264	6,354
Sunday work	54,415	1,394	2,255	58,064
Miscellaneous	5,394	375	165	5,934
All	223,109	9,929	9,506	242,544

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.
† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.
‡ Includes 19,683 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.
§ Part-time work outside the hours of employment allowed by the Factories Act.

Disabled people

Returns of unemployed disabled people at October 11, 1979

Section 1	Male	Female	All
Registered	43,426	7,309	50,735
Unregistered	53,906	15,093	68,999

Section 2

	Male	Female	All
Registered	6,671	1,502	8,173
Unregistered	2,801	884	3,685

Placings of disabled people from September 8, 1979 to October 5, 1979

	Male	Female	All	
Registered disabled people	Section 1	1,979	465	2,444
Unregistered* disabled people	Section 2	142	44	186
Unregistered* disabled people	Section 1	1,836	691	2,527
All placings		3,957	1,200	5,157

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

Working paper—union recruitment

(Because of a printer's error, this item was misprinted last month.)

Statutory protection against certain trade union recruitment activities

As a result of widespread public concern at the recruitment practices of the Society of Lithographic Artists, Designers, Engravers and Process Workers (SLADE), the Government appointed Mr Andrew Leggatt QC on June 7, "to inquire into recent industrial relations developments, including in particular union recruitment activities, in the artwork, advertising and associated industries". Mr Leggatt's report was published on October 17.

Systematic campaign

The report found that between 1975 and 1978 the National Graphical Association and SLADE undertook a recruitment campaign within the artwork and advertising industry, which has hitherto employed mainly non-union labour. The report is particularly critical of SLADE's activities. It found that SLADE pursued a systematic campaign of recruitment in this industry without regard to the wishes of those it was seeking to recruit. When normal methods failed, it tried to coerce employees into union membership against their will by blacking or threatening to black their employers' work at the printing houses. The employees concerned were thus faced with the stark choice of joining the union or losing their jobs because their employers had been driven out of business. Mr Leggatt comments in his report: "Where employees are coerced into joining a union against the alternative of being put out of business, the union subscription is bound to look like payment for a licence to work or 'protection' money".

The Government would welcome views on this proposal.

pressure through industrial action taken by employees of another company for the purpose of coercing the employees of that business into membership of a particular union. This is so even if that business or livelihood are in fact destroyed. The Government consider this to be an unacceptable situation.

Protection

The Government therefore propose that the law should be changed to provide protection against such action by enabling redress to be sought in the courts. This might be achieved in a number of different ways, for example by excluding such action from the immunity in section 13 of the Trade Union and Labour Relations Act 1974 (as amended in 1976) for inducing a breach of or interfering with a contract, or by amending the definition of "trade dispute" in section 29 of the same Act. The Government would intend to ensure that a legislative provision to afford protection against these coercive recruitment activities does not also cover disputes over recognition and demarcation and does not restrict primary action in disputes over union membership.

Redundancy Fund

Redundancy Fund transactions for the period July 1 to September 30, 1979 concerned 58,773 employees; there were no government employees. They received payments totalling £51,111,000. Employers liable to make payments contributed £28,193,000 net of rebate, and the cost to the fund in rebates to employers and direct payments to employees was £22,918,000. The fund is financed by contributions from employers in general.

Analysis of the figure for all payments made during the quarter shows that industries in which highest numbers were recorded are (to the nearest 100) distributive trades (7,000) construction (6,100), mechanical engineering (5,100), metal manufacture (3,000), textiles (2,600), miscellaneous services (2,900), electrical engineering (4,000).

What do readers think?

For details of proposed readership survey see page 1266 in this issue.

Abuse

The Government believe that such recruitment activities are an abuse of industrial power, which is in conflict with the voluntary tradition and foundation of trade unionism and which will be deplored by responsible trade unionists. Such coercive tactics are damaging to the reputation of the trade union movement as a whole, in whose interests it is to see that they are not used again.

Mr Leggatt's report confirms that, under the law as it stands, there is often no remedy for someone whose business or livelihood is threatened with destruction by the application of economic

Monthly Statistics

Summary

Employment in production industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-October 1979 was 9,015,800 (6,751,800 males and 2,263,700 females). The total included 7,055,000 (4,978,300 males and 2,076,700 females) in manufacturing industries, and 1,277,800 (1,175,900 males and 101,900 females) in construction. The total in these production industries was 28,100 lower than that for September 1979 and 86,300 lower than in October 1978. The total in manufacturing industries was 30,600 lower than in September 1979 and 123,400 lower than in October 1978. The number in construction was 2,200 higher than in September 1979 and 34,200 higher than in October 1978. The seasonally adjusted index for the production industries (av 1970 = 100) was 87.5 (87.9 at mid-September) and for manufacturing industries 85.8 (86.3 at mid-September).

Unemployment

The number of unemployed, excluding school leavers in Great Britain on November 8, 1979 was 1,246,755. After adjustment for normal seasonal variations, the number was 1,222,500, representing 5.2 per cent of all employees, compared with 1,221,600 in October, 1979. In addition, there were 45,529 unemployed school leavers so that the total number unemployed was 1,292,284, a fall of 10,543 since October 11, 1979. This total represents 5.5 per cent of all employees. Of the number unemployed in November 1979, 203,453 (15.7 per cent) had been on the register for up to four weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on November 2, 1979 was 229,494; 15,893 lower than on October 5, 1979. After adjustment for normal seasonal variations, the number was 233,100, compared with 236,200 in October 1979. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on November 2, 1979 was 24,487; 3,916 lower than on October 5, 1979.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on November 8, 1979 was 10,404, a fall of 5,087 since October 1979.

Overtime and short-time

In the week ended October 13, 1979 the estimated number of operatives working overtime in manufacturing industries, was 1,700,700. This is about 33.7 per cent of all operatives. Each operative worked an average of 8.6 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 13.99 millions (12.68 millions in September).

In the same week the estimated number on short-time in these industries was 85,600 or about 1.7 per cent of all operatives, each losing 19.1 hours on average.

Average earnings

In October 1979 the "New series" index of average earnings of employees in all industries in Great Britain was 16.7 per cent higher than in October 1978. The seasonally adjusted "Older series" index for manufacturing and those other industries covered by the monthly inquiry before 1976 was 400.9 (January 1970 = 100) compared with 384.1 in September 1979 and was 16.4 per cent higher than in October 1978.

Basic rates of wages

At November 30, 1979 the index of basic weekly rates of wages of manual workers was 15.9 per cent higher than at November 30, 1978. The index was 316.4 (July 31, 1972 = 100).

Index of retail prices

The index of retail prices for all items for November 13, 1979 was 237.7 (January 15, 1974 = 100). This represents an increase of 0.9 per cent on October 1979 (235.6) and of 17.4 per cent on November 1978 (202.5).

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in November which came to the notice of the Department of Employment was 101, involving approximately 62,100 workers. During the month approximately 117,900 workers were involved in stoppages, including some which had continued from the previous month, and 563,000 working days were lost, including 316,000 lost through stoppages which had continued from the previous month.

Employees in employment: by industry

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

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

are included and counted as full units.

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

THOUSAND													
GREAT BRITAIN SIC 1968	Order or MLH of SIC	[October 1978]			[August 1979]			[September 1979]			[October 1979]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,813.5	2,288.5	9,102.1	6,779.9	2,280.0	9,060.1	6,773.0	2,270.6	9,043.8	6,751.8	2,263.7	9,015.8
All manufacturing industries	III-XIX	5,075.5	2,102.8	7,178.4	5,012.7	2,092.4	7,105.1	5,002.2	2,083.4	7,085.6	4,978.3	2,076.7	7,055.0
Mining and quarrying	II	320.1	14.4	334.6	317.8	14.4	332.4	318.6	14.4	333.2	319.1	14.4	333.7
Coal mining	101	276.5	9.9	286.5	274.2	9.9	284.3	275.0	9.9	285.1	275.5	9.9	285.6
Food, drink and tobacco	III	418.0	281.5	699.6	420.6	283.5	704.1	415.5	280.2	695.7	414.3	281.0	695.3
Grain milling	211	15.7	4.9	20.7	15.9	4.9	20.8	15.9	4.9	20.8	15.8	5.0	20.7
Bread and flour confectionery	212	65.6	37.3	102.9	64.5	37.8	102.3	64.1	37.7	101.8	63.7	37.7	101.3
Biscuits	213	16.4	26.8	43.2	16.6	27.2	43.8	16.4	27.1	43.5	16.2	27.2	43.4
Bacon curing, meat and fish products	214	53.0	48.9	101.9	53.7	51.0	104.7	52.4	49.8	102.3	52.3	50.3	102.6
Milk and milk products	215	40.9	15.0	55.9	43.1	16.2	59.3	41.8	15.5	57.3	40.8	14.9	55.7
Sugar	216	10.0	3.1	13.1	8.4	2.8	11.2	8.4	2.8	11.2	10.3	3.2	13.5
Cocoa, chocolate and sugar confectionery	217	33.6	40.7	74.3	33.9	40.1	74.0	33.8	40.4	74.2	33.6	40.5	74.1
Fruit and vegetable products	218	27.7	32.2	59.9	28.6	31.8	60.4	27.8	31.2	59.0	27.3	31.7	59.0
Animal and poultry foods	219	21.4	4.7	26.1	21.3	4.7	26.1	21.3	4.7	26.0	21.2	4.7	26.0
Vegetable and animal oils and fats	221	5.6	1.5	7.1	5.9	1.6	7.5	5.8	1.6	7.4	5.8	1.6	7.4
Food industries n.e.s.	229	19.8	14.3	34.1	19.3	13.1	32.4	19.3	13.0	32.3	19.3	13.4	32.7
Brewing and malting	231	56.1	13.1	69.1	56.2	12.8	69.0	56.0	12.8	68.8	55.6	12.8	68.3
Soft drinks	232	16.5	9.2	25.7	17.3	9.9	27.2	16.8	9.4	26.2	16.7	9.2	25.9
Other drinks industries	239	20.7	13.9	34.6	21.3	14.2	35.6	21.1	14.2	35.3	21.1	14.1	35.2
Tobacco	240	14.9	16.1	30.9	14.7	15.1	29.8	14.6	15.1	29.7	14.5	15.0	29.4
Coal and petroleum products	IV	32.6	4.0	36.7	32.7	4.1	36.7	32.6	4.0	36.6	32.4	4.0	36.4
Coke ovens and manufactured fuel	261	10.0	0.4	10.4	10.2	0.5	10.7	10.2	0.4	10.7	10.1	0.5	10.5
Mineral oil refining	262	16.5	2.1	18.6	16.2	1.9	18.2	16.2	1.9	18.2	16.2	1.9	18.2
Lubricating oils and greases	263	6.1	1.5	7.6	6.2	1.7	7.9	6.1	1.7	7.8	6.1	1.6	7.7
Chemicals and allied industries	V	309.5	123.8	433.3	311.1	124.2	435.3	310.1	123.6	433.7	309.6	122.6	432.3
General chemicals	271	114.9	22.6	137.5	115.5	22.5	138.0	115.6	22.7	138.3	115.7	22.4	138.1
Pharmaceutical chemicals and preparations	272	42.0	33.0	75.0	42.1	33.1	75.3	41.6	32.8	74.4	41.2	32.5	74.4
Toilet preparations	273	9.0	14.8	23.7	9.1	15.4	24.5	9.1	15.5	24.6	9.1	15.3	24.4
Paint	274	19.7	7.4	27.1	19.8	7.2	27.0	19.7	7.2	26.9	19.6	7.3	26.9
Soap and detergents	275	10.4	6.6	17.0	10.7	7.1	17.8	10.7	6.8	17.5	10.7	6.8	17.5
Synthetic resins and rubber and plastics materials	276	43.0	8.3	51.3	43.5	8.4	51.9	43.2	8.3	51.5	43.1	8.2	51.3
Dyestuffs and pigments	277	18.7	3.5	22.2	18.3	3.3	21.6	18.2	3.3	21.5	18.2	3.2	21.4
Fertilisers	278	9.6	1.6	11.3	9.6	1.8	11.4	9.6	1.7	11.3	9.6	1.7	11.3
Other chemical industries	279	42.3	26.1	68.3	42.5	25.4	67.8	42.4	25.4	67.7	42.5	25.3	67.8
Metal manufacture	VI	402.5	52.5	455.1	392.1	51.4	443.4	391.3	51.2	442.5	387.7	50.6	438.4
Iron and steel (general)	311	199.5	19.3	218.8	192.7	18.7	211.4	192.5	18.7	211.2	190.3	18.5	208.8
Steel tubes	312	41.5	6.4	48.0	39.8	6.3	46.1	39.7	6.3	46.0	39.5	6.3	45.8
Iron castings etc	313	67.6	6.9	74.5	66.3	7.2	73.5	66.2	7.2	73.4	65.7	7.1	72.8
Aluminium and aluminium alloys	321	42.4	7.4	49.8	42.4	7.1	49.5	42.3	7.0	49.3	41.9	6.8	48.8
Copper, brass and other copper alloys	322	33.9	8.5	42.4	34.0	8.3	42.3	33.8	8.3	42.1	33.8	8.2	42.0
Other base metals	323	17.6	4.0	21.6	16.8	3.8	20.6	16.8	3.7	20.5	16.5	3.7	20.2
Mechanical engineering	VII	779.7	144.0	923.7	760.7	140.2	900.9	761.1	139.5	900.7	756.5	138.5	895.0
Agricultural machinery (except tractors)	331	24.2	3.9	28.1	24.0	4.1	28.1	23.9	4.0	28.0	23.6	4.1	27.7
Metal-working machine tools	332	55.5	9.2	64.7	54.6	9.0	63.6	54.8	8.9	63.8	54.9	8.8	63.7
Pumps, valves and compressors	333	70.0	14.5	84.5	68.5	14.1	82.6	68.0	14.1	82.1	67.8	13.9	81.7
Industrial engines	334	25.8	4.1	29.9	22.9	3.4	26.3	22.8	3.3	26.1	22.6	3.3	25.9
Textile machinery and accessories	335	19.4	3.5	22.9	18.7	3.4	22.0	18.8	3.3	22.1	18.5	3.3	21.8
Construction and earth-moving equipment	336	38.7	4.4	43.1	37.9	4.2	42.1	38.1	4.2	42.3	37.8	4.2	42.0
Mechanical handling equipment	337	53.2	8.7	61.9	50.9	8.3	59.2	50.7	8.3	59.0	50.6	8.2	58.7
Office machinery	338	15.9	6.6	22.5	16.0	6.6	22.6	16.0	6.6	22.6	15.9	6.5	22.4
Other machinery	339	180.3	35.8	216.1	177.6	35.6	213.1	178.3	35.5	213.8	177.2	35.4	212.6
Industrial (including process) plant and steelwork	341	139.9	16.9	156.9	137.8	16.7	154.5	137.3	16.5	153.8	135.7	16.5	152.2
Ordnance and small arms	342	17.0	4.3	21.3	15.6	4.2	19.8	15.7	4.2	19.9	15.6	4.1	19.7
Other mechanical engineering n.e.s.	349	139.7	32.1	171.8	136.2	30.8	166.9	136.7	30.6	167.3	136.3	30.3	166.6
Instrument engineering	VIII	95.4	52.6	147.9	95.5	53.1	148.7	95.4	52.7	148.1	94.6	52.5	147.0
Photographic and document copying equipment	351	8.8	2.9	11.6	8.5	2.6	11.1	8.3	2.5	10.9	8.1	2.5	10.6
Watches and clocks	352	5.4	6.5	11.9	5.1	6.3	11.4	5.0	6.2	11.3	5.0	6.0	10.9
Surgical instruments and appliances	353	15.6	10.8	26.4	15.4	11.0	26.5	15.4	10.9	26.3	15.1	10.9	26.0
Scientific and industrial instruments and systems	354	65.7	32.3	98.0	66.5	33.2	99.7	66.7	33.0	99.7	66.5	33.1	99.6
Electrical engineering	IX	469.6	277.0	746.6	464.5	272.2	736.7	464.7	272.2	735.9	463.4	271.2	734.6
Electrical machinery	361	101.1	33.0	134.0	99.4	32.4	131.9	99.4	32.5	131.9	98.6	32.5	131.1
Insulated wires and cables	362	31.2	12.1	43.4	30.9	12.1	43.0	30.8					

Employees in employment (cont.)

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[October 1978]			[August 1979]			[September 1979]			[October 1979]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Shipbuilding and marine engineering	X	160.7	13.3	174.0	151.8	12.9	164.7	151.4	13.0	164.4	149.8	12.9	162.6
Vehicles	XI	673.6	93.1	766.8	667.2	93.9	761.2	669.8	94.3	764.2	667.9	94.7	762.5
Wheeled tractor manufacturing	380	30.8	2.5	33.2	31.4	2.5	33.9	31.6	2.5	34.1	31.4	2.5	33.9
Motor vehicle manufacturing	381	422.3	57.4	479.8	412.9	57.4	470.3	412.7	57.7	470.4	409.9	57.9	467.8
Motor cycle, tricycle and pedal cycle manufacturing	382	10.5	3.5	14.0	9.8	3.0	12.8	9.7	3.0	12.7	9.5	3.0	12.5
Aerospace equipment manufacturing and repairing	383	168.1	27.5	195.6	171.7	28.7	200.4	173.3	28.9	202.2	174.5	29.0	203.5
Locomotives and railway track equipment	384	17.2	1.0	18.2	17.0	1.0	18.0	17.5	1.0	18.5	17.6	1.0	18.6
Railway carriages and wagons and trams	385	24.7	1.2	25.9	24.4	1.2	25.7	25.1	1.2	26.3	25.1	1.2	26.3
Metal goods not elsewhere specified	XII	387.2	149.8	537.1	482.1	145.9	528.0	381.0	145.5	526.5	379.5	144.8	524.3
Engineers' small tools and gauges	390	49.4	12.3	61.7	48.4	12.1	60.5	48.0	12.2	60.2	47.9	12.0	59.9
Hand tools and implements	391	13.1	5.9	19.0	12.5	5.7	18.2	12.5	5.6	18.1	12.3	5.4	17.8
Cutlery, spoons, forks and plated tableware etc	392	7.9	4.9	12.8	7.3	4.4	11.7	7.0	4.4	11.5	6.9	4.4	11.2
Bolts, nuts, screws, rivets, etc	393	23.9	9.8	33.7	23.4	9.3	32.8	23.4	9.3	32.8	23.3	9.4	32.8
Wire and wire manufactures	394	28.0	7.9	35.9	27.5	7.7	35.2	27.3	7.7	35.0	27.3	7.6	34.9
Cans and metal boxes	395	17.9	13.0	30.9	17.6	12.2	29.8	17.7	12.2	29.9	17.6	12.2	29.8
Jewellery and precious metals	396	14.1	8.0	22.1	13.9	7.4	21.3	13.8	7.4	21.2	13.8	7.3	21.1
Metal industries n.e.s.	399	233.0	88.1	321.1	231.6	86.9	318.5	231.3	86.6	317.9	230.4	86.4	316.8
Textiles	XIII	251.5	208.4	459.9	244.6	205.4	449.9	242.7	203.7	446.4	240.0	202.2	442.2
Production of man-made fibres	411	26.3	4.2	30.5	25.4	4.2	29.6	25.5	4.3	29.8	25.3	4.1	29.5
Spinning and doubling on the cotton and flax systems	412	26.1	20.1	46.2	23.2	19.4	42.6	22.8	18.9	41.6	22.5	19.1	41.6
Weaving of cotton, linen and man-made fibres	413	22.1	14.8	36.9	21.8	14.9	36.7	21.7	14.8	36.5	21.6	14.8	36.4
Woolen and worsted	414	43.6	34.3	77.9	42.5	32.8	75.3	42.0	32.4	74.4	41.1	31.8	72.9
Jute	415	5.4	2.8	8.2	5.4	2.8	8.2	5.4	2.8	8.2	5.4	2.8	8.1
Rope, twine and net	416	2.5	2.6	5.2	2.5	2.5	5.0	2.6	2.6	5.2	2.6	2.6	5.1
Hosiery and other knitted goods	417	37.5	76.0	113.5	37.3	75.8	113.0	37.0	75.5	112.5	36.5	74.9	111.4
Lace	418	2.6	2.8	5.4	2.7	2.5	5.1	2.6	2.5	5.1	2.7	2.4	5.1
Carpets	419	21.3	11.1	32.3	20.6	10.9	31.5	20.4	10.8	31.3	20.5	10.7	31.2
Narrow fabrics (not more than 30 cm wide)	421	5.9	7.0	12.9	5.6	7.0	12.6	5.5	6.8	12.3	5.6	6.8	12.4
Made-up textiles	422	8.1	13.3	21.4	8.3	14.0	22.3	8.3	13.8	22.0	8.0	13.8	21.8
Textile finishing	423	32.2	13.5	45.7	31.5	13.0	44.5	31.3	13.1	44.3	30.8	12.9	43.7
Other textile industries	429	18.0	5.8	23.8	17.7	5.6	23.3	17.6	5.5	23.1	17.4	5.5	22.9
Leather, leather goods and fur	XIV	22.0	17.6	39.6	21.4	17.1	38.6	21.3	16.8	38.1	21.2	16.8	38.0
Leather (tanning and dressing) and fellmongery	431	13.8	4.0	17.8	13.6	4.0	17.7	13.5	4.0	17.5	13.5	4.1	17.7
Leather goods	432	6.1	11.9	17.9	5.8	11.4	17.2	5.7	11.2	16.8	5.7	10.9	16.6
Fur	433	2.1	1.7	3.8	2.1	1.7	3.7	2.1	1.7	3.8	2.0	1.7	3.8
Clothing and footwear	XV	86.9	276.0	363.0	87.5	279.9	367.4	86.8	279.9	366.6	86.7	278.0	364.7
Weatherproof outerwear	441	3.6	14.2	17.8	3.7	13.8	17.4	3.6	13.8	17.4	3.7	13.7	17.3
Men's and boys' tailored outerwear	442	14.9	54.0	68.9	14.7	56.0	70.7	14.6	55.8	70.4	14.3	55.0	69.4
Women's and girls' tailored outerwear	443	10.2	28.9	39.1	10.4	29.1	39.5	10.2	29.3	39.5	10.3	29.2	39.4
Overalls and men's shirts, underwear, etc	444	5.7	31.1	36.8	6.0	32.3	38.3	5.9	32.4	38.2	5.9	32.5	38.4
Dresses, lingerie, infants' wear, etc	445	13.1	78.1	91.3	13.4	79.1	92.5	13.2	78.7	91.8	13.6	78.3	91.8
Hats, caps and millinery	446	1.4	3.5	4.9	1.4	3.4	4.8	1.4	3.3	4.7	1.4	3.2	4.6
Dress industries n.e.s.	449	5.7	24.0	29.7	5.7	24.1	29.8	5.7	24.3	30.0	5.6	23.7	29.3
Footwear	450	32.3	42.3	74.6	32.3	42.2	74.6	32.1	42.4	74.5	32.0	42.4	74.4
Bricks, pottery, glass, cement, etc	XVI	200.8	62.0	262.8	200.4	60.6	261.0	199.9	60.1	259.9	198.4	59.7	258.0
Bricks, fireclay and refractory goods	461	35.7	4.3	40.0	36.3	4.4	40.6	35.9	4.3	40.2	35.2	4.4	39.6
Pottery	462	31.1	29.5	60.7	30.6	28.1	58.7	30.3	27.8	58.1	29.6	27.6	57.2
Glass	463	52.9	15.5	68.4	52.7	15.5	68.2	52.7	15.3	68.0	52.6	15.2	67.8
Cement	464	12.4	1.2	13.5	12.5	1.2	13.7	12.6	1.2	13.9	12.6	1.2	13.8
Abrasives and building materials etc, n.e.s.	469	68.8	11.4	80.2	68.4	11.5	79.9	68.4	11.3	79.7	68.3	11.3	79.7
Timber, furniture, etc	XVII	210.5	49.6	260.1	210.3	50.0	260.3	210.8	50.2	261.0	209.7	49.9	259.6
Timber	471	76.8	11.7	88.5	76.9	11.7	88.6	76.8	11.8	88.6	76.6	11.8	88.4
Furniture and upholstery	472	72.9	16.9	89.8	72.5	17.0	89.4	72.7	16.9	89.7	72.7	17.0	89.7
Bedding, etc	473	9.8	9.3	19.2	10.1	9.5	19.6	10.3	9.5	19.8	10.1	9.3	19.4
Shop and office fitting	474	24.2	4.1	28.3	23.8	4.4	28.2	24.2	4.3	28.5	24.1	4.3	28.4
Wooden containers and baskets	475	11.8	3.4	15.2	11.8	3.2	15.0	11.7	3.3	15.1	11.3	3.3	14.7
Miscellaneous wood and cork manufactures	479	14.9	4.2	19.1	15.3	4.2	19.5	15.0	4.3	19.4	14.8	4.2	19.0
Paper, printing and publishing	XVIII	364.4	176.4	540.7	363.4	179.0	542.4	362.6	178.8	541.4	363.1	178.2	541.3
Paper and board	481	52.0	10.3	62.3	50.5	9.9	60.4	49.9	9.8	59.8	49.8	9.7	59.5
Packaging products of paper, board and associated materials	482	50.7	28.7	79.4	51.4	29.0	80.4	51.3	28.5	79.8	51.5	28.4	79.9
Manufactured stationery	483	20.1	16.1	36.2	20.5	16.3	36.8	20.5	16.3	36.8	20.5	16.2	36.7
Manufactures of paper and board n.e.s.	484	14.9	9.6	24.4	14.8	9.2	24.0	14.5	9.2	23.7	14.4	9.1	23.5
Printing and publishing of newspapers	485	58.9	17.9	76.8	59.3	18.5	77.8	59.3	18.4	77.7	59.4	18.6	78.0
Printing and publishing of periodicals	486	41.4	20.8	62.1	41.6	21.3	62.9	41.6	21.4	63.0	41.4	21.4	62.8
Other printing, publishing, bookbinding, engraving, etc	489	126.5	73.0	199.5	125.2	74.9	200.1	125.4	75.2	200.6	126.1	74.7	200.9
Other manufacturing industries	XIX	210.4	121.1	331.5	206.9	119.0	325.9	205.1	118.8	323.9	203.6	119.1	322.7
Rubber	491	84.7	24.4	109.0	78.9	23.6	102.5	78.7	23.6	102.2	78.2	23.3	101.5
Linoleum, plastics floor-covering, leather cloth, etc	492	11.0	2.6	13.6	10.5	2.6	13.0	10.4	2.5	13.0	10.4	2.5	12.9
Brushes and brooms	493	4.3	5.1	9.4	4.2	5.0	9.2	4.1	5.0	9.2	4.1	4.8	8.9
Toys, games, children's carriages and sports equipment	494	17.9	25.9	43.8	18.1	24.7	42.9	17.4	24.6	42.0	17.4	25.3	42.7
Miscellaneous stationers' goods	495	4.1	4.6	8.6	4.1	4.6	8.7	4.1	4.6	8.7	4.0	4.6	8.6
Plastics products n.e.s.	496	76.3	46.3	122.6	77.7	46.4	124.1	77.2	46.5	123.7	76.6	46.6	123.2
Miscellaneous manufacturing industries	499	12.1	12.3	24.4	13.4	12.1	25.5	13.1	12.0	25.1	12.9	12.0	24.8
Construction	500	1,141.7	101.9	1,243.6	1,171.6	101.9	1,273.5	1,173.7	101.9	1,275.6	1,175.9	101.9	1,277.8
Gas, electricity and water	XXI	276.2	69.4	345.5	277.8	71.3	349.1	278.6	70.9	349.5	278.5	70.8	349.2
Gas	601	77.1	27.1	104.2	78.1	28.1	106.1	78.6	27.9	106.4	78.5	27.9	106.4
Electricity	602	143.6	33.9	177.4	143.0	34.1	177.0	143.3	33.8	177.1	143.2	33.7</	

Unemployed by industry at November 8, 1979

SIC 1968	Order or MLH of SIC	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
All industries and services		881,956	410,328	1,292,284	924,372	430,831	1,355,203
Index of production industries	II-XXI	401,513	100,530	502,043	422,291	105,739	528,030
Manufacturing industries	III-XIX	222,802	95,141	317,943	230,445	100,050	330,495
Agriculture, forestry, fishing	I	17,978	3,294	21,272	19,636	3,359	22,995
Agriculture and horticulture	001	14,289	3,191	17,480	15,779	3,253	19,032
Forestry	002	562	44	606	600	44	644
Fishing	003	3,127	59	3,186	3,257	62	3,319
Mining and quarrying	II	24,086	432	24,518	24,307	439	24,746
Coal mining	101	21,736	234	21,970	21,747	234	21,981
Stone and slate quarrying and mining	102	453	30	483	601	33	634
Chalk, clay, sand and gravel extraction	103	261	23	284	294	321	321
Petroleum and natural gas	104	1,208	104	1,312	1,223	104	1,327
Other mining and quarrying	109	428	41	469	442	41	483
Food, drink and tobacco	III	25,600	14,881	40,481	27,129	15,630	42,759
Grain milling	211	793	156	949	834	165	999
Bread and flour confectionery	212	6,203	2,371	8,574	6,629	2,460	9,089
Biscuits	213	898	1,191	2,089	911	1,217	2,128
Bacon curing, meat and fish products	214	4,092	2,967	7,059	4,475	3,131	7,606
Milk and milk products	215	1,817	856	2,673	2,017	914	2,931
Sugar	216	705	247	952	707	249	956
Cocoa, chocolate and sugar confectionery	217	1,360	1,337	2,697	1,370	1,352	2,722
Fruit and vegetable products	218	1,980	2,042	4,022	2,038	2,097	4,135
Animal and poultry foods	219	1,270	373	1,643	1,399	413	1,812
Vegetable and animal oils and fats	221	303	95	398	309	96	405
Food industries n.e.s.	229	995	798	1,793	1,005	814	1,819
Brewing and malting	231	1,848	478	2,326	1,913	491	2,404
Soft drinks	232	1,885	711	2,596	1,986	733	2,719
Other drink industries	239	666	657	1,323	675	665	1,340
Tobacco	240	785	602	1,387	861	833	1,694
Coal and petroleum products	IV	1,794	289	2,083	1,824	297	2,121
Coke ovens and manufactured fuel	261	297	37	334	300	37	337
Mineral oil refining	262	1,364	226	1,590	1,387	230	1,617
Lubricating oils and greases	263	133	26	159	137	30	167
Chemicals and allied industries	V	10,757	4,920	15,677	10,902	4,966	15,868
General chemicals	271	4,010	996	5,006	4,043	1,005	5,048
Pharmaceutical chemicals and preparations	272	1,064	989	2,053	1,086	1,003	2,089
Toilet preparations	273	444	699	1,143	445	705	1,150
Paint	274	861	269	1,130	876	270	1,146
Soap and detergents	275	514	324	838	519	325	844
Synthetic resins and plastics materials and synthetic rubber	276	1,892	580	2,472	1,912	584	2,496
Dyestuffs and pigments	277	381	65	446	384	67	451
Fertilisers	278	247	59	306	285	60	345
Other chemical industries	279	1,344	939	2,283	1,352	947	2,299
Metal manufacture	VI	22,014	2,380	24,394	22,135	2,394	24,529
Iron and steel (general)	311	13,330	1,164	14,494	13,382	1,172	14,554
Steel tubes	312	1,346	175	1,521	1,352	176	1,528
Iron castings, etc.	313	3,860	365	4,225	3,894	365	4,259
Aluminium and aluminium alloys	321	1,458	294	1,752	1,466	296	1,762
Copper, brass and other copper alloys	322	1,120	176	1,296	1,133	176	1,309
Other base metals	323	900	206	1,106	908	209	1,117
Mechanical engineering	VII	31,331	5,641	36,972	32,037	5,774	37,811
Agricultural machinery (excluding tractors)	331	753	112	865	771	117	888
Metal-working machine tools	332	1,801	316	2,117	1,822	321	2,143
Pumps, valves and compressors	333	1,961	459	2,420	1,992	468	2,460
Industrial engines	334	1,023	182	1,205	1,030	183	1,213
Textile machinery and accessories	335	662	127	789	784	154	938
Construction and earth-moving equipment	336	747	115	862	767	115	882
Mechanical handling equipment	337	1,758	261	2,019	1,811	265	2,076
Office machinery	338	708	341	1,049	751	368	1,119
Other machinery	339	8,409	1,791	10,200	8,644	1,813	10,457
Industrial (including process) plant and steelwork	341	6,848	568	7,416	6,925	577	7,502
Ordnance and small arms	342	383	85	468	386	85	471
Other mechanical engineering n.e.s.	349	6,278	1,284	7,562	6,354	1,308	7,662
Instrument engineering	VIII	2,202	1,811	4,013	2,243	1,840	4,083
Photographic and document copying equipment	351	347	259	606	349	261	610
Watches and clocks	352	225	491	716	225	491	716
Surgical instruments and appliances	353	388	371	759	405	388	793
Scientific and industrial instruments and systems	354	1,242	690	1,932	1,264	700	1,964
Electrical engineering	IX	14,746	10,794	25,540	15,141	11,174	26,315
Electrical machinery	361	2,653	934	3,587	2,742	952	3,694
Insulated wires and cables	362	1,174	459	1,633	1,218	510	1,728
Telegraph and telephone apparatus and equipment	363	1,530	1,395	2,925	1,562	1,484	3,046
Radio and electronic components	364	2,018	2,282	4,300	2,060	2,348	4,408
Broadcast receiving and sound reproducing equipment	365	1,026	1,273	2,299	1,085	1,340	2,425
Electronic computers	366	743	472	1,215	761	478	1,239
Radio, radar and electronic capital goods	367	1,227	658	1,885	1,237	665	1,902
Electric appliances primarily for domestic use	368	1,943	1,184	3,127	2,017	1,222	3,239
Other electrical goods	369	2,432	2,137	4,569	2,459	2,175	4,634
Shipbuilding and marine engineering	X	10,243	432	10,675	10,977	448	11,425
Shipbuilding and ship repairing	370.1	9,383	379	9,762	10,109	395	10,504
Marine engineering	370.2	860	53	913	868	53	921

Unemployed by industry at November 8, 1979 (continued)

SIC 1968	Order or MLH of SIC	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Vehicles	XI	16,198	2,998	19,196	16,460	3,057	19,517
Wheeled tractor manufacturing	380	692	70	762	693	72	765
Motor vehicle manufacturing	381	12,354	2,312	14,666	12,507	2,335	14,842
Motor cycle, tricycle and pedal cycle manufacturing	382	549	150	699	555	152	707
Aerospace equipment manufacturing and repairing	383	2,025	415	2,440	2,125	447	2,572
Locomotives and railway track equipment	384	270	25	295	270	25	295
Railway carriages and wagons and trams	385	308	26	334	310	26	336
Metal goods not elsewhere specified	XII	24,497	7,653	32,150	24,827	7,717	32,544
Engineers' small tools and gauges	390	1,837	387	2,224	1,488	390	1,878
Hand tools and implements	391	748	249	997	758	251	1,009
Cutlery, spoons, forks and plated tableware, etc.	392	515	355	870	521	358	879
Bolts, nuts, screws, rivets, etc.	393	950	280	1,230	958	281	1,239
Wire and wire manufactures	394	1,107	313	1,420	1,117	315	1,432
Cans and metal boxes	395	730	487	1,217	738	501	1,239
Jewellery and precious metals	396	596	399	995	602	403	1,005
Metal industries n.e.s.	399	18,401	5,183	23,584	18,645	5,218	23,863
Textiles	XIII	15,298	10,286	25,584	16,812	11,376	28,188
Production of man-made fibres	411	1,197	331	1,528	1,515	409	1,924
Spinning and doubling on the cotton and flax systems	412	2,356	1,020	3,376	2,844	1,347	4,191
Weaving of cotton, linen and man-made fibres	413	1,171	696	1,867	1,301	832	2,133
Woolen and worsted	414	3,154	1,701	4,855	3,200	1,743	4,943
Jute	415	610	272	882	613	274	887
Rope, twine and net	416	224	191	415	299	207	506
Hosiery and other knitted goods	417	1,539	2,891	4,430	1,650	3,068	4,718
Lace	418	118	98	216	118	100	218
Carpets	419	1,135	590	1,725	1,306	670	1,976
Narrow fabrics (not more than 30 cm wide)	421	360	352	712	372	367	739
Made-up textiles	422	683	767	1,450	717	814	1,631
Textile finishing	423	1,955	1,138	3,093	2,068	1,200	3,268
Other textile industries	429	796	239	1,035	809	245	1,054
Leather, leather goods and fur	XIV	1,876	1,056	2,932	1,908	1,072	2,980
Leather (tanning and dressing) and fellmongery	431	1,209	301	1,510	1,234	306	1,540
Leather goods	432	538	671	1,209	544	681	1,225
Fur	433	129	84	213	130	85	215
Clothing and footwear	XV	5,046	15,967	21,013	5,300	17,805	23,105
Weatherproof outerwear	441	254	774	1,028	260	800	1,060
Men's and boys' tailored outerwear	442	1,102	3,319	4,421	1,169	3,642	4,811
Women's and girls' tailored outerwear	443	746	2,152	2,898	751	2,182	2,933
Overalls and men's shirts, underwear, etc.	444	409	2,377	2,786	506	3,348	3,854
Dresses, lingerie, infants' wear, etc.	445	957	4,647	5,604	1,002	4,967	5,969
Hats, caps and millinery	446	54	157	211	56	171	227
Dress industries n.e.s.	449	302	1,012	1,314	319	1,119	1,438
Footwear	450	1,222	1,529	2,751	1,237	1,576	2,813
Bricks, pottery, glass, cement, etc.	XVI	8,700	2,314	11,014	9,150	2,387	11,537
Bricks, fireclay and refractory goods	461	2,132	218	2,350	2,215	225	2,440
Pottery	462	1,594	1,029	2,623	1,614	1,047	2,661
Glass	463	2,372	754	3			

Unemployed by industry at November 8, 1979 (continued)

SIC 1968	Order or MLH or SIC	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Distributive trades	XXIII	68,255	56,550	124,805	70,934	59,000	129,934
Wholesale distribution of food and drink	810	8,793	3,075	11,868	9,309	3,260	12,569
Wholesale distribution of petroleum products	811	662	142	804	678	145	823
Other wholesale distribution	812	8,802	4,578	13,380	9,092	4,745	13,837
Retail distribution of food and drink	820	13,974	14,530	28,504	14,523	15,143	29,666
Other retail distribution	821	24,646	32,387	57,033	25,438	33,785	59,223
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	3,835	716	4,551	4,088	758	4,846
Dealing in other industrial materials and machinery	832	7,543	1,122	8,665	7,806	1,164	8,970
Insurance, banking, finance and business services	XXIV	17,922	12,672	30,594	18,356	13,120	31,476
Insurance	860	3,736	2,579	6,315	3,815	2,694	6,509
Banking and bill discounting	861	3,291	2,320	5,611	3,329	2,463	5,792
Other financial institutions	862	1,105	1,127	2,232	1,118	1,185	2,303
Property owning and managing, etc	863	1,952	978	2,930	2,021	1,029	3,050
Advertising and market research	864	710	601	1,311	722	611	1,333
Other business services	865	6,941	4,933	11,874	7,163	5,001	12,164
Central offices not allocable elsewhere	866	187	134	321	188	137	325
Professional and scientific services	XXV	25,317	34,512	59,829	26,324	37,206	63,530
Accountancy services	871	825	809	1,634	845	862	1,707
Educational services	872	13,240	13,963	27,203	13,813	14,921	28,734
Legal services	873	790	1,833	2,623	799	1,948	2,747
Medical and dental services	874	7,030	16,116	23,146	7,382	17,611	24,993
Religious organisations	875	517	255	772	533	273	806
Research and development services	876	787	342	1,129	789	350	1,139
Other professional and scientific services	879	2,128	1,194	3,322	2,163	1,241	3,404
Miscellaneous services	XXVI	85,781	63,298	149,079	88,305	65,206	153,511
Cinemas, theatres, radio, etc	881	6,597	3,182	9,779	6,685	3,219	9,904
Sport and other recreations	882	4,874	2,036	6,910	5,006	2,088	7,094
Betting and gambling	883	3,313	2,424	5,737	3,447	2,471	5,918
Hotels and other residential establishments	884	23,863	22,251	46,114	24,220	22,737	46,957
Restaurants, cafes, snack bars	885	5,980	6,845	12,825	6,093	7,124	13,217
Public houses	886	5,364	4,060	9,424	5,753	4,197	9,950
Clubs	887	2,657	1,600	4,257	2,722	1,614	4,336
Catering contractors	888	1,675	1,604	3,279	1,702	1,661	3,363
Hairdressing and manure	889	1,064	3,960	5,024	1,082	4,114	5,196
Private domestic service	891	931	2,698	3,629	951	2,833	3,784
Laundries	892	1,364	1,948	3,312	1,413	2,006	3,419
Dry cleaning, job dyeing, carpet beating, etc	893	522	577	1,099	536	616	1,152
Motor repairers, distributors, garages and filling stations	894	15,030	3,945	18,975	15,730	4,092	19,822
Repair of boots and shoes	895	201	102	303	207	104	311
Other services	899	12,346	6,066	18,412	12,758	6,330	19,088
Public administration and defence	XXVII	53,050	21,675	74,725	55,550	22,968	78,518
National Government service	901	18,549	8,790	27,339	19,848	9,652	29,500
Local government service	906	34,501	12,885	47,386	35,702	13,316	49,018
Ex-service personnel not classified by industry	977	3,477	564	4,041	3,563	572	4,135
Other persons not classified by industry	999	161,640	109,246	270,886	170,903	115,393	286,296

What do readers think?

During January and February 1980 'Employment Gazette', the Department of Employment's regular monthly journal of record, will be carrying out a survey of its readers to ensure that the magazine is continuing to meet their needs and interests.

The survey will establish readers' attitudes to the different sections of the Gazette;

- find out what readers use most;
- what they would like to see expanded or reduced;
- and what new topics they would like to see covered which it might be possible to introduce.

Contact will be made with certain subscribers by telephone during January by the British Market

Research Bureau Ltd who have been appointed to carry out the survey by the Department of Employment. Each of these subscribers will be asked who the readers of that copy are and who else refers to it.

Following this telephone contact in January, some of the identified users of the Gazette will receive a questionnaire in the post to complete and return to the research company.

In particular, the many public and academic librarians who subscribe to the publication are asked to cooperate in identifying their 'Employment Gazette' users and to encourage them to take part in the survey if they are approached.

Unemployed: area statistics

The following table shows the numbers unemployed in the assisted areas, certain employment office areas and counties, together with their percentage rates of unemployment. The composition of the assisted areas changed from July 18, 1979. A full description of the assisted areas is given on pages 883-889 of the September 1979 issue of *Employment Gazette*. The unemployment rates take account of the review of travel-to-work areas announced on pages 815 to 816 of the July 1978 issue of *Employment Gazette*.

Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at November 8, 1979.

	Male	Female	All unemployed	Percentage rate		Male	Female	All unemployed	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS									
South Western DA	17,740	8,935	26,675	9.2	*Hastings	1,856	635	2,491	5.7
Falmouth and Redruth SDA	3,287	990	4,277	12.8	*Hertford	433	208	641	1.7
Hull and Grimsby DA	14,001	5,309	19,310	7.5	*High Wycombe	1,363	521	1,884	2.1
Rotherham and Mexborough DA	4,896	2,624	7,520	8.2	*Hitchin	982	561	1,543	2.9
Whitby and Scarborough DA	1,908	819	2,727	8.8	*Luton	3,742	1,960	5,702	4.3
Wigan DA	3,615	2,519	6,134	8.7	Maidstone	1,606	773	2,379	3.0
Merseyside SDA	58,914	27,442	86,356	11.4	*Newport (IoW)	1,882	890	2,772	6.8
Northern DA	79,752	37,202	116,954	8.4	*Oxford	4,561	2,449	7,010	3.9
North East SDA	55,151	23,660	78,811	9.2	*Portsmouth	6,734	3,205	9,939	4.9
West Cumberland SDA	2,540	1,929	4,469	7.5	*Ramsgate	1,946	736	2,682	7.7
Welsh DA	49,360	26,481	75,841	8.1	*Reading	3,235	1,341	4,576	2.8
North West Wales SDA	3,757	1,768	5,525	10.4	*Slough	1,558	666	2,224	1.9
South Wales SDA	13,038	7,866	20,904	9.0	*Southampton	5,585	2,429	7,954	3.7
Wrexham SDA	3,122	1,775	4,897	11.9	*Southend-on-Sea	7,812	3,091	10,903	5.6
Scottish DA	112,363	62,353	174,716	8.4	*St Albans	1,206	454	1,660	1.8
Dundee and Arbroath SDA	5,697	3,754	9,451	8.8	Stevenage	878	523	1,401	3.7
Girvan SDA	301	189	490	11.6	*Tunbridge Wells	1,555	524	2,079	2.6
Glenrothes SDA	626	547	1,173	7.3	*Watford	2,035	846	2,881	2.3
Leven and Methil SDA	845	431	1,276	9.8	*Worthing	1,578	537	2,115	3.6
Livingston SDA	935	931	1,866	9.8	East Anglia				
West Central Scotland SDA	67,290	35,342	102,632	9.6	Cambridge	1,424	679	2,103	2.5
All Development Areas	342,549	173,684	516,233	8.7	Great Yarmouth	2,096	876	2,972	8.0
Of which, Special Development areas	215,503	106,624	322,127	10.0	*Ipswich	2,866	1,145	4,011	3.7
Northern Ireland	42,416	20,503	62,919	11.1	Lowestoft	1,225	481	1,706	6.1
INTERMEDIATE AREAS									
South Western	4,808	2,201	7,009	8.7	*Norwich	3,833	1,490	5,323	4.2
Oswestry	497	225	722	5.4	Peterborough	2,041	1,145	3,186	4.7
High Peak	791	370	1,161	2.9	South West				
North Lincolnshire	2,242	1,039	3,281	8.4	Bath	1,775	711	2,486	5.3
North Midlands	7,007	2,352	9,359	5.1	*Bournemouth	4,626	1,804	6,430	4.6
Yorks and Humberside	58,682	28,910	87,592	5.1	Bristol	12,415	4,772	17,187	5.4
North West	73,246	33,452	106,698	5.3	*Cheltenham	1,763	793	2,556	3.6
North Wales	996	506	1,502	7.5	*Chippenham	699	464	1,163	4.2
South East Wales	4,999	2,842	7,841	7.2	*Exeter	2,446	969	3,415	4.7
Aberdeen	3,286	1,526	4,812	3.8	Gloucester	1,929	1,126	3,055	4.6
All intermediate areas	156,554	73,423	229,977	5.4	*Plymouth	6,468	3,626	10,094	8.2
Local areas (by region)									
South East									
*Aldershot	1,368	691	2,059	2.5	*Salisbury	999	651	1,650	4.3
Aylesbury	615	294	909	2.1	Swindon	2,701	1,484	4,185	5.3
Basingstoke	898	527	1,425	3.1	Taunton	1,063	456	1,519	3.7
*Bedford	1,573	974	2,547	3.1	*Torbay	4,196	1,886	6,082	8.8
*Braintree	650	408	1,058	3.0	Trowbridge	615	379	994	3.9
*Brighton	5,263	1,836	7,099	5.2	*Yeovil	916	601	1,517	3.7
*Canterbury	1,366	581	1,947	5.0	West Midlands				
*Chatham	4,499	2,429	6,928	5.9	Birmingham	30,287	12,943	43,230	6.2
*Chelmsford	1,401	587	1,988	2.9	Burton-upon-Trent	763	379	1,142	3.1
*Chichester	1,461	610	2,071	4.3	Coventry	9,588	6,022	15,610	6.4
Colchester	1,576	806	2,382	4.1	*Dudley/Sandwell	9,190	4,152	13,342	4.6
*Crawley	2,448	988	3,436	2.1	Hereford	1,146	680	1,826	5.1
*Eastbourne	1,152	383	1,535	3.7	*Kidderminster	1,257	714	1,971	4.9
*Guildford	1,443	497	1,940	2.1	Leamington	1,262	750	2,012	4.0
*Harlow	1,455	817	2,272	3.1	*Oakengates	3,062	1,795	4,857	8.5
					Redditch	934	619	1,553	4.6
					Rugby	950	705	1,655	5.4
					Shrewsbury	1,124	469	1,593	3.8
					*Stafford	1,195	672	1,867	3.4
					*Stoke-on-Trent	6,324	2,595	8,919	4.4
					*Walsall	7,106	3,643	10,749	6.1
					*Wolverhampton	6,699	3,139	9,838	6.8
					Worcester	2,186	945	3,131	4.4
					East Midlands				
					*Chesterfield	3,134	1,207	4,341	5.3
					Coalville	1,251	360	1,611	3.5
					Corby	1,257	764	2,021	6.5
					*Derby	3,600	1,652	5,252	3.6
					Kettering	692	313	1,005	3.4
					*Leicester	8,209	3,520	11,729	5.0
					Lincoln	2,575	1,530	4,105	6.5
					Loughborough	89			

Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at November 8, 1979 (continued)

	Male	Female	All unemployed	Percentage rate		Male	Female	All unemployed	Percentage rate
North West					†Counties (by region)				
*Accrington	703	445	1,148	3.9	South East				
*Ashton-under-Lyne	2,834	1,284	4,118	4.3	Bedfordshire	5,142	2,864	8,006	3.8
*Birkenhead	10,818	5,671	16,489	10.5	Berkshire	5,432	2,278	7,710	2.5
*Blackburn	2,469	1,153	3,622	5.4	Buckinghamshire	3,603	1,812	5,415	3.0
*Blackpool	4,921	2,372	7,293	6.8	East Sussex	8,163	2,850	11,013	5.0
*Bolton	4,552	1,963	6,515	5.9	Essex	15,353	6,530	21,883	4.5
*Burnley	1,172	632	1,804	3.9	Greater London (GLC area)	98,386	34,212	132,598	3.5
*Bury	1,888	1,005	2,893	4.5	Hampshire	15,350	7,093	22,443	3.9
*Chester	2,008	1,210	3,218	6.0	Hertfordshire	6,973	3,124	10,097	2.4
*Crewe	1,350	983	2,333	3.7	Isle of Wight	1,882	890	2,772	6.8
*Lancaster	2,025	1,138	3,163	6.7	Kent	17,486	7,668	25,154	4.9
*Leigh	1,638	965	2,603	6.0	Oxfordshire	5,365	2,862	8,227	4.0
*Liverpool	41,901	17,570	59,471	12.3	Surrey	5,468	1,832	7,300	2.1
*Manchester	28,657	9,671	38,328	5.4	West Sussex	4,956	1,924	6,880	2.9
*Nelson	675	372	1,047	4.0	East Anglia				
*Northwich	1,154	805	1,959	4.9	Cambridgeshire	5,354	2,738	8,092	3.7
*Oldham	2,752	1,168	3,920	4.0	Norfolk	9,475	3,985	13,460	5.2
*Preston	4,525	2,659	7,184	5.0	Suffolk	6,341	2,633	8,974	4.0
*Rochdale	2,065	981	3,046	5.8	South West				
*Southport	1,923	1,064	2,987	9.1	Avon	15,989	6,386	22,375	5.5
*St. Helens	3,200	1,911	5,111	7.8	Cornwall	9,678	4,613	14,291	10.7
*Warrington	2,661	1,766	4,427	5.7	Devon	16,520	8,011	24,531	7.4
*Widnes	2,995	2,290	5,285	9.7	Dorset	6,375	2,764	9,139	4.7
*Wigan	3,615	2,519	6,134	8.7	Gloucestershire	5,527	2,877	8,404	4.2
North					Somerset	4,202	2,174	6,376	4.2
*Alnwick	545	342	887	8.3	Wiltshire	5,456	3,267	8,723	4.6
*Carlisle	1,646	1,042	2,688	5.3	West Midlands				
*Central Durham	3,314	1,649	4,963	7.5	West Midlands Metropolitan	56,719	25,873	82,592	6.0
*Consett	2,277	1,132	3,409	10.9	Hereford and Worcester	6,888	3,511	10,399	4.7
*Darlington and S/West Durham	3,411	1,869	5,280	6.5	Salop	5,353	2,814	8,167	6.3
*Furness	1,284	1,155	2,439	5.4	Staffordshire	12,418	6,278	18,696	4.0
*Hartlepool	3,888	1,557	5,445	12.1	†Warwickshire	4,696	3,023	7,719	
*Morpeth	3,487	1,825	5,312	8.4	East Midlands				
*North Tyne	14,667	5,701	20,368	7.5	Derbyshire	11,333	4,401	15,734	4.1
*Peterlee	1,641	907	2,548	9.6	Leicestershire	11,017	4,943	15,960	4.4
*South Tyne	13,450	5,634	19,084	10.7	Lincolnshire	7,514	4,152	11,666	6.0
*Teesside	14,313	6,625	20,938	9.3	Northamptonshire	5,052	2,358	7,410	3.6
*Wearside	11,493	5,018	16,511	11.6	Nottinghamshire	16,472	5,603	22,075	5.0
*Whitehaven	1,269	919	2,188	7.5	Yorkshire and Humberside				
*Workington	1,271	1,010	2,281	7.5	South Yorkshire Metropolitan	23,452	12,032	35,484	6.1
Wales					West Yorkshire Metropolitan	32,116	14,809	46,925	5.1
*Bargoed	1,912	1,013	2,925	10.9	Humberside	17,418	7,348	24,766	7.1
*Cardiff	10,337	4,033	14,370	7.2	North Yorkshire	6,501	3,473	9,974	4.3
*Ebbw Vale	2,380	1,222	3,602	11.8	North West				
*Llanelli	1,602	1,205	2,807	7.7	Greater Manchester Metropolitan	46,710	18,846	65,556	5.4
*Neath	1,230	901	2,131	8.1	Merseyside Metropolitan	57,409	25,670	83,079	11.4
*Newport	4,004	2,224	6,228	7.0	Cheshire	12,290	8,509	20,799	5.8
*Pontypool	2,297	1,439	3,736	7.4	Lancashire	19,366	10,388	29,754	5.5
*Pontypridd	3,275	2,020	5,295	7.9	North				
*Port Talbot	3,230	1,970	5,200	6.5	Cleveland	18,201	8,182	26,383	9.7
*Shotton	1,727	1,387	3,114	6.4	Cumbria	6,357	4,655	11,012	5.7
*Swansea	5,132	2,984	8,116	7.5	Durham	12,722	6,589	19,311	7.8
*Wrexham	3,122	1,775	4,897	11.9	Northumberland	5,009	2,448	7,457	7.7
Scotland					Tyne and Wear Metropolitan	37,463	15,328	52,791	9.5
*Aberdeen	3,286	1,526	4,812	3.8	Wales				
*Ayr	2,869	1,572	4,441	9.8	Clywd	7,588	4,502	12,090	9.3
*Bathgate	2,574	2,151	4,725	9.8	Dyfed	5,409	3,145	8,554	7.8
*Dumbarton	1,960	1,322	3,282	10.9	Gwent	9,582	5,365	14,947	8.0
*Dumfries	1,319	897	2,216	6.5	Gwynedd	4,918	2,346	7,264	9.3
*Dundee	5,257	3,328	8,585	8.9	Mid-Glamorgan	9,993	5,689	15,682	8.5
*Dunfermline	2,216	1,558	3,774	7.5	Powys	950	439	1,389	5.0
*Edinburgh	11,695	5,250	16,945	6.0	South Glamorgan	9,179	3,381	12,560	7.2
*Falkirk	2,514	2,002	4,516	6.7	West Glamorgan	7,736	4,962	12,698	7.2
*Glasgow	37,174	16,158	53,332	9.0	Scotland				
*Greenock	3,436	1,943	5,379	10.6	Borders	929	432	1,361	3.5
*Irvine	3,622	2,037	5,659	14.1	Central	4,358	3,310	7,668	6.7
*Kilmarnock	2,112	1,267	3,379	9.4	Dumfries and Galloway	2,659	1,794	4,453	8.3
*Kirkcaldy	2,951	1,816	4,767	7.3	Fife	5,700	3,829	9,529	7.2
*North Lanarkshire	9,603	6,983	16,586	11.4	Grampian	5,314	2,965	8,279	4.6
*Paisley	4,559	2,603	7,162	7.7	Highlands	4,566	2,448	7,014	9.4
*Perth	1,213	671	1,884	5.0	Lothians	14,461	7,521	21,982	6.5
*Stirling	1,844	1,308	3,152	6.7	Orkneys	287	109	396	6.3
Northern Ireland					Shetlands	128	78	206	2.9
*Armagh	976	481	1,457	11.4	Strathclyde	68,760	36,185	104,945	9.6
*Ballymena	3,095	1,856	4,951	10.5	Tayside	7,740	4,991	12,731	7.4
*Belfast	18,421	9,302	27,723	9.0	Western Isles	747	217	964	11.8
*Coleraine	2,243	936	3,179	12.3					
*Cookstown	906	420	1,326	21.8					
*Craigavon	2,508	1,385	3,893	9.3					
*Downpatrick	1,300	822	2,122	12.0					
*Dungannon	1,429	679	2,108	19.4					
*Enniskillen	1,560	721	2,281	14.0					
*Londonderry	4,544	1,785	6,329	15.1					
*Newry	2,734	1,005	3,739	20.0					
*Omagh	1,048	626	1,674	13.0					
*Strabane	1,652	485	2,137	23.1					

Note: The denominators used in calculating the percentage rates of unemployment are the mid-1976 estimates of employees (employed and unemployed) except for Northern DA (Northern Region) for which the provisional mid-1979 estimates have been used. The estimates are available on request from the Director of Statistics, Department of Employment, Statistics Branch C1, Orphanage Road, Watford WD1 1PJ.
* Figures relate to a group of local employment office areas.

† The number unemployed in Counties are aggregates of figures for employment office areas. Where these straddle county boundaries, they have been allocated to counties on a "best fit" basis. The percentage rates are for the nearest areas which can be expressed in terms of complete travel-to-work areas. Rates calculated from June 1978 onwards take account of the review of travel-to-work areas—see pages 815, 816 and 836 of the July 1978 issue of *Employment Gazette*.

‡ A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on November 8, 1979 was 10,404.

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

Number claiming benefits on November 8, 1979, by region

Region	Male	Female	All
South East	3,835	296	4,131
Greater London	114	31	145
East Anglia	91	5	96
South West	785	17	802
West Midlands	409	174	583
East Midlands	375	19	394
Yorkshire and Humberside	290	221	511
North West	945	1,024	1,969
North	347	42	389
Wales	81	41	122
Scotland	1,350	57	1,407
Great Britain	8,508	1,896	10,404

Unemployed on November 8, 1979

The number unemployed, excluding school leavers, in Great Britain on November 8, 1979, was 1,246,755, 7,953 more than on October 11, 1979. The seasonally adjusted figure was 1,222,500 (5.2 per cent of employees). This figure rose by 900 between the October and November counts, and by an average of 5,800 per

month between August and November.

Between October and November the number unemployed fell by 10,543. This change included a fall of 18,496 school leavers.

The proportion of the number unemployed, who on November 8, 1979 had been registered for up to four weeks was 15.7 per cent. The corresponding proportion for October was 17.7 per cent.

By region

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Unemployed (excluding school leavers)														
Actual	263,989	129,649	29,877	91,502	122,310	71,118	112,580	190,645	111,242	81,016	172,476	1,246,755	58,748	1,305,503
Seasonally adjusted	258,000	126,900	29,700	87,000	120,700	71,300	110,700	187,500	109,400	78,600	170,000	1,222,500	59,500	1,282,100
Percentage rates †	3.4	3.3	4.0	5.2	5.2	4.5	5.2	6.6	7.9	7.2	7.5	5.2	10.5	5.3
School leavers (included in unemployed)														
Male	2,750	1,617	288	1,078	2,261	738	1,728	4,202	2,861	1,769	3,920	21,595	2,523	24,118
Female	2,759	1,332	361	1,259	3,002	989	2,841	4,341	2,851	2,399	3,132	23,934	1,648	25,582
Unemployed														
All	269,498	132,598	30,526	93,839	127,573	72,845	117,149	199,188	116,954	85,184	179,528	1,292,284	62,919	

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on November 2, 1979 was 229,494; 15,893 lower than on October 5, 1979.

The seasonally adjusted figure of notified vacancies at employment offices on November 2, 1979 was 233,100; 3,100 lower than that for October 5, 1979 and 11,100 lower than on August 3, 1979.

The number of vacancies notified to careers offices and remaining unfilled on November 2, 1979 was 24,487; 3,916 lower than on October 5, 1979.

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

Table 1 Notified vacancies remaining unfilled on November 2, 1979: by region

Region	NUMBER	
	At employment offices*	At careers offices*
South East	105,140	14,018
Greater London	53,446	7,886
East Anglia	8,216	938
South Western	15,138	1,284
West Midlands	13,904	1,901
East Midlands	14,787	1,624
Yorkshire and Humberside	14,660	1,274
North Western	18,258	1,478
Northern	9,297	470
Wales	8,714	607
Scotland	21,380	893
Great Britain	229,494	24,487

1979. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

Table 2 Notified vacancies remaining unfilled on November 2, 1979: by industry

Industry Group (SIC 1968)	NUMBER		Industry Group (SIC 1968)	NUMBER	
	At employment offices*	At careers offices*		At employment offices*	At careers offices*
All industries and services	229,494	24,487	Clothing and footwear	7,702	1,395
Index of production industries	94,640	9,513	Bricks, pottery, glass, cement, etc	1,613	195
All manufacturing industries	69,595	8,150	Timber, furniture, etc	3,887	556
Agriculture, forestry, fishing	1,538	449	Paper, printing and publishing	2,843	668
Mining and quarrying	1,568	30	Paper, cardboard and paper goods	1,093	208
Coal mining	1,208	10	Printing and publishing	1,750	460
Food, drink and tobacco	4,774	474	Other manufacturing industries	3,817	458
Coal and petroleum products	177	6	Construction	21,729	1,237
Chemicals and allied industries	3,217	330	Gas, electricity and water	1,748	96
Metal manufacture	2,453	239	Transport and communication	11,410	813
Mechanical engineering	11,416	842	Distributive trades	34,854	6,288
Instrument engineering	2,284	224	Insurance, banking, finance and business services	10,032	1,747
Electrical engineering	8,563	724	Professional and scientific services	18,879	1,406
Shipbuilding and marine engineering	637	47	Miscellaneous services	43,099	2,869
Vehicles	5,477	254	Entertainment, sports, etc	2,765	210
Metal goods not elsewhere specified	6,931	995	Catering (MLH 884-888)	19,999	807
Textiles	3,292	560	Laundries, dry-cleaning, etc	1,007	182
Cotton, linen and man-made fibres (spinning and weaving)	515	44	Public administration	15,042	1,402
Woolen and worsted	309	47	National government service	5,061	903
Leather, leather goods and fur	512	183	Local government service	9,981	499

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

**Index of average earnings: whole economy (new) series
Manual and non-manual employees (combined): monthly**

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

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

There are three sets of industry groups:

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

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

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

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

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

Type	SIC Order	LATEST FIGURES (Jan 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING						
		Sept 1979	[Oct] 1979	Sept 1978	Dec 1978	Mar 1979	June 1979	Sept 1979	[Oct] 1979	
		B	WHOLE ECONOMY	I to XXVII	153.6†	157.8	15.1	13.3	14.9	13.4	14.4†	16.7
C	Agriculture and forestry*	I	174.0		10.4	12.7	8.7	11.5	17.3	
A	Mining and quarrying	II	169.5	171.0	25.7	29.2	16.4	15.5	17.2	15.3
C	ALL MANUFACTURING INDUSTRIES	III to XIX	151.9†	161.6	15.9	14.9	17.1	17.4	11.7†	16.2
A	Food, drink and tobacco	III	162.3	163.4	15.9	16.7	16.8	17.3	19.3	19.2
A	Coal and petroleum products	IV	156.4	158.7	18.7	18.1	11.3	17.1	15.5	16.8
A	Chemicals and allied industries	V	172.9	163.8	17.8	11.9	17.4	16.0	27.0	25.0
A	Metal manufacture	VI	151.3†	158.1	15.2	14.9	10.7	17.1	9.5†	13.1
C	Mechanical engineering	VII	141.6†	163.1	16.2	15.6	16.4	18.4	3.2†	16.8
A	Instrument engineering	VIII	156.6†	168.6	18.2	15.5	19.6	16.3	12.7†	19.3
A	Electrical engineering	IX	146.7†	159.1	15.6	14.4	16.6	14.2	9.3†	15.0
C	Shipbuilding and marine engineering	X	149.9†	149.8	17.6	12.9	24.9	15.0	11.2†	-11.8
A	Vehicles	XI	126.8†	150.6	15.6	13.4	20.3	19.5	-1.5†	13.5
A	Metal goods not elsewhere specified	XII	148.8†	165.9	13.5	12.8	17.3	18.1	8.0†	18.1
A	Textiles	XIII	155.6	156.1	15.8	14.0	18.0	14.0	14.4	13.3
A	Leather, leather goods and fur	XIV	149.4	151.9	16.5	10.8	14.8	15.9	12.1	13.8
A	Clothing and footwear	XV	158.8	162.0	12.5	14.8	14.1	14.6	17.5	18.1
A	Bricks, pottery, glass, cement, etc	XVI	156.6	160.3	15.3	16.9	16.0	18.6	17.3	17.2
A	Timber, furniture, etc	XVII	156.6	157.5	16.4	15.4	16.6	17.1	15.9	15.5
C	Paper, printing and publishing	XVIII	168.7	173.4	19.0	17.3	19.0	20.1	19.1	20.8
A	Other manufacturing industries	XIX	158.6	160.6	13.6	16.1	15.7	18.8	18.4	18.1
C	Construction	XX	157.3	160.2	14.0	13.2	15.9	16.1	13.7	15.4
A	Gas, electricity and water	XXI	155.9	171.8	20.7	17.0	20.5	-3.9	12.1	23.9
C	Transport and communication	XXII	155.2	157.0	15.5	11.5	17.7	14.8	18.5	21.8
B	Distributive trades	XXIII	159.3	160.1	12.8	13.4	15.5	16.1	17.4	17.1
B	Insurance, banking and finance	XXIV	150.8	151.9	22.1	10.8	14.8	10.5	13.6	17.6
B	Professional and scientific services	XXV	150.2	147.5	12.5	9.9	7.8	0.9	14.3	12.7
C	Miscellaneous services	XXVI	158.3	159.3	13.4	15.2	17.1	20.2	17.6	18.3
B	Public administration	XXVII	155.4	156.7	15.0	11.2	11.9	13.0	20.4	22.6

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

†The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries.

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

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

Indices

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

ALL INDUSTRIES AND SERVICES

End-month	July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1979					
June	296.1	99.3	298.2	12.4	12.5
July	298.2	99.3	300.4	12.6	12.7
Aug	299.5	99.3	301.7	12.5	12.6
Sep	299.9	99.3	302.1	12.6	12.7
Oct	302.0	99.3	304.2	11.5	11.7
Nov	316.4	99.3	318.7	15.9	16.0

Notes: 1. The full index numbers and explanatory notes are given in table 131.
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the Gazette for February 1957, September 1957, April 1958, February 1959, September 1972 and May 1978.

Principal changes reported in November

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

Malt distilling—Scotland: Increases of 31 p, 31.5p or 32p an hour, according to grade (October 1).

Engineering—United Kingdom: Increases in national minimum rates of £13 a week for skilled workers and £7.50 for labourers. Intermediate rates falling between skilled and labourers rates increased by 17.5 per cent. Young workers rates increased by amounts ranging from £3.64 to £7.13 a week and apprentices percentage of national minimum rates increased by varying amounts (November 1).

Retail furnishing and allied trades (Wages Council)—Great Britain: Increases in statutory minimum remuneration of amounts ranging from £3.20 a week at under 17 to £5 a week at 21 or over. Adult rate now payable at 20 (previously 21) (October 8).

Licensed residential establishment and licensed restaurant (Wages Council)—Great Britain: Increases of varying amounts according to occupation, following the establishment of only four rates for adult workers. Young workers receive proportional amounts. Adult rate now payable at 20 (previously 21) (October 6).

Government industrial establishments—United Kingdom: Increases in national minimum weekly rates of amounts ranging from £2.25 to £2.80 according to occupation for adult workers, with proportional amounts for apprentices and young workers (November 1).

Fire service (local authorities' fire brigades)—United Kingdom: Increases of amounts ranging from £14.20 to £20.60 a week according to rank and length of service (November 7).

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

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

Estimates of the changes reported in November indicate that the basic weekly rates of wages or minimum entitlements of some 3,195,000 workers were increased by a total of £26,470,000, but as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or minimum rates. The total estimates referred to above include figures relating to those changes which were reported in November with operative effect from earlier months (795,000

workers and £4,510,000 in weekly rates of wages). Of the total increase of £26,470,000 about £21,490,000 resulted from direct negotiations between employer's associations and trade unions, £3,255,000 from statutory wages orders and £1,725,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement.

Analysis of aggregate changes

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

Table (a)

Industry Group	THOUSAND			
	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated net amount of increase £	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	290	1,835	5	5
Mining and quarrying	250	1,635	—	—
Food, drink and tobacco	220	1,625	—	—
Coal and petroleum products	5	45	—	—
Chemicals and allied industries	100	995	—	—
Metal manufacture				
Mechanical engineering	2,485	24,065	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere-specified				
Textiles	440	1,880	—	—
Leather, leather goods and fur	25	140	—	—
Clothing and footwear	470	2,590	—	—
Bricks, pottery, glass, cement, etc.	100	685	—	—
Timber, furniture, etc.	130	905	—	—
Paper, printing and publishing	295	2,570	—	—
Other manufacturing industries	60	380	—	—
Construction	1,040	7,080	—	—
Gas, electricity and water	140	1,685	—	—
Transport and communication	625	6,030	—	—
Distributive trades	975	6,700	—	—
Public administration and professional services	1,410	5,825	30	180
Miscellaneous services	900	9,560	—	—
All industries and services —Jan-Nov 1979	9,960	76,230	35	185
All industries and services —Jan-Nov 1978	9,800	70,310	2	2

Table (b)

Month	THOUSAND			
	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by:	Estimated net amount of increase £	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
	increases	decreases		
1978				
Nov R	1,630	—	7,690	—
Dec	640	—	3,520	125
1979				
Jan	1,950	—	14,295	—
Feb	1,335	—	4,160	5
Mar R	390	—	2,255	—
April	1,100	—	5,600	30
May	560	—	3,195	—
June	1,240	—	8,340	—
July R	925	—	6,020	—
Aug R	1,195	50	4,900	—
Sep R	240	—	1,365	—
Oct R	780	—	4,140	—
Nov	2,400	—	21,960	—

Retail prices, November 13, 1979

The index of prices for all items on November 13, 1979 was 237.7 (January 15, 1974 = 100). This represents an increase of 0.9 per cent on October 1979 (235.6) and 17.4 per cent on November 1978 (202.5). The index for November 1979 was published on December 14, 1979.

The rise in the index during the month was due mainly to increases in the prices of coal and of vegetables and other foods; to increases in motoring costs; and to increases in average charges for electricity.

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

	All items			All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1978							
June	197.2	0.8	4.7	7.4	197.2	0.6	4.3
July	198.1	0.5	4.5	7.8	198.7	0.8	4.5
Aug	199.4	0.7	4.6	8.0	200.4	0.9	4.7
Sep	200.2	0.4	4.4	7.8	201.4	0.5	4.7
Oct	201.1	0.4	3.3	7.8	202.4	0.5	3.8
Nov	202.5	0.7	3.5	8.1	203.8	0.7	3.9
Dec	204.2	0.8	3.5	8.4	205.1	0.6	4.0
1979							
Jan	207.2	1.5	4.6	9.3	207.3	1.1	4.3
Feb	208.9	0.8	4.8	9.6	209.1	0.9	4.3
Mar	210.6	0.8	5.2	9.8	210.6	0.7	4.6
April	214.2	1.7	6.5	10.1	214.0	1.6	5.7
May	215.9	0.8	6.6	10.3	215.9	0.9	5.9
June	219.6	1.7	7.5	11.4	219.4	1.6	7.0
July	229.1	4.3	10.6	15.6	230.1	4.9	11.0
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0
Sep	233.2	1.0	10.7	16.5	234.6	1.1	11.4
Oct	235.6	1.0	10.0	17.2	237.0	1.0	10.7
Nov	237.7	0.9	10.1	17.4	238.9	0.8	10.7

The principal changes in the groups in the month were:

Food: The food index rose by almost one per cent to 237.0, compared with 234.8 in October. There were increases in the prices of tomatoes and some other vegetables, breakfast cereals, pork, bacon, butter and cheese. The index for foods whose prices show significant seasonal variations rose by rather less than 3 per cent to 207.1, compared with 200.5 in October.

Alcoholic drink: Increases in the prices of some beers, wines and spirits caused the group index to rise by rather more than one half of one per cent to 232.7, compared with 231.1 in October.

Housing: Increases in mortgage interest payments made by owner-occupiers, increases in some rents and in charges for repairs and maintenance, caused the housing index to rise by rather more than one half of one per cent to 221.1, compared with 219.5 in October.

Fuel and light: Increases in the prices of coal and smokeless fuels and in average charges for electricity caused the group index to rise by three per cent.

Durable household goods: Increases in the prices of some domestic appliances and of some items of furniture, bedding and hardware, caused the group index to rise by about one per cent to 214.7, compared with 212.7 in October.

Clothing and footwear: The group index rose by one half of one per cent. There were increases in the prices of footwear and men's outer clothing.

Transport and vehicles: Increases in the prices of cars, an increase in the MOT test fee, and increases in other maintenance costs, were partially offset by lower prices for petrol. The group index rose by rather less than one per cent to 263.2, compared with 261.0 in October.

Miscellaneous goods: There were increases in the prices of some periodicals, soaps, detergents and autumn plants and bulbs, causing the group index to rise by about one half of one per cent to 253.9 compared with 252.4 in October.

Services: There were increases in average telephone charges and in charges and fees for domestic help, laundering and other services, causing the group index to rise by more than one per cent to 226.2, compared with 223.8 in October.

Meals bought and consumed outside the home: Increases in charges for meals at restaurants, cafés and canteens caused the group index to rise by rather less than one per cent to 261.4, compared with 259.4 in October.

Table 2 Percentage changes in the main components of the index

	Indices (Jan 15, 1974 = 100)		Percentage change over	
	November 13, 1979		1 month	12 months
All items	237.7		0.9	17.4
All items excluding food	238.0		0.9	18.3
Food	237.0		0.9	14.0
Seasonal food	207.1		3.3	20.8
Other food	242.7		0.5	13.0
Alcoholic drink	232.7		0.7	17.3
Tobacco	267.5		0.0	15.8
Housing	221.1		0.7	21.9
Fuel and light	273.5		3.0	17.0
Durable household goods	214.7		0.9	14.8
Clothing and footwear	196.0		0.5	11.6
Transport and vehicles	263.2		0.8	22.8
Miscellaneous goods	253.9		0.6	18.8
Services	226.2		1.1	15.4
Meals out	261.4		0.8	22.6

Retail prices index, November 13, 1979

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

	Index Jan 1974 = 100	Percentage change over 12 months		Index Jan 1974 = 100	Percentage change over 12 months
I Food	237.0	14	VI Durable household goods	214.7	15
Bread, flour, cereals, biscuits and cakes	240.3	13	Furniture, floor coverings and soft furnishings	225.0	17
Bread	231.6	13	Radio, television and other household appliances	192.8	10
Flour	218.7	4	Pottery, glassware and hardware	249.8	20
Other cereals	273.0	19			
Biscuits	253.6	11	VII Clothing and footwear	196.0	12
Meat and bacon	203.1	12	Men's outer clothing	214.0	15
Beef	234.0	15	Men's underclothing	252.3	15
Lamb	197.3	1	Women's outer clothing	159.8	3
Pork	195.0	10	Women's underclothing	233.8	20
Bacon	186.6	12	Children's clothing	202.7	8
Ham (cooked)	181.0	13	Other clothing, including hose, haberdashery, hats and materials	204.0	19
Other meat and meat products	192.5	13	Footwear	205.7	17
Fish	211.9	9			
Butter, margarine, lard and other cooking fats	270.1	9	VIII Transport and vehicles	263.2	23
Butter	332.2	11	Motoring and cycling	259.8	24
Margarine	203.7	2	Purchase of motor vehicles	255.9	15
Lard and other cooking fats	194.7	9	Maintenance of motor vehicles	279.6	24
Milk, cheese and eggs	230.8	16	Petrol and oil	281.9	48
Cheese	271.8	20	Motor licences	199.0	0
Eggs	131.3	27	Motor insurance	228.5	16
Milk, fresh	270.3	12	Fares	282.8	15
Milk, canned, dried, etc	285.5	18	Rail transport	283.1	12
Tea, coffee, cocoa, soft drinks, etc	278.1	9	Road transport	283.0	17
Tea	277.1	2			
Coffee, cocoa, proprietary drinks	340.3	5	IX Miscellaneous goods	253.9	19
Sugar, preserves and confectionery	327.7	20	Books, newspapers and periodicals	275.9	13
Sugar	300.4	12	Books	276.5	15
Jam, marmalade and syrup	256.6	9	Newspapers and periodicals	275.7	13
Sweets and chocolates	328.5	22	Medicines, surgical, etc goods and toiletries	232.5	23
Vegetables, fresh, canned and frozen	250.7	26	Soap, detergents, polishes, matches, etc	275.6	19
Potatoes	314.4	48	Soap and detergents	249.8	17
Other vegetables	211.0	14	Soda and polishes	319.2	23
Fruit, fresh, dried and canned	211.6	10	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	242.5	20
Other foods	244.7	11			
Food for animals	222.7	11	X Services	226.2	15
			Postage, telephones and telegrams	218.6	7
II Alcoholic drink	232.7	17	Postage	284.3	15
Beer	254.3	19	Telephones and telegrams	201.4	5
Spirits, wines, etc	202.9	14	Entertainment	187.3	15
			Entertainment (other than TV)	237.9	20
III Tobacco	267.5	16	Other services	279.2	21
Cigarettes	267.5	16	Domestic help	298.2	18
Tobacco	267.1	13	Hairdressing	279.5	22
			Boot and shoe repairing	289.3	27
IV Housing	221.1	22	Laundry	256.0	21
Rent	185.5	11			
Owner-occupiers' mortgage interest payments	206.4	46	XI Meals bought and consumed outside the home	261.4	23
Rates and water charges	247.8	16			
Materials and charges for repairs and maintenance	266.8	18	All items	237.7	17
V Fuel and light (including oil)	273.5	17			
Coal and smokeless fuels	300.4	22			
Coal	304.5	22			
Smokeless fuels	285.0	21			
Gas	190.2	8			
Electricity	309.0	16			

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

Average retail prices of items of food

Average retail prices on November 13, 1979 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 areas in the United Kingdom, are given below.

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

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

Average prices on November 13, 1979*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: Home-killed				Fresh vegetables			
Chuck	766	113.9	99-126	Potatoes, old loose			
Sirloin (without bone)	739	206.2	160-255	White	524	6.6	5-6
Silverside (without bone)†	787	160.0	148-180	Red	279	7.5	6-8
Back ribs (with bone)†	499	111.2	91-140	Potatoes, new loose			
Fore ribs (with bone)	607	105.7	89-132	Tomatoes	747	37.2	28-45
Brisket (without bone)	745	101.4	85-126	Cabbage, greens	481	11.0	8-16
Rump steak†	805	218.4	180-255	Cabbage, hearted	561	9.5	5-12
				Cauliflower	451	20.0	12-28
Lamb: Home-killed				Brussels sprouts	682	13.8	12-20
Loin (with bone)	675	132.7	114-164	Carrots	740	8.5	7-12
Breast†	649	39.0	28-55	Onions	752	12.1	10-16
Best end of neck	525	94.7	56-128	Mushrooms, per ½ lb	678	22.0	20-25
Shoulder (with bone)	663	84.0	68-120				
Leg (with bone)	699	123.8	110-150	Fresh fruit			
				Apples, cooking	716	15.1	12-18
Lamb: Imported				Apples, dessert	756	18.1	12-24
Loin (with bone)	451	100.8	84-114	Pears, dessert	686	18.2	13-25
Breast†	434	31.0	22-40	Oranges	627	22.0	16-29
Best end of neck	388	77.1	49-98	Bananas	742	24.8	22-28
Shoulder (with bone)	463	68.5	56-83				
Leg (with bone)	472	106.6	98-118	Bacon			
				Collarf	413	84.4	68-98
Pork: Home-killed				Gammon†	480	124.3	105-146
Leg (foot off)	699	90.5	77-114	Middle cut, smoked†	390	99.3	87-116
Belly†	723	65.3	56-76	Back, smoked	309	115.8	102-132
Loin (with bone)	781	108.9	98-140	Back, unsmoked	445	112.1	98-132
				Streaky, smoked	265	80.6	69-99
Pork sausages	791	57.1	48-66	Ham (not shoulder)	657	152.9	120-184
Beef sausages	640	50.2	44-60	Pork luncheon meat, 12 oz can	559	34.5	27-40
				Canned (red) salmon, half-size can	671	89.9	80-102
Roasting chicken (broiler) frozen (3lb)	538	49.5	42-58	Milk, ordinary, per pint		15.0	
Roasting chicken, fresh or chilled 4lb oven ready	514	64.2	56-70				
				Butter			
Fresh and smoked fish				Home-produced, per 500g	600	80.0	72-89
Cod fillets	405	109.2	94-124	New Zealand, per 500g	551	75.5	70-80
Haddock fillets	396	114.7	85-130	Danish, per 500g	577	86.8	82-92
Haddock, smoked whole	318	109.6	90-130				
Plaice fillets	389	119.6	98-142	Margarine			
Herrings	260	65.5	50-77	Standard quality, per 250g	158	15.9	15-18
Kippers, with bone	412	84.5	70-96	Lower priced, per 250g	126	15.1	14-16
				Lard‡	775	26.6	23-32
Bread				Cheese, cheddar type	748	88.1	79-96
White, per 800g wrapped and sliced loaf	671	30.1	26-32				
White, per 800g unwrapped loaf	416	32.5	29-36	Eggs			
White, per 400g loaf	458	20.7	18-22	Size 2 (65-70g), per dozen	498	66.6	60-72
Brown, per 400g loaf	544	21.8	21-23	Size 4 (55-60g), per dozen	556	57.3	52-63
				Size 6 (45-50g), per dozen	222	49.1	41-58
Flour				Sugar, granulated, per kg	824	33.3	31-35
Self-raising, per 1½ kg	710	36.7	29-43	Pure coffee instant, per 100g	673	99.3	92-110
				Tea			
				Higher priced, per ½ lb	212	25.6	23-30
				Medium priced, per ½ lb	1,273	23.0	21-27
				Lower priced, per ½ lb	813	20.2	19-24

* Per lb unless otherwise stated.

† Or Scottish equivalent.

‡ Some metric packs included but price adjusted to 1 lb.

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

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

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

Stoppages of work

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

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

More information about definitions and qualifications is given in a report on the statistics for the year 1978 on pages 661 to 670 of the July 1979 issue of Employment Gazette.

The number of stoppages beginning in November* which came to the notice of the Department, was 101. In addition, 65 stoppages which began before November were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 117,900 consisting of 62,100 involved in stoppages which began in November and 55,800 involved in stoppages which had continued from the previous month. The latter figure includes 29,900 workers involved for the first time in November in stoppages which began in earlier months.

Of the 62,100 workers involved in stoppages which began in November 56,300 were directly involved and 5,800 indirectly involved.

The aggregate of 563,000 working days lost in November includes 316,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during November

Production at a Midlands car plant was brought to a standstill on November 19 after a union convenor had been dismissed and three officials were disciplined for allegedly attempting to disrupt the company's recovery programme. Stoppages in protest against the company's action took place at several plants, mainly in the Midlands and at the height of the dispute involved about 46,000 workers including those laid off. A return to normal working commenced towards the end of the month, when the AUEW executive committee decided to carry out an inquiry into the dismissal.

On November 21 over 7,000 mineworkers, from opencast coal sites throughout Britain, staged the first of four one day strikes over pay. In addition further stoppages occurred during the month at sites in Scotland and Yorkshire. The dispute was over a demand for improved shift differentials and other fringe benefits above the main settlement for the civil engineering industry.

A 12 week stoppage, at factories in Edinburgh and Dalkeith which manufacture radar navigation equipment, ended on November 2. The 2,500 manual workers, who had been in dispute over a pay claim, decided by a majority vote to accept the increase offered and other benefits.

Industry group SIC 1968	Jan to Nov 1979		Jan to Nov 1978	
	Stop- pages begin- ning in period	Stoppages in progress Workers involved Working days lost	Stop- pages begin- ning in period	Stoppages in progress Workers involved Working days lost
Agriculture, forestry, fishing	—	—	1	†
Coal mining	282	49,100 108,000	319	100,000 184,000
All other mining and quarrying	11	1,200 15,000	12	1,300 5,000
Food, drink and tobacco	87	62,100 792,000	121	64,400 604,000
Coal and petroleum products	5	2,500 46,000	4	1,100 8,000
Chemicals and allied industries	49	16,700 116,000	49	12,300 110,000
Metal manufacture	129	33,300 369,000	144	47,000 326,000
Engineering	338	1,641,300 17,550,000	400	141,900 1,143,000
Shipbuilding and marine engineering	36	21,700 181,000	41	29,900 159,000
Motor vehicles	148	199,100 1,554,000	184	231,200 3,472,000
Aerospace equipment	27	26,400 138,000	37	20,700 248,000
All other vehicles	15	5,900 23,000	16	18,300 267,000
Metal goods not elsewhere specified	120	26,400 249,000	129	27,700 218,000
Textiles	41	12,600 71,000	66	15,200 131,000
Clothing and footwear	26	7,200 38,000	35	8,200 47,000
Bricks, pottery, glass cement, etc	42	19,100 81,000	56	15,200 128,000
Timber, furniture, etc	21	3,100 19,000	30	5,000 20,000
Paper, printing and publishing	40	21,800 694,000	80	14,200 129,000
All other manufacturing industries	61	38,700 152,000	75	24,900 226,000
Construction	162	44,000 326,000	181	39,700 413,000
Gas, electricity and water	17	8,900 33,000	16	5,500 64,000
Port and inland water transport	64	17,500 94,000	72	23,000 96,000
Other transport and communication	85	195,000 1,243,000	132	67,800 246,000
Distributive trades	39	7,300 53,000	59	7,500 54,000
Administrative, financial and pro- fessional services	100	1,821,200 3,144,000	110	77,900 495,000
Miscellaneous services	34	18,100 654,000	32	3,800 68,000
All industries	†1,971	4,300,400 27,744,000	†2,378	1,003,800 8,863,000

Causes of stoppages

Principal cause	Beginning in Nov 1979		Beginning in the first eleven months of 1979	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	45	5,300	1,136	3,717,900
—extra-wage and fringe benefits	3	400	43	8,400
Duration and pattern of hours worked	1	†	27	6,900
Redundancy questions	3	200	56	44,200
Trade union matters	4	46,700	127	69,300
Working conditions and supervision	16	600	143	21,300
Manning and work allocation	21	2,000	248	40,300
Dismissal and other disciplinary measures	8	1,100	191	117,300
Miscellaneous	—	—	—	—
All causes	101	56,300	†1,971	4,025,700

Duration of stoppages ending in November 1979

Duration of stoppage in working days	Not more than		Workers directly involved	Working days lost by all workers involved
	Over	Stop- pages		
—	1	37	2,500	3,000
1	2	15	1,500	3,000
2	3	16	1,400	9,000
3	6	20	3,900	47,000
6	12	20	48,900	216,000
12	—	27	8,000	465,000
All stoppages		135	66,200	743,000

* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 1314 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

† Less than 50 workers or 500 working days.
‡ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.
§ Includes five stoppages involving "sympathetic" action.

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Conventions. The following standard symbols are used:
 .. not available
 — nil or negligible (less than half the final digit shown)
 □ provisional
 — break in series
 R revised
 e estimated
 n.e.s. not elsewhere specified
 SIC UK Standard Industrial Classification (1968)

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

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

EMPLOYMENT
Working population

TABLE 101 **THOUSAND**

Quarter	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All employees						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1975	Mar	13,536	9,094	22,631	1,895	338	24,864	803	25,667
	June	13,536	9,174	22,710	1,886	336	24,932	866	25,798
	Sep	13,548	9,172	22,720	1,886*	340	24,946	1,145	26,091
	Dec	13,456	9,198	22,655	1,886*	339	24,880	1,201	26,081
1976	Mar	13,345	9,071	22,416	1,886*	337	24,639	1,285	25,924
	June	13,392	9,152	22,543	1,886*	336	24,765	1,332	26,097
	[Sep]	13,449	9,172	22,621	1,886*	338	24,845	1,456	26,301
	[Dec]	13,419	9,251	22,670	1,886*	334	24,890	1,371 e	26,261
1977	[Mar]	13,321	9,182	22,502	1,886*	330	24,718	1,383	26,101
	[June]	13,379	9,286	22,665	1,886*	327	24,878	1,450	26,328
	[Sep]	13,433	9,290	22,723	1,886*	328	24,937	1,609	26,546
	[Dec]	13,374	9,330	22,705	1,886*	324	24,915	1,481	26,396
1978	[Mar]	13,301	9,256	22,556	1,886*	321	24,763	1,461	26,224
	[June]	13,361	9,363	22,724	1,886*	318	24,928	1,446	26,374
	[Sep]	13,415	9,400	22,815	1,886*	320	25,021	1,518	26,539
	[Dec]	13,395	9,508	22,903	1,886*	317	25,106	1,364	26,470
1979	[Mar]	13,276	9,389	22,665	1,886*	315	24,866	1,402	26,268
	[June]	13,343	9,527	22,870	1,886*	314	25,070	1,344	26,414
Adjusted for seasonal variation									
1975	Mar	13,601	9,132	22,733	1,895	338	24,966		25,762
	June	13,549	9,164	22,713	1,886	336	24,935		25,845
	Sep	13,494	9,164	22,658	1,886*	340	24,884		25,975
	Dec	13,432	9,166	22,598	1,886*	339	24,823		26,035
1976	Mar	13,412	9,127	22,539	1,886*	337	24,762		26,054
	June	13,402	9,139	22,541	1,886*	336	24,763		26,133
	[Sep]	13,392	9,166	22,558	1,886*	338	24,782		26,169
	[Dec]	13,398	9,207	22,605	1,886*	334	24,825		26,217
1977	[Mar]	13,390	9,248	22,638	1,886*	330	24,854		26,254
	[June]	13,386	9,271	22,657	1,886*	327	24,870		26,355
	[Sep]	13,377	9,284	22,661	1,886*	328	24,875		26,405
	[Dec]	13,354	9,281	22,635	1,886*	324	24,845		26,353
1978	[Mar]	13,370	9,326	22,696	1,886*	321	24,903		26,387
	[June]	13,367	9,347	22,714	1,886*	318	24,918		26,395
	[Sep]	13,360	9,395	22,755	1,886*	320	24,961		26,394
	[Dec]	13,374	9,458	22,832	1,886*	317	25,035		26,431
1979	[Mar]	13,346	9,460	22,806	1,886*	315	25,007		26,433
	[June]	13,348	9,511	22,859	1,886*	314	25,059		26,431
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1975	Mar	13,240	8,894	22,135	1,834	338	24,307	768	25,075
	June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
	Sep	13,253	8,971	22,224	1,825*	340	24,389	1,097	25,486
	Dec	13,161	8,997	22,158	1,825*	339	24,322	1,152	25,474
1976	Mar	13,050	8,870	21,920	1,825*	337	24,082	1,235	25,317
	June	13,097	8,951	22,048	1,825*	336	24,209	1,278	25,487
	[Sep]	13,156	8,970	22,126	1,825*	338	24,289	1,395	25,684
	[Dec]	13,128	9,048	22,176	1,825*	334	24,335	1,316 e	25,651
1977	[Mar]	13,031	8,977	22,008	1,825*	330	24,163	1,328	25,491
	[June]	13,091	9,081	22,172	1,825*	327	24,324	1,390	25,714
	[Sep]	13,145	9,082	22,227	1,825*	328	24,380	1,542	25,922
	[Dec]	13,086	9,120	22,206	1,825*	324	24,355	1,420	25,775
1978	[Mar]	13,012	9,044	22,056	1,825*	321	24,202	1,399	25,601
	[June]	13,072	9,149	22,221	1,825*	318	24,364	1,381	25,745
	[Sep]	13,126	9,185	22,311	1,825*	320	24,456	1,447	25,903
	[Dec]	13,106	9,294	22,400	1,825*	317	24,542	1,303	25,845
1979	[Mar]	12,987	9,175	22,162	1,825*	315	24,302	1,340	25,642
	[June]	13,054	9,313	22,367	1,825*	314	24,506	1,281	25,787
Adjusted for seasonal variation									
1975	Mar	13,305	8,932	22,237	1,834	338	24,409		25,170
	June	13,253	8,963	22,216	1,825	336	24,377		25,249
	Sep	13,199	8,963	22,162	1,825*	340	24,327		25,373
	Dec	13,137	8,965	22,102	1,825*	339	24,266		25,429
1976	Mar	13,117	8,926	22,043	1,825*	337	24,205		25,445
	June	13,108	8,937	22,045	1,825*	336	24,206		25,522
	[Sep]	13,099	8,964	22,063	1,825*	338	24,226		25,557
	[Dec]	13,107	9,004	22,111	1,825*	334	24,270		25,606
1977	[Mar]	13,100	9,043	22,143	1,825*	330	24,298		25,642
	[June]	13,098	9,066	22,164	1,825*	327	24,316		25,740
	[Sep]	13,089	9,077	22,166	1,825*	328	24,319		25,786
	[Dec]	13,066	9,071	22,137	1,825*	324	24,286		25,730
1978	[Mar]	13,082	9,115	22,197	1,825*	321	24,343		25,762
	[June]	13,078	9,132	22,210	1,825*	318	24,353		25,765
	[Sep]	13,071	9,180	22,251	1,825*	320	24,396		25,764
	[Dec]	13,085	9,244	22,329	1,825*	317	24,471		25,803
1979	[Mar]	13,057	9,246	22,303	1,825*	315	24,443		25,805
	[June]	13,059	9,296	22,355	1,825*	314	24,494		25,803

1. From June 1976 the figures for employees in employment in the United Kingdom include the recent small revisions to the Northern Ireland figures. See page 41 of the January 1979 Gazette.
 2. From June 1978 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.
 3. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.
 * Estimates are assumed unchanged until later data becomes available.

EMPLOYMENT
Employees in employment

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousand)						Regional indices of employment ¹ (June 1974 = 100)				
		All industries and services			Agriculture, forestry and fishing	Index of Production industries II-XXI	of which manufacturing industries III-XIX	Service industries XXII-XXVII	Index of Production industries II-XXI	Manufacturing industries III-XIX	Service industries XXII-XXVII	
		All employees	Male	Female								
SIC 1968												
South East and East Anglia												
1977	[Dec]	35.99	7,993	4,650	3,343	117	2,617	2,090	5,260	94.4	93.9	102.6
1978	[Mar]	36.00	7,940	4,621	3,319	113	2,602	2,076	5,226	93.8	93.2	101.9
	[June]	35.93	7,985	4,642	3,344	122	2,603	2,074	5,260	93.9	93.2	102.6
	[Sep]	35.96	8,024	4,669	3,355	127	2,615	2,082	5,282	94.3	93.5	103.0
	[Dec]	36.05	8,076	4,667	3,409	119	2,614	2,081	5,343	94.3	93.5	104.2
1979	[Mar]	36.05	7,989	4,624	3,365	113	2,586	2,058	5,291	93.2	92.4	103.2
	[June]	35.96	8,044	4,643	3,401	114	2,592	2,053	5,337	93.5	92.2	104.1
South West												
1977	[Dec]	6.81	1,513	894	619	46	568	438	899	97.0	97.7	101.8
1978	[Mar]	6.81	1,502	890	612	45	564	434	893	96.3	96.9	101.2
	[June]	6.95	1,544	907	637	48	566	435	929	96.7	97.2	105.3
	[Sep]	6.95	1,550	910	639	48	570	439	931	97.4	97.9	105.5
	[Dec]	6.88	1,540	903	637	47	571	439	922	97.6	98.0	104.4
1979	[Mar]	6.91	1,532	899	633	46	570	439	917	97.3	97.9	103.8
	[June]	7.03	1,572	910	661	46	571	438	955	97.6	97.7	108.1
West Midlands												
1977	[Dec]	9.98	2,217	1,340	878	30	1,167	1,008	1,021	93.9	93.3	105.2
1978	[Mar]	10.01	2,208	1,336	873	30	1,162	1,003	1,017	93.5	92.8	104.8
	[June]	9.96	2,213	1,334	879	31	1,160	1,001	1,022	93.3	92.6	105.2
	[Sep]	9.95	2,219	1,337	882	33	1,159	1,000	1,027	93.3	92.5	105.8
	[Dec]	9.96	2,230	1,334	896	30	1,153	994	1,046	92.8	91.9	107.8
1979	[Mar]	9.91	2,197	1,320	877	29	1,138	979	1,030	91.6	90.6	106.1
	[June]	9.84	2,200	1,318	882	30	1,136	975	1,035	91.4	90.2	106.6
East Midlands												
1977	[Dec]	6.83	1,516	903	613	35	774	603	706	98.2	97.7	107.7
1978	[Mar]	6.81	1,503	900	604	32	768	596	703	97.5	96.7	107.2
	[June]	6.80	1,511	903	608	35	770	597	706	97.7	96.8	107.6
	[Sep]	6.80	1,517	907	610	38	774	600	706	98.2	97.4	107.6
	[Dec]	6.81	1,525	905	619	36	771	598	718	97.9	97.0	109.4
1979	[Mar]	6.82	1,512	899								

EMPLOYMENT

Employees in employment: by industry

TABLE 103 THOUSAND

GREAT BRITAIN		Index of Production Industries* II-XXI				Manufacturing Industries III-XIX												GREAT BRITAIN				
SIC 1968	All industries and services†	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	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	GREAT BRITAIN			
																			Feb	Mar		
1975	Feb	22,135	9,490	9,516	92.8	7,555	7,573	92.5	370	348	719	40	438	511	970	157	802	175	779	Feb	1975	
			9,437	9,478	92.4	7,503	7,533	92.0		350	710	40	436	510	966	157	797	175	771			Mar
			9,394	9,438	92.0	7,447	7,483	91.4		351	705	40	433	507	960	156	786	175	768				April
	May	9,352	9,394	91.6	7,389	7,427	90.7	350	702	40	430	505	955	154	777	174	757	May				
		9,300	9,332	91.0	7,334	7,369	90.0	350	701	39	428	501	949	154	768	174	748		June			
	July	9,294	9,288	90.5	7,318	7,319	89.4	349	716	40	430	498	945	153	761	173	741	July				
		9,280	9,256	90.2	7,304	7,288	89.0	349	717	40	430	495	943	152	760	174	741		Aug			
		9,224	9,251	92.8	7,280	7,253	88.6	391	349	707	39	428	493	944	152	757	174			742	Sep	
	Oct	9,233	9,189	89.6	7,253	7,218	88.1	348	707	39	425	489	938	152	756	177	737	Oct				
		9,217	9,166	89.3	7,239	7,193	87.8	348	709	39	423	487	936	151	753	177	736		Nov			
		9,153	9,153	89.2	7,214	7,177	87.6	361	347	705	39	423	485	932	151	748	176			738	Dec	
		9,193	9,153	89.2	7,214	7,177	87.6	361	347	705	39	423	485	932	151	748	176		738	Dec		
1976	Jan	21,920	9,118	9,134	89.0	7,150	7,157	87.4	358	348	692	39	419	480	926	150	740	176	735		Jan	1976
			9,094	9,119	88.9	7,122	7,140	87.2		347	685	39	419	477	924	149	736	176	733	Feb		
			9,070	9,108	88.8	7,104	7,130	87.1		346	683	39	419	475	921	148	734	176	732				Mar
	April	9,042	9,084	88.5	7,089	7,122	87.0	346	684	38	420	472	921	148	732	176	731	April				
		9,040	9,078	88.5	7,082	7,118	86.9	346	685	38	420	471	918	148	729	176	729		May			
	June	9,056	9,082	88.5	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733		June		
		[July]	9,098	9,084	88.5	7,142	7,135	87.1	345	709	38	423	470	919	148	732	176	735	[July]			
	[Aug]	9,110	9,081	88.5	7,156	7,136	87.1	345	712	37	425	472	919	149	732	175	738	[Aug]				
	[Sep]	9,119	9,094	88.6	7,172	7,152	87.3	390	345	704	38	425	475	925	148	735	177		745	[Sep]		
	[Oct]	9,145	9,107	88.8	7,198	7,167	87.5	345	707	37	426	476	925	149	739	177	748	[Oct]				
	[Nov]	9,153	9,109	88.8	7,209	7,169	87.5	344	707	38	427	476	925	149	741	176	751		[Nov]			
	[Dec]	9,146	9,110	88.8	7,207	7,175	87.6	376	344	705	37	426	477	923	149	742	176	754		[Dec]		
1977	[Jan]	22,008	9,100	9,116	88.9	7,171	7,181	87.7	358	344	696	37	425	477	919	148	738	175	754	[Jan]	1977	
			9,089	9,115	88.8	7,180	7,198	87.9		344	693	37	426	476	921	149	738	176	758			[Feb]
			9,089	9,125	88.9	7,181	7,207	88.0		345	692	37	426	476	922	148	738	175	758				[Mar]
	[April]	9,097	9,139	89.1	7,185	7,218	88.1	346	692	37	426	477	924	149	739	175	757	[April]				
		9,100	9,139	89.1	7,189	7,226	88.2	346	694	37	427	476	923	149	737	176	757		[May]			
	[June]	9,119	9,145	89.1	7,205	7,232	88.3	381	347	702	37	427	476	923	149	737	175	759		[June]		
		[July]	9,156	9,141	89.1	7,240	7,231	88.3	345	715	37	429	478	926	150	742	175	761	[July]			
	[Aug]	9,160	9,132	89.0	7,241	7,221	88.2	343	716	37	430	478	928	150	742	175	761	[Aug]				
	[Sep]	9,157	9,131	89.0	7,242	7,221	88.2	389	341	706	37	431	479	933	150	742	177		767	[Sep]		
	[Oct]	9,150	9,112	88.8	7,241	7,210	88.0	341	704	37	430	477	934	150	743	177	771	[Oct]				
	[Nov]	9,151	9,108	88.8	7,241	7,202	88.0	341	704	37	430	477	933	150	744	177	770		[Nov]			
	[Dec]	9,140	9,104	88.7	7,232	7,200	88.0	368	341	702	37	431	476	934	149	744	176	772		[Dec]		
1978	[Jan]	22,056	9,098	9,114	88.8	7,191	7,201	88.0	357	341	694	37	428	473	932	149	741	175	769	[Jan]	1978	
			9,093	9,119	88.9	7,187	7,204	88.0		341	689	37	428	472	929	149	742	175	770			[Feb]
			9,081	9,117	88.9	7,176	7,202	87.9		342	689	37	429	470	928	148	741	175	769				[Mar]
	[April]	9,066	9,110	88.8	7,162	7,196	87.9	342	689	37	429	467	927	147	740	174	765	[April]				
		9,061	9,103	88.7	7,151	7,191	87.8	342	689	37	428	462	926	147	739	175	765		[May]			
	[June]	9,076	9,104	88.7	7,161	7,190	87.8	377	341	696	36	429	459	925	147	740	175	764		[June]		
		[July]	9,114	9,101	88.7	7,194	7,187	87.8	340	708	37	432	458	925	148	742	174	765	[July]			
	[Aug]	9,112	9,090	88.6	7,191	7,176	87.6	336	709	37	434	458	924	148	744	174	764	[Aug]				
	[Sep]	9,108	9,083	88.5	7,187	7,166	87.5	391	335	701	37	434	458	928	148	745	174		767	[Sep]		
	[Oct]	9,102	9,064	88.3	7,178	7,147	87.3	335	700	37	433	455	924	148	747	174	767	[Oct]				
	[Nov]	9,102	9,060	88.3	7,178	7,140	87.2	334	698	37	433	454	923	149	747	174	765		[Nov]			
	[Dec]	9,089	9,053	88.2	7,167	7,135	87.1	373	333	694	37	433	454	922	149	745	173	763		[Dec]		
1979	[Jan]	22,162	9,043	9,059	88.3	7,119	7,129	87.0	356	334	682	36	430	452	918	149	742	172	761	[Jan]	1979	
			9,003	9,029	88.0	7,100	7,118	86.9		334	676	36	430	449	915	149	741	171	759			[Feb]
			8,995	9,031	88.0	7,089	7,115	86.9		334	677	36	430	448	912	148	739	169	758				[Mar]
	[April]	8,989	9,034	88.0	7,077	7,112	86.8	334	679	36	431	446	909	148	736	168	760	[April]				
		9,002	9,046	88.2	7,075	7,116	86.9	333	682	36	431	446	906	148	735	168	760		[May]			
	[June]	9,021	9,050	88.2	7,079	7,109	86.8	357	334	689	37	432	444	902	148	734	166	760		[June]		
		[July]	9,065	9,054	88.2	7,111	7,105	86.8	334	700	37	433	445	902	149	737	166	762	[July]			
	[Aug]	9,060	9,041	88.1	7,105	7,093	86.6	332	704	37	435	443	901	149	737	165	761	[Aug]				
	[Sep]	9,044	9,018	87.9	7,086	7,065	86.3	333	696	37	434	443	901	148	736	164	764		[Sep]			
	[Oct]	9,016	8,978	87.5	7,055	7,025	85.8	334	695	36	432	438	895	147	735	163	763	[Oct]				

* Excludes private domestic service.
 † These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in the *Employment Gazette*.

EMPLOYMENT

Employees in employment: by industry

TABLE 103 (continued) THOUSANDS

GREAT BRITAIN		Manufacturing Industries III-XIX																		GREAT BRITAIN																
SIC 1968	All industries and services†	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	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	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†	GREAT BRITAIN	
																																			Feb	Mar
1975	Feb	22,135	9,490	9,516	92.8	7,555	7,573	92.5	370	348	719	40	438	511	970	157	802	175	779	Feb	1975															
			9,437	9,478	92.4	7,503</																														

UNEMPLOYMENT Summary

TABLE 104 THOUSAND

UNITED KINGDOM	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†					
						Number	Percentage rate*	Change since previous month	Average change over 3 months ended	Male	Female		
1974 Nov 11e Dec 9	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	10.8	10.8	542.2	106.7	—
1975 Jan 20e Feb 10 Mar 10	3.3 3.4 3.4	771.8 791.8 802.6	635.1 650.2 657.7	136.7 141.6 144.9	9.1 9.3 6.7	762.7 782.4 795.9	703.1 733.8 768.8	3.0 3.1 3.3	— 30.7 35.0	— — —	581.2 605.2 630.2	121.9 128.6 138.6	4.6 — 0.1
April 14 May 12 June 9	3.6 3.6 3.7	845.0 850.3 866.1	690.2 693.9 706.6	154.9 156.4 159.4	21.8 15.8 19.9	823.2 834.5 846.1	812.1 858.5 905.0	3.4 3.6 3.8	43.3 46.4 46.5	36.3 41.6 45.4	663.7 698.2 733.2	148.4 160.3 171.8	94.8 — 3.8
July 14 Aug 11 Sep 8	4.2 4.9 4.9	990.1 1,151.0 1,145.5	784.5 885.2 883.3	205.6 265.8 262.2	62.1 165.6 124.2	927.9 985.4 1,021.3	960.5 993.2 1,030.1	4.1 4.2 4.4	55.5 32.7 36.9	49.5 44.9 41.7	775.5 798.8 826.0	185.0 194.4 204.1	97.8 99.3 103.8
Oct 9† Nov 13 Dec 11	4.9 5.0 5.1	1,147.3 1,168.9 1,200.8	888.8 909.0 940.5	258.5 259.9 260.3	69.6 43.8 35.0	1,077.6 1,125.1 1,165.8	1,088.7 1,129.4 1,166.5	4.6 4.8 4.9	58.6 40.7 37.1	42.7 45.4 45.5	865.9 895.4 923.1	222.8 234.0 243.4	18.1 — 10.7
1976 Jan 8 Feb 12 Mar 11	5.5 5.5 5.4	1,303.2 1,304.4 1,284.9	1,017.4e 1,014.6 997.7	285.8e 289.8 287.2	40.7 30.1 23.4	1,262.6 1,274.3 1,261.5	1,196.6 1,227.9 1,243.6	5.0 5.1 5.2	30.1 31.3 15.7	36.0 32.8 25.7	942.3e 959.9 967.2	254.3e 268.0 276.4	127.1 — 0.1
April 8 May 13 June 10	5.4 5.3 5.6	1,281.1 1,271.8 1,331.8	994.2 982.9 1,009.4	287.0 288.9 322.4	22.7 37.8 122.9	1,258.4 1,234.1 1,208.9	1,258.3 1,270.9 1,278.6	5.3 5.3 5.4	14.7 12.6 7.7	20.6 14.3 11.7	975.7 982.0 984.3	282.6 288.9 294.4	179.3 0.3 6.0
July 8 Aug 12 Sep 9	6.1 6.3 6.1	1,463.5 1,502.0 1,455.7	1,071.2 1,093.2 1,059.8	392.2 408.8 395.9	208.5 203.4 149.8	1,255.0 1,298.6 1,305.9	1,281.5 1,292.5 1,297.7	5.4 5.4 5.4	2.9 11.0 5.2	7.7 7.2 6.4	981.4 983.8 983.7	300.1 308.8 314.0	108.8 122.7 131.8
Oct 14 Nov 11 Dec 9e	5.8 5.7	1,377.1 1,371.0	1,010.0	367.1	82.7	1,294.4 1,320.0	1,296.9 1,317.5	5.4 5.5	-0.8 —	-5.1 —	980.3 —	316.6 —	9.1 —
1977 Jan 13 Feb 10 Mar 10	6.0 5.9 5.7	1,448.2 1,421.8 1,383.5	1,074.1 1,055.5 1,028.5	374.1 366.3 355.0	51.0 41.8 33.3	1,397.2 1,380.0 1,350.1	1,330.1 1,333.5 1,336.3	5.5 5.5 5.5	12.6 3.4 2.8	— 6.3 —	994.2 995.1 994.8	335.9 338.4 341.6	10.3 — —
April 14 May 12 June 9	5.8 5.6 6.0	1,392.3 1,341.7 1,450.1	1,032.4 994.3 1,050.8	359.9 347.4 399.2	53.6 45.1 149.0	1,338.7 1,296.6 1,301.1	1,344.0 1,339.7 1,376.5	5.6 5.6 5.7	7.7 -4.3 36.8	4.6 2.1 13.4	999.4 992.8 1,015.9	344.6 346.9 360.6	92.8 0.9 6.7
July 14 Aug 11 Sep 8	6.7 6.8 6.7	1,622.4 1,635.8 1,609.1	1,132.7 1,143.5 1,124.3	489.6 492.3 484.8	253.4 231.4 175.6	1,369.0 1,404.4 1,433.5	1,395.1 1,396.8 1,417.5	5.8 5.8 5.9	18.6 1.7 20.7	17.0 19.0 13.7	1,023.3 1,024.0 1,035.3	371.8 372.8 382.2	133.4 130.3 145.2
Oct 13 Nov 10 Dec 8	6.3 6.2 6.1	1,518.3 1,499.1 1,480.8	1,070.8 1,063.2 1,060.7	447.6 435.9 420.1	98.6 73.5 58.4	1,419.7 1,425.6 1,422.4	1,421.9 1,423.6 1,421.0	5.9 5.9 5.9	4.4 1.7 -2.6	8.9 8.9 1.2	1,036.4 1,035.7 1,032.6	385.5 387.9 388.4	13.4 — 3.0
1978 Jan 12 Feb 9 Mar 9	6.4 6.2 6.0	1,548.5 1,508.7 1,461.0	1,114.8 1,089.6 1,058.4	433.8 419.1 402.6	61.1 49.7 40.2	1,487.4 1,459.0 1,420.7	1,421.7 1,413.9 1,411.4	5.9 5.8 5.8	0.7 -7.8 -2.5	-0.1 -3.2 -3.2	1,031.5 1,026.3 1,023.9	390.1 387.7 387.5	16.3 0.6 0.2
April 13 May 11 June 8	6.0 5.7 6.0	1,451.8 1,386.8 1,446.1	1,045.4 1,001.1 1,022.9	406.4 385.7 423.1	60.8 48.2 145.6	1,391.0 1,338.6 1,300.5	1,403.0 1,384.8 1,376.1	5.8 5.7 5.7	-8.4 -18.2 -6.7	-6.2 -9.7 -11.1	1,012.8 999.9 990.3	390.2 384.9 387.7	53.0 1.2 6.8
July 6 Aug 10 Sep 14	6.6 6.7 6.3	1,585.8 1,608.3 1,517.7	1,087.3 1,099.0 1,041.1	498.5 509.3 476.6	243.3 222.1 139.2	1,342.5 1,386.2 1,378.5	1,370.2 1,373.4 1,360.2	5.7 5.7 5.6	-7.9 3.2 -13.2	-10.9 -3.8 -6.0	983.5 981.3 970.5	386.7 392.1 389.7	117.5 127.0 140.7
Oct 12 Nov 9 Dec 7	5.9 5.8 5.6	1,429.5 1,392.0 1,364.3	989.7 970.4 962.5	439.8 421.6 401.8	82.0 57.1 43.2	1,347.5 1,334.9 1,321.1	1,349.9 1,331.7 1,319.6	5.6 5.5 5.5	-10.3 -18.2 -12.1	-6.8 -13.9 -13.5	962.1 949.3 941.1	387.8 382.4 378.5	21.3 — 1.1
1979 Jan 11 Feb 8 Mar 8	6.0 6.0 5.8	1,455.3 1,451.9 1,402.3	1,034.8 1,039.5 1,005.5	420.5 412.4 396.8	47.4 39.4 31.2	1,407.8 1,412.5 1,371.1	1,342.1 1,366.5 1,361.5	5.5 5.6 5.6	22.5 24.4 -5.0	-2.6 11.6 14.0	957.2 979.5 974.5	384.9 386.9 387.0	33.4 0.4 —
April 5 May 10 June 14	5.5 5.4 5.5	1,340.6 1,299.3 1,343.9	959.2 922.1 930.2	381.4 377.2 413.7	25.8 39.3 143.8	1,314.8 1,260.0 1,200.1	1,327.4 1,306.4 1,278.7	5.5 5.4 5.3	-34.1 -21.0 -27.7	-4.9 -20.0 -27.6	944.9 924.3 897.5	382.5 382.1 381.2	56.3 0.4 9.8
July 12 Aug 9 Sep 13	6.0 6.0 5.8	1,464.0 1,455.5 1,394.5	980.5 974.9 936.1	483.5 480.6 458.4	215.4 183.5 114.3	1,248.6 1,272.0 1,280.2	1,278.7 1,264.7 1,263.9	5.3 5.2 5.2	— -14.0 -0.8	-16.2 -13.9 -4.9	891.8 880.0 878.1	386.8 384.7 385.7	121.5 114.7 127.1
Oct 11§ Nov 8	5.6 5.6	1,367.6 1,355.2	925.8 924.4	441.9 430.8	69.4 49.7	1,298.3 1,305.5	1,282.0 1,282.1	5.3 5.3	18.1 0.1	1.1 5.8	891.4 893.4	390.6 388.7	22.1 —

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year.
 † From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—notified during the four days following the date of the count were discontinued.
 ‡ The seasonally adjusted series from January 1976 onwards have been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.
 § From October 1979, the figures are affected by the introduction of fortnightly payments of benefit. The seasonally adjusted figures have been adjusted to take account of this as described on p 1151 of the November 1979 issue of *Employment Gazette*.

UNEMPLOYMENT Summary

TABLE 105 THOUSAND

GREAT BRITAIN	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†					
						Number	Percentage rate*	Change since previous month	Average change over 3 months ended	Male	Female		
1974 Nov 11e Dec 9	2.7	621.4	516.3	105.1	8.0	613.4	618.5	2.7	10.1	10.2	519.7	98.8	—
1975 Jan 20e Feb 10 Mar 10	3.2 3.3 3.3	738.0 757.1 768.4	610.0 624.6 632.8	128.0 132.5 135.6	8.0 8.4 5.8	730.0 748.7 762.6	672.3 701.2 735.7	2.9 3.0 3.2	— 28.9 34.5	— — —	558.5 581.4 606.3	113.8 119.8 129.4	4.0 — —
April 14 May 12 June 9	3.5 3.5 3.6	808.2 813.1 828.5	663.3 666.9 679.6	144.9 146.2 148.9	19.9 14.3 18.4	788.3 798.8 810.1	777.0 821.6 867.4	3.4 3.6 3.8	41.3 44.6 45.8	34.9 40.1 43.9	638.1 671.5 706.1	138.9 150.1 161.3	91.5 — 2.8
July 14 Aug 11 Sep 8	4.1 4.8 4.8	944.4 1,102.0 1,096.9	753.0 851.5 849.9	191.3 250.5 247.0	55.3 158.2 117.9	889.1 943.8 979.0	921.9 952.3 988.2	4.0 4.1 4.3	54.5 30.4 35.9	48.3 43.6 40.3	747.7 769.3 795.8	174.2 183.0 192.4	92.0 93.5 97.4
Oct 9† Nov 13 Dec 11	4.8 4.9 5.0	1,098.6 1,120.1 1,152.5	855.1 875.0 906.6	243.5 245.2 245.9	65.3 40.4 32.1	1,033.3 1,079.7 1,120.4	1,043.6 1,083.8 1,120.8	4.5 4.7 4.9	55.4 40.2 37.0	40.6 43.8 44.2	833.6 862.8 890.6	210.0 221.0 230.2	15.6 — 10.5
1976 Jan 8e Feb 12 Mar 11	5.4 5.4 5.3	1,251.8 1,253.4 1,234.6	981.3e 978.8 962.5	270.5e 274.6 272.1	38.0 28.0 21.7	1,213.8 1,225.4 1,212.9	1,149.5 1,180.0 1,194.9	4.9 5.1 5.1	28.7 30.5 14.9	35.3 32.1 24.7	909.1e 947.2 933.2	240.4e 253.7 261.7	120.6 — —
April 8 May 13 June 10	5.3 5.2 5.5	1,231.2 1,220.4 1,277.9	959.1 947.1 972.4	272.1 273.3 305.5	21.3 35.1 118.2	1,209.9 1,285.3 1,159.7	1,209.5 1,220.8 1,227.6	5.2 5.2 5.3	14.6 11.3 6.8	20.0 13.6 10.9	941.6 947.2 948.9	267.9 273.6 278.7	172.3 0.3 4.6
July 8 Aug 12 Sep 9	6.0 6.2 6.0	1,402.5 1,440.0 1,395.1	1,030.7 1,052.3 1,019.6	371.8 387.7 375.5	199.4 194.5 142.3	1,203.1 1,245.4 1,252.8	1,230.1 1,240.7 1,245.5	5.3 5.3 5.3	2.5 10.6 4.8	6.9 6.6 6.0	945.7 947.9 947.5	284.4 292.8 298.0	102.0 116.5 125.0
Oct 14 Nov 11 Dec 9e	5.7 5.6	1,320.9 1,316.0	972.2	348.8	78.0	1,243.0 1,268.0	1,244.5 1,264.9	5.3 5.4	-1.0 —	4.8 —	943.9	300.6	8.0
1977 Jan 13 Feb 10 Mar 10	5.9 5.8 5.6	1,390.2 1,365.2 1,328.1	1,034.0 1,016.0 989.5	356.2 349.1 338.6	48.2 39.4 31.3	1,342.0 1,325.8 1,296.8	1,276.7 1,280.2 1,282.8	5.4 5.4 5.4	11.8 3.5 2.6	— 6.0 —	957.0 957.9 957.2	319.7 322.3 325.6	9.5 — —
April 14 May 12 June 9	5.7 5.5 5.9	1,335.6 1,285.7 1,390.4	992.5 954.6 1,009.4	343.1 331.1 381.0	50.4 42.0 142.7	1,285.3 1,243.7 1,247.7	1,290.2 1,285.4 1,321.2	5.5 5.5 5.5	7.4 -4.8 35.8	4.5 1.7 12.8	961.7 954.5 977.0	328.5 330.9 334.2	91.0 0.9 5.4
July 14 Aug 11 Sep 8	6.6 6.7 6.5	1,553.5 1,567.0 1,541.8	1,087.3 1,097.9 1,079.6	466.2 469.1 462.3	241.6 220.4 166.2	1,311.9 1,346.6 1,375.7	1,338.8 1,340.5 1,360.9	5.7 5.7 5.8	17.6 1.7 20.4	16.2 18.4 13.2	984.1 984.7 995.9	354.7 355.8 365.0	127.1 124.6 138.4
Oct 13 Nov 10 Dec 8	6.2 6.1 6.0	1,456.6 1,438.0 1,419.7	1,028.7 1,021.5 1,018.5	427.9 416.5 401.2	92.6 68.6 54.3	1,364.0 1,369.4 1,365.4	1,365.3 1,366.7 1,363.2	5.8 5.8 5.8	4.4 1.4 -3.5	8.8 8.7 0.8	996.6 995.8 991.9	368.7 370.9 371.3	11.6 — 3.0
1978 Jan 12 Feb 9 Mar 9	6.3 6.1 5.9	1,484.7 1,445.9 1,399.0	1,070.2 1,045.2 1,014.4	414.5 400.7 384.6	57.4 46.6 37.6	1,427.3 1,399.2 1,361.3	1,363.3 1,355.0 1,351.8	5.8 5.7 5.7	0.1 -8.3 -3.2	-0.7 -3.9 -3.8			

UNEMPLOYMENT By region

Table 106 (continued)

THOUSAND

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†	Percentage rate*	Change since previous month	Average change over 3 months ended	Male		Female
WALES													
1978 Nov 9	8.2	89.2	60.1	29.2	5.0	84.2	83.0	7.6	-1.0	-1.0	57.5	25.5	—
Dec 7	8.0	87.9	60.3	27.6	4.0	83.9	82.0	7.5	-1.0	-0.8	57.1	24.8	—
1979 Jan 11	8.5	92.5	64.4	28.1	3.6	88.9	84.3	7.7	2.3	0.1	59.1	25.2	1.3
Feb 8	8.4	91.9	64.3	27.5	2.9	88.9	85.9	7.9	1.6	1.0	60.4	25.5	—
Mar 8	8.1	88.5	62.1	26.4	2.4	86.0	85.1	7.8	-0.8	1.0	60.1	25.1	—
April 5	7.7	84.2	58.7	25.5	2.1	82.1	82.0	7.5	-3.1	-0.8	57.4	24.7	4.6
May 10	7.6	83.0	56.7	26.3	3.9	79.1	81.4	7.4	-0.6	-1.5	55.9	25.5	—
June 14	7.3	80.0	54.1	25.9	5.7	74.3	79.1	7.2	-2.3	-2.0	54.1	25.0	0.2
July 12	8.4	91.3	58.9	32.4	15.4	75.9	79.1	7.2	—	-1.0	53.4	25.6	9.5
Aug 9	8.3	90.6	58.5	32.2	14.3	76.4	77.8	7.1	-1.3	-1.2	52.3	25.4	8.9
Sep 13	7.9	86.5	55.7	30.8	8.9	77.6	78.0	7.1	0.2	-0.4	52.3	25.7	10.0
Oct 11§	7.9	85.8	55.4	30.4	5.7	80.1	78.4	7.2	0.4	-0.2	52.4	26.0	1.0
Nov 8	7.8	85.2	55.4	29.8	4.2	81.0	78.6	7.2	0.2	0.3	52.5	26.1	—
SCOTLAND													
1978 Nov 9	7.7	173.9	114.5	59.4	7.7	166.2	166.4	7.3	-2.0	-0.7	111.2	55.2	—
Dec 7	7.6	171.7	114.2	57.5	6.0	165.7	164.5	7.3	-1.9	-1.2	109.9	54.7	—
1979 Jan 11	8.4	190.3	126.9	63.4	13.0	177.3	166.1	7.3	1.6	-0.8	110.9	55.2	4.4
Feb 8	8.4	191.7	128.7	63.0	11.3	180.4	172.9	7.6	6.8	2.2	116.2	56.7	0.4
Mar 8	8.0	183.0	123.3	59.7	8.3	174.7	170.9	7.5	-2.0	2.1	115.3	55.5	—
April 5	7.7	175.6	117.7	57.9	6.7	168.9	169.1	7.4	-1.8	1.0	113.3	55.8	9.4
May 10	7.3	165.4	109.7	55.7	4.9	160.5	165.9	7.3	-3.2	-2.3	110.1	55.8	0.3
June 14	8.0	182.8	117.5	65.3	25.5	157.2	164.5	7.2	-1.4	-2.1	108.2	56.3	4.0
July 12	8.2	187.4	119.4	68.0	24.7	162.7	166.7	7.4	2.2	-0.8	108.5	58.2	12.5
Aug 9	8.2	186.0	119.3	66.7	20.7	165.3	165.7	7.3	-1.0	-0.1	108.1	57.6	11.9
Sep 13	7.8	177.2	113.7	63.5	12.9	164.4	167.7	7.4	2.0	1.1	109.5	58.2	14.4
Oct 11§	7.8	178.5	114.6	63.9	9.5	169.0	169.7	7.5	2.0	1.0	110.7	59.0	2.3
Nov 8	7.9	179.5	115.6	63.9	7.1	172.5	170.0	7.5	0.3	1.4	111.0	58.9	—
NORTHERN IRELAND													
1978 Nov 9	10.8	61.2	41.7	19.6	4.2	57.0	57.7	10.2	-2.2	-1.1	40.1	17.6	—
Dec 7	10.8	61.1	42.2	18.9	3.4	57.7	58.6	10.3	0.9	-0.8	41.1	17.5	—
1979 Jan 11	11.3	64.1	44.9	19.2	3.1	61.0	59.3	10.4	0.7	-0.2	41.7	17.6	1.3
Feb 8	11.3	64.2	45.5	18.7	2.7	61.6	60.8	10.7	1.5	1.0	42.9	17.8	—
Mar 8	11.0	62.4	44.3	18.2	2.3	60.2	60.5	10.7	-0.3	0.6	42.6	17.9	—
April 5	10.7	60.8	43.0	17.8	1.9	58.9	59.4	10.5	-1.1	—	41.7	17.7	0.7
May 10	10.7	60.8	42.6	18.2	3.1	57.7	59.2	10.4	-0.2	-0.5	41.2	18.0	0.1
June 14	11.1	62.8	43.0	19.8	6.7	56.1	57.9	10.2	-1.3	-0.9	39.9	18.0	2.7
July 12	12.7	72.0	46.8	25.2	11.2	60.8	59.7	10.5	1.8	0.1	40.3	19.3	5.8
Aug 9	12.6	71.6	46.7	24.9	10.4	61.2	59.5	10.5	-0.2	0.1	40.3	19.2	5.4
Sep 13	12.2	69.6	45.8	23.8	8.3	61.3	59.8	10.5	0.3	0.6	40.5	19.2	5.5
Oct 11	11.4	64.8	43.0	21.8	5.3	59.5	60.4	10.6	0.6	0.2	40.9	19.3	1.1
Nov 8	11.1	62.9	42.4	20.5	4.2	58.7	59.5	10.5	-0.9	—	40.7	18.9	—

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of provisional estimates of the numbers of employees (employed and unemployed) at the appropriate mid-year except for Northern Ireland for which the provisional mid-1978 estimates have been used.
 † The seasonally adjusted series have been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.
 ‡ Includes Greater London.
 § From October 1979 the figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this, as described on page 1151 of the November 1979 issue of *Employment Gazette*.

UNEMPLOYMENT Duration and age

TABLE 107

THOUSAND

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed
1974 Oct 14	166	9	354	91	620	172	9	377	93	651
Nov 11	154	9	372	92	627	160	9	397	94	660
Dec 9	...	...	...	...	...	...	...	...	...	...
1975 Jan 20	...	...	...	...	738	...	...	...	...	...
Feb 10	174	10	485	96	765	180	10	512	98	773
Mar 10	162	9	509	97	777	168	9	535	99	800
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
Aug 11	322	12	679	104	1,117	332	12	716	106	1,166
Sep 8	227	12	767	109	1,115	237	12	805	111	1,165
Oct 9	231	12	746	110	1,099	239	12	787	112	1,150
Nov 13	213	12	783	112	1,120	221	12	822	114	1,169
Dec 11	198	11	826	118	1,153	205	11	865	120	1,201
1976 Jan 8	196	11	923	122	1,252	202	11	973	124	1,310
Feb 12	202	11	918	122	1,253	209	11	960	124	1,304
Mar 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
Aug 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
Sep 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
Oct 14	240	10	946	125	1,321	248	10	992	127	1,377
Nov 11	...	...	...	...	...	...	...	...	...	...
Dec 9	...	...	...	...	1,316	...	...	...	...	1,371
1977 Jan 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
Feb 10	201	10	1,028	126	1,365	208	10	1,076	128	1,422
Mar 10	183	10	1,010	125	1,328	190	10	1,057	127	1,383
April 14	213	10	989	123	1,336	221	10	1,036	125	1,392
May 12	187	10	969	120	1,286	193	10	1,016	122	1,342
June 9	278	10	982	120	1,390	289	10	1,030	122	1,450
July 14	379	10	1,046	118	1,553	394	10	1,099	120	1,622
Aug 11	257	12	1,178	120	1,567	265	12	1,237	122	1,636
Sep 8	232	10	1,175	125	1,542	241	10	1,231	127	1,609
Oct 13	243	10	1,079	125	1,457	251	10	1,130	127	1,518
Nov 10	220	10	1,083	125	1,438	227	10	1,135	127	1,499
Dec 8	192	9	1,092	126	1,420	200	9	1,144	128	1,481
1978 Jan 12	190	9	1,156	130	1,485	197	9	1,241	132	1,549
Feb 9	194	9	1,114	129	1,446	201	9	1,167	131	1,509
Mar 9	180	9	1,082	128	1,399	187	9	1,135	130	1,461
April 13	211	9	1,041	127	1,387	220	9	1,094	129	1,452
May 11	176	9	1,015	125	1,325	182	9	1,069	127	1,387
June 8	267	9	983	123	1,381	277	9	1,035	125	1,446
July 6	357	9	1,024	122	1,512	374	9	1,078	125	1,586
Aug 10	241	9	1,160	124	1,534	251	9	1,222	127	1,608
Sep 14	211	9	1,102	125	1,447	220	9	1,161	128	1,518
Oct 12	225	10	1,006	124	1,365	233	10	1,060	127	1,430
Nov 9	195	8	1,004	124	1,331	202	8	1,056	126	1,392
Dec 7	183	8	988	124	1,303	191	8	1,040	126	1,364
1979 Jan 11	193	8	1,063	127	1,391	200	8	1,117	130	1,455
Feb 8	192	8	1,061	127	1,388	199	8	1,115	130	1,452

UNEMPLOYMENT By industry*: excluding school leavers

TABLE 108

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	All unemployed
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Number (thousand)											
1975 Nov	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976 Feb	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.8	56.6	141.8	1,185.3
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov	..	..	..	..	..	..	..	..	..	..	..
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 Nov§	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
Percentage rate†											
1975 Nov	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	..	4.7
1976 Feb	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	..	5.3
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	..	5.1
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1976 Nov	..	..	..	..	..	..	..	..	..	..	..
1977 Feb	6.6	4.7	4.5	15.9	2.8	4.3	5.0	3.3	4.2	..	5.6
1977 May	5.9	4.6	4.4	14.3	2.6	4.0	4.7	2.9	4.2	..	5.3
1977 Aug	5.7	5.8	4.5	13.7	2.7	3.9	4.9	3.1	4.5	..	5.7
1977 Nov	6.4	6.1	4.5	14.2	2.6	4.2	4.9	3.5	4.8	..	5.8
1978 Feb	7.2	6.2	4.6	15.6	2.6	4.3	5.2	3.4	4.8	..	5.9
1978 May	6.0	6.1	4.5	13.1	2.5	3.9	4.7	3.0	4.6	..	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.4	3.7	4.7	3.0	4.6	..	5.6
1978 Nov	5.9	6.7	4.2	11.7	2.4	3.8	4.5	3.3	4.7	..	5.4
1979 Feb	7.2	6.9	4.5	14.4	2.5	4.1	4.8	3.3	4.8	..	5.7
1979 May	5.8	6.5	4.2	11.3	2.2	3.6	4.3	2.8	4.3	..	5.1
1979 Aug	5.2	6.8	4.2	9.8	2.1	3.4	4.3	2.8	4.2	..	5.1
1979 Nov§	5.6	6.9	4.3	10.7	2.1	3.7	4.4	3.2	4.5	..	5.3
Number, seasonally adjusted (thousand)‡											
1975 Nov	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1976 Feb	22.1	17.2	349.1	204.8	8.6	60.8	122.7	197.8	55.2	141.7	1,180.0
1976 May	22.8	17.9	355.4	208.4	8.8	61.1	128.2	204.8	58.3	155.1	1,220.8
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov	..	..	..	..	..	..	..	..	..	..	..
1977 Feb	24.2	16.8	334.7	209.1	9.5	60.4	134.5	223.1	68.3	199.6	1,280.2
1977 May	24.6	17.5	333.0	206.3	9.4	60.6	134.6	224.6	70.6	204.2	1,285.4
1977 Aug	24.8	20.7	339.7	206.8	9.4	60.9	138.3	233.0	74.5	232.4	1,340.5
1977 Nov	25.9	21.8	344.9	208.7	9.2	61.9	140.9	241.4	77.2	234.8	1,366.7
1978 Feb	26.2	22.6	337.5	202.8	8.8	60.5	139.2	237.8	78.4	241.2	1,355.0
1978 May	25.0	23.0	336.4	188.9	8.8	59.4	135.9	232.6	78.3	236.7	1,325.0
1978 Aug	24.0	23.7	334.4	179.5	8.4	57.7	133.4	228.2	77.4	245.6	1,312.3
1978 Nov	23.4	24.1	325.4	171.5	8.3	56.2	128.6	225.3	76.2	235.0	1,274.0
1979 Feb	24.6	24.6	324.2	185.7	8.6	57.3	131.1	229.7	78.0	241.9	1,305.7
1979 May	22.8	24.2	316.9	162.5	7.9	55.3	126.2	223.1	74.4	233.9	1,247.2
1979 Aug	21.3	23.7	307.9	150.6	7.2	53.6	122.5	219.4	70.9	228.1	1,205.2
1979 Nov§	21.2	24.1	325.0	157.5	7.4	54.8	127.6	227.3	73.4	224.2	1,222.5

* Classified by industry in which last employed.
 † The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, the provisional estimate for mid-1979 has been used to calculate percentage rates from 1979 onwards.
 ‡ The series from January 1976 onwards have been calculated as described on page 479 of the May 1979 issue of *Employment Gazette*.
 § From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figure has been amended to take account of this.

UNEMPLOYMENT Numbers registered at employment offices: by occupation

TABLE 109

GREAT BRITAIN	Managerial and professional	Clerical and related*	Other non-manual occupations†	Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	General labourers	Other manual occupations§	All occupations
MALES							
1976 June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
1976 Sep	65,013	83,773	24,860	137,903	374,066	231,679	917,294
1976 Dec	..	..	..	..	..	..	..
1977 Mar	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 Sep	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 Dec	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978 Mar	72,446	79,503	27,749	151,425	394,500	247,567	973,190
1978 June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
1978 Sep	75,100	80,501	25,147	120,936	379,214	214,152	895,050
1978 Dec	70,827	75,114	24,557	119,473	372,326	215,673	877,970
1979 Mar	70,239	75,017	25,615	136,214	387,000	231,800	925,885
1979 June	63,054	68,594	21,997	106,436	344,910	189,320	794,311
1979 Sep	71,260	72,886	22,326	101,221	350,700	188,782	807,175
Percentage of number unemployed							
1976 June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
1976 Sep	7.1	9.1	2.7	15.0	40.8	25.3	100.0
1976 Dec	..	..	..	..	..	..	..
1977 Mar	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 Sep	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 Dec	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978 Mar	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.4	9.0	2.8	13.5	42.4	23.9	100.0
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
1979 Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
FEMALE							
1976 June	16,216	77,624	31,488	7,765	53,526	52,596	239,215
1976 Sep	24,011	97,455	36,021	8,168	60,539	59,024	285,218
1976 Dec	..	..	..	..	..	..	..
1977 Mar	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 Sep	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1977 Dec	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978 Mar	31,840	107,358	48,963	9,558	71,037	74,163	342,919
1978 June	27,931	98,487	45,497	9,682	69,095	69,100	320,092
1978 Sep	38,928	112,235	46,937	9,876	75,161	74,049	357,186
1978 Dec	34,860	103,623	47,392	9,037	72,011	74,302	341,225
1979 Mar	33,487	104,306	49,969	9,289	73,063	75,694	345,808
1979 June	29,272	96,515	43,975	9,043	68,592	68,639	316,036
1979 Sep	38,485	112,564	47,071	9,243	73,379	73,642	354,384
Percentage of number unemployed							
1976 June	6.8	32.4	13.2	3.2	22.4	22.0	100.0
1976 Sep	8.4	34.2	12.6	2.9	21.2	20.7	100.0
1976 Dec	..	..	..	..	..	..	..
1977 Mar	7.9	33.1	13.9	2.8	20.5	21.9	100.0
1977 June	8.5	32.7	13.6	2.8	21.0	21.3	100.0
1977 Sep	11.0	33.3	12.8	2.7	20.1	20.0	100.0
1977 Dec	10.2	32.0	13.5	2.7	20.1	21.5	100.0
1978 Mar	9.3	31.3	14.3	2.8	20.7	21.6	100.0
1978 June	8.7	30.8	14.2	3.0	21.7	21.6	100.0
1978 Sep	10.9						

UNEMPLOYMENT

By age

TABLE 110 THOUSAND

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE										
1976	Jan	57.5	73.0	166.8	221.4	145.2	127.1	58.8	131.6	981.3
	July	146.6	70.3	155.2	206.9	137.2	123.3	58.6	132.5	1,030.7
1977	Jan	62.9	72.5	170.4	236.9	152.5	134.1	66.1	138.6	1,034.0
	July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978	Jan	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
	July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
Percentage of number unemployed										
1976	Jan	5.9	7.4	17.0	22.6	14.8	13.0	6.0	13.4	100.0
	July	14.2	6.8	15.1	20.1	13.3	12.0	5.7	12.9	100.0
1977	Jan	6.1	7.0	16.5	22.9	14.7	13.0	6.4	13.4	100.0
	July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978	Jan	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
	July	15.3	7.3	14.0	19.6	12.7	11.9	6.7	12.5	100.0
	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	18.8	12.4	11.9	7.6	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
FEMALE										
1976	Jan	48.6	45.5	62.2	43.9	24.0	29.5	15.8	1.1	270.5
	July	121.8	51.6	69.7	49.9	27.8	32.7	17.0	1.3	371.8
1977	Jan	59.5	57.4	84.5	62.3	32.8	38.5	19.9	1.4	356.2
	July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978	Jan	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
Percentage of number unemployed										
1976	Jan	18.0	16.8	23.0	16.2	8.9	10.9	5.8	0.4	100.0
	July	32.8	13.9	18.7	13.4	7.5	8.8	4.6	0.3	100.0
1977	Jan	16.7	16.1	23.7	17.5	9.2	10.8	5.6	0.4	100.0
	July	31.4	14.3	19.5	14.2	7.5	8.5	4.3	0.3	100.0
1978	Jan	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit. (See page 1151 of the November 1979 issue of *Employment Gazette*).

UNEMPLOYMENT

By duration

TABLE 111 THOUSAND

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE									
1976	April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
	July	213.4	142.9	206.7	142.7	223.6	243.5	229.8	1,402.5
	Oct	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977	Jan	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
	April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
	July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
	Oct	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978	Jan	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
	April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
	July	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5
	Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
Percentage of number unemployed									
1976	April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
	July	15.2	10.2	14.7	10.2	15.9	17.4	16.4	100.0
	Oct	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977	Jan	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
	April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
	July	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0
	Oct	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978	Jan	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
	April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
	July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
	Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
MALE									
1976	April	89.0	66.8	111.9	111.3	190.2	203.6	186.2	959.1
	July	135.0	94.8	142.1	102.7	165.2	189.1	201.8	1,030.7
	Oct	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977	Jan	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
	April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
	July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
	Oct	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978	Jan	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
	April	79.3	69.4	102.8	101.7	177.7	199.9	270.4	999.9
	July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
	Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
FEMALE									
1976	April	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1
	July	78.4	48.0	64.6	40.0	58.3	54.4	28.0	371.8
	Oct	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977	Jan	38.2	23.4	48.3	52.3	69.9	61.9	41.9	356.2
	April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
	July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
	Oct	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978	Jan	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5
	April	36.0	35.2	46.2	46.3	76.1	85.9	61.9	387.6
	July	84.3	57.4	77.2	43.0	74.9	72.7	64.2	473.7
	Oct	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9
1979	Jan	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
	April	25.6	26.4	44.7	47.7	70.8	78.4	69.9	363.6
	July	66.6	68.3	78.0	39.0	66.7	68.0	71.7	458.3
	Oct*	42.6	39.7	60.5	51.9	87.3	66.1	72.0	420.1

* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit. (See page 1151 of the November 1979 issue of *Employment Gazette*).

UNEMPLOYMENT**By entitlement to benefit**

TABLE 112

THOUSAND

GREAT BRITAIN		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	All unemployed
1974	May	172	58	186	119	535
	Nov	209	67	201	144	621
1975	Feb	271	91	236	159	757
	May	303	96	252	162	813
	Nov	421	124	373	202	1,120
1976	Feb	483	152	416	202	1,253
	May	454	143	420	203	1,220
	Nov	...	...	...	...	...
1977	Feb	469	144	535	217	1,365
	May	427	136	511	211	1,286
	Nov	470	129	574	265	1,438
1978	Feb	480	138	561	267	1,446
	May	426	117	528	254	1,325
	Nov	419	94	537	280	1,331

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

British Labour Statistics Yearbook 1976

This series of yearbooks follows the publication of British Labour Statistics: Historical Abstract 1886-1968 (HMSO 1971). The yearbooks bring together, in a single volume for each calendar year, all the main statistics published in the Department of Employment Gazette for years from 1969 onwards; so that the yearbooks, together with the Historical Abstract for years up to 1968, provide a convenient standard source of reference. This 1976 Yearbook contains 372 pages including graphs, tables and a list of appendices. The topics covered include wage rates and normal hours, earnings and hours worked, unemployment, membership of trade unions, industrial disputes and accidents and labour costs. This will be a most valuable source-book for everyone concerned with the study and formulation of economic policies.

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UNEMPLOYMENT

Selected countries: national definitions

TABLE 113

THOUSAND

	United Kingdom* †		Bel- gium‡	Den- mark§	France*	Ger- many*	Ireland‡	Italy||	Nether- lands*	Austria*	Greece*	Norway*	Spain*	Sweden¶	Switzer- land*	Austra- lia*	Japan¶	Canada¶	United States¶
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1974	615**	600**	105	50	498	583	48	997	135	41	27	10.7	150	80	0.2	122	740	521	5,076
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830
1976	1,359**	1,270**	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288
1977	1,484	1,378	264	164	1,073	1,030	82	1,380	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856
1978	1,475	1,376	282	190	1,167	993	75	1,529	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047
Quarterly averages																			
1978 Q1	1,506	1,456	292	216	1,108	1,179	82	1,562	216	84	44	21.1	741	99	13.6	429	1,343	1,001	6,705
Q2	1,428	1,343	274	182	1,047	930	76	1,475	186	47	23	15.3	786	86	9.3	396	1,240	933	5,823
Q3	1,571	1,369	271	173	1,179	904	71	1,488	209	37	20	18.0	837	106	7.9	388	1,203	881	6,055
Q4	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	903	84	11.2	410	1,163	829	5,605
1979 Q1	1,436	1,397	299	203	1,337	1,088		1,691	222	87	48	32.0	947	100	14.5	475	1,277	969	6,360
Q2	1,328	1,258	284	152	1,261	805		1,590	193	46	21	22.2	1,015	85	10.3		1,153	859	5,683
Q3	1,438	1,267	288	137	1,328	780		1,540	214	34	18	20.2	1,071	92	8.1	399	1,140	761	6,013
Monthly																			
1979 June	1,344	1,200	276	136	1,233	763		1,578	198	34	17	18.5	1,030	96	9.3		1,110	798	6,235
July	1,464	1,249	289	131	1,257	804		1,572	211	34	18	18.5	1,052	86	8.6	410	1,160	793	6,104
Aug	1,455	1,272	288	143	1,303	799		1,516	218	33	17	22.2	1,065	102	8.1	397	1,180	772	6,137
Sep	1,395	1,280	287	137	1,424	737		1,590	213	36	18	20.0	1,095	89	7.7	390	1,080	719	5,798
Oct	1,368	1,298	296		1,480	762		[1,630]	207	50	23	19.9	1,107	78	7.8			743	5,781
Nov	1,355	1,306	309		1,473	799													5,776
Percentage rate latest month	5.6		11.4	5.2	7.8	3.5	10.3††	[7.6]	5.0	1.7	1.7	1.1	8.5	1.8	0.3	6.1	1.9	6.6	5.6
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1978 Q1		1,416	279	183	1,061	1,011	78		205	58	30	17.0	725	88			1,173	901	6,179
Q2		1,389	285	184	1,139	1,000	76		202	58	28	18.4	781	97			1,251	922	6,028
Q3		1,368	284	186	1,234	995	74		206	59	30	20.8	852	107			1,288	921	6,027
Q4		1,334	281	188	1,224	952	72		209	60	35	23.8	907	85			1,251	900	5,908
1979 Q1		1,357	287	172	1,285	920			211	60	34	27.9	937	88			1,118	882	5,878
Q2		1,304	296	157	1,369	875			210	57	27 e	25.3	1,015	96			1,162	855	5,880
Q3		1,269	302	149	1,388	871			211	55	28 e	23.0 e	1,090	93			1,220	802	5,994
Monthly																			
1979 June		1,279	298	152	1,393	882			214	54	28 e	23.3	1,049	107			1,133	831	5,774
July		1,279	300	151	1,404	881			212	55	29 e	23.9	1,074	99			1,273	802	5,848
Aug		1,265	303	149	1,406	875			210	55	27 e	23.4	1,082	97			1,250	809	6,149
Sep		1,264	302	147	1,355	856			210	57 e	27 e	21.8 e	1,115	83			1,138	794	5,985
Oct		1,282	298 e		1,340	832 e			208 e	57 e	31 e	20.9 e	1,118 e	76 e				843	6,182
Nov		1,282	294 e		1,345	823 e													6,039
Percentage rate latest month		5.3	10.8 e	5.5	7.1	3.6 e	9.6 e††		5.0 e	2.0 e	2.2 e	1.1 e	8.6 e	1.7			2.0	7.4	5.8

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

- (1) by counting registrations for employment at local offices;
- (2) by conducting a labour force survey from a sample number of households.

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

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

† From October 1979 the unadjusted figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this as described in the November issue of *Employment Gazette* (page 1151).

‡ Insured unemployed. Rates are calculated as percentages of total insured population.

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

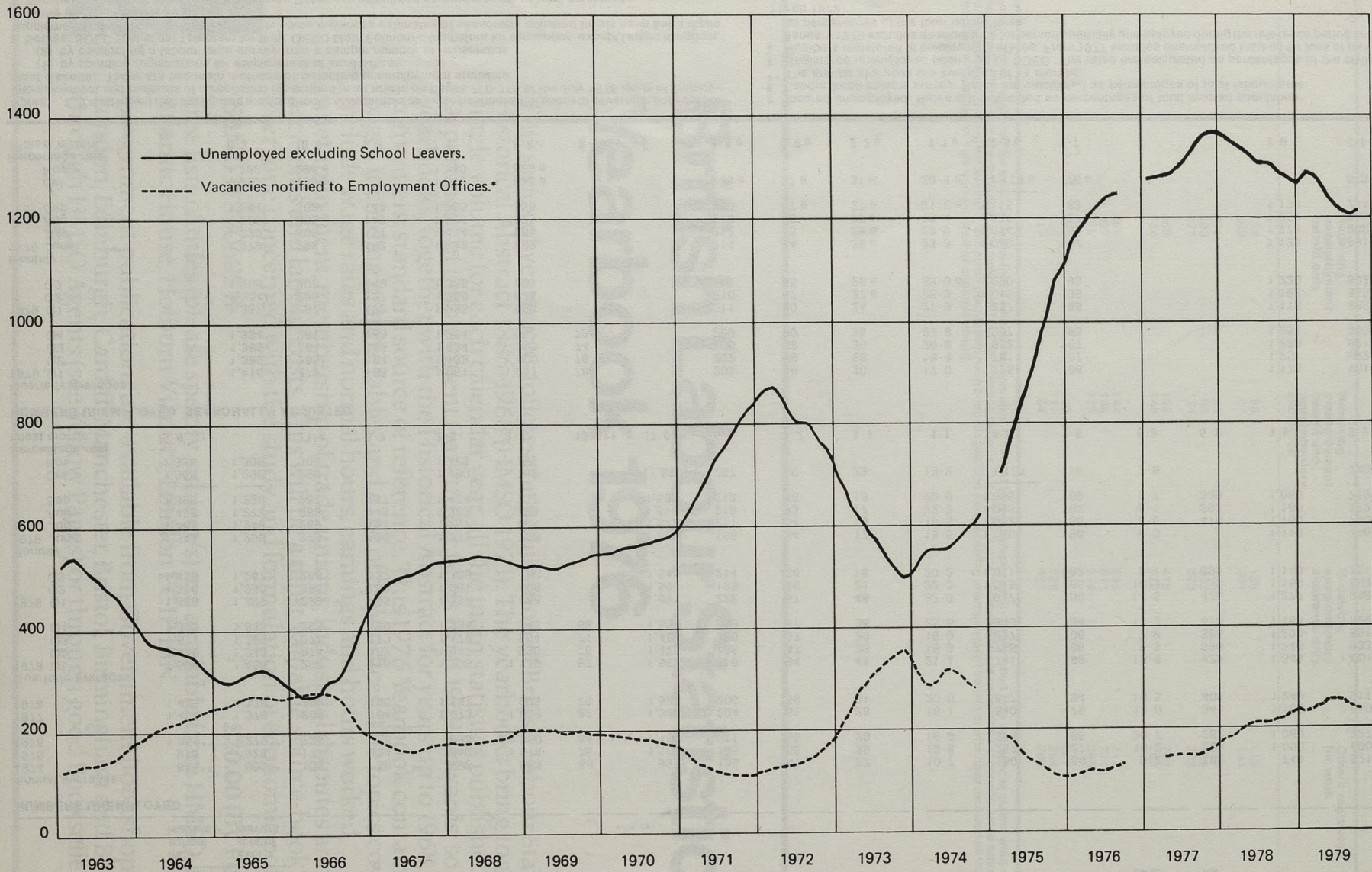
** The annual averages are averages of 11 months.

|| Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

§ Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period and rates calculated as percentages of the total labour force.

†† Feb 1979

Unemployed and vacancies: Great Britain



*Vacancies at employment offices are only a part, perhaps a third, of total vacancies.

Three-month moving average: seasonally adjusted THOUSAND

UNEMPLOYMENT AND VACANCIES

Flows at employment offices, standardised and seasonally adjusted*

TABLE 117

THOUSAND

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT†									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
1974	Oct 14	238	86	324	229	84	313	9	3	12	204	213	-9
	Nov 11	240	87	327	232	85	317	8	2	10	201	211	-10
	Dec 9	...	...	...	...	...	...	...	...	...	...	...	...
1975	Jan 20	...	...	...	...	...	...	...	...	...	...	...	...
	Feb 10	...	...	...	...	...	...	...	...	...	...	...	...
	Mar 10	...	...	...	...	...	...	...	...	...	...	...	...
	Apr 14	...	...	...	...	...	...	...	...	...	...	...	...
	May 12	...	...	...	...	...	...	...	...	...	...	...	...
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	Aug 11	264	113	377	230	100	330	34	13	47	160	167	-8
	Sep 8	266	117	383	236	104	340	30	13	43	163	167	-4
	Oct 9	264	118	383	239	108	347	25	11	36	161	165	-5
	Nov 13	260	119	379	235	109	344	25	10	35	155	161	-6
	Dec 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	Jan 8	246	112	357	215	99	314	31	12	43	146	147	-1
	Feb 12	242	110	352	217	99	315	25	12	37	148	144	4
	Mar 11	240	111	351	229	101	330	11	10	22	156	149	7
	Apr 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	Aug 12	248	128	376	248	118	367	-	9	9	180	176	4
	Sep 9	244	129	373	245	119	364	-1	10	9	186	180	6
	Oct 14	242	129	371	246	124	370	-4	5	1	188	185	3
	Nov 11	...	...	...	...	...	...	...	...	...	...	...	...
	Dec 13	...	...	...	...	...	...	...	...	...	...	...	...
1977	Jan 13	...	...	...	...	...	...	...	...	...	...	...	...
	Feb 10	...	...	...	...	...	...	...	...	...	...	...	...
	Mar 10	...	...	...	...	...	...	...	...	...	...	...	...
	Apr 14	231	122	354	236	122	358	-5	-	-5	...	...	...
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	-
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	Aug 11	245	139	384	237	129	366	8	10	17	193	195	-2
	Sep 8	245	141	386	241	131	372	5	10	14	192	194	-2
	Oct 13	245	141	386	243	137	379	2	4	6	199	198	1
	Nov 10	248	145	393	243	141	384	4	4	9	196	196	-
	Dec 8	245	143	388	244	143	387	1	-	1	198	193	5
1978	Jan 12	229	129	358	229	129	357	1	-	1	195	185	10
	Feb 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	Mar 9	220	127	347	231	129	360	-11	-2	-13	209	192	17
	Apr 13	226	132	358	238	137	375	-12	-5	-17	213	203	10
	May 11	229	135	363	239	139	379	-11	-5	-16	218	215	3
	June 8	232	138	369	240	140	380	-9	-3	-11	221	221	-
	July 6	241	149	391	249	145	394	-7	4	-3	229	231	-2
	Aug 10	240	150	390	247	144	391	-7	6	-1	232	231	1
	Sep 14	237	151	388	244	146	390	-7	5	-1	233	231	2
	Oct 12	236	151	387	244	151	395	-8	-	-8	238	232	7
	Nov 9	238	155	393	245	156	401	-7	-2	-8	237	233	4
	Dec 7	239	151	390	244	155	399	-5	-4	-9	235	232	3
1979	Jan 11	226	134	361	226	136	363	-	-2	-2	219	215	3
	Feb 8	224	130	354	217	130	347	7	-	7	210	206	5
	Mar 8	220	128	349	219	128	347	1	-	2	210	202	8
	Apr 5	222	134	355	232	139	371	-11	-5	-16	227	220	7
	May 10	215	131	345	235	137	372	-20	-6	-26	233	227	6
	June 14	219	137	356	237	142	379	-19	-4	-23	238	236	2
	July 12	229	151	381	240	145	385	-11	7	-4	235	240	-6
	Aug 9	236	157	393	247	150	397	-11	7	-4	241	248	-7
	Sep 13	235	158	393	240	150	391	-5	8	+3	236	245	-9
	Oct 11†	236	159	395	237	157	393	-	2	2	235	241	-6

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

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

† The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

VACANCIES

Notified vacancies remaining unfilled: by region

TABLE 118 THOUSAND

	South East*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices													
1977 Aug 5	63.6	5.2	9.3	9.8	10.3	12.4	12.8	9.1	6.1	16.9	155.5	2.0	157.5
Sep 2	64.0	5.5	9.2	10.6	10.3	12.6	12.8	9.6	6.2	18.1	159.0	2.1	161.0
Oct 7	70.6	5.0	8.9	10.9	11.3	13.0	13.3	9.3	6.4	18.3	166.9	2.1	169.1
Nov 4	69.2	4.8	8.2	10.1	10.6	12.4	12.6	8.8	5.8	15.4	157.9	2.0	159.9
Dec 2	65.3	4.8	8.1	10.4	10.2	11.6	12.6	7.9	5.9	15.7	152.6	1.8	154.4
1978 Jan 6	66.2	4.7	8.5	11.4	10.4	12.1	13.2	8.8	6.3	15.7	157.2	1.8	158.9
Feb 3	73.2	4.8	9.7	11.5	11.6	12.4	14.1	9.1	6.5	17.1	170.2	1.9	172.1
Mar 3	77.9	5.5	10.8	11.8	11.9	12.9	14.9	10.1	8.4	20.0	184.2	1.9	186.1
April 7	85.1	6.1	12.8	12.3	12.8	15.6	15.9	10.5	8.8	22.3	202.3	1.8	204.1
May 5	93.3	6.7	14.2	12.5	13.4	15.1	16.7	10.6	8.7	22.9	214.0	1.9	215.9
June 2	99.4	6.8	16.2	13.2	13.7	16.0	17.3	11.1	9.2	23.0	225.9	1.9	227.9
June 30	96.5	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
Aug 4	93.1	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
Sep 8	104.4	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
Oct 6	110.2	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
Nov 3	105.8	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
Dec 1	101.1	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979 Jan 5	98.4	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
Feb 2	100.7	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
Mar 2	104.8	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
Mar 30	111.6	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
May 4	118.5	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
June 8	122.4	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
July 6	116.5	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.6	246.3	1.3	247.6
Sep 7	111.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Notified to careers offices													
1977 Aug 5	8.4	0.6	1.1	3.7	1.2	1.8	1.2	0.9	0.5	1.2	20.4	0.4	20.8
Sep 2	8.9	0.7	1.0	3.5	1.4	1.5	1.2	1.0	0.6	1.2	21.1	0.6	21.6
Oct 7	9.1	0.6	0.8	2.3	1.3	1.4	1.1	0.8	0.4	0.9	18.8	0.5	19.3
Nov 4	9.4	0.5	0.7	2.0	1.3	1.2	0.9	0.6	0.4	0.8	18.0	0.4	18.4
Dec 2	8.9	0.5	0.6	1.7	1.1	1.1	1.0	0.5	0.3	0.9	16.7	0.3	17.1
1978 Jan 6	9.0	0.5	0.7	1.6	1.1	1.2	1.1	0.5	0.3	0.8	16.9	0.4	17.2
Feb 3	10.0	0.5	0.9	1.7	1.3	1.4	1.2	0.6	0.4	0.8	18.9	0.4	19.2
Mar 3	12.6	0.9	1.1	2.2	1.7	1.8	1.6	0.7	0.4	1.2	24.1	0.3	24.4
April 7	13.2	0.9	1.4	2.4	1.9	2.0	1.7	0.6	0.4	0.9	25.4	0.3	25.8
May 5	15.7	1.1	2.1	4.4	2.8	2.1	2.0	1.2	0.5	1.2	33.2	0.3	33.6
June 2	15.6	0.9	1.6	4.2	1.8	2.5	1.4	0.9	0.5	1.2	30.6	0.3	30.9
June 30	14.9	0.8	1.5	3.4	1.6	2.2	1.1	0.7	0.5	1.2	27.8	0.3	28.1
Aug 4	14.1	0.9	1.4	3.0	1.6	1.9	1.3	0.7	0.5	1.2	26.7	0.3	27.0
Sep 8	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
Oct 6	16.2	1.1	1.6	2.8	1.9	1.7	1.7	0.7	0.5	1.3	29.3	0.4	29.7
Nov 3	15.7	0.9	1.5	2.3	1.6	1.6	1.6	0.6	0.5	1.1	27.4	0.3	27.7
Dec 1	16.0	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
1979 Jan 5	14.9	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
Feb 2	13.0	0.8	1.2	2.1	1.4	1.4	1.6	0.5	0.4	0.9	23.2	0.3	23.4
Mar 2	15.0	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
Mar 30	17.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
May 4	19.7	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
June 8	19.3	1.6	1.8	4.6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37.5
July 6	18.3	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
Aug 3	16.3	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
Sep 7	17.0	1.3	1.8	2.6	2.2	2.0	1.8	0.7	0.7	1.1	31.2	0.3	31.5
Oct 5	16.3	1.2	1.5	2.2	1.8	1.6	1.7	0.6	0.6	1.0	28.4	0.3	28.7
Nov 2	14.0	0.9	1.3	1.9	1.6	1.3	1.5	0.5	0.6	0.9	24.5	0.2	24.7

Notes: The figures represent only the numbers of vacancies notified to employment offices and careers offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.
* Including Greater London.

VACANCIES

Notified to employment offices and remaining unfilled: by region, seasonally adjusted*

TABLE 119 THOUSANDS

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1974 Nov 6e	121.6	8.3	18.5	17.9	16.5	19.7	21.8	12.2	8.7	21.7	267.5	3.7	271.4
Dec 4	...	...	17.6	16.3	15.0	18.0	20.5	11.7	8.0	21.7	...	3.7	...
1975 Jan 8	86.9	5.7	13.7	12.2	11.1	15.4	16.0	11.1	6.4	18.0	195.1	3.6	199.0
Feb 5	81.6	6.0	13.3	10.4	10.3	14.5	14.9	11.1	6.7	19.1	188.0	3.6	191.6
April 9	74.9	5.1	12.1	9.1	9.1	13.5	14.4	10.7	6.2	18.8	174.1	3.3	177.4
May 7	66.8	4.7	10.7	8.1	8.7	11.6	13.5	10.4	5.6	18.2	158.4	3.0	161.4
June 4	60.6	4.3	10.0	7.3	8.4	10.6	12.7	10.2	5.2	17.7	147.2	3.1	150.3
July 9	53.7	4.0	8.9	6.6	7.4	9.8	11.8	9.1	4.8	16.5	132.8	2.7	135.5
Aug 6	52.7	4.4	9.2	6.7	7.3	9.3	11.7	9.4	4.9	16.1	132.5	2.7	135.2
Sep 3	52.2	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
Oct 3	47.3	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
Nov 7	43.1	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
Dec 5	43.0	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976 Jan 2	42.3	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
Feb 6	44.0	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
Mar 5	45.8	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
April 2	45.7	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
May 7	44.0	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
June 4	43.7	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
July 2	45.6	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
Aug 6	49.6	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5	...	...	...	...	...	...	...	...	...	...	...	1.9	...
Dec 3	...	...	...	...	...	...	...	...	...	...	...	1.9	...
1977 Jan 7	60.0	4.0	9.1	9.1	9.9	11.9	12.8	9.2	6.1	14			

OVERTIME AND SHORT-TIME Operatives in manufacturing industries

TABLE 120

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Average per operative working over-time	Stood off for whole week*		Working part of week		Stood off for whole or part week				
			Actual (millions)	Seasonally adjusted (millions)		Operatives (Thou)	Hours lost (Thou)	Hours lost		Hours lost				
								Operatives (Thou)	Percentage of all operatives	Operatives (Thou)	Percentage of all operatives			
Week ended														
1975 Mar 15	1,729	31.6	8.2	14.14	14.53	17	665	206	2,076	10.1	222	4.1	2,740	12.3
April 19	1,683	31.0	8.1	13.71	13.85	11	444	228	2,250	9.9	239	4.4	2,695	11.3
May 17	1,610	29.8	8.3	13.34	12.95	17	681	221	2,291	10.3	238	4.4	2,973	12.5
June 14	1,560	29.1	8.2	12.86	12.94	14	570	194	1,865	9.6	208	3.9	2,434	11.7
July 19	1,509	28.2	8.8	13.21	12.99	21	846	111	1,158	10.4	132	2.5	2,005	15.1
Aug 16	1,388	26.0	8.4	11.60	12.72	17	683	107	1,089	10.2	124	2.3	1,772	14.3
Sep 13	1,558	29.3	8.4	13.02	12.87	12	489	119	1,174	9.9	131	2.5	1,665	12.7
Oct 18	1,614	30.5	8.3	13.38	12.70	6	229	146	1,553	10.7	151	2.9	1,781	11.8
Nov 15	1,664	31.8	8.3	13.74	12.89	20	810	156	1,526	9.8	176	3.4	2,336	13.3
Dec 13	1,689	32.2	8.5	14.26	13.24	24	934	127	1,218	9.6	150	2.9	2,152	14.4
1976 Jan 10	1,423	27.5	7.8	11.13	12.44	13	499	139	1,335	9.6	151	2.9	1,833	12.2
Feb 14	1,558	30.3	8.3	12.95	13.27	6	245	158	1,521	9.6	165	3.2	1,765	10.7
Mar 13	1,610	31.4	8.4	13.53	13.72	4	174	127	1,282	10.1	131	2.6	1,456	11.1
April 10	1,620	31.6	8.3	13.42	13.50	4	163	110	1,043	9.5	114	2.2	1,208	10.6
May 15	1,672	32.7	8.4	14.03	13.66	2	94	100	914	9.2	102	2.0	1,007	9.9
June 12	1,623	31.7	8.3	13.46	13.69	6	256	76	712	9.5	82	1.6	968	11.8
[July 10]	1,649	32.0	8.6	14.11	13.84	2	83	51	481	9.5	53	1.0	563	10.7
[Aug 14]	1,507	29.2	8.5	12.86	14.10	6	227	42	391	9.3	48	0.9	618	13.0
[Sep 11]	1,695	32.7	8.6	14.58	14.48	3	103	52	486	9.4	54	1.0	589	10.9
[Oct 16]	1,836	35.1	8.6	15.77	15.11	3	125	43	375	8.8	46	0.9	501	10.9
[Nov 13]	1,858	35.4	8.5	15.88	15.16	3	133	30	313	10.6	33	0.6	446	13.6
[Dec 11]	1,904	36.3	8.6	16.47	15.41	2	90	41	559	13.9	43	0.8	649	15.1
1977 Jan 15	1,720	33.0	8.3	14.23	15.53	8	332	33	282	8.6	41	0.8	614	15.0
[Feb 12]	1,840	35.2	8.6	15.85	16.06	5	189	36	434	12.0	41	0.8	623	15.3
[Mar 12]	1,846	35.3	8.6	15.84	15.84	8	333	43	421	10.0	51	1.0	754	14.9
[April 23]	1,816	34.7	8.5	15.52	15.56	13	532	33	278	8.5	46	0.9	809	17.7
[May 14]	1,917	36.6	8.6	16.50	16.13	9	358	36	347	9.6	45	0.9	706	15.6
[June 18]	1,785	34.0	8.7	15.44	15.78	6	239	33	354	10.7	39	0.7	592	15.2
[July 16]	1,814	34.4	8.9	16.19	15.88	5	204	30	309	10.3	35	0.7	513	14.7
[Aug 13]	1,625	30.8	9.0	14.58	15.92	24	936	26	238	9.2	50	0.9	1,174	23.8
[Sep 10]	1,777	33.7	8.7	15.41	15.35	22	869	41	457	11.1	63	1.2	1,326	21.1
[Oct 15]	1,878	35.8	8.7	16.25	15.61	13	498	36	339	9.6	48	0.9	837	17.5
[Nov 12]	1,846	35.2	8.7	15.98	15.36	34	1,344	49	641	13.2	82	1.6	1,985	24.2
[Dec 10]	1,885	36.0	8.7	16.43	15.33	4	145	27	272	10.0	31	0.6	417	13.5
1978 Jan 14	1,748	33.6	8.4	14.70	15.99	4	176	43	573	13.5	47	0.9	749	16.0
[Feb 11]	1,823	35.0	8.6	15.67	15.80	4	170	41	522	12.9	45	0.9	692	15.4
[Mar 11]	1,857	35.7	8.7	16.18	16.04	4	145	36	396	11.0	40	0.8	542	13.7
[April 15]	1,850	35.7	8.7	16.07	16.12	3	123	36	379	10.5	39	0.8	502	12.8
[May 13]	1,872	36.2	8.5	15.97	15.61	3	99	33	333	10.2	35	0.7	432	12.3
[June 10]	1,778	34.3	8.5	15.10	15.50	3	128	33	318	9.6	36	0.7	446	12.3
[July 8]	1,812	34.8	8.8	15.97	15.67	12	497	22	201	9.3	34	0.7	699	20.6
[Aug 12]	1,568	30.1	8.8	13.75	15.15	3	126	21	216	10.1	25	0.5	342	13.9
[Sep 16]	1,793	34.4	8.7	15.64	15.61	9	358	22	195	9.1	31	0.6	553	18.1
[Oct 14]	1,824	35.5	8.7	15.90	15.22	4	173	28	278	10.1	32	0.6	450	14.1
[Nov 11]	1,841	35.8	8.6	15.86	15.26	7	264	35	441	12.6	42	0.8	704	17.0
[Dec 9]	1,882	36.7	8.7	16.35	15.23	4	138	35	434	12.5	38	0.7	572	15.0
1979 Jan 13	1,631	32.0	8.2	13.39	14.68	10	379	62	745	12.1	71	1.4	1,124	15.8
[Feb 10]	1,740	34.2	8.5	14.85	14.93	18	706	45	470	10.5	62	1.2	1,176	18.9
[Mar 10]	1,851	36.5	8.7	16.03	15.81	6	225	33	367	11.0	39	0.8	592	15.2
[April 7]	1,888	37.2	8.7	16.33	16.38	6	236	26	257	9.8	32	0.6	493	15.3
[May 5]	1,863	36.8	8.4	15.67	15.32	4	160	28	258	9.3	32	0.6	418	13.2
[June 9]	1,838	36.3	8.6	15.75	16.17	2	74	29	266	9.0	31	0.6	339	10.9
[July 7]	1,828	35.9	8.9	16.18	15.88	4	169	35	437	12.6	39	0.8	606	15.6
[Aug 4]	1,308	25.7	9.2	11.97	13.40	3	121	21	178	8.4	24	0.5	299	12.4
[Sep 4]	1,413	27.8	9.0	12.69	12.68	9 e	350 e	70 e	750 e	10.7 e	79 e	1.6 e	1,100 e	13.9 e
[Oct 13]†	1,701	33.7	8.6	14.68	13.99	23	923	63	713	11.4	86	1.7	1,636	19.1

* Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
† See page 1263 for detailed analysis.
e These figures are partly estimated. They make approximate allowance for returns having incorrectly reported days lost in the engineering dispute as short-time working. Further revisions may be made in the light of more information.

HOURS OF WORK Hours worked by operatives: manufacturing industries

TABLE 121

GREAT BRITAIN 1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*				
	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries	Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
1958	100.4	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5
1959	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0
1960	103.9	99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7
1961	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.4	97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9
1964	100.7	101.7	99.1	98.8	97.3	100.7	100.7	100.8	101.4	99.9
1965	99.8	101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	99.0
1966	97.3	101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6
1974	81.0	84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8
1975	75.4	80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4
1976	73.8	76.5	74.5	58.9	79.8	93.1	91.1	93.7	93.8	95.1
1977	75.1	77.8	77.1	59.6	80.3	94.0	92.2	93.3	94.2	95.8
1978	74.1	76.8	77.9	58.1	79.7	93.7	92.0	92.3	94.0	95.6
Week ended										
1975 Oct 18	75.1	73.1	80.2	75.6	60.9	83.0	92.4	92.3	90.6	93.3
Nov 15	74.9	73.0	78.4	75.0	60.0	80.9	92.5			

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual workers

TABLE 122
SIC 1968
FULL-TIME MEN (21 YEARS AND OVER)

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
Weekly earnings (£)													
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	61.61
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20	67.50
Hours worked													
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4	41.3
Hourly earnings (pence)													
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	116.2	118.9
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7	130.3
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1	163.4

UNITED KINGDOM	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Oct												
Weekly earnings (£)												
1975	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
1976	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
1977	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
1978	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
Hours worked												
1975	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
1976	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
1977	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
1978	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
Hourly earnings (pence)												
1975	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	136.7
1976	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
1977	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
1978	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
Weekly earnings (£)													
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	38.08
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03	41.94
Hours worked													
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.4	37.8	37.5	36.7	36.7	36.4	36.0
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	36.1
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7	36.1
Hourly earnings (pence)													
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	77.1	80.9
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9	105.5
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5	116.2

UNITED KINGDOM	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Oct												
Weekly earnings (£)												
1975	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
1976	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	53.23	31.69	43.62	40.61
1977	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	50.25	35.16	46.41	44.31
1978	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
Hours worked												
1975	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
1976	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
1977	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4
1978	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3	37.4
Hourly earnings (pence)												
1975	98.1	99.4	101.6	88.3	93.0	—	81.2	109.5	106.2	69.4	95.9	92.4
1976	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6
1977	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5
1978	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	104.5	131.5	133.8

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

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual workers

TABLE 123
SIC 1968

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

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

Index of average earnings: non-manual employees

TABLE 124
Fixed-weighted: April 1970 = 100

GREAT BRITAIN	MANUFACTURING INDUSTRIES			ALL INDUSTRIES AND SERVICES		
	FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over)					
	Men	Women	Men and women	Men	Women	Men and women
April	100.0	100.0	100.0	100.0	100.0	100.0
1970	110.7	112.5	111.0	111.5	112.2	111.7
1971	122.3	124.9	122.7	124.1	125.8	124.5
1972	135.9	139.9	136.5	137.3	139.8	138.0
1973	152.1	165.2	154.3	155.3	161.8	157.0
1974	191.8	226.7	197.5	195.0	224.0	202.9
1975	225.6	276.2	233.9	232.6	276.6	244.5
1976	248.0	310.0	258.1	253.6	304.5	267.3
1977	287.3	353.4	298.1	287.2	334.5	300.0
1978	328.5	402.4	340.6	322.4	373.5	

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual and non-manual employees

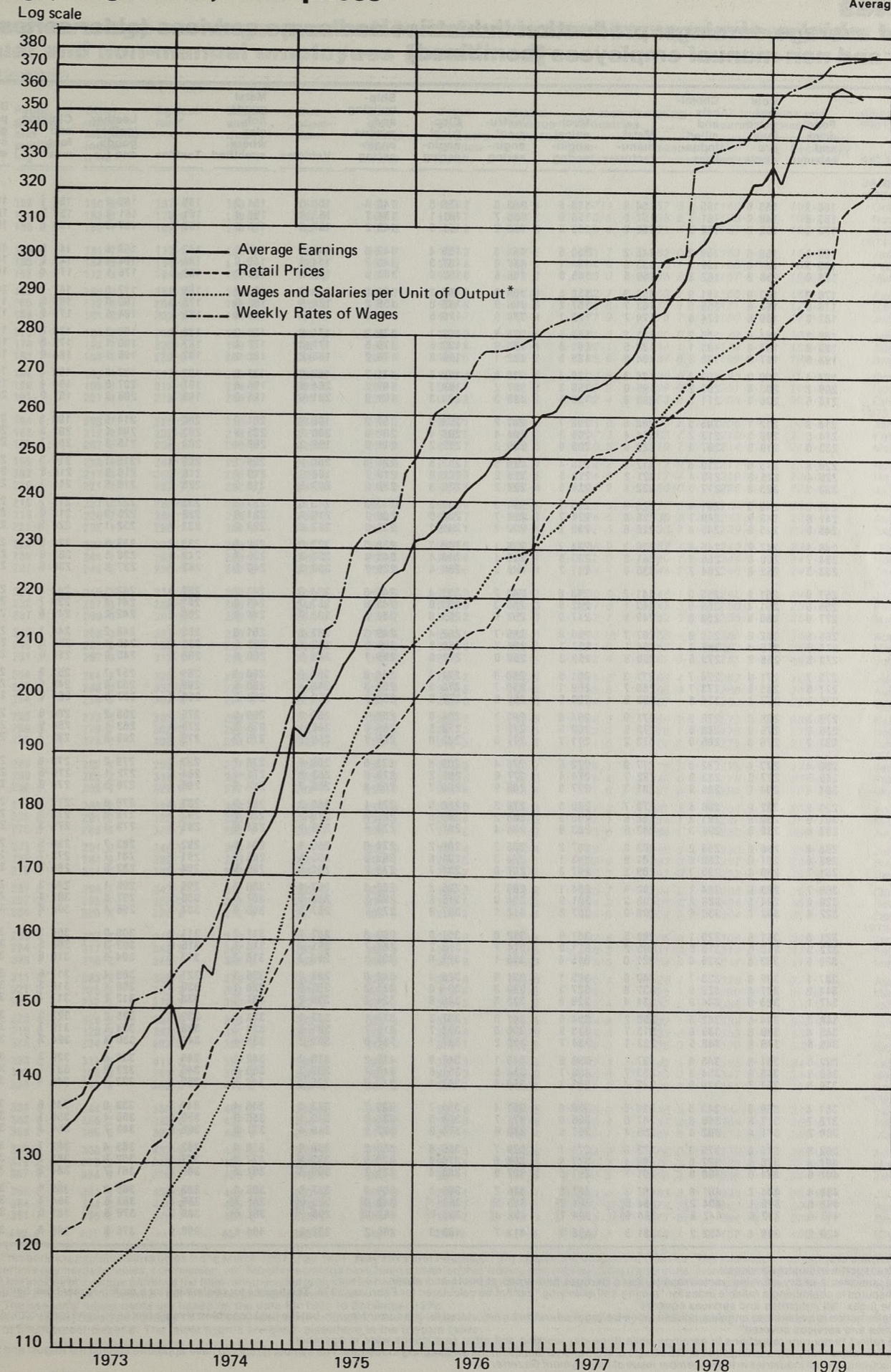
TABLE 126

GREAT BRITAIN	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	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	
April										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1972	33.6	34.5	45.6	75.8		32.1	32.8	46.0	71.3	69.1
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
Non-manual occupations										
1972	43.7	43.8	38.9	111.3		43.4	43.5	38.7	110.7	110.8
1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.6	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
All occupations										
1972	36.2	37.1	43.9	83.7		36.0	36.7	43.4	83.7	83.3
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1972	17.0	17.7	40.0	44.4		16.6	17.1	39.9	43.0	42.6
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
Non-manual occupations										
1972	19.4	19.5	37.3	52.3		22.1	22.2	36.8	59.9	59.8
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
All occupations										
1972	17.8	18.4	39.0	47.0		20.1	20.5	37.8	54.0	53.9
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1972	31.7	32.7	42.6	76.4		31.4	32.0	41.8	75.8	75.0
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	77.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3

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

Earnings, wage rates, retail prices

Average 1970 = 100



* See footnote at end of table 134

EARNINGS Index of average earnings: production industries and some services (older series) Manual and non-manual employees (combined)

TABLE 127

GREAT BRITAIN SIC 1968	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Metal goods not elsewhere specified		Leather, goods and fur	Clothing and footwear	Bricks, pottery, glass, cement etc
									Vehicles	Textiles			
JAN 1970 = 100													
1973													
Jan	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.5	154.2	159.3	157.1	159.7
Nov	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.8	159.2	162.7
Dec	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	157.9	159.4	163.0
1974													
Jan††	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	141.0	155.3
Feb††	165.3	151.0	169.5	153.6	151.5	157.9	157.3	148.2	144.4	149.0	146.0	145.8	157.5
Mar	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	166.2
April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.2
May	176.0	164.2	165.6	163.7	167.2	166.9	168.8	159.2	164.9	165.0	175.5	180.0	171.4
June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	178.6
July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	180.1
Aug	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	178.7	177.4	187.5	190.1	181.8
Sep	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	188.5
Oct	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	192.1
Nov	209.2	203.4	209.2	195.0	198.3	197.2	199.2	187.1	204.5	196.4	197.6	207.0	199.4
Dec	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	201.6	196.9	199.6	206.3	203.0
1975													
Jan	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	204.9
Feb	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	207.0
Mar	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	206.0
April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.8
May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	198.8	210.7	218.5	216.9	213.2
June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	220.1
July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	227.7	224.9
Aug	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	219.9	224.9	230.1	225.9	224.6
Sep	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	232.1	231.7
Oct	248.1	247.2	246.6	236.3	234.7	236.1	244.7	238.5	223.0	232.8	238.8	236.6	236.5
Nov	254.7	250.6	255.9	241.3	239.8	238.4	248.4	244.4	227.3	239.7	242.9	238.5	242.2
Dec	263.5	252.8	264.2	235.0	241.2	248.3	245.4	239.7	230.3	240.8	242.5	237.9	246.6
1976													
Jan	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	247.7
Feb	255.6	251.4	256.0	249.1	242.9	245.3	253.0	249.6	237.7	243.8	251.6	241.4	247.1
Mar	277.0	260.8	258.8	249.9	247.9	252.9	259.8	251.3	236.7	249.9	256.3	242.2	250.4
April	265.8	262.3	260.8	257.7	250.0	250.7	262.4	248.3	237.2	251.8	252.6	240.2	253.9
May	274.6	265.4	266.3	264.1	257.7	254.7	268.9	255.0	249.7	258.5	268.2	245.4	259.5
June	273.5	265.7	275.6	259.5	258.3	258.0	271.0	255.7	249.9	260.6	268.8	245.9	264.1
July	275.7	271.4	274.7	271.3	261.5	260.9	271.3	246.8	253.0	263.0	269.5	257.7	261.3
Aug	277.6	265.6	273.7	260.7	259.1	260.7	270.5	254.3	248.7	260.5	269.1	253.6	259.8
Sep	276.3	267.4	274.8	263.5	260.6	263.8	273.0	258.7	250.3	263.2	269.9	257.6	264.7
Oct	276.3	269.9	276.5	271.0	264.8	265.7	274.9	258.1	256.2	269.5	275.0	258.2	265.8
Nov	286.0	276.0	288.6	273.5	269.5	272.2	279.8	266.3	256.1	276.2	278.4	263.1	270.7
Dec	291.2	278.3	286.0	273.2	271.7	271.8	282.0	265.7	256.8	275.2	279.1	269.0	275.6
1977													
Jan	286.4	277.4	282.6	277.9	272.5	275.4	280.8	273.5	259.6	276.7	283.2	279.2	269.4
Feb	285.5	277.2	283.9	282.7	274.4	277.9	282.2	270.6	253.2	278.4	284.8	272.1	272.2
Mar	308.4	284.7	285.9	281.3	277.8	285.9	288.7	265.8	278.2	283.2	286.6	276.5	275.8
April	291.0	282.9	286.5	279.7	280.5	279.3	288.5	271.1	260.3	282.9	287.6	278.9	280.0
May	301.9	289.9	291.8	288.6	285.9	283.2	290.5	281.0	270.3	285.7	278.3	278.8	285.1
June	297.9	288.9	296.3	283.5	283.9	284.4	287.7	278.4	268.1	284.8	291.5	278.3	289.5
July	298.4	296.2	293.2	303.8	287.2	285.2	277.0	266.8	291.6	292.5	283.7	280.5	282.4
Aug	293.4	291.0	290.6	281.9	283.1	286.3	291.6	269.8	265.5	285.5	291.0	281.7	280.4
Sep	301.7	286.4	295.7	289.2	287.3	287.0	272.7	260.5	295.6	294.0	283.5	288.2	286.6
Oct	309.7	286.6	304.2	292.9	294.1	296.3	296.2	265.8	267.4	300.7	299.0	296.1	293.0
Nov	326.0	294.1	328.2	290.3	301.9	304.0	315.8	290.2	280.6	307.5	303.2	297.5	302.8
Dec	322.6	302.7	330.6	298.0	307.8	312.1	307.8	279.1	287.0	308.9	307.4	296.4	306.8
1978													
Jan	321.8	311.6	320.1	299.5	307.6	312.0	311.9	292.8	287.9	312.7	311.8	308.9	306.3
Feb	322.5	315.5	319.6	305.2	311.0	314.7	313.2	287.7	291.6	313.7	315.0	303.3	306.5
Mar	330.5	333.8	325.8	321.0	315.4	318.1	322.6	306.1	289.7	316.2	312.4	304.6	307.1
April	337.1	339.8	323.7	340.6	325.1	331.9	328.4	348.0	299.6	326.3	321.9	308.4	317.6
May	344.2	327.4	328.8	337.8	327.3	336.3	334.6	321.2	305.9	328.1	330.9	308.1	320.0
June	347.1	328.0	344.8	334.4	329.9	333.5	340.0	324.8	309.2	331.5	338.8	312.2	328.8
July	348.0	344.4	342.5	350.2	334.0	347.0	337.3	327.1	307.1	334.6	338.7	325.2	326.2
Aug	345.4	339.8	339.8	313.7	333.9	336.5	332.7	311.7	301.8	328.7	334.4	324.1	325.9
Sep	349.6	339.9	348.5	333.1	334.7	339.2	337.1	327.0	301.2	335.4	340.5	330.4	330.5
Oct	352.3	341.0	345.6	337.1	339.8	345.1	347.9	415.2	310.2	342.1	345.1	330.8	329.3
Nov	366.9	346.9	354.9	333.7	350.7	354.5	351.6	346.7	309.7	350.5	349.4	329.8	337.1
Dec	376.5	357.7	370.0	342.4	356.4	360.5	352.1	317.7	325.3	348.5	350.3	328.4	345.5
1979													
Jan	361.4	359.0	349.5	324.0	350.0	357.4	351.7	329.7	323.0	346.4	347.5	338.0	340.5
Feb	372.7	377.5	356.8	347.0	356.0	371.7	358.5	330.0	340.1	356.3	350.8	350.4	348.7
Mar	386.2	371.4	382.4	355.4	367.6	380.6	376.0	387.9	348.4	371.0	368.6	349.7	356.3
April	382.0	375.8	375.3	372.8	371.1	379.7	369.8	352.2	338.9	370.9	362.4	365.4	369.4
May	401.4	376.6	372.0	399.4	377.6	385.6	379.9	372.8	352.8	377.3	377.3	352.8	379.3
June	407.0	384.0	400.0	391.7	391.5	387.9	388.4	371.2	369.5	391.4	386.2	361.7	389.9
July	408.4	404.7	401.6	402.3	392.9	396.2	385.3	369.0	357.0	388.3	383.8	365.2	385.8
Aug	402.8	399.1	404.2	364.5	361.2	385.5	363.7	342.0	325.0	386.4	386.4	364.4	393.1
Sep	417.0	392.6	442.6	364.9	344.7	382.3	368.6	362.0	296.7	362.4	389.7	370.5	387.8
[Oct]	420.0	398.4	432.2	381.3	398.9	411.7	400.0	366.2	352.2	404.1	390.9	376.5	388.8

* England and Wales only.
† Except sea transport and postal services.
‡ Consisting of laundries and dry cleaning, motor repairs and garages and repair of boots and shoes.
§ Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for February 1974. The figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
¶ Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered".
†† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.
‡‡ The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries. The symbol (||) should have appeared against the August and September figures for manufacturing and all industries in the November issue of *Employment Gazette*.

EARNINGS Indices of earnings by occupation: manual men in certain manufacturing industries

TABLE 128 JAN 1964 = 100

GREAT BRITAIN Industry group SIC 1968	Average weekly earnings including overtime premium					Average hourly earnings excluding overtime premium					
	June 1977	Jan 1978	June 1978	Jan 1979	June 1979	June 1977	Jan 1978	June 1978	Jan 1979	June 1979	
SHIPBUILDING AND SHIP REPAIRING*											
	£					pence					
Timeworkers	446.7	473.0	501.6	530.5	591.4	100.37	493.4	506.5	553.6	591.3	213.9
Skilled	492.3	506.8	550.1	603.8	645.2	89.91	499.0	512.4	553.7	608.8	180.6
Semi-skilled	470.8	534.5	591.4	661.0	715.7	95.27	530.7	578.7	654.2	697.6	171.8
Labourers	477.1	503.4	540.1	580.3	637.5	96.69	517.3	535.3	585.5	631.5	200.4
All timeworkers	430.8	450.4	481.2	498.3	548.2	100.71	449.0	464.9	496.7	534.5	225.1
Payment-by-results workers	469.1	484.7	502.1	532.5	577.8	87.40	494.1	507.2	539.7	573.5	185.3
Skilled	423.7	457.4	509.4	533.4	592.9	93.12	479.3	497.4	527.7	576.9	190.5
Semi-skilled	438.6	458.6	486.3	507.8	556.0	96.24	458.7	474.3	504.4	542.2	210.6
Labourers	429.5	451.4	479.0	501.2	554.9	100.53	450.3	464.7	498.4	534.3	219.0
All skilled workers	480.8	496.6	526.5	569.1	612.6	88.81	486.3	500.7	534.8	579.1	161.6
All semi-skilled workers	447.1	490.3	543.3	588.7	644.9	94.19	509.5	536.9	588.1	635.5	180.8
All labourers	442.9	465.2	494.4	523.7	574.5	96.48	464.9	481.2	515.4	555.0	205.0
All workers covered											
CHEMICAL MANUFACTURE†											
Timeworkers	449.3	468.2	503.7	522.6	567.0	96.12	503.7	534.1	565.1	605.1	213.9
General workers	433.5	461.0	489.3	519.7	554.9	104.43	467.7	500.1	525.9	562.6	228.0
Craftsmen	446.0	467.6	501.1	523.4	565.1	98.23	496.7	528.1	557.7	597.2	217.5
All timeworkers	418.6	448.7	469.3	477.1	582.0	103.50	424.4	444.7	472.6	509.9	219.0
Payment-by-results workers	412.0	430.4	467.9	505.1	551.8	110.28	416.3	431.7	462.9	487.2	233.3
General workers	413.7	442.0	466.5	480.4	574.0	104.89	418.7	438.3	467.5	502.2	221.9
Craftsmen	439.1	459.2	492.2	509.5	561.6	97.14	473.2	501.0	529.9	568.2	214.7
All general workers	423.2	449.5	478.0	508.4	544.7	105.07	443.0	472.9	497.8	531.7	228.6
All craftsmen	435.5	457.6	489.4	510.4	558.3	99.11	465.7	494.6	522.4	559.6	218.1
All workers covered											
ENGINEERING‡											
	June 1979					June 1979					
	£					pence					
Timeworkers	373.4	424.7	444.0	497.0	96.85	410.6	472.3	584.4	571.7	213.4	
Skilled	397.6	444.0	497.0	512.6	88.58	444.0	502.9	571.7	571.7	195.1	
Semi-skilled	407.9	461.1	536.3	536.3	75.09	456.2	520.3	601.1	601.1	164.3	
Labourers	390.0	440.4	512.6	512.6	91.66	431.8	493.8	568.5	568.5	201.8	
All timeworkers	367.6	416.1	484.7	484.7	97.28	401.0	457.9	531.2	531.2	226.8	
Payment-by-results workers	356.2	400.1	458.4	458.4	85.27	338.6	443.6	503.3	503.3	200.5	
Skilled	385.9	445.6	514.8	514.8	76.55	435.6	498.9	583.9	583.9	172.5	
Semi-skilled	363.0	409.3	473.0	473.0	90.66	396.5	452.2	519.3	519.3	211.9	
Labourers	370.0	420.0	490.6	490.6	97.01	402.7	461.8	535.7	535.7	218.3	
All skilled workers	376.5	421.3	484.9	484.9	87.20	412.0	468.4	532.0	532.0	197.3	
All semi-skilled workers	402.8	458.0	531.7	531.7	75.45	451.9	516.4	598.4	598.4	166.3	
All labourers	376.4	424.8	493.1	493.1	91.27	412.3	471.0	541.7	541.7	205.6	
All workers covered											

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.

New Earnings Survey, 1979

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Table 129 (new version)

GREAT BRITAIN	Jan	Feb	Mar	April	May	June	July	Aug	Sep	(Oct)	Nov	Dec	Annual average§
NEW SERIES: unadjusted: Jan 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.8	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	117.0	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	125.0	127.2	129.4	133.1	133.6	131.7	134.2	135.2	136.1	138.0	130.6
1979	135.7	141.1	143.7	144.3	146.9	150.9	155.6	153.3	153.6	[157.8]			
OLDER SERIES: SEASONALLY ADJUSTED: Jan 1970 = 100													
All industries and services covered													
1967	79.4	79.8	80.2	80.4	80.6	81.2	82.4	82.2	83.1	83.7	84.6	84.2	81.8
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	92.7	94.0	93.4	95.0	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	124.4	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	154.0†	156.8†	166.6	165.2	174.9	177.5	181.0	185.7	188.8	191.9	199.2	207.7	179.1†
1975	205.6	210.1	212.7	216.2	220.8	223.4	230.9	233.4	237.6	239.8	241.1	247.2	226.6
1976	248.1	250.1	253.7	254.5	258.7	261.1	267.1	267.1	271.4	272.8	275.3	281.8	261.8
1977	278.3	279.2	283.1	282.4	284.9	285.9	286.6	288.8	291.8	295.6	301.2	304.1	288.5
1978	306.7	311.5	314.6	324.1	326.2	333.0	333.2	334.7	339.2	344.5	344.5	350.1	330.2
1979	344.7	355.6	369.3	368.1	373.2	386.6	387.8	384.8	384.1	[400.9]			
All manufacturing industries													
1967	78.3	79.0	79.4	79.5	80.0	80.3	81.5	81.6	82.6	83.3	84.0	83.9	81.1
1968	84.8	85.5	85.9	85.6	87.1	87.4	88.0	88.5	89.1	89.3	90.4	91.7	87.8
1969	91.8	91.5	92.5	93.7	93.1	94.4	94.8	95.5	96.5	97.3	98.1	99.6	94.9
1970	100.0	101.3	103.0	103.8	104.7	106.5	107.5	109.5	109.7	111.2	112.7	113.7	107.0
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	125.4	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2*
1973	142.1	143.7	145.5	147.7	148.9	152.0	153.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	152.0†	155.1†	165.2	163.1	173.9	176.7	180.0	184.1	187.8	190.8	198.0	203.8	177.5†
1975	203.8	207.7	210.7	212.9	217.4	220.0	227.5	230.8	233.7	237.4	239.1	245.2	223.8
1976	246.1	248.3	252.3	253.4	258.5	261.0	262.4	265.9	267.1	269.2	270.7	274.2	260.7
1977	276.5	278.0	281.2	281.3	284.1	284.1	285.8	287.8	291.0	294.6	301.7	304.5	287.6
1978	308.0	311.9	314.9	325.2	325.1	330.6	332.1	333.5	338.0	343.3	343.2	349.7	329.6
1979	345.5	357.3	369.0	368.0	375.3	388.2	386.8	378.3	377.6	[398.7]			
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.5	7.3	7.7	8.7	8.6	9.4	9.1
1978	9.5	10.5	10.4	12.4	12.6	15.4	14.2	13.9	15.1	14.7	13.3	13.3	13.0
1979	11.7	15.0	14.9	13.5	13.5	13.4	16.5	16.4	14.4	[16.7]			
OLDER SERIES: SEASONALLY ADJUSTED													
All industries and services covered													
1967	3.1	3.0	2.3	2.1	1.7	2.2	3.6	3.3	4.3	5.1	6.6	5.5	3.6
1968	7.6	7.9	7.5	7.3	8.7	7.8	7.1	8.3	7.5	7.5	7.7	9.0	7.8
1969	7.9	6.5	7.5	9.1	6.6	8.5	8.0	7.4	7.9	8.4	7.9	8.4	7.8
1970	8.5	11.0	11.2	10.4	12.4	11.9	12.2	13.8	13.0	13.4	14.0	13.6	12.1
1971	14.2	12.5	12.4	11.8	12.1	10.8	11.7	10.8	10.9	10.3	9.2	8.9	11.3
1972	9.0	10.8	10.8	11.5	11.0	12.2	11.3	11.1	13.8				

WAGE RATES AND HOURS

indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers

TABLE 131 JULY 31, 1972 = 100

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
Basic weekly rates of wages										
Weights: up to June 1978† from July 1978										
1975	186	190	436	165	179	176	171	167	227	179
1976	232	211	454	199	214	211	200	213	247	199
1977	247	225	228	218	218	232	220	232	218	213
1978	273	247	250	240	271	254	243	255	242	248
1977	247	226	231	227	218	237	224	235	220	215
1977	247	226	238	227	218	237	224	235	229	215
1977	250	226	238	227	218	237	224	235	229	215
1978	271	226	240	228	220	241	234	249	230	247
1978	273	249	240	227	220	241	234	249	230	247
1978	273	249	242	227	220	241	234	255	235	247
1978	273	249	244	227	282	242	234	255	239	248
1978	273	249	244	227	282	242	234	255	242	248
1978	273	249	251	247	282	259	252	255	243	248
1978	273	249	253	247	286	259	252	255	246	248
1978	273	249	253	247	286	260	252	259	301	250
1978	273	249	256	247	298	260	252	259	246	250
1978	273	249	265	247	298	261	252	259	257	250
1979	308	249	269	249	304	265	270	281	258	276
1979	310	275	269	250	304	265	270	281	258	277
1979	310	275	272	250	304	265	270	291	264	277
1979	310	276	273	250	305	267	270	300	273	280
1979	310	276	273	252	305	295	270	303	273	280
1979	310	276	288	270	305	297	270	303	275	280
1979	310	276	288	270	305	297	270	303	275	280
1979	310	276	288	270	305	297	270	303	275	280
1979	310	276	294	272	307	299	290	307	275	280
1979	310	276	294	272	307	299	290	307	275	280
1979	310	276	295	270	356**	299	290	307	275	280
1979	310	276	295	270	356**	299	290	307	275	280
Normal weekly hours*										
1975	42.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1975	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1976	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1977	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1978	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1979	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
Basic hourly rates of wages										
1975	195	190	178	165	179	176	171	167	172	170
1976	243	211	210	199	214	211	200	213	203	199
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	229	240	271	254	243	255	243	248
1977	259	226	232	227	218	237	224	235	220	215
1977	259	226	238	227	218	237	224	235	229	215
1977	262	226	238	227	218	237	224	235	229	215
1978	285	226	241	228	220	241	234	249	230	247
1978	286	249	241	227	220	241	234	249	230	247
1978	286	249	243	227	220	241	234	255	236	247
1978	286	249	245	227	282	242	234	255	240	248
1978	286	249	245	234	282	258	234	255	242	248
1978	286	249	252	247	282	259	234	255	243	248
1978	286	249	252	247	282	259	234	255	243	248
1978	286	249	254	247	286	260	252	259	246	250
1978	286	249	257	247	298	260	252	259	246	250
1978	286	249	266	247	298	261	252	259	256	250
1978	286	249	266	247	298	261	252	259	257	250
1979	323	249	270	249	304	265	270	281	259	276
1979	325	275	270	250	304	265	270	281	259	277
1979	325	275	273	250	304	265	270	291	265	277
1979	325	276	274	250	305	267	270	300	274	280
1979	325	276	274	252	305	295	270	303	274	280
1979	325	276	289	270	305	297	270	303	275	280
1979	325	276	289	270	305	298	290	303	275	280
1979	325	276	294	270	307	298	290	303	275	280
1979	325	276	295	272	307	299	290	307	275	280
1979	325	276	296	272	307	299	290	307	275	280
1979	325	276	296	270	356**	299	290	307	275	280

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.
 (2) The indices relate to the end of the month. Figures published in previous issues of *Employment Gazette* have been revised, where necessary, to take account of changes reported subsequently.
 (3) Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the February 1957, September 1957, April 1958, February 1959, and September 1972 issues of *Employment Gazette*.
 * Average normal weekly hours at the base date, July 31, 1972.

WAGE RATES AND HOURS

Indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers

TABLE 131 (continued) JULY 31, 1972 = 100

Paper, printing and publishing	Other manufacturing industries†	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries§	All industries and services§	UNITED KINGDOM
XVIII	XIX	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
Basic weekly rates of wages										
Weights: up to June 1978† from July 1978										
387	197	970	209	1,034	802	756	576	5,138	10,000	
403	—	—	—	—	—	—	—	—	—	
160	158	215	170	169	181	182	163	174.4	178.7	Annual averages (1975-1978)
198	183	247	199	199	217	214	212	209.0	213.2	
209	207	268	214	213	243	230	233	218.9	227.3	
232	—	290	261	232	272	252	253	258.8	259.3	
213	213	273	215	214	245	229	238	221.1	229.4	1977
213	213	273	215	215	252	237	238	222.0	231.2	
213	213	273	216	215	258	249	243	222.0	232.9	
213	214	275	233	221	259	249	245	225.6	236.6	1978
218	214	275	233	221	260	249	248	225.6	237.9	
218	214	275	250	223	260	249	248	226.6	238.7	
232	216	275	267	234	261	249	248	262.0	258.5	1979
232	216	275	267	234	266	249	248	263.8	259.9	
232	220	301	267	234	266	249	252	265.7	263.5	
234	—	301	268	236	277	251	252	265.9	264.8	1979
236	—	301	268	236	277	251	252	268.6	266.2	
236	—	301	268	236	277	251	252	269.1	266.5	
243	—	301	268	236	277	251	252	276.6	270.8	1979
243	—	301	268	236	288	258	261	277.9	273.0	
243	—	301	273	236	300	269	264	278.0	275.1	
243	—	302	258	255	301	269	302	283.7	283.1	1979
247	—	302	275	255	303	274	311	284.7	285.2	
247	—	302	264	290	303	274	311	285.1	286.5	
270	—	302	299	266	304	274	311	288.6	289.2	1979
275	—	302	299	266	311	274	311	291.2	291.2	
275	—	333	299	266	312	274	321	293.7	296.1	
276	—	333	306	272	325	277	321	294.0	298.2	1979
281	—	334	306	272	325	278	321	296.0	299.5	
281	—	334	307	272	325	278	321	296.7	299.9	
281	—	334	317	272	338	278	334	296.8	302.0	1979
281	—	334	317	272	338	279	334	296.8	302.0	
281	—	334	317	272	338	279	334	324.6**	316.4**	
39.6	39.3	40.0	40.0	40.6	40.9	40.0	41.3	40.0	40.2	Normal weekly hours*
100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.0	100.0	99.4	
100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4	
100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4	
100.0	—	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4	1979
100.0	—	99.7	97.4	100.0	97.7	100.0	96.9	100.0	99.4	

RETAIL PRICES
General * index of retail prices

TABLE 132

UNITED KINGDOM	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							
JAN 16, 1962 = 100												
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6	
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0	
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0	
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1968	Annual averages	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	125.7	125.2	
1969		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	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	141.7
1971		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1	
1968 Jan 16		121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969 Jan 14		129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970 Jan 20		135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971 Jan 19		147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972 Jan 18		159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973 Jan 16		171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974 Jan 15		191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
JAN 15, 1974 = 100												
Weights 1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3	
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8	
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8	
1978	1,000	233	30.4-33.5	119.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.2	
1979	1,000	232	[34.4]	[197.6]	[38.7]	[61.3]	[100.0]	[52.5]	[45.1]	768	[965.6]	
1974	Annual averages	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1
1976		157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5
1977		182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979		219.9	218.3	206.6	221.1	228.9	243.3	237.5	98.1	113.3	120.4	120.5
1975 Jan 14		119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976 Jan 13		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977 Jan 18		172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
Feb 15		174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1	172.5
Mar 15		175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6	174.3
Apr 19		180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	177.6	177.6	178.7
May 17		181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	180.5	180.5
June 14		183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4
July 12		183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5
Aug 16		184.7	191.9	182.2	193.8	196.9	214.9	207.6	178.8	182.7	184.9	184.9
Sep 13		185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2
Oct 18		186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	185.9	187.3
Nov 15		187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	184.2	185.9	188.2
Dec 13		188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	184.5	186.6	189.0
1978 Jan 17		189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
Feb 14		190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
Mar 14		191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
Apr 18		194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
May 17		195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
June 13		197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
July 18		198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
Aug 15		199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
Sep 12		200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
Oct 17		201.1	205.6	168.2	212.7	215.0	236.0	227.5	202.1	191.3	199.8	202.4
Nov 14		202.5	207.9	171.4	214.7	216.4	236.8	228.6	207.9	191.1	201.1	203.8
Dec 12		204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1
1979 Jan 16		207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
Feb 13		208.9	218.7	208.2	220.8	220.1	241.6	233.7	213.0	199.7	206.2	209.1
Mar 13		210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6
Apr 10		214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0
May 15		215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9
June 12		219.6	230.0	229.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4
July 17		229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1
Aug 14		230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1
Sep 18		233.2	232.6	199.1	239.2	241.1	265.2	255.4	233.2	209.2	233.4	234.6
Oct 16		235.6	234.8	200.5	241.4	245.5	268.0	258.9	233.6	211.2	235.9	237.0
Nov 13		237.7	237.0	207.1	242.7	246.0	270.3	260.5	233.7	213.3	238.0	238.9

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

RETAIL PRICES
General* index of retail prices

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	UNITED KINGDOM	
											JAN 16, 1962 = 100	Weights
95	63	66	121	62	59	89	120	60	56	41	1968	Weights
93	64	68	118	61	60	86	124	66	57	42	1969	
92	66	64	119	61	60	86	126	65	55	43	1970	
91	65	59	119	60	61	87	136	65	54	44	1971	
92	66	53	121	60	58	89	139	65	52	46	1972	
89	73	49	126	58	58	89	135	65	53	46	1973	
80	70	43	124	52	64	91	135	63	54	51	1974	
135.0	127.1	119.0	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	Annual averages
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	142.5	135.0	

RETAIL PRICES General* index of retail prices: Percentage increases on a year earlier

TABLE 132 (continued)

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	0	14	6	4	7	5	2	9	10	6
1974 Jan 15	12	20	18	24	10	25	18	19	30	25	16	19	20
1975 Jan 14	20	18	2	31	22	35	19	11	20	22	33	23	44
1976 Jan 13	23	25	28	31	14	18	12	13	14	16	8	18	15
1977 Jan 18	17	23	17	19	7	11	12	10	11	13	12	16	11
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
April 18	8	6	8	9	3	10	10	10	8	9	12	14	10
May 16	8	7	7	9	4	8	10	10	7	9	11	13	9
June 13	7	7	7	4	5	7	9	9	7	9	10	12	8
July 18	8	7	7	4	7	6	9	9	7	9	11	12	9
Aug 15	8	7	6	4	8	6	9	8	9	9	10	12	9
Sep 12	8	7	5	5	8	6	8	8	9	9	12	9	10
Oct 17	8	7	5	6	11	4	8	7	9	9	10	9	8
Nov 14	8	8	5	6	11	6	8	7	10	9	9	9	8
Dec 12	8	8	5	6	13	6	8	7	10	9	8	9	7
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
Feb 13	10	11	5	4	18	6	7	7	10	9	8	10	6
Mar 13	10	11	5	4	19	6	7	7	11	10	8	10	6
April 10	10	10	5	3	20	6	7	7	12	11	8	11	6
May 15	10	10	6	3	21	5	8	7	12	11	8	11	6
June 12	11	11	7	3	23	5	8	8	15	11	9	12	5
July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	12
Nov 13	17	14	17	16	22	17	15	12	23	19	15	23	13

Indices for pensioner households: all items (excluding housing)

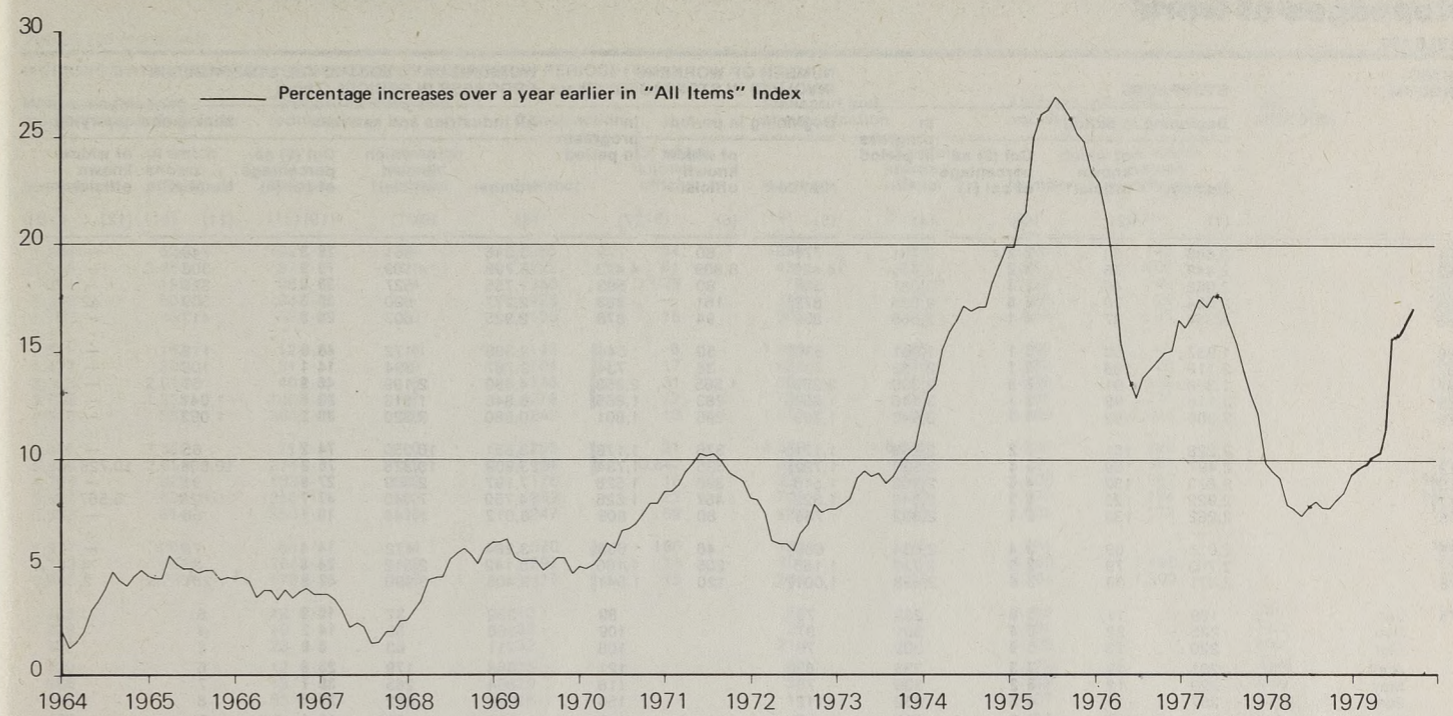
TABLE 132(a)

Index for UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9		213.4	219.3	233.1		211.3	217.7	233.1	

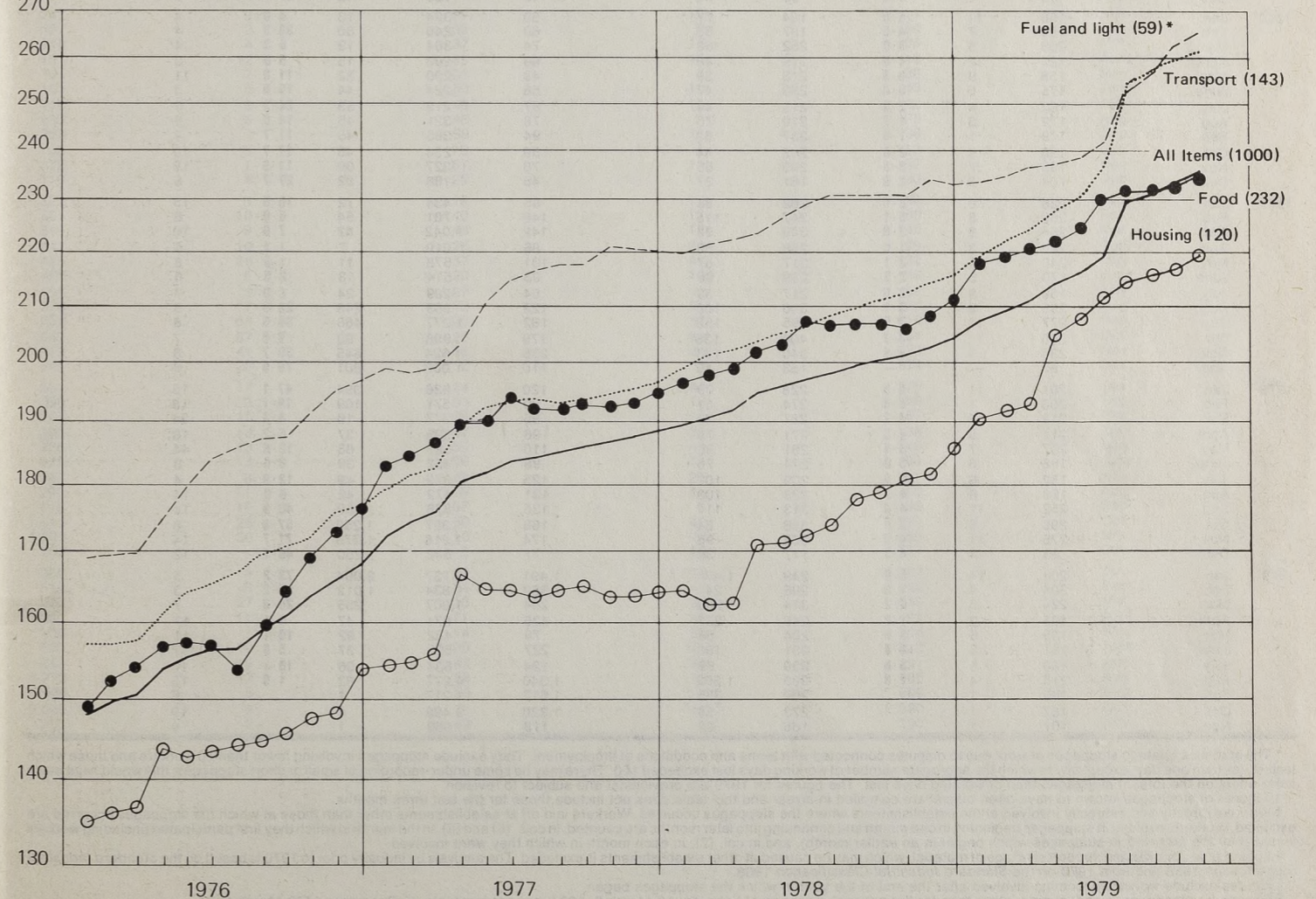
TABLE 132(b)
Group indices: annual averages

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

% Index of retail prices



Log scale Selected Groups and "All Items" Index (January 1974 = 100)



*Figures in brackets are the 1979 group weights

INDUSTRIAL DISPUTES*
Stoppages of work

TABLE 133

UNITED KINGDOM	STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES† (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)				
	Beginning in period		In progress in period	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying		
	Number	of which known official		Col (2) as percentage of col (1)	Number		of which known official	Number	of which known official	Col (9) as percentage of col (8)	Number	of which known official
			(1)			(2)							(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	771	80	779	3,046	861	28.3	740	—
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,798	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	527	30.0	326	—
1964	2,524	70	2.8	2,535	872	161	893	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530	50	544	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731	36	734	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255	1,565	2,258	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654	283	1,665	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2	10,800	10,726
1973†	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974†	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	4
1978	2,471	89	3.6	2,498	1,001	120	1,041	9,405	3,996	42.5	201	2
1975	Jan	189	11	5.8	239	70	89	339	37	10.9	6	—
	Feb	235	22	9.4	301	97	109	388	55	14.2	4	—
	Mar	220	13	5.9	302	76	108	711	63	8.9	2	—
	April	261	19	7.3	335	87	121	668	179	26.8	6	—
	May	229	12	5.2	339	76	118	864	265	30.7	7	—
	June	257	11	4.3	352	112	150	935	252	27.0	8	—
	July	235	10	4.3	330	63	92	631	97	15.4	5	—
	Aug	149	7	4.7	218	48	74	469	10	2.1	4	—
	Sep	157	10	6.4	207	37	56	300	21	7.0	4	—
	Oct	170	10	5.9	213	58	67	352	52	14.8	4	—
	Nov	115	11	9.6	158	30	44	220	74	33.6	3	—
	Dec	65	3	4.6	88	34	40	135	42	31.1	2	—
1976	Jan	166	11	6.6	184	77	80	324	13	4.0	4	—
	Feb	154	7	4.5	197	58	69	240	80	33.3	4	—
	Mar	203	6	3.0	252	68	74	304	19	6.3	4	—
	April	157	7	4.5	219	48	68	298	15	5.0	3	—
	May	156	9	5.8	213	39	49	200	22	11.0	11	—
	June	175	6	3.4	233	47	56	224	44	19.6	3	—
	July	162	4	2.5	219	44	57	219	53	24.2	5	—
	Aug	172	3	1.7	210	70	78	321	45	14.0	6	—
	Sep	179	1	1.0	237	69	94	385	45	11.7	4	—
	Oct	190	5	2.6	248	44	59	254	45	17.7	10	—
	Nov	199	7	3.5	249	65	76	327	39	11.9	18	—
	Dec	103	3	2.9	161	37	46	188	52	27.7	5	—
1977	Jan	228	8	3.5	262	88	95	434	72	16.6	15	—
	Feb	260	8	3.1	347	115	149	781	54	6.9	8	—
	Mar	264	8	3.0	349	93	142	1,042	82	7.9	10	—
	April	196	3	1.5	288	68	86	619	7	1.1	6	—
	May	240	5	2.1	317	87	101	678	11	1.6	8	—
	June	170	5	2.9	239	66	93	514	13	2.5	6	—
	July	150	3	2.0	217	39	54	299	24	8.0	7	—
	Aug	295	9	3.1	346	108	122	868	248	28.6	5	—
	Sep	277	10	3.6	395	150	182	1,277	466	36.5	8	—
	Oct	300	11	3.7	404	138	179	998	90	9.0	7	—
	Nov	236	9	3.8	340	173	238	1,624	645	39.7	8	—
	Dec	87	—	—	153	40	110	1,008	801	79.5	9	—
1978	Jan	201	11	5.5	228	79	120	836	394	47.1	15	—
	Feb	203	1	0.5	274	61	90	571	109	19.1	18	—
	Mar	212	9	4.2	287	76	95	377	16	4.2	34	—
	April	211	7	3.3	271	75	96	595	37	6.2	18	—
	May	207	7	3.4	281	90	110	527	68	12.9	44	—
	June	198	6	3.0	274	76	96	452	39	8.6	8	—
	July	152	6	3.9	209	107	125	379	49	12.9	4	—
	Aug	169	8	4.7	226	103	131	472	42	8.9	14	—
	Sep	252	11	4.4	313	117	135	878	359	40.9	14	—
	Oct	298	6	2.0	398	84	166	1,857	1,259	67.8	8	—
	Nov	275	11	4.0	369	95	174	1,918	1,375	71.7	14	—
	Dec	93	4	4.3	177	38	71	542	250	46.1	12	—
1979	Jan	204	14	6.9	249	1,471	1,491	2,737	2,004	73.2	5	—
	Feb	206	4	1.9	296	241	360	1,834	1,012	55.2	3	—
	Mar	224	5	2.2	314	203	264	1,007	255	25.3	7	—
	April	165	2	1.2	246	237	425	874	47	5.4	17	—
	May	139	5	3.6	204	188	227	622	37	5.9	17	—
	June	181	5	2.8	231	198	227	622	37	5.9	17	—
	July	180	5	2.8	239	65	124	634	96	15.1	16	—
	Aug	215	4	1.9	285	1,302	1,340	4,277	82	1.9	15	—
	Sep	169	†	—	267	355	†	1,612	11,217	†	6	—
	Oct	187	†	—	273	59	1,320	3,498	†	—	19	—
	Nov	101	†	—	166	92	118	563	†	—	6	—

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

INDUSTRIAL DISPUTES*
Stoppages of work

TABLE 133 (continued)

WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)											
Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services		UNITED KINGDOM	
Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)		
1,464	624	22	14	285	44	230	36	305	143		1961
4,559	3,652	37	21	222	61	431	275	241	100		1962
854	189	25	4	356	279	72	7	122	49		1963
1,338	501	34	—	125	34	117	117	160	29		1964
1,763	455	52	20	135	16	305	20	257	95		1965
871	163	12	4	145	6	1,069	906	183	93		1966
1,422	205	31	10	201	17	823	136	202	26		1967
3,363	2,010	40	6	233	31	559	41	438	112		1968
3,739	1,229	140	7	278	12	786	90	862	274		1969
4,540	587	384	58	242	10	1,313	590	3,409	2,076		1970
6,035	3,552	71	10	255	21	6,539	6,242	586	225		1971
6,636	2,654	274	129	4,188	3,842	876	576	1,135	301		1972
4,799	923	193	82	176	15	331	102	1,608	887		1973
5,837	602	255	23	252	22	705	33	2,072	794		1974
3,932	814	350	70	247	69	422	23	1,006	172		1975
1,977	209	65	78	4	570	185	132	5	461	71	1976
6,133	962	264	19	297	18	301	12	3,050	1,498		1977
5,985	2,735	179	27	416	15	360	16	2,264	1,200		1978
195	—	12	—	13	—	27	—	86	—	Jan	1975
228	—	10	—	38	—	27	—	81	—	Feb	
327	—	23	—	32	—	218	—	109	—	Mar	
420	—	12	—	35	—	66	—	128	—	April	
658	—	13	—	29	—	24	—	132	—	May	
640	—	53	—	16	—	11	—	207	—	June	
468	—	38	—	4	—	9	—	97	—	July	
370	—	27	—	6	—	10	—	51	—	Aug	
213	—	38	—	7	—	8	—	31	—	Sep	
261	—	8	—	23	—	7	—	50	—	Oct	
108	—	51	—	22	—	11	—	25	—	Nov	
44	—	64	—	11	—	5	—	10	—	Dec	
247	—	9	—	31	—	17	—	16	—	Jan	1976
127	—	2	—	39	—	3	—	64	—	Feb	
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OUTPUT PER HEAD AND LABOUR COSTS

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

TABLE 134 [1975 = 100]

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a	92.1	93.7	95.0	98.0	103.8	101.9	100.0	102.2	104.8	107.8
1b	99.7	99.4	97.6	98.3	100.4	100.7	100.0	[99.5]	[99.8]	[100.2]
1c	92.4	94.3	97.3	99.7	103.4	101.2	100.0	[102.7]	[105.0]	[107.6]
Cost per unit of output										
1d	47.7	51.2	56.8	62.4	67.1	78.5	100.0	113.7	127.2	140.8
1e	45.3	49.6	54.3	59.1	63.4	77.7	100.0	109.3	118.7	131.7
1f	44.8	49.2	53.6	58.4	62.5	77.1	100.0	110.7	121.6	135.6
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a	99.7	99.9	100.0	102.1	109.5	105.1	100.0	102.0	105.8	109.7
2b	110.8	109.3	106.1	103.4	104.7	104.4	100.0	[97.6]	[97.9]	[97.4]
2c	90.0	91.4	94.2	98.7	104.6	100.7	100.0	[104.5]	[108.1]	[112.6]
Costs per unit of output										
2d	43.9	49.0	53.2	56.8	60.8	76.6	100.0	111.5	118.7	130.5
2e	43.0	48.1	52.3	55.8	59.7	75.6	100.0	112.0	120.9	133.5
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a	97.7	98.1	97.5	100.1	108.3	106.5	100.0	101.4	102.8	103.6
3b	111.3	111.0	107.4	103.9	104.5	104.7	100.0	[97.0]	[97.8]	[97.4]
3c	87.7	88.3	90.8	96.3	103.6	101.8	100.0	[104.6]	[105.1]	[106.4]
Costs per unit of output										
3d	46.3	52.0	6.9	9.3	2.6	7.3	100.0	113.8	125.7	142.0
3e	44.8	50.6	5.6	8.1	1.5	6.4	100.0	114.4	128.3	145.6
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a	123.9	119.1	119.1	100.2	110.1	89.9	100.0	125.8	187.7	232.3
4b	124.2	116.6	112.6	107.9	102.8	89.3	100.0	[99.0]	[98.5]	[97.1]
4c	99.8	102.2	105.7	92.9	107.1	90.5	100.0	[127.1]	[190.6]	[239.2]
Costs per unit of output										
4d	35.6	34.3	35.2	51.6	49.5	84.8	100.0	84.1	61.4	60.1
4e	32.9	31.5	32.3	47.1	45.8	77.7	100.0	84.0	62.0	61.0
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a	125.3	124.9	114.0	114.1	125.1	114.6	100.0	106.5	102.0	100.6
5b	118.1	118.9	111.9	103.9	103.8	102.2	100.0	[95.0]	[95.5]	[92.5]
5c	106.1	105.1	101.9	109.8	120.5	112.1	100.0	[112.1]	[106.8]	[108.8]
Cost per unit of output										
5d	35.9	42.3	47.8	49.8	51.0	68.4	100.0	106.9	122.0	138.6
5e	35.4	40.3	45.9	48.1	49.4	66.6	100.0	107.4	124.1	142.0
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a	86.9	89.5	89.0	88.7	98.4	102.3	100.0	96.5	97.3	99.4
6b	109.7	110.8	106.8	102.0	102.6	104.3	100.0	[96.1]	[96.6]	[96.6]
6c	79.2	80.8	83.3	87.0	96.0	98.1	100.0	[100.4]	[100.7]	[102.9]
Cost per unit of output										
6d	50.9	56.6	61.5	62.7	64.8	77.3	100.0	118.9	135.1	152.6
6e	48.7	54.9	60.0	61.6	63.8	76.4	100.0	119.5	137.0	156.3
7 VEHICLES										
Output, employment and output per person employed										
7a	112.5	105.3	105.5	109.5	113.3	108.9	100.0	97.0	100.9	98.6
7b	109.7	110.4	107.1	103.4	104.6	104.2	100.0	[98.2]	[101.3]	[101.8]
7c	102.6	95.3	98.5	105.9	108.3	104.6	100.0	[98.8]	[99.6]	[96.9]
Costs per unit of output										
7d	38.2	45.5	49.6	53.5	60.2	71.8	100.0	118.0	125.5	146.9
7e	38.3	44.9	49.0	52.8	59.4	71.6	100.0	118.5	127.1	150.3
8 TEXTILES										
Output, employment and output per person employed										
8a	110.0	109.8	110.5	113.0	117.1	105.9	100.0	103.0	100.9	99.3
8b	133.3	127.9	118.2	113.2	112.4	109.8	100.0	[96.9]	[97.0]	[93.8]
8c	82.6	85.9	93.5	99.8	104.1	96.5	100.0	[106.3]	[104.0]	[105.9]
Costs per unit of output										
8d	48.3	51.1	54.0	56.0	66.7	79.5	100.0	113.1	127.4	142.3
8e	48.2	50.0	53.1	55.4	65.8	79.8	100.0	113.9	129.4	146.7
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a	80.9	84.1	87.4	93.6	99.3	99.2	100.0	102.9	107.1	110.2
9b	114.3	110.1	105.6	100.4	97.6	98.2	100.0	[99.9]	[98.9]	[99.3]
9c	70.8	76.4	82.7	93.2	101.7	101.0	100.0	[103.0]	[108.3]	[111.0]
Costs per unit of output										
9d	51.6	55.5	60.0	62.8	61.1	78.2	100.0	106.9	111.8	127.1
9e	50.1	53.8	58.0	60.6	59.7	76.6	100.0	107.9	112.9	129.0

* Civil employment and HM Forces.

** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 1271 of this issue.

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

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

OUTPUT PER HEAD AND LABOUR COSTS

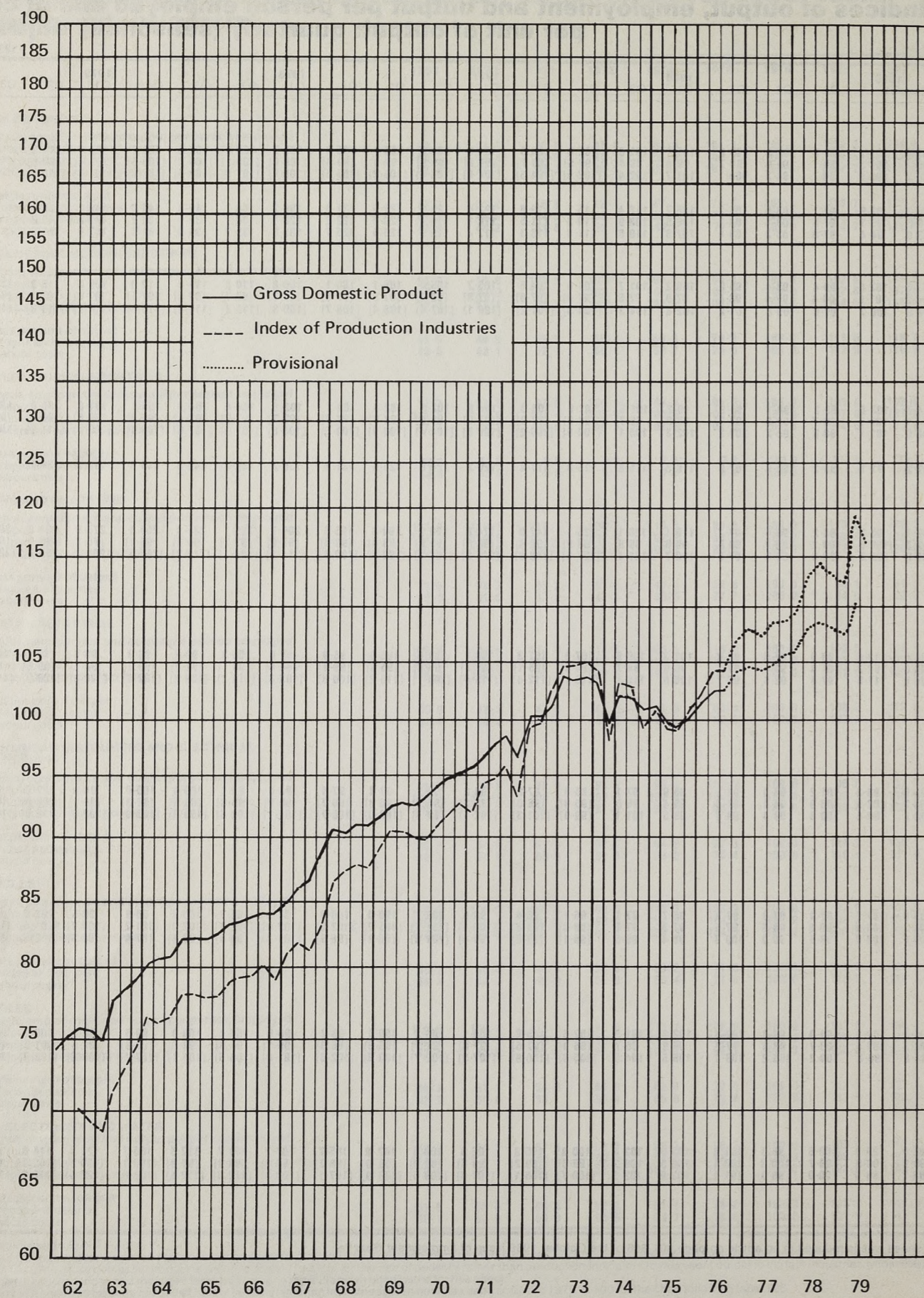
Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued) [1975 = 100]

1974	1975	1976	1977	1978	1979	
Q3	Q4	Q1	Q2	Q3	Q4	
Q3	Q4	Q1	Q2	Q3	Q4	Q1
103.2	101.4	101.2	99.8	99.2	99.8	101.1
101.0	100.7	100.3	100.1	99.9	99.7	99.4
102.2	100.7	100.9	99.7	99.3	100.1	101.7
81.5	86.2	92.9	97.7	103.0	106.3	108.7
78.9	86.6	95.1	97.6	103.1	104.2	106.5
78.4	86.0	94.4	97.8	103.3	104.4	107.3
106.8	103.5	102.6	99.4	98.4	99.6	100.2
104.1	104.2	101.9	100.4	99.4	98.4	97.9
102.6	99.3	100.7	99.0	99.0	101.2	102.3
107.9	104.7	103.8	99.2	98.1	98.9	99.2
104.9	104.1	102.7	100.7	98.9	97.7	97.0
102.9	100.6	101.1	98.5	99.2	101.2	102.3
79.8	87.3	91.1	98.2	103.8	107.0	110.3
102.4	99.7	95.5	98.2	98.6	107.7	110.1
99.4	99.7	100.0	100.2	100.0	99.9	99.5
103.0	100.0	95.5	98.0	98.6	107.8	110.7
118.4	108.6	113.6	98.8	91.8	95.8	101.3
102.2	102.6	102.3	101.4	99.1	97.1	95.6
115.9	105.8	111.0	97.4	92.6	98.7	106.0
104.5	104.5	103.3	101.2	98.3	97.2	95.9
104.9	104.3	102.9	100.9	98.9	97.4	96.4
99.6	100.2	100.4	100.3	99.4	99.8	99.5
111.5	109.0	107.2	97.4	97.6	97.8	95.7
104.2	104.2	103.1	100.8	98.6	97.5	97.3
107.0	104.6	104.0	96.6	99.0	100.3	98.4
108.2	101.6	100.1	100.9	98.8	100.2	102.2
109.8	107.2	103.4	100.7	98.6	97.2	96.9
98.5	94.8	96.8	100.2	100.2	103.1	105.5
103.1	102.9	99.3	100.6	98.3	101.8	103.5
98.4	99.2	99.5	99.7	100.3	100.4	100.5
104.8	103.7	99.8	100.9	98.0	101.4	103.0

Note: The series was introduced in an article on page 801-806 of the October 1968 issue of Employment Gazette.

Output per person employed



DEFINITIONS

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

WORKING POPULATION

All employed and registered unemployed persons.

HM FORCES

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

EMPLOYED LABOUR FORCE

Working population less the registered unemployed.

TOTAL IN CIVIL EMPLOYMENT

Employed labour force less HM Forces.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

TOTAL EMPLOYEES

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

UNEMPLOYED

Persons registered for employment at a local employment office or careers service office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled persons, and adult students registered for vacation employment, are excluded).

UNEMPLOYED SCHOOL-LEAVERS

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

ADULT STUDENTS

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

UNEMPLOYED PERCENTAGE RATE

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

TEMPORARILY STOPPED

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

VACANCY

A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly count.

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

MEN

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

WOMEN

Females aged 18 years and over.

ADULTS

Men and women.

BOYS

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

GIRLS

Females under 18 years of age.

YOUNG PERSONS

Boys and girls.

YOUTHS

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

OPERATIVES

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

MANUAL WORKERS

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

PART-TIME WORKERS

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

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in collective agreements, etc.

WEEKLY HOURS WORKED

Actual hours worked during the week.

OVERTIME

Work outside normal hours.

SHORT-TIME WORKING

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

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

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

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