



# EMPLOYMENT

January 1979

Volume 87 No 1

# GAZETTE

Department of Employment

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Annual subscriptions inclusive of postage £17.64.  
All communications concerning subscriptions and sales of the  
*Department of Employment Gazette* should be addressed to Her  
Majesty's Stationery Office at any of the following addresses: 49  
High Holborn, London WC1V 6HB; 13a Castle Street, Edinburgh  
EH2 3AR; 39 Brazennose Street, Manchester M60 8AS; 258 Broad  
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## News and Notes

### 1979 a good news year for youngsters

#### Europe aids recruitment premiums and job creation finances for first time

Two new types of aid have been created under the European Social Fund to promote the employment of young people. European Community funds will be available this year for assistance towards expenditure incurred in schemes granting recruitment premiums and in schemes financing job creation projects for unemployed young people under 25.

#### Private sector

To be eligible recruitment premium schemes have to relate to the creation of additional jobs in the private sector which are likely to give young people experience with a vocational content or which make it easier for them to find a stable job.

Job creation schemes must relate to projects for the creation of additional jobs which fulfil a public need which would not otherwise have been met and which are stable or likely to give young people experience with a vocational content which will allow them access to the labour market and make it easier for them to find a stable job.

#### Not available

Assistance will not be available for jobs created in central government, for jobs provided for by public authorities in their normal establishment or for jobs in public bodies resulting from a normal staff increase. Government schemes which provide financial assistance for job creation projects will, however, be eligible.

As with all other schemes attracting Social Fund aid, assistance will only be provided for schemes wholly or partly funded by public authorities in the member state (central or local government and similar bodies) and cannot exceed 50 per cent of the operating costs except in specified areas of the Community. Social

Enquiries about the new aid should be directed to Department of Employment, Overseas Division, OB2, 32 St James's Square, London SW1Y 4JR.

Fund assistance for the new aids will be at a rate of about £10 per person per week in Great Britain (£11 in Northern Ireland) for a maximum of 12 months.

#### In addition

The new aids are in addition to the existing aid for young people under the Social Fund, which in 1979 will provide about £154 million for schemes of vocational preparation and training for young people in the Community countries. It is estimated that the new aid will assist in the creation of between 90,000-100,000 new jobs in the Community and will encourage member states to expand their existing measures for promoting youth employment.

### "Good progress" on YOP says minister

Good progress on the Youth Opportunities Programme is being made in most parts of the country, junior employment minister, Mr John Golding, said recently.



Golding: giving effect to Easter objective

"But", said Mr Golding, "in certain areas of very high unemployment, particularly Liverpool and parts of Inner London,

### More places on Community Industry

A further 1,000 places to provide employment for disadvantaged young people under the Community Industry scheme have been made available.

As an interim measure the ceiling on places will be raised from 5,500 to 6,500. Making the announcement in a Parliamentary Answer recently, Mr John Golding, Parliamentary Under Secretary of State at the Department of Employment, said that the scale of Community Industry was being considered by the MSC and the Government along with the special employment measures and an announcement would be made in due course.

The management board for Community Industry would be invited to recommend the allocation of the additional places to particular areas, he said.

where the needs are great but potential sponsors for the Youth Opportunities Programme are fewer than elsewhere a considerable task remains."

#### High priority

Replying to a Parliamentary Question, the Minister said that the Manpower Services Commission had given high priority to securing the objective that no young person who left school in Easter or summer of 1978 and who remained unemployed at Easter 1979 should be without the offer of a suitable opportunity within the programme.

#### Close review

He added: "We are very grateful to those trades unions, employers and voluntary bodies which have supported schemes under the Programme. I am keeping developments under close review and will consider sympathetically any proposals from the Commission for any special action needed to give effect to the Easter objective in any locality in which difficulties may be encountered."

## News and Notes



Mrs Erzsebet Kibble (left) being presented with the 1978 Girl Technician of the Year Award by the Secretary of State for Education, Mrs Shirley Williams, in London last month. Mrs Kibble is an assistant test manager with Thorn-Ericsson Telecommunications (Sales) Ltd and her award is sponsored by the Caroline Haslett Memorial Trust and the Institution of Electrical and Electronics Technician Engineers. It aims to focus attention on electronic and electrical engineering careers for women.

## Rural jobs target is being won

The Development Commission is working to meet a target of at least 1500 new jobs created each year in rural areas of England, says the latest report from HM Development Commissioners.

The Commission is responsible for advising the Government on the use of the annual Development Fund to benefit the rural economy and communities particularly those facing depopulation and employment problems.

In its report for 1977-78 the Commission says that the target for new jobs is being achieved through a substantial expansion in the Commission's programme of advance factory construction. The number of factories approved annually has risen by over 700 per cent from 40 in 1975-6 to 286 in the last financial year. Rolling factory programmes had been established, in conjunction with local authorities in 16 English counties by March last year and further programmes have now been approved for the Isle of Wight and the Fens.

Of the £9 million spent by the Commission last year, the money spent on creating new jobs is proving to be particularly cost-effective, says Lord Northfield, the Commission's chairman. Quoting a study by Newcastle University, the report says that in one area, the Eastern Borders, employment was created, on which over 1000 people depend, which would not otherwise have existed. Over ten years, the report says, the money spent creating each of these jobs works out at £1,600.

In another example of its activities, the Commission cites Bishop's Castle in Shropshire where the traditional livestock market had to be closed down last year on hygiene grounds. In addition to building two small factories the Commission contributed towards the cost of refurbishing the market enabling it to reopen last July. Two more factories are now under construction in the town and the development has led a local sawmill to expand.

## Hong Kong order will ensure work in four towns

A £100 million export order from Hong Kong will bring substantial work to factories in Hereford, Erith, Prescot and Edinburgh.

Balfour Beatty Ltd have won the order from China Light and Power (CLP) for a new 400 kV transmission system in Kowloon and the New Territories of Hong Kong. It is a turnkey package and includes the design, supply and installation of overhead transmission lines, underground supertension cables and substation transformers and reactors—as well as the provision of services to CLP by British Electricity International, the overseas consultancy arm of the UK electricity supply industry.

### Co-ordinated

The Government effort to secure the contract was co-ordinated by Mr Alan Williams, Minister of State for Industry, and negotiations were conducted in Hong Kong in close collaboration between officials of the department, their advisors Lazards, the British Trade Commission, Export Credits Guarantee Department and the contractors.

Welcoming the order, Mr Williams said: "I am delighted that negotiations have been successfully concluded, and that UK industry has again been able to secure valuable business in this very important market. The order will bring substantial work to factories in Hereford, Erith, Prescot and Edinburgh and provides further evidence of the gains to be had from the close integration of the efforts of UK industry, Government and the City in the pursuit of major export business."

### Meanwhile . . .

● A large number of jobs in South Wales will be saved by a GEC-Hitachi venture to make television sets there. Commenting on the news, Mr Williams said he was pleased that his policy of encouraging co-operative ventures between Japanese and British companies was being followed.

He particularly welcomed this project because it would save many jobs which were very seriously threatened in an area of high unemployment. It would enable Japanese technology to be applied to British industry, increase efficiency and exports and save on imports he said.

## Further moves to protect low-paid workers

More frequent contact between Wages Inspectors and employers aimed at combating underpayment of statutory minimum wages to low-paid workers will start this year following changes in the working methods of the Wages Inspectorate.

Employers will be contacted at least once every six years either on a routine visit or when a complaint is investigated or by means of a questionnaire. The current target, set in 1955, of annual routine inspection of 7½ per cent of all establishments affected by wages orders is being abandoned.

### Far too long

A recent survey by the Department of Employment into the organisation, methods, staffing and effectiveness of the Wages Inspectorate found that the current cycle of visits to employers was far too long. The survey recommended the adoption of a four to six year cycle.

In accepting the recommendation Mr John Grant, Parliamentary Under Secretary of State for Employment said: "From the beginning of 1979 the inspectorate will move to a six year cycle of contact with employers; and I am setting as my objective the achievement of a four year cycle by 1981."

To meet this new commitment the Wages Inspectorate is to be strengthened and many of the other recommendations

of the Department's survey team will be adopted.

In future a far greater use will be made of questionnaires to establish contact with employers. The power to require employers to complete questionnaires sent out by the inspectorate was provided by Section 95 of the Employment Protection Act 1975. Pilot schemes using the questionnaires have shown that they do provide enough information for the inspectorate to decide where visits by inspectors would be most effective. Employers generally find the questionnaires easy to complete and can often avoid a visit by an inspector by giving full information on the questionnaire.

For some time now inspectors have not made visits to firms known to be operating agreements as favourable or more favourable to workers than wages orders, except to investigate complaints, and this policy will continue to be followed.

### Cut underpayment

Commenting on this latest attempt to curb underpayments Mr Grant said: "I hope that the changes in the working methods of the Wages Inspectorate will in the longer term cut underpayment, both deliberate and the more frequent kind which is the outcome of neglect, ignorance or misunderstanding of the statutory rates set to protect the low-paid workers concerned."

## Nurses' working conditions covered by international conventions

Working conditions of nurses and the environmental hazards facing workers generally are the subjects of International Labour Organisation Conventions and Recommendations set out in a White Paper published in December. The Government intends to ratify one of the Conventions.

The occupational hazards which are dealt with arise from air pollution, noise and vibration. The Convention allows ratifying states to accept its obligations separately in each of these areas and it is the Government's intention, on the advice of the Health and Safety Commission, to ratify the provisions on air pollution initially and those on noise when regulations have been made. Not enough is known yet

of the effects of vibration and research into this "should be vigorously pursued".

The Convention and Recommendation on nurses deal with their working conditions particularly such aspects as hours of work, rest, leave, social security provisions and the protection of their own health. Both instruments are designed to ensure that nurses are given adequate pay, training and career prospects to attract recruits and retain them in the profession. The Government generally agrees with the standards set out in these instruments, which are already met for those working in the national health services, but does not propose to ratify the Convention mainly because the Government does not regulate the working conditions of other nurses.

## News and Notes

## Loss of market share a bigger threat to jobs than micro-technology

Far more jobs are at risk through loss of market share than through micro-electronics technology which can generate as many new jobs as it displaces, Mr Eric Varley, Secretary of State for Industry, said recently.

### Necessary ingredients

Opening the Design Engineering Show in Birmingham he said: "The pace of international competition is such that we have to make every effort to keep the design of our manufactured products up to date if we are to retain or improve our market share. Of course the incorporation of micro-electronics technology where appropriate is only one of several necessary ingredients, but increasingly the advantages in terms of product performance or cost gained from the micro-processor or other form of micro-electronic device will be the determining factor in future markets.

### Time is ripe

"Hopefully, many manufacturers currently involved in modernising their existing product range will ask themselves whether or not the time is ripe for them to incorporate micro-electronics and perhaps some of those who are confidently resting on their laurels will have second thoughts before the opposition arrives on the market place.

"Micro-electronics will not just go away. What we have to do as a nation is to shape our own future by making sure that we are as good as the next, or preferably better, when it comes to updating our products with the latest technology—micro-electronics today and whatever is inevitably to follow in years to come. Only in this way can we maintain our markets, maximise employment and improve the living standards of all our people.

### Reasonable capability

"It is the Government's view that Britain must be up with the leaders on the application side and at least maintain a reasonable capability on manufacturing and supplying micro-electronics devices."

## News and Notes

## No changes to basic work permit scheme but special hotel and catering arrangements end this year

There will be no changes to the basic conditions of the work permit scheme, said Mr John Grant, junior employment minister, recently.

The unemployment situation which led to the adoption of those conditions had unhappily worsened he said and the standards must be very firmly applied both to the job and the overseas workers.

In a statement about the policy on permits, Mr Grant pointed out: "The present scheme has, since its inception in 1973, been intended to ensure that jobs are available to workers from overseas only if the work demands a professional qualification or a skill obtained by substantial training and employment experience, or is specialised work calling for particular knowledge and abilities usually acquired by employment experience; and only if the employment of an overseas worker is necessary".

There were 621 fatal accidents at work in 1977 according to the latest report from the Health and Safety Commission and Executive\*. Altogether about sixteen million working days were lost through accidents and ill-health. In construction and coal mining, two of the industries with the highest accident rates, the number of notified accidents fell slightly over the year. The number of accidents notified in manufacturing increased and the overall number of accidents in places of work rose to about 329,00 compared with approximately 327,000 in 1976.

Commenting, Mr Bill Simpson, chairman of the Health and Safety Commission, said: "Although there has been a welcome reduction in deaths from industrial accidents in Britain in the last few years, and, last year, in the accident figures for two key industries, there is no room for complacency.

"The tragic facts behind our overall industrial accident and ill-health figures are still unacceptable in a caring developed society; nor should the nation accept the persistent sapping of its economic vitality from the consequent loss of production and lowering of morale."

\* HMSO price £1.75.

Employers are expected to recruit, and where necessary train, indigenous workers or workers from overseas who have become settled here for work which does not meet the occupational ability standards. For work which does satisfy the occupational requirements, there must also be a genuine need which an overseas worker can meet; and it has to be shown that the overseas worker for whom an application is made has the appropriate professional qualification, skill or specialised knowledge and ability demanded.

### Relevant circumstances

In its observations in July 1978 on the First Report of the Select Committee on Race Relations and Immigration (1977-78), which recommended that permits should be given only in exceptional circumstances, the Government said that in each case a permit was issued only after careful consideration of all the relevant circumstances.

Mr Grant said: "One of the most important of these is the availability of suitable workers here for the job in question. It has always been a basic condition for the issue of a permit that there is no such worker available and that the employer has made adequate efforts to find one. I am determined that no employment opportunities should be lost for workers here and that this condition, too, should very clearly be met."

### Other conditions

The other conditions of the scheme which have to be satisfied are that the application is made by the employer himself, for a named worker for a specific job; the worker is aged between 18 and 54 years, except for resident domestic workers who must be not less than 20 years of age; the wages and conditions of employment offered are not less favourable than those prevailing in the area for similar work; the

## Carpet training levy

Proposals submitted by the Carpet Industry Training Board for a levy on all employers within scope of the Board equal to 0.6 per cent of their payroll in the year ended April 5, 1978 have been approved by the Employment Secretary.

employer is expected to notify the details of his vacancy to the nearest local employment office and to allow three weeks for a suitable worker to be found; and he is also expected to advertise the vacancy in the press or appropriate trade journals.

## Hotel and catering

Special work permit arrangements for the hotel and catering industry will be brought to an end this year. After March 30, 1979 permits will only be available for work which meets the skills standard of the general work permit scheme.

Making this announcement in reply to a Parliamentary Question, last month, Mr John Grant, Under Secretary of State for Employment, said that it had been made clear on several occasions that the special arrangements were not intended to be permanent.

His decision is in line with the recommendations of the Select Committee on Race Relations and Immigration that the quota for permits available for the industry should be further limited and a date given for its termination.

Mr Grant said: "One of the most important considerations of the work permits scheme is the availability of suitable workers here for the job in question. I am determined that no employment opportunities should be lost for workers here and I have also taken into account the advice of the Manpower Services Commission that the industry has the capacity to train people here to meet its needs."

The limit on permits for the industry has been progressively reduced from 8,500 in 1975 to 1,500 in 1978. Permits for exceptionally highly skilled workers have, however, been available outside the limit. This year just under 1,000 permits have been issued under the special arrangements up to the end of November. Of these, about 600 were for skilled workers. By comparison, in the latest twelve month period for which figures are available, some 47,000 people have been placed in the industry by the Manpower Services Commission in the same range of jobs.

Mr Grant also announced that the quota for resident domestic workers and nursing auxiliaries has been set at 500 for 1979.

## News and Notes

## Use of fans in coal mines—report published

A detailed report\* reviewing the current practice in the use of underground auxiliary and booster fans in British coal mines, has been published by the Health and Safety Executive.

### Houghton Main

It is the outcome of a recommendation by Mr James Carver, then HM Chief Inspector of Mines and Quarries, in his report following the public inquiry into the explosion at Houghton Main Colliery, South Yorkshire, on June 12, 1975, when five men were killed and one seriously injured. He concluded in his report that the explosion resulted from the ignition of an accumulation of firedamp in a return development heading, the likely source being frictional sparking from the impeller and casing of an auxiliary fan.

Mr Carver recommended the formation of a committee of experienced engineers to consider all aspects of the ventilation of narrow workings including the design, maintenance and methods of installation of auxiliary fans. The design and installation of booster fans widely used in modern mining layouts, was also to be considered.

Monitoring of the air circulated by these fans is fully discussed in the committee's report, as well as firedamp patterns, techniques for the conversion of exhaust to forcing ventilation, and recirculation systems. Multi-stage and series fan installation and the automation of these systems are discussed.

### Priority item

The committee considered, as a priority item, the formulation of rules for the installation and operation of auxiliary ventilation systems and these, together with relevant notes for guidance, have been published in the form of a National Coal Board production department instruction. A similar instruction for an underground fan acceptance scheme has also been circulated within the National Coal Board. Copies of these appear in the appendices to the report.

\* A Review of Auxiliary and Booster Fan Ventilation Practice in Mines, report by the National Committee to examine all aspects of the ventilation of narrow drivages, available from HMSO, price £2.25 plus postage.

## Training for off-shore medics to be compulsory

Mandatory training for new offshore sick bay attendants who have to cope with emergencies on offshore rigs, is to be brought in by the Health and Safety Executive (HSE). The attendants, known as rig-medics, work in isolated and often hazardous conditions with medical support not always immediately available. A guidance note\* published by the HSE recommends that they undergo training regardless of their professional background.

### Emergency procedures

Training is based on a four week course giving a basic practical and theoretical knowledge of offshore medical problems. The suggested syllabus, set out in an appendix, covers subjects relevant to offshore work including hypothermia, resuscitation and basic treatment for divers. It also places particular emphasis on a thorough knowledge of emergency procedures.

\* Training of Offshore Sick-Bay Attendants ('Rig Medics'): available from HMSO, price 30p plus postage.

## Safety lines . . .

● Eyebolts used with slings and for anchoring safety lines can be dangerous if they are screwed into incompatible tapped holes, says a guidance note\* published today by the Health and Safety Executive. The note warns that mismatching can result in a loss of strength of more than 50 per cent and recommends that eyebolts and tapped holes be clearly marked with the diameter and form of thread.

● Vapours from materials used in the manufacture of paint, printing ink and many other surface finishes can readily ignite or explode, warns a guidance booklet† from the Health and Safety Executive. Besides outlining the legal requirements, the booklet explains the precautions that should be taken by everyone concerned with the storage and use of these materials.

\* Eyebolts (Guidance Note PM 16), available from HMSO, price 30p plus postage.

† Highly Flammable liquids in the paint industry (HS(G)4) available from HMSO, price £1.00 plus postage.

Initial training should be backed up every three years by a refresher course to bring rig medics up to date on advances in medical knowledge and review practical experience in the offshore industry.

In future the training will be compulsory for all new rig medics and for those in post less than a year. Final appointment of a candidate will then depend on his gaining a certificate of competence on completion of training. In the meantime approved courses are being organised on a voluntary basis by medical centres in Aberdeen and Great Yarmouth. Fees for the training will normally be paid by the employer, but some candidates may be eligible for grants.

## Imports of acetylene gas now covered by law

New safety regulations covering the importation of compressed acetylene gas into the UK came into force on December 6, 1978.

The regulations\*, laid before Parliament by the Secretary of State for Employment will provide for importation under licence issued by the Health and Safety Executive in the same way as explosive materials. They were drafted by the Health and Safety Commission, in consultation with the TUC, CBI and other interested parties, following their review of the existing arrangements.

Granting of the licence, which at present will cost £14, will be conditional on a number of safety requirements, including the proper construction and markings of cylinders, and will be granted only for cylinders containing the gas at specified pressure of between 0.62 and 18.0 bar above normal atmospheric pressure when at a temperature of 15.5°C.

Until now the importation of compressed acetylene has been prohibited except under special orders signed by the Secretary of State, but the new licensing system will now permit its importation under suitable safeguards, as is already the case with explosive materials.

\* The Compressed Acetylene (Importation) Regulations 1978 (SI 1978 No 1723). Copies may be obtained from the Health and Safety Executive, Enquiry Point, Baynard's House, 1 Chepstow Place, Westbourne Grove, London W2 4TF.

## News and Notes

## Building and landscaping industry will provide jobs for long-term unemployed

An extension of the Special Temporary Employment Programme (STEP) which will help people who have been unemployed for a long time has been announced by the Manpower Services Commission. The new scheme, which is designed to encourage greater participation in STEP by the building and the landscaping industries, has been worked out jointly with the trade unions and the employers associations concerned. It is hoped to provide between 500 and 1000 temporary jobs in the first year.

### Publicly owned land

Under the arrangement, which is to be called "Schemes for Tender", projects involving work on publicly owned land and buildings, can be initiated in the inner city areas in England, Scotland and Wales by local authorities and tenders sought from contractors. It will also be possible for local authority direct labour departments to compete. Funds to meet the labour costs of the unskilled workers required for the contract will be made

available under STEP, provided those recruited have been without a job for at least six months if they are aged 19-24 and for at least 12 months if they are aged 25 or over. These funds will be made available from the existing STEP budget.

### Help for contractors

As well as helping to provide much needed additional temporary jobs in those inner city areas in need of special assistance, the scheme will help contractors to maintain employment for their present skilled labour force. The STEP workers will be employed and supervised by the contractor.

To preserve current arrangements for contracts, it will be made a condition that the projects to be undertaken should be those which would not otherwise have been carried out in the next two years. It is expected that some of the work to be undertaken by local authorities under "Operation Clean-up" announced by the Secretary of State for the Environment on September 6, 1978 will be eligible for funding under "Schemes for Tender".

## Five year aid to Hairdressing Council

The Manpower Services Commission is to contribute up to £117,000 over a five year period towards the operating expenses of the newly formed Voluntary Joint Training Council for Hairdressing.

A primary task of the council will be to develop training standards, and an early objective is to consider proposals for an industry survey to determine likely manpower requirements and training needs.

### No training board

Hairdressing, which employs some 140,000 people including apprentices in Britain, does not have a statutory industrial training board, and the new council consists of representatives of employers, employees, education and training interests in addition to assessors from Government departments.

The council forecasts that it will be self-

financing by 1983 and meantime much of its internal financing is expected to derive from the British Hairdressing Apprenticeship Council—now incorporated into the new organisation—which is responsible for recognised indentures for apprentices.

**Expenditure on unemployment benefit in Great Britain (excluding cost of administration for the 13 weeks ending November 24, 1978) amounted to approximately £165,954,000.**

**During the 13 weeks ending August 25, 1978 the corresponding figure was £153,018,000 and during the 13 weeks ending November 25, 1977 the figure was £160,073,000.**

## Training for Skills programme is informed of shortages

The Training for Skills programme had begun very favourably, a conference held by the British Association for Commercial and Industrial Education and Industrial Training Officers heard recently.

Speaking in London, Mr Peter Haxby, deputy chief executive of the Manpower Services Commission's (MSC) Training Services Division, told the conference: "The Training for Skills programme is essentially a long-term strategy. While it is unrealistic to expect overnight results, there has been a very promising start."

### Caused concern

The MSC had received a positive response from various national training boards about the programme. "A number of quantitative skill shortages have already been reported, notably instrument and computer personnel and, in specific industries, craftsmen and technicians," Mr Haxby said. Such shortages during high unemployment caused concern because "they are sure to worsen as the economy picks up and the labour market tightens."

The programme, he said, was aimed at preventing serious qualitative and quantitative skill imbalances. It was also designed to promote the systematic entry of young people into long-term training and further education as well as offering greater training and retraining opportunities for adults "to match more closely the needs both of industry and the individual."

Considerable importance was placed by the MSC on the two main themes of the programme. One of these was the systematic and even recruitment of young people into long-term training and further education. This was seen as essential to industry in securing its future skill base.

The other was the need to quicken the pace of training reform so that the training system responded more readily to any skill imbalance created both by expansion and technological change, and to the unpredictability of future requirements.

Mr Haxby emphasised that the strength of the Training for Skills programme was that it did not prescribe a blanket approach but instead took "full account of the diversity of industry's training problems and the need for flexibility in responding to them."

## The Central Arbitration Committee—a consideration of its role and approach

by Professor Sir John C. Wood, Chairman of the Central Arbitration Committee

The Central Arbitration Committee (CAC) has been given a somewhat misleading name. Its principal function is arbitration but it operates nationwide and it cannot be properly described as a committee. Although established under its present name by the Employment Protection Act 1975 it is not nearly new. At the beginning of February 1976 it replaced the Industrial Arbitration Board. That name, perhaps the most apt, had been given to the Industrial Court by the Industrial Relations Act 1971 to avoid confusion with the newly created and short-lived National Industrial Relations Court (NIRC). The Industrial Court was a venerable body set up as long ago as 1919. It is important to stress these historical links. The CAC must properly be regarded as the direct descendant of the Industrial Court of 1919, or indeed that body with a second change of name.

### Forum for arbitration

These three successive bodies have provided for almost 60 years a forum for industrial arbitration. The need for arbitration had long been obvious but until the First World War had been met *ad hoc*. In February 1915 a Committee on Production in Engineering and Shipbuilding Establishments was set up under the chairmanship of Sir George Askwith. In its initial period the Committee on Production issued general reports on problems. Within a month it was recommended that disputes should be dealt with by the Committee on Production, a single arbitrator or a Court of Arbitration. This was enacted by the Munitions of War Act 1915. From then to the end of the war—November 1918 some 3,746 cases were dealt with by the Committee on Production and a similar number by single arbitrators and *ad hoc* boards. At the end of the war there was an Interim Court of Arbitration followed in 1919 by the Industrial Court.

The standard pattern of a Board of Arbitration, as opposed to a single arbitrator is also long established. Lord Amulree, first president of the Industrial Court, writing of the Conciliation Act 1896 says:

"It was felt that a safer method (then a single arbitrator) was to be found in a reversion to the old system under which the matter in dispute was determined by a tribunal of three persons; one representing the point of view of the employers; another representing the point of view of the workpeople; and a third having no connection with either employers or workers. The advantage of this form of tribunal is that while it is incumbent upon each member of the tribunal to take, as far as he is able to do so, an important view of the matter in issue, it is helpful to the chairman to be able to talk over the matter in private with two persons who are able to assess at their right importance the various considerations urged by the parties; and who know something of the industrial and



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psychological background of the arguments brought forward".

This last sentence, although perhaps overlong, expresses certainly and clearly the considerations that still underlie the present structure of the CAC which has followed the proved pattern.

Indeed Schedule 1 of the Employment Protection Act 1975 uses similar language in establishing the side panels. Nominations to the panels are made by the Advisory, Conciliation and Arbitration Service (ACAS); appointment by the Secretary of State for Employment. It appears that ACAS seeks nominations from the CBI and TUC and there is indication that the TUC asks member trade unions to suggest names. Some might suggest that this method is open to criticism as "corporatist" but it appears to provide members with the necessary experience and the desirable width of vision. The only obvious weakness is that the

employers' panel consists mainly of those from industrial manufacturing, whereas a considerable number of cases concern administrative employment or service industry. Certainly it must be emphasised that rarely does previous or current allegiance to one "side" of employment lead to the least suspicion of partisanship.

The chairmanship is not quite so simple. The Committee on Production had Sir George Askwith as chairman. The Industrial Court had a lawyer, Sir William Mackenzie (later Lord Amulree), as chairman. He was followed in that office by two lawyers—Sir James Morris and Sir Roy Wilson. Deputy chairmen were not, however, all legally qualified. Lord Amulree in his work *Industrial Arbitration in Great Britain* (1929), previously quoted, discusses the advantages of a legally qualified chairman.

"There seemed to be no easy way of telling from a person's antecedents whether he would be competent to appreciate the points of an industrial dispute or not. Successful arbitrators might be men of experience as manufacturers . . . or they might be lawyers . . . It is true that there was presumption in favour of persons with legal training, but it was not more than a presumption . . . The solution of the difficulty seemed to lie in the setting up of a permanent Court of Arbitration or in the compilation of a list of persons who had been found to have the necessary qualifications, personal and other, for a task of which the technique is as difficult as it 'is incommunicable'".

The CAC has a legally qualified chairman and the deputy chairmen, almost without exception have had previous experience as single arbitrators. They are either academics, (usually law, economics or industrial relations), retired civil servants with long experience in industrial relations or lawyers. Two of the deputy chairmen have been recruited from the side panels.

#### Underlying legal framework

✕ This article is not concerned with the actual jurisdiction of the CAC. History shows that pay arbitration is important and flourishes when collective bargaining does not exist or is fettered in some way, by war time control or pay policy. It follows that arbitration in this area has shown an unsteady pattern, and the recent importance of pay policy has led to an upsurge in work. A considerable part of the jurisdiction of the CAC is statute based. This gives it an underlying legal framework which guides and to some extent controls the arbitrators' powers. The task remains, nevertheless, wider than that to be asked of a tribunal, demanding that the arbitrators apply in addition their special knowledge and understanding of the problems of employee relationships. Indeed whilst acknowledging that work within a statute means an important and essential addition to the terms of reference, the arbitrator will find the qualities asked of him remain fundamentally the same, apart that is from any legal argument as to the terms and effect of the statute itself—a relative rarity.

The procedure developed in industrial arbitration differs markedly from that of the normal court of law. The courts rely heavily upon an oral tradition—the legacy of trial by jury now almost extinct in civil cases. Arbitration is based upon submission of full written cases which are exchanged by the parties. The hearing is thus to some extent secondary.

Written cases are explained and amplified, views stated and challenged. Obviously different arbitral bodies use different variations. In the most formal, submissions are read. The CAC was determined from the outset to establish a procedure which encouraged those present to give a full and constructive account of their views. Cross-examination "in the Old Bailey way" is replaced by a request to explain both fact and views as fully as possible. No one who regards appearing before a body as an ordeal can be expected to give it his best assistance. The body itself will be shunned. It is plainly in the general interest that a national arbitration body is an acceptable forum before which both parties come without reservations.

#### Close to the parties

It is for this reason that the CAC tries to hold its hearing as close to the parties as possible. There are now three administrative centres: The Abbey Garden, Westminster—the old home of the Industrial Court; Birmingham and Manchester. Although many cases are heard at those centres hearings are held throughout the country in places as far apart as Inverness, Aberdeen, Cardiff, Ipswich, Maidstone, Plymouth and Falmouth. This policy enables some of those affected to attend more easily, if not to give evidence then to watch how the proceedings go.

Rarely is it possible to draw clear dividing lines. Occasional cases before the CAC, where for example jurisdiction is challenged or a passage in the legislation closely examined, resemble closely the work of a court of law. In those cases lawyers will naturally be briefed by the parties, although the trade unions rarely resort to legal representation. Other cases will involve nothing more than the application of well established rules to another set of facts. There is, however, a large core of work in which the CAC has been able to develop a separate approach in which the significant advantages of arbitration can be used. There is a well known distinction between issues involving rights and those involving interests. The former concern the application of agreed rules to particular circumstances: the latter is a method of resolving disputes which creates rules. In general rights disputes are usually and properly the task of single arbitrators and do not concern the CAC. Interests tend to involve general considerations that are wider than the dispute appears at first sight. The resolution of a particular issue cannot in many cases be completely divorced from its industrial relations context.

The CAC has had to develop an overall approach in the more complex cases. At the centre of the approach, in common with courts and tribunals, the CAC must hold itself bound by the law and by the constraints of its terms of reference. Great care must be taken to prevent enthusiasm for an attractive solution of difficulties diverting attention from this overriding need. Thus a statutory provision is absolutely binding on the CAC, and were it to ignore this, remedies against it are available in the Divisional Court by way of orders of *certiorari*, *mandamus*, and prohibition. Terms of reference can be altered where the parties agree but otherwise must limit the CAC, whatever its view of the matter. Indeed industrial relations considerations have led the CAC to add a further constraint. Wherever a decision might directly affect the contractual terms and conditions of workers who belong to a trade union not represented at or aware of the case then steps must be taken to allow them

to intervene before a decision is reached. Too great a stress cannot be laid upon observance of these legal, procedural and practical constraints.

Yet within them the CAC adopts an approach which is in marked contrast to that of a court or tribunal. Its attitude must be one of problem solving, in that it is far more active and interventionist than the court. This shows in several ways.

✕ The CAC reserves the right to seek additional information, which of course will always be disclosed to the parties. It will never hesitate to consider the wider background to its cases and to take these into account where it judges this appropriate. It will always prevent a party from gaining an apparent advantage by hiding behind a narrow construction of terms of reference or a strict view of relevance. Only in this way can the wider industrial relations structure be protected. Often the sectional nature of a case before it, the shape of the relevant law, or the attitude of trade unions in adjacent bargaining units means that inevitably the results of a particular case cause damage to the wider fabric of industrial relations. The attitude of the CAC does not, for that reason, merit criticism. Unlike so much litigation, cases before the CAC concern relationships which will continue into the future. It must be an essential feature of the CAC's approach that everything possible is done to encourage harmony in that relationship. Where discretion lies with the CAC it must be exercised with that overall aim in mind.

#### Standard of fairness

In some cases, those involving pay settlement in lieu of pay policy, the parties may be looking to impose an agreed solution on the CAC. Since some types of cases, especially those referred to the CAC under the Fair Wages Resolution, involve a public dimension—the objective application of a standard of fairness, the views of the parties which may be conditioned more by pay policy restraint cannot be automatically accepted. Paradoxically that attitude runs counter to one of the major aims of the CAC. Not only does it seek to adopt a problem solving approach, it also seeks to associate the parties as far as is possible with the actual construction of the solution. This important technique has been fully developed in its jurisdiction in the field of equal pay. It is being used with some success in disclosure of information cases and in suitable cases under S.16 of the Employment Protection Act 1975—which provides for compulsory arbitration where a trade union is not given the recognition recommended in a formal report by ACAS.

The technique is simple. At the first stage, at an informal hearing the case is examined and discussed and the issues and problems are identified. Indication can then be given that the CAC would be prepared to proceed to an award along certain general lines but that it would be much more preferable for the parties, during an adjournment of appropriate length, to tackle the problems themselves. In this way in disclosure cases the parties, with the help of ACAS expertise if required, can examine the matter in detail and similarly in equal pay cases job evaluation, which is so often an essential prerequisite to solution of the problem, can be jointly undertaken. If all goes well the CAC is left with two residual functions. During the adjournment it guards against the possibility of unnecessary or unfair delay since the case can be reinstated at any time. Once the

work has been completed by the parties the CAC will be able to tidy up on issues upon which the parties have been able to agree. Rarely does the whole issue have to be determined. More usually the issues have been considerably simplified. In an equal pay case, for instance, it is usual for a job grading to be agreed but for grade rates to be still disputed. The task of finalising such a settlement is relatively easy and the whole solution, being to a large part the product of agreement between the parties stands a much enhanced chance of success. Although this approach is unsuitable for some important areas of the CAC's jurisdiction, particularly statutory provisions on pay, it is nonetheless important to stress that where it is appropriate it has marked advantages. The CAC is keen to emphasise its problem solving approach, to remove from the parties, control as little of the decision making as possible and to achieve awards that have the greatest chance of being constructive and lasting.

It follows from this approach that the CAC is always willing to explain the considerations taken into account in reaching its decisions. This should not only assist the parties in acceptance of the award; it should also help to assist in the integration of the award into existing industrial relations patterns. On the other hand an attempt is not made to offer a detailed "judgment-like" explanation of every detail of the award. For this reason the heading "General Considerations" has been given to the paragraphs of an award that precede the precisely formulated award itself. The question whether arbitrable bodies in the field of industrial relations should give reasons has been much debated. It is central that an arbitrator is most usually called in so that there may be, once and for all, the end put to a disputed matter. It is better, therefore, that reasons for the decision are not shown because they can so easily lead to renewed argument either on the same ground in an "appellate sense" or on a collateral issue thought to be raised by the arbitrator's reasoning. It is interesting to note that it was the intention of the first president of the Industrial Court to establish a "common law" but the attempt appears to have been eventually abandoned. Indeed the proper use of precedent is difficult to determine. No decision-making body wants to produce a succession of awards that lack pattern or coherence. Yet the use of precedents, as seen in courts and to a lesser extent tribunals, imposes a stifling rigidity. It also tends to encouragement of the handing over of the conduct of cases to professional legal advisers whose skills rarely cover the wide ranges needed in industrial relations issues.

#### A consistent approach

The dangers of this type of professionalisation has been well highlighted over a wide range of areas by Ivan Illitch. They are particularly acute in the type of industrial relations disputes that come before the CAC. It follows that the CAC in its general considerations is attempting to show a consistent approach without destroying the flexibility that is so precious. Parties coming to the CAC should be able to feel confident of the approach they will find without having to worry too much about the detailed relationship between their own cases and previously decided ones.

There appears to be a doubt as to the established and future role of arbitration in the overall framework of industrial relations. ACAS provides a service of single

## Industrial relations—reflections on the American system

by Eileen B. Hoffman, Commissioner, US Federal Mediation and Conciliation Service

As the first representative from the United States Federal Mediation and Conciliation Service (FMCS) in exchange with the Advisory, Conciliation and Arbitration Service (ACAS), I was given very broad scope—to look at British industrial relations as a whole and ACAS in particular. During the six months of this assignment I was able to meet with ACAS staff both in the head office and a number of regional offices and to observe the many ACAS functions of conciliation (collective and individual) advisory work, inquiry, recognition, and arbitration. I also had a chance to meet government, union, employer representatives and academics in the industrial relations field.

Now I hope I can provide some comparisons with the US system of industrial relations and the work of FMCS in particular. But the comments will be somewhat tentative since I would like a little more time to digest this six month experience. I have only tried to highlight certain features of the United States system that I think would be most striking to a British observer.

Before I begin, reference should be made to the old joke that Britain and the United States are two nations separated by the possession of a common language. As recently as June 17, 1978, Mr Robert Burchfield, chief editor of the Oxford English Dictionary warned that English-speaking Americans and English-speaking Britons will not be able to understand each other in another 200 years. Frankly, I think I have been able to understand my British colleagues very well. I merely substitute the American term "lay off" when I hear of a "redundancy" and the American expression "no way" when I hear a British trade unionist say a particular proposal "is not on". However, there is one area where there may be confusion. While there is a distinction between conciliation and mediation here, we use the terms interchangeably. Indeed, there is a story that when the Federal Mediation and Conciliation Service was being discussed as part of the Labor-Management Relations Act of 1947, there were two different bills, one house had the term "conciliation" and the other used "mediation". The compromise bill merely added both words instead of deciding between them.

### Specific mechanisms and institutions

To compare and contrast the US system of industrial relations, I have highlighted its underlying assumptions as well as the role of collective bargaining and the law. I have also looked at the specific mechanisms and institutions in the States which deal with conciliation and mediation.

The British visitor might be surprised to see basic agreement or consensus between American trade unions and employers on the desirability of free enterprise and the capitalist system, for trade unions have been among its strongest supporters. Unions have looked to collective bargaining as the chief mechanism for jointly controlling the enterprise and improving the welfare of their membership, an emphasis called business or job unionism. They



Eileen B. Hoffman

have not looked to the acquisition of seats on management boards as the way towards social partnership. Nor have they sought to rely on legislation for substantive benefits. While American labour law sets out the rules for the conduct of bargaining and establishes the right to union recognition, it does not usually set out what the results of those bargains should be nor does it require employers to grant wage increases or agree to specific terms and conditions of employment. Indeed, there is much more to bargain about in the United States than in many European countries, because the agreement relates to the actual plant situation and may cover such diverse areas as health insurance, overtime rates, pensions, dental plans, legal aid, and supplementary unemployment benefits, among others. American unionists have been able to bargain more intensely over wage payment systems because, except for World War II, the Korean War years, and 1971-74, there has not been a wage-price controls programme.

When American unions do seek through legislation, political action, and community involvement to improve their members' lot by improving the society as a whole they operate as lobbying and pressure groups within the American political system.

On that last point, the British visitor would notice no organic link between the American trade unions and any political party. Indeed, while such an approach was debated in the early 1900's in the States, it was rejected in favour of the pragmatic approach of Samuel Gompers, then President of the American Federation of Labor, that is, "Reward your friends and punish your enemies".

When compared with Britain, fewer workers are members

of trade unions (in the UK 50 per cent of the workforce is organised compared with 24.5 per cent of the non-agricultural workforce in the United States) and fewer workers are covered by collective agreements (the Bureau of Labor Statistics reported that 22.9 million workers were covered by 194,726 collective bargaining agreements in 1974)\*. Union growth in the States has not kept pace with the workforce for in 1945 the unions represented 35.5 per cent of the non-agricultural workforce. Between 1970 and 1976 the unions lost about 700,000 members in manufacturing. A variety of explanations have been offered. Unions strength varies with the sectors of the economy. It has traditionally been concentrated in the manufacturing sector (an estimated 8.46 million members or 44.5 per cent of sector employment) rather than in private white collar employment or the public sector, and it is to the latter two areas where employment has shifted. Indeed, it is in these areas where unions in Britain have made great gains. Unlike recent British experience there has been little unionisation among American managers. In the States supervisors have not been defined as employees and therefore are not protected by the law. There are regional variations as well with high union density in the older, industrialised north east and Midwest and less in the younger, and fast-growing South and Far West, the Sun Belt. Many of the latter states are "right-to-work states" where their legislatures have outlawed the union shop under Section 14(b) of the Taft-Hartley Act. There is no agreement on the reasons for this rate of unionisation and the danger here is one of over-simplification. While some point to the American emphasis on individualism as well as workers' desires to become part of the middle class, others cite unions' lack of success in getting new members and financing recruiting drives. Still others say this lack of organisational campaign occurs because each election must be won by majority vote and fought at local level because of the decentralisation of American bargaining into many small units. Still others see the more narrow job-focus of the American labour movement rather than the broader, more politically involved movements in Europe as the explanation.

### Collective bargaining

As American collective bargaining tends to be decentralised and local in nature it means that a typical agreement in manufacturing will be between a single employer (usually at plant level) and a local union representative—rather than the British practice of industry level agreements between a number of trade unions and employers' associations. In the States multi-employer or association bargaining predominates in the non-manufacturing sector, especially in construction, transportation, hotels and restaurants and in retail trade. Between these two extremes there are at least three other forms of negotiating:

*Coalition bargaining* is where the bargaining units are separate but the unions agree to act in concert regarding demands and settlements (used in copper, electrical equipment, and petroleum refining);

*Pattern following* is where a single employer is selected as the initial target and the settlement reached is applied to the others (made famous by the United Auto Workers negotiations with the Big Three automobile manufacturers)

*Informal multi-plant negotiations* where the leading employers act jointly through a committee but the actual contracts remain separate. (This has become the pattern in basic steel negotiations with the United Steelworkers). American collective bargaining agreements are highly

detailed, legally enforceable contracts, which usually run for two or three years. The agreement includes the actual terms and conditions of employment (rather than the British practice of industry minimums which can be modified at plant level) as well as the procedural clauses for modification, termination, and interpretation. The overwhelming majority of agreements contain a grievance and arbitration provision for resolving most complaints under the contract. The arbitrator is usually a private citizen who is selected by the parties, normally from lists provided either by the Federal Mediation and Conciliation Service or the American Arbitration Association. Most agreements also include a no-strike, no-lockout clause by which the parties agree not to take industrial action over the items which are subject to arbitration.

### Paradoxical situation

The British visitor might surmise an apparently paradoxical situation. Although the United States has a higher strike rate than the United Kingdom, there seems to be more media coverage of strikes in the United Kingdom. Except for the rarer national dispute affecting local steel, docks or auto manufacture, there appears to be little mention of labour disputes in many American papers. Some argue that the US strike rate is higher because of its decentralized bargaining system and therefore there is little national interest in a strike in any one sector or state. Indeed, we neither have the type of national newspapers nor as many labour correspondents; the closest equivalent would be news magazines and the major television networks. Another reason cited is that a higher level of conflict is bred by the adversary system of union recognition, marked by campaigns for and against unionisation at the National Labor Relations Board. However, most strikes occur after the contract has terminated and procedures have been exhausted. Most are official actions, approved by the membership and endorsed by the union to set new terms and conditions of employment.

The British visitor would notice more labour lawyers here and a different and more imposing role of law. It has already been mentioned that the law—especially the National Labor Relations Act of 1935 (also called the Wagner Act for its sponsor)—helped to promote the expansion of the trade union movement in the United States. In Britain trade

\* The number of workers covered by collective bargaining agreements exceeded union membership by 1.3 million (because workers may be covered by agreements although they are not union members). There is, however, no provision for extending a collective bargaining agreement to workers who are not in the bargaining unit as can be done through application to the Central Arbitration Committee under "Fair Wages Resolution" or Schedule II of the Employment Protection Act, 1975. Our closest US equivalent is the Davis-Bacon Act which applies to the public construction industry and has provisions for extending area prevailing wages, which tend to be the union minimum. (The Walsh-Healey Act requires employers doing major business with the Federal Government to pay workers the minimum wage prevailing in the area, as determined by the Secretary of Labor). See, US Department of Labor, Bureau of Labor Statistics, *Directory of National Unions and Employee Associations, 1975. Bulletin 1977*, pp 77-78.



unions achieved prominence without statutory encouragement of recognition. Indeed, trade union opposition to the Industrial Relations Act 1971, was prompted by dislike of the regulations imposed on the union movement in return for such recognition. Later machinery, in section 11 of the Employment Protection Act, 1975, only embodies the recognition area and is not legally enforceable.

In the United States, the Wagner Act was the watershed for trade union recognition especially in the mass production industries of automobile manufacture, steel, and rubber. The Act put teeth into the government's pledge to protect employee collective bargaining rights. This was done through two basic methods: banning specific types of management conduct as constituting "unfair labour practices"; and setting forth the principle of majority rule for the selection of employee bargaining representatives. If the employer expressed doubt as to the union's majority status, a secret ballot of the employees would determine if the majority existed†. The Act also created an independent, quasi-judicial agency—the National Labor Relations Board (NLRB)—to provide the machinery for enforcing these provisions. Union membership boomed, from 3.6 million in 1935 to more than 14 million by 1947.

#### Legal protection

It has been argued that once American unions looked to the law for recognition and protection, they would become ensnared by the legal apparatus. While it is true that after legal protection was extended to unions in 1935, there was restrictive legislation passed twelve years later (The Labor-Management Relations Act, called the Taft-Hartley Act of 1947) and again in 1959 with the Landrum-Griffin Act, Americans speak of the pendulum swinging back and forth to redress the balance between labour and management. Rather than working to abolish all statutory recognition features, as the British labour movement did in 1974, American trade unions have tried to work with the legislation to reform and revise it. Recent union efforts to pass a labour law reform bill to expedite election procedures and to provide remedies for violators are an example of this strategy. The difficulty of securing passage of such legislation indicates a present lack of Congressional support for labour's position.

Often British visitors expect a neat and tidy union structure but this is not the case, since our unions evolved much as their British counterparts from craft unions. There are still many individual craft unions in construction and printing. There were also early industrial unions in textiles and clothing and mining. Like the British general union—the Transport and General Workers, the US has the International Brotherhood of Teamsters (IBT) which represents over-the-road trucking (road haulage), as well as other diverse groups. What is very different, however, is that key sectors of the economy are covered by one or perhaps two major industrial unions. For example, the United Auto Workers in auto, aerospace, and agricultural implements industries, the United Rubber Workers in the rubber industry, and the United Steelworkers in the steel industry. As in Britain, there are also many occupational unions. The fastest growing public sector union is the American Federation of State, County and Municipal Employees.

There are even some industries where the British have fewer unions. One is in the performing arts, where Equity covers actors in stage, screen, and television while there are separate unions for each of these in the States.

The American central trade union co-ordinating body is the American Federation of Labor-Congress of Industrial Organisations (AFL-CIO). It is not as comprehensive as the TUC because certain major unions, including the Teamsters, AutoWorkers, West Coast Longshoremens, and Mineworkers, are not affiliated—albeit for different reasons. The 106 AFL-CIO affiliates claimed 16.9 million members in 1974; total union membership was 21.6 million and total members for all unions and employee associations was 24.2. Employee associations are also classified as labour organisations under the law but are not affiliated to the AFL-CIO and tend to be organisations of public employees, white collar employees, teachers, nurses, engineers and scientists.

#### Important differences

In the area of individual employee rights, however, the British visitor would find some important differences as well as similarities with UK legislation. He would not find protection against unfair dismissal comparable to those in Trade Union and Labour Relations Act, 1974 or the Employment Protection Act, 1975. No system of industrial tribunals and statutory right to file if an employee was unfairly dismissed exists. Instead, the private collective bargaining system establishes a private grievance and arbitration system. What both countries have in common is legislation against discrimination on the basis of sex, race, and trade union activity (America also has provisions against age discrimination). In general, an individual employee who is neither covered by that legislation, nor by a union's provision for arbitration would normally have no recourse against unfair dismissal but to file suit in a civil court.

#### Standards set

In both countries the state sets certain standards. For example, occupational safety and health at work is regulated and enforced in both countries. We also regulate pension plan agreements. For the lower paid, the British have a system of wages councils for certain industries. In the United States, it is a national minimum wage, periodically increased by Congress. There is also legislation providing for a maximum workweek of 40 hours and then premium pay for overtime. While there is no comparable statutory redundancy payments scheme as in the UK, there is unemployment compensation. And American unions are pressing

†When a union seeks a representation election, it must show by reliable proof, that no fewer than 30 per cent of the employees in an appropriate bargaining unit wish that union to represent them for purposes of collective bargaining. Usually, a union makes such showing by presenting signed authorization cards or employee petitions. In a remarkably high percentage of cases, 80 per cent, the parties themselves reach agreement on the unit in which an election should be conducted. Provided that the agreement is consistent with NLRB unit policies, the Board will normally respect the decision and conduct an election in that unit. If the union wins the election that is, a majority of those voting wish to be represented, it becomes the certified bargaining agent. Then, both parties have a statutory duty to bargain in good faith.

for additional legislation that would require companies to give advance notice of plant closings and relocation and would provide assistance to workers and communities hurt by the job losses.

Having this general background, the British visitor could now look at dispute settlement machinery, created by the various laws. All industries in interstate commerce, except railroads and airlines, are covered by the National Labor Relations Act which is administered by the National Labor Relations Board. Railroads and airlines have their own legislation and dispute machinery. Many of the states have their own laws for both or some public or private employees. And federal employees are covered by an executive order 11491 which sets up special machinery for unit determination and dispute resolution.

#### Resolution of disputes

The Federal Mediation and Conciliation Service (FMCS) assists the resolution of disputes involving interstate commerce (covered under the National Labor Relations Act) as well as disputes involving federal sector employees and disputes involving state employees where there is no state service. Unlike ACAS, which combines conciliation of labour disputes and recommendations for trade union recognition in a single agency, the two are treated separately in the States. The National Labour Relations Board is established as the administrator of the legislation and the interpreter of the rights to organise and to engage in collective bargaining and FMCS to conciliate disputes once recognition has been won.

With the passage of the Taft-Hartley Act in 1947, FMCS became an independent agency with the director appointed by the President with the advice and consent of the Senate. The present director is Wayne L. Horvitz. The conciliation function, however, dates from 1913 when it was performed by the Conciliation Service which was part of the Department of Labor.

#### Labour peace

The primary duty of FMCS is to promote labour peace. This is carried out by providing mediation assistance to labour and management in preventing and settling collective bargaining disputes. The process is voluntary, either party to a dispute may request a mediator's assistance or the FMCS may proffer its services. It possesses no law enforcement authority. FMCS is usually alerted when a potential dispute looms by either formal notification by the parties 30 days before the contract expiration date or in the case of a new bargaining unit by the agency which certified it (in the private sector by the NLRB and in the federal sector by the Labor Management Services Administration). During the fiscal year 1976, the FMCS received 121,973 such notifications. After screening and consolidating, the number of dispute cases closed was 19,856. Of these cases, the Service was actively involved in about half (8,985 joint meeting cases). Altogether, 2,609 cases or about 13 per cent of the 19,856, involved strikes.

In addition to the primary responsibility of offering mediation in bargaining situations, FMCS has a rough

equivalent to the ACAS advisory service. We call it technical assistance (TA) and education and information services. Technical assistance is performed by the FMCS mediator through work with labour and management in joint problem-solving, training, developing labour-management committees and other procedural devices designed to minimise crisis negotiations. Mediators also work with professional associations and academic institutions, speak before public groups and the media. In terms of overall caseload, of the 21,794 total cases closed in fiscal year 1976, 1,083 were technical assistance and 860 were public information and education.

FMCS has an arbitration function similar to that of ACAS. Both agencies maintain rosters of private citizens who act as arbitrators when requested by the parties. In addition, under the health care amendments to the National Labor Relations Act, FMCS maintains a list of arbitrators who will be appointed as boards of inquiry. FMCS established an Arbitration Services Advisory Committee made up of 12 prominent arbitrators and representatives of labour and industry who use the arbitration process to advise the director of the Service and the Office of Arbitration Services on the development and implementation of policies relating to arbitration.

#### Staffing

The total staff of FMCS is slightly smaller than that of ACAS. Federal mediators, known as Commissioners are stationed throughout the country in major industrialised areas. There are 300 mediators who are located in eight regional offices and 71 other major cities. (The rest of the staff breakdown is: 112 in national office, 35 regional management, and 109 administrative/clerical field and regional positions). A one-for-one comparison on collective conciliation would be FMCS: 300 to ACAS: 80 employees.

Federal mediator positions are exempt from civil service eligibility requirements. Qualifications for hiring are determined by the Service. The qualifications are high, an applicant is usually required to have a minimum of seven years full-time experience in labour management relations. The Service also has a programme for hiring and training a small number of mediator interns. About one-third of the mediators come from labour backgrounds, one-third from management background, and one-third from other backgrounds such as government, law, education, research, consultants, or another mediation agency.

Most recently FMCS has looked at the use of its conciliation and mediation skills and their possible transferability to other conflict areas. Since non-profit hospitals were added to the FMCS jurisdiction, the agency has been studying its experiences with mediation in this industry. The law provided a number of new mechanisms including the requirement of a ten-day strike notice; the possibility of mandatory mediation; and the provision that the director of FMCS can appoint a board of inquiry to make recommendations if he believes a strike or threatened strike or lockout would substantially interrupt the delivery of health care in the locality. These boards of inquiry, which usually consist of one person, are selected from the FMCS arbitrators list and serve like ACAS "mediators". FMCS has also been looking at the training of mediators and arbitrators and updating information, especially in the light of

fast changing legislation on race, sex, age, pensions and occupational safety and health.

Unlike FMCS, the National Labor Relations Board (NLRB) is charged with investigating employer and union unfair labour practices and given the authority to conduct employee representation elections. Since it is making decisions on questions which are controversial, it has not been without its own controversy or critics. However, the great majority of employees and unions have abided by the labour laws. Current reform proposals centre on procedural changes to counter the problems of delay (in holding elections) and ineffective remedies (when employers refuse to cooperate).

### Presidential appointments

The NLRB is composed of five independent members appointed by the President with confirmation of the Senate for five year terms. While there had been a proposal for a tripartite board with representatives from labour, management, and an independent, the independent approach won out. On the one hand, this left the Board open to the charge that its decisions did not reflect the realities of the labour-management situation and on the other, to charges of partisanship. The Board's leadership and consequently its attitudes have altered from decade to decade and from President to President. Nonetheless, controversy has focused on the Act and the fact that there is still no agreement within the country.

An extensive history of the NLRB written by Frank McCulloch, former chairman of the NLRB and Tim Bornstein, former special assistant to the chairman, summarised the problem as follows:

"The mistrust and hostility between labour and management that were characteristic of the 1930's have been moderated over the years but have not been replaced by a guiding spirit of mutual trust and earnest cooperation. In Congress, before the NLRB, and at the bargaining table, zealous partisanship is still the rule; common concern for the public interest remains the exception. Today, 40 years after the passage of the Wagner Act, the Board is required to act as a policeman to halt patently lawless conduct by parties who only grudgingly obey the law.

"The Board's course has too often been influenced by national political changes, and it has too often receded from inventive solutions to problems in the face of partisan criticism. Despite broad statutory power to fashion remedies for unfair labour practices, the Board... has been reluctant to use this authority with either great vigour or imagination".

In terms of staff, the NLRB employs about 1,600 people in its regional and national offices. If all the state mediation and trade union recognition machinery were added to this figure, the closest equivalent to ACAS would probably employ about 2,500 staff.

The value of this exchange visit was to look at common problems from different perspectives, to ask new questions, and to exchange experiences. In terms of structure FMCS avoids any public confusion concerning its role since it is purely an advisory agency. However, ACAS as the single

agency in labour relations can preserve continuity and discussion in all areas. While the ACAS Council keeps the organisation grounded in labour-management realities, helps to enhance its acceptability, the FMCS makes use of labour-management advisory committees in certain areas, most recently health care and arbitration.

I have observed how collective conciliation operates here and find it very similar to US style mediation. We have a similar arrangement with most disputes handled in the field or regions and national disputes co-ordinated or dealt with from head office. In addition we have a number of "trouble shooters" from the national office who will panel a particularly sticky dispute with the local mediator. Before the statutory notification provisions of Taft-Hartley in 1947, our mediators operated much the same as your conciliators since they received notification of a dispute from the parties or the press or other source. The benefits of a 30-day notice (or for health care, a 60-day notice) is that it gives FMCS a chance to become involved before a strike is actually called and it makes the parties aware of another mechanism if they wish to use it. Since most mediation activity occurs around contract termination time, which tends to be the end of the month, the individual mediator clears his or her diary for long bargaining sessions ahead. I have also been very interested in how ACAS operates during periods of incomes policy since, just as in the States, independence from government policy is critical. We adopted a similar approach during the 1971-74 control period.

### Statutory protection

We do not have the individual conciliation function since there is no equivalent broad statutory protection. However, the use of an agency like ACAS raises the question whether FMCS would be the proper agency to perform this function in the States.

FMCS technical assistance is not quite the same as the ACAS advisory function since we produce few diagnostic surveys or reports. Instead, we concentrate on skills-building, workshops, and attitude change. I might add that in this area I think we can learn from each other. FMCS devised a programme called "Relationships by objectives" in which it worked with strike-prone companies and unions to try to change procedures and attitudes. The Service has also performed large-scale programmes on an industry basis, one of the latest involved the coal industry and training of union district representatives in grievance and arbitration procedures. The long-term aspect of this work would place it more in the ACAS inquiry operation. We might see where inquiry work could improve our labour relations.

We could reciprocate through an exchange of current research and work in the areas of dispute settlement<sup>†</sup> including recent FMCS efforts to improve labour-management communication through the formation of joint labour-

<sup>†</sup> In America there has been an increased interest in dispute settlement procedures and analysis of them through meetings of the Society for Professionals in Dispute Resolution, the National Academy of Arbitrators, the Industrial Relations Research Association, the Society of Federal Labor Relations Professionals, the American Arbitration Association, the Labor Law Section of the American Bar Association, as well as through the workshops and conferences held by FMCS and the research undertaken at major universities and institutes.

management committees. These committees range from in-plant to industry-wide to area-wide committees and enable discussion away from the pressures of the bargaining table. The area-wide committees, composed of representatives from companies, unions, and civic leaders have, in some instances, reversed high unemployment caused by plant closings by improving the labour relations image of the locality and attracting and holding industry. These committees do not get involved in labour disputes or strikes but work toward mutual goals such as economic development.

As more and more bargains in the United Kingdom result in detailed plant or company agreements, there may be some benefit in looking at the US experience. A look at how our conciliators work with shop stewards and union committees may be of assistance since increasingly in the UK, decisions cannot be made by the full-time officer alone. Similarly, as we look at your various experiments with incomes policy and the problems involved in both a statutory and voluntary programme, we can learn to identify the pitfalls and problems of wage differentials and inequalities, low pay and self-financing productivity deals.

My work with both agencies has raised the question of how people are trained to do their jobs. We stress experience and skill. Our brochures say, "The mediator is appointed because of knowledge and demonstrated skill in collective bargaining. Regardless of background, the oath of office as a US Commissioner of Conciliation requires the mediator to maintain strict objectivity and impartiality as a representative of the public interest". It works, because the mediator is only effective when he or she is acceptable and believed to be impartial, and, of course, it helps if both sides eventually agree. ACAS relies on the impartiality that is inherent in the British civil service and on a vast pool of talent from the Department of Employment Group. It also employs some staff from outside the civil service with industry or union experiences. The ACAS approach provides more opportunity for career advancement without a larger organisation. The FMCS approach relies on commitment within the agency and the fact that for many of its mediators (average age of 45) it is a second career.

## The Central Arbitration Committee (Continued from page 11)

arbitration and occasional *ad hoc* boards of arbitration. There is always a certain amount of arbitration arranged within the confines of an industry, or privately. At the same time the Industrial Court and the CAC have offered the availability of a standing arbitral body. Although increasingly it would appear statutory jurisdiction is being given to

The benefits of this exchange have been great for me personally. The opportunity to discuss ideas and approaches and to formulate new perspectives and questions has been invaluable. Only through these types of discussion can we avoid rushing in to try "fads" and panaceas often mentioned in the press which supposedly work in one country and should be grafted on to another. And, to go full circle, through such international exchanges we can preserve mutual understanding of a common language—that of industrial relations.

### Further reading

- (1) Thomas Donahue, executive assistant to the President, AFL-CIO, Washington, address, to *International Conference on Trends in Industrial and Labour Relations*, Montreal, Quebec, May 1976, McGill University, Industrial Relations Centre, 1977, pp 574-580.
- (2) See, George H. Hildebrand, "The Prospects for Collective Bargaining and Contract Administration in the Manufacturing Sector, 1978-85," mimeo, paper delivered at the *Conference on the Future of Unionism in manufacturing in the 1980's* Lake Bluff, Illinois, June 21-23, 1978.
- (3) Everett M. Kassalow, "Industrial Conflict and Consensus in the United States and Western Europe: A Comparative Analysis," in *Industrial Relations Research Association, Proceedings of the Thirtieth Annual Winter Meeting*, December 28-30, 1977, New York City, 1978, pp 113-122 and Roy J. Adams, *Discussion*, pp 145-148.
- (4) See, Moira Hart, "Union Recognition in America—The Legislative Snare," (forthcoming), *Industrial Law Review*, December 1978.
- (5) See, "The Clout that Failed," *The Economist*, July 1, 1978, p 32.
- (6) Frank W. McCulloch and Tim Bornstein, *The National Labor Relations Board*, New York, Praeger Publishers, 1974, pp viii-ix.
- (7) For a general review of mediation practice and procedure see Walter Maggiolo, *Techniques in Mediation*, Dobbs Ferry, New York, 1971; William E. Simkin, *Mediation and the Dynamics of Collective Bargaining*, Bureau of National Affairs, Inc, Washington, DC, 1972; Eva Robbins, with Tia Denenberg, *A Guide for Labor Mediators*, University of Hawaii, Industrial Relations Center, 1976; International Labor Office, *Conciliation in Industrial Disputes* (Geneva, 1973); and Eileen B. Hoffman, "Resolving Labor-Management Disputes: A Nine-Country Comparison", *Arbitration Journal*, Vol 29, No 3 (September 1974), pp 185-204.

that body the expertise it has acquired in the resolution of what are pay disputes provides an unrivalled base for the voluntary settlement of such disputes by arbitration. As long as it adopts an approach which provides an effective service to the parties its role in general should be capable of further development.

## Going into industry

### Trends in graduate employment

Recent trends in the flow of graduates from universities into employment were discussed in an earlier article—"Flow of new graduates into industry"—in the October 1976 issue of the *Employment Gazette*. There was considerable interest in the question of whether sufficient numbers of graduates were opting for employment in the industrial\* sector of the economy (as opposed to the non-industrial public services). This interest has continued and has, indeed, intensified during the last year or so with debate on the industrial strategy, with particular concern as to whether British manufacturing industry's recruitment of graduates has been adequate in quantity and quality.

#### Evidence examined

The Department of Employment's Unit for Manpower Studies (UMS) has examined the latest available evidence, and the main points emerging are:

- There is evidence for concern about the willingness of graduates to enter particular industrial functions, especially production.
- There are few complaints by industry about the overall number of graduate applicants, or about the quality of arts graduates, but manufacturing industry is concerned (in its recruiting) about the growing proportion of lower quality scientists and engineers, in terms of academic ability, motivation, creativity, flexibility and communicative skills.
- On an international comparison there is conflicting evidence on the proportion of British managers who are graduates; some sources suggest that Britain has a lower proportion than other industrial countries. Conclusions on the split of the total stock of graduates between public and private sectors are much clearer, with Britain very much in line with other countries.
- Recently there has been an upturn in the proportions and numbers of graduates entering private industry (mainly manufacturing) and commerce, and a fall in those entering public service (especially local government).
- The increasing numbers of graduates entering the labour market (where soon one in every five or six people becoming available for employment will have a degree) is reflected in the graduate recruitment patterns (particularly for Executive and Clerical Officers) in the public service.

The main complaint voiced by industry appears to be about the quality of graduates rather than about the total numbers available. Statistical information on the quality of highly qualified people is almost non-existent, and this article is deliberately limited to the presentation of information on their numbers, mainly from the Census of Population and statistics of first destinations of graduates. For this reason some of the important issues are not fully resolved in this article. However, a current project by the Unit for

Manpower Studies may soon provide fresh information on the attitudes and career patterns of graduates, and the Finnieston Enquiry into the Engineering Professions may shed more light on this special and important area.

#### International comparisons of graduate employment

There is some indication that the proportion of British industrial managers who are graduates is lower than elsewhere, but taking the whole stock of graduates there is no evidence that the proportion of graduates employed in the public sector in Britain is higher than in other countries. The available figures do not enable comparisons to be made for manufacturing industry. In all the international statistics there may be hidden factors which could invalidate the comparisons. Furthermore, most of the comparisons are about the stock of graduates in 1971 and recent changes in the flow of graduates into the public sector would not be reflected in them.

Nevertheless, at first sight the general material suggests that the public sector does not absorb a significantly higher proportion of graduates in Britain than in other industrial countries, but there is some evidence that British industry has relatively fewer graduates qualified in particular subjects or working in specific functions (for example, production engineering). Precise comparisons of the industrial recruitment of graduates between countries are difficult to make. Statistical sources, definitions† and the extent of public ownership vary so much between countries as to make comparisons extremely hazardous or potentially misleading. There is, however, evidence of relatively low recruitment by British manufacturing industry of graduates in specific disciplines. For example, in Germany in 1970 as many as 76 per cent of university graduates in mechanical engineering were employed in manufacturing industry. The nearest comparison for Great Britain shows that in 1971 only 55 per cent of those persons in employment with graduate level qualifications in mechanical engineering (including members of professional institutions) were working in manufacturing industry (that is only 37,000 out of a total of 67,000).

#### Cause for concern

A particular cause of concern is the proportion of industrial managers who are graduates. Evidence on the percentage of graduates in management is rather conflicting. A number of sources seem to support the view that graduate penetration of management in Britain is lower than that for other countries.

(a) A survey published in *European Business*‡ indicates that

\* For definitions of the various sectors mentioned in this article (and in particular the public and private sectors) see box on page 24.

† Including the different standards required of graduates in different countries.

‡ de Bettignies H C and Evans P L; "Europe looks North at the Scandinavian Business Elite", *European Business*, Autumn 1971.

the percentage of chief executives in large companies in Britain who were graduates was 50 per cent in 1971 compared with 80 per cent in three other countries:

(b) One of Britain's largest manufacturing companies with subsidiaries in West Germany and Belgium gave a breakdown of its executives' qualifications at a recent Department of Industry seminar. Some 32 per cent of its manufacturing management in Britain had completed university or equivalent studies. The figures for Germany and Belgium were 70 per cent and 68 per cent.

(c) A study by David Granick\* in 1972 analysed the proportion of top management who went to top universities (as defined by Granick). He found that in France 15 per cent of management attended the Grandes Ecoles. The Ivy League universities in America accounted for three to five per cent of America's top bosses. He found that the universities of Oxford and Cambridge mustered one per cent for British industry. (It has also been argued that education at the Grandes Ecoles, for example, provides a more useful education for decision-making in industry). However, these findings are refuted by other research (see below).

(d) The Institute of Manpower Studies (IMS) in its case studies for a recent report† found evidence that, at most job levels, Britain tended to have the lowest graduate penetration, compared with some other countries in Europe.

(e) The data from the Organisation for Economic Co-operation and Development (OECD) analysis of 1960 Census information show that the proportion of graduates among managerial workers in Britain was relatively low.

However, two other sources provide additional information about the overall extent of graduate penetration at higher levels of British management which present a less gloomy picture.

● A recent study by the Royal Commission on the Distribution of Income and Wealth would tend to put a question mark over the above findings. Their study, which covered 800 board members and executives earning £10,000 or more, showed that 86 per cent of such top executives in nationalised industries and 82 per cent in companies had degrees or equivalent.

● In its survey of 111 board members in 1973 *Management Today* found that 49 per cent had been to university and that 35 per cent were professionally qualified. (Similar results were obtained in their 1966 and 1969 surveys)‡. However, it did not indicate the extent to which there was an overlap between those with professional qualifications and those with degrees, nor whether the professional qualifications were equivalent to a degree. It was not therefore possible to calculate the percentage of board members holding a degree or equivalent. However, the surveys tend to bring David Granick's findings into doubt as they found that about 30 per cent of board members had been to Cambridge.

Comparisons on the proportion of all graduates that were employed in the public sector can be made for several countries. In Britain in 1971, just over 25 per cent of total employment was in the public sector (central and local government, health, personal social services, education and

nationalised industries) and just over 45 per cent of graduates were employed in that sector. In Germany, 22 per cent of the labour force was estimated (Hans Werner) to be in the public sector in September 1976 but 59 per cent of graduates were in that sector. In France in 1974 (Salais), 25 per cent of the total labour force were in the public sector (19 per cent in central and local government, six per cent in nationalised enterprises) and 45 per cent of graduates were in that sector (42 per cent in central or local government, three per cent in nationalised enterprises)—these figures are remarkably like Britain's.

Another way of looking at these comparisons is to examine the proportions of the total labour force, and of the public sector labour force, that were graduates. For Britain in 1971 the proportions were four per cent (total) and seven per cent (public sector). For Germany in 1976 the corresponding figures were four per cent and 11 per cent, and for France in 1974 they were nine per cent and 16 per cent respectively. For the Netherlands in 1970 (Kok) six per cent of the total labour force and 16 per cent of the government sector labour force were those with "higher vocational (certificated) and finished university education". The higher proportions of these other countries compared with Britain reflect the higher proportions of graduates in their economically active population, but the relative positions of public sector compared with total labour force are similar.

In addition to these figures of the employment of the stock of graduates in the public sector, there is information for Australia which shows, on a comparable basis to the University Grants Committee (UGC) figures for first degree graduates, that eight per cent of Australia's first degree graduates entered employment in industry and commerce in 1974, whereas 26 per cent did so in the United Kingdom. In Australia a higher proportion went directly into teaching and into the public services.

#### Industry's views of graduate recruits

In general, there has been very little complaint from industry about the overall numbers of graduates available. Complaints have focused on the shortage of good quality graduates in specific subjects and particularly on those prepared to enter specific functions or do particular jobs starting at the bottom.

Statistical evidence on industry's views of the quantity and quality of graduates that it has been able to recruit is almost non-existent. There is much hearsay. The widest-ranging and best primary source is a Confederation of British Industry (CBI) enquiry among member firms published in May 1976. In addition, the Training Services Agency (TSA) Working Party on Graduates in Management visited a number of firms and reviewed many secondary sources, and the IMS carried out 19 case studies in UK companies for the UMS in 1974/75.

In considering this evidence it is helpful to distinguish three levels of graduate recruitment. First, recruitment for

\* "Managerial Comparisons of Four Developed Countries: France, Britain, USA, USSR".

† "Qualified Manpower in Employment", R. Pearson (January 1976).

‡ "Britain's Top Directors", R. Heller, *Management Today* 1966.

§ "Britain's Boardroom Anatomy", R. Heller, *Management Today* September 1970.

¶ "The State of British Boardroom", R. Heller, *Management Today* May 1973.

**Table 1 Examination qualifications—subject of acceptance at UK universities in UCCA scheme**

Group No. and subject	Year	Total number accepted	Percentage of total number			Percentage of those with 3 or more "A" levels in score groups 15-13 12-9 8-3		
			3 or more "A" levels	2 "A" levels	Other qualifications*	3 or more "A" levels	15-13 12-9 8-3	
I Education	1973†	19	63	26	11	Too small for useful analysis		
	1974†	30	73	17	10			
	1975	27	70	22	7			
	1976	45	58	31	11			
	1977	48	63	27	10			
II Medicine, dentistry and health	1973†	509	84	4	12	36	42	22
	1974†	478	86	3	12	32	47	21
	1975	530	87	4	9	40	43	17
	1976	556	89	3	8	40	47	13
	1977	520	89	2	9	41	43	16
III Engineering and technology	1973†	740	71	11	18	24	36	40
	1974†	751	70	14	17	23	36	41
	1975	816	69	14	17	23	36	41
	1976	876	74	10	16	22	37	41
	1977	958	70	13	17	21	38	40
IV Agriculture forestry and veterinary science	1973†	82	78	13	9	19	44	37
	1974†	104	69	21	10	18	36	46
	1975	120	75	16	9	23	32	45
	1976	124	77	13	10	19	38	43
	1977	147	76	10	14	25	36	39
V Science	1973†	1,479	80	12	8	32	35	33
	1974†	1,513	77	15	8	28	36	36
	1975	1,616	74	15	11	27	37	36
	1976	1,680	76	14	10	28	36	36
	1977	1,671	76	13	10	28	35	37
VI Social, administrative and business studies	1973†	1,454	74	15	11	22	55	23
	1974†	1,571	74	15	11	22	50	28
	1975	1,728	72	15	13	19	49	32
	1976	1,836	73	15	12	21	50	29
	1977	1,885	75	13	12	24	47	29
VII Architecture and vocational studies	1973†	89	75	12	12	24	49	27
	1974†	80	69	15	16	15	47	38
	1975	92	73	7	21	14	56	30
	1976	103	75	9	16	22	55	23
	1977	99	72	11	17	28	42	30
VIII Languages, literature and area studies	1973†	884	81	10	9	34	53	13
	1974†	909	76	15	9	34	47	19
	1975	1,032	77	14	9	34	47	19
	1976	986	76	16	8	31	49	20
	1977	1,059	77	14	9	31	47	23
IX Arts other than languages	1973†	524	70	17	13	27	54	19
	1974†	532	70	17	13	26	50	24
	1975	585	68	19	13	25	47	28
	1976	655	67	21	12	23	46	31
	1977	664	71	17	11	22	49	29
Total all subjects	1973†	5,780	77	12	11	28	45	27
	1974†	5,968	75	14	11	26	43	31
	1975	6,546	74	14	12	26	43	31
	1976	6,861	75	14	11	26	44	30
	1977	7,051	75	13	12	27	43	31

Notes: These figures are based on a one-in-ten sample of home accepted candidates. \* for example: HNC, HND, ONC, OND, Scottish Highers, and certain professional qualifications.

† Each "A" level is given a mark: A = 5, B = 4, C = 3, D = 2, E = 1. Hence three A grades give a score of 15, one A plus one B plus one C gives a score of 12, three E's gives a score of 3, etc. If more than three subjects have been passed, the best three performances are taken.

‡ For 1973 and 1974 the published UCCA figures (where the subject "General studies" was not counted in the coding) have been slightly modified to bring them into line with the new coding (which includes "General studies"). Figures may not always add exactly because of rounding.

Source: UCCA Statistical Supplements.

senior management, where long-term needs are supplied by "highfliers"—graduates of high academic and personal calibre; second, specialists who are usually recruited in the short term for their technical or professional expertise but who may later take up senior management positions; and third, middle or junior management levels recruited from the general graduate intake where previously industry employed bright schoolleavers.

With regard to the first category, the CBI reports that "high-fliers" are a limited and sought-after supply and that the top strata of qualified scientists and engineers are still of excellent calibre. However, on the basis of its wide sounding of industrial opinion, the CBI notes an overall decline in the quality of scientific and technological graduate recruits during the last few years, and a growing proportion of poor to mediocre talent with "poor personal motivation

and little professional commitment; a lack of flexibility, breadth of vision and creativity in problem solving; a need of close supervision; and deficiencies in inter-personal and communicative skills".

The decline in quality of these graduates, while not at present posing a serious problem to individual companies, is believed by the CBI to hold serious long-term implications for the future quality of industrial middle management. No similar decline has been noted in the quality of arts graduates, who would normally be expected to fill middle and junior management posts. This divergency is attributed to the lower entrance requirements for the less popular university places in science and technology (see table 1 for details). Examination of GCE "A" level results of students accepted by UK universities shows that Engineering and Technology has consistently had a lower than average share of those with three or more "A" levels and, correspondingly, a higher proportion with lower grade "A" levels compared with other disciplines.

Confirmation of the CBI's concern can be found in the report of the British Association for the Advancement of Science. The report draws attention to the small proportion of good quality students attracted by engineering; the limited pool from which manufacturing industry tends to recruit; the lack of growth in this pool; the growing proportion of overseas students in the disciplines sought by manufacturing; the severe drop in applicants with Higher National Certificate in engineering for technician jobs so that the restricted graduate supply increasingly needs to satisfy both the demand for high quality professional level engineers and for technicians.

The joint CBI/BIM research project *An Investigation into the Career Structure of Production Managers and Directors in Manufacturing Industry* expresses considerable concern over the industry's apparent inability to attract and retain high quality graduates in the production field. While commenting on the shortage of high quality science and engineering graduates, and in particular noting a deterioration in communication skills, the reports do little to pinpoint those qualities required of the candidate. An analysis of the interview selection criteria of three major industrial employers of graduates suggests that the ideal graduate entrant would be of acceptable appearance, manner and speech, possess good communication and practical skills, and show a willingness to accept responsibility. He would be highly motivated, looking for satisfaction through personal achievement, undertake a wide range of activities, especially those implying leadership and initiative, and be able to influence others. Also, he should be capable of logical argument, show realistic, flexible but forward-thinking career aspirations, have an interest in industry and a clear idea of the job involved, besides being hardworking, self-reliant and interested in a wide range of academic and non-academic subjects. It is unclear how employers would weight the qualities when interviewing candidates; a general impression, however, suggests that it is personal or industrial motivation rather than academic quality that is said to be lacking.

#### Flow of graduates into the public sector

An important and sensitive measure of current trends in graduate employment is the first career position taken by new graduates. Some information, on a consistent basis, has been available for some nine years or so from the UGC

**Table 2 First and higher degree graduates from GB universities entering employment in UK by sector—1968/9 to 1976/7**

Sector of employment (see box on page 24)	No.	1969		1970		1971		1972		1973		1974		1975		1976		1977	
		%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	No.	
Public service	3,053	14.8	17.3	21.8	22.6	20.5	23.5	26.2	21.1	17.4	4,512								
of which: Civil and Diplomatic Service	(954)	(4.6)	(5.3)	(6.2)	(6.2)	(6.1)	(6.3)	(8.0)	(6.1)	(5.0)	(1,306)								
HM Forces	(110)	(0.5)	(0.7)	(1.2)	(1.1)	(0.8)	(0.7)	(0.8)	(1.0)	(0.9)	(232)								
Local Government	(1,989)	(9.6)	(11.2)	(10.5)	(11.3)	(9.6)	(12.5)	(12.4)	(9.0)	(6.9)	(1,799)								
Health Services*												(4.0)	(4.0)	(3.9)	(5.0)	(5.0)	(4.5)	(1,175)	
Education	3,056	14.8	14.7	16.7	15.5	13.4	12.0	13.1	11.7	10.2	2,656								
Public industry	1,262	6.1	6.3	7.3	5.3	5.2	5.9	5.2	4.7	4.7	1,212								
of which: Mining etc	—	—	—	(0.6)	(0.4)	(0.5)	(0.6)	(0.7)	(0.7)	(0.5)	(135)								
Atomic Energy	—	—	—	(0.4)	(0.2)	(0.2)	(0.3)	(0.4)	(0.3)	(0.2)	(48)								
Public Utility/Transport	—	—	—	(6.3)	(5.2)	(4.5)	(4.9)	(4.0)	(3.8)	(4.0)	(1,029)								
Private industry	8,993	43.6	41.3	32.0	30.8	34.5	33.6	30.6	33.7	35.9	9,316								
of which: manufacturing	(7,928)	(38.4)	(35.7)	(26.4)	(24.4)	(27.2)	(27.4)	(24.8)	(27.5)	(30.3)	(7,844)								
non-manufacturing	(1,065)	(5.2)	(5.5)	(5.6)	(6.4)	(7.3)	(6.2)	(5.9)	(6.1)	(5.7)	(1,472)								
Commerce	2,567	12.4	12.6	14.5	17.6	17.5	16.2	16.7	19.6	21.6	5,588								
Others	1,688	8.2	7.8	7.7	8.6	8.8	8.8	8.2	9.2	10.2	2,636								
Total in thousands (base for percentages)	—	20.6	21.4	20.8	21.4	23.6	25.1	23.5	23.5	25.9	—								

\* These are in addition to medical and dental students entering this sector. Note: Figures may not add exactly because of rounding. Source: First destination statistics.

statistics on first destination of university graduates, but they are subject to the reservation that, despite recent improvements in response, the proportion of those with unknown destination is still over 10 per cent and that, even allowing for those embarking on particular courses of further study or training, they give a first employment destination for only just over two-thirds of any year's output of first degree graduates. Nevertheless, they do provide a wealth of information which can be supplemented with data relating to the Council for National Academic Awards (CNAA) graduates and with information about all the highly qualified as revealed by the 1971 Census of Population.

Table 2 shows the proportions of all first and higher degree graduates (excluding medicine, dentistry and veterinary science)\* taking their first employment in specific sectors each year from 1969 to 1977. It also shows for the beginning and end years of the period the numbers entering each sector. The key points to emerge from the table on the difference between the public and private sectors are as follows:

- The trend of increasing proportions and numbers of graduates entering the public services up to 1975 has recently reversed sharply and they are now declining. Nevertheless, the number of graduates known to have entered the public services in 1977 (4,512) was 48 per cent greater than in 1969 (3,053).

- Within the public services between 1969 and 1977, the growth in graduate intake to local government and health services (50 per cent) and the armed forces (111 per cent) has been greater than into the Civil and Diplomatic Service (37 per cent).

- Although there has been a general decline since 1969 in the proportions known to have entered public and private (mainly manufacturing) industry, since 1976 there has been

a recovery and the numbers in 1977 (10,528) were just above the 1969 levels (10,255).

- In contrast to 1972-73, when the numbers entering public services held steady and most of the increased numbers of graduates entered private industry and commerce (+2,158), the recent sharp fall in the proportion entering public services (1975-77) represents a considerable decline (-1,646) in the numbers of new entrants, with an increasing share of the growing total graduate output being taken up by industry and commerce (+3,761), with private industry increasing its intake from 7,213 in 1975 to 9,316 in 1977, and commerce having corresponding intakes of 3,930 and 5,588.

- Between 1969 and 1977 the numbers of graduates entering commerce increased far more (from 2,567 to 5,588, or 118 per cent) than the increase in entrants to the public services (48 per cent), and the proportion of the total graduate output also increased considerably.

To some extent the trends revealed by these figures may be explained by the fact that the proportion of women in the output from universities has increased significantly over the period and, in general, women graduates do not enter industrial employment. As table 3 shows, only 13 per cent of male graduates entered public services in 1977 compared with an implied 28 per cent of females. The corresponding figures for private industry were 43 per cent (males), against 18 per cent (females), including for manufacturing industry 36 per cent (males) against 17 per cent (females). In contrast, there was little difference in the proportions of graduates entering commerce (21 per cent of males and 23 per cent of females). The proportion of male graduates entering

\* Throughout this article the statistics relating to the flow of graduates into first employment excludes graduates with medical, dental and veterinary degrees, although the statistics on the stock of graduates from the 1971 Census includes them. The flow statistics relate to first employment and these graduates have been excluded mainly because their destination is largely pre-determined.

private (mainly manufacturing) industry fell from 50 per cent in 1969 to 43 per cent in 1977. Another factor which should be borne in mind when considering these trends is that over the period 1969 to 1977 total employment in manufacturing in Britain fell by approximately 12 per cent (employees in employment fell from 8,181,000 to 7,205,000).

Although academic qualities are not at the forefront of those apparently sought by industry, it is interesting to examine the employment taken by those with the best academic performance. Table 3 shows that in 1977 the proportion of those with first class honours or higher degrees who entered the public services was slightly higher than that of all graduates (20 per cent compared with 17 per cent), and the proportion entering commerce much lower (nine per cent against 22 per cent). The proportion who entered private industry was somewhat lower (33 per cent against 36 per cent for all graduates), but there was little difference in the split between the manufacturing and non-manufacturing components. The biggest difference was in education, which absorbed a much higher proportion of the academically highly qualified (27 per cent against 10 per cent).

The UGC figures of table 3 can also be interpreted in another way. For example, 31 per cent of university graduates taking up first employment in the Civil and Diplomatic Services in 1977 had either first class honours (first degree) or a higher degree. The corresponding figures for those entering private industry (and manufacturing industry) was rather lower at 20 per cent, and for commerce it was only nine per cent. The sector with the highest proportion of the best qualified entrants was education with 57 per cent.

Taking a specific subject of direct relevance to industrial employment, table 3 shows that, as might be expected, a very high proportion (83 per cent) of those qualified in engineering entered industry (public and private) in 1977 compared with all male graduates (49 per cent) and all

**Table 3 Sector of employment entered by different categories of graduate in 1977**

Sector of employment (see box on page 24)	Degrees awarded by GB universities				CNAAs degrees* (Polytechnic)					
	All first and higher degrees		Males—all first and higher degrees		All with first class honours and higher degrees		All with engineering degrees		CNAAs degrees*	
	No.	%	No.	%	No.	%	No.	%	No.	%
Public Service	4,512	17.4	2,373	12.9	1,112	19.5	407	7.5	998	18.9
of which:										
Civil and Diplomatic Service	(1,306)	(5.0)	(802)	(4.4)	(411)	(7.2)	(164)	(3.0)	(196)	(3.7)
HM Forces	(232)	(0.9)	(213)	(1.2)	(17)	(0.3)	(61)	(1.1)	(27)	(0.5)
Local Government	(1,799)	(6.9)	(1,007)	(5.5)	(493)	(8.7)	(156)	(2.9)	} (775)	(14.7)
Health Services	(1,175)	(4.5)	(351)	(1.9)	(191)	(3.4)	(26)	(0.5)		
Education	2,656	10.2	1,585	8.6	1,513	26.5	200	3.7	427	8.1
Public Industry	1,212	4.7	984	5.4	287	5.0	486	8.9	174	3.3
Private Industry	9,316	35.9	7,923	43.2	1,857	32.6	4,011	73.7	2,165	41.0
of which:										
manufacturing	(7,844)	(30.3)	(6,561)	(35.8)	(1,610)	(28.3)	(3,097)	(56.9)	(1,600)	(30.3)
non-manufacturing	(1,472)	(5.7)	(1,362)	(7.4)	(247)	(4.3)	(914)	(16.8)	(565)	(10.7)
Commerce	5,588	21.6	3,871	21.1	516	9.1	221	4.1	1,088	20.6
Sub-total:										
Private industry and commerce	[14,904]	[57.5]	[11,794]	[64.3]	[2,373]	[41.6]	[4,232]	[77.8]	[3,253]	[61.6]
Others	2,636	10.2	1,604	8.7	414	7.3	116	2.1	428	8.1
<b>Total</b>	<b>25,920</b>	<b>100</b>	<b>18,340</b>	<b>100</b>	<b>5,699</b>	<b>100</b>	<b>5,441</b>	<b>100</b>	<b>5,280</b>	<b>100</b>

\* Full-time and sandwich course students from polytechnics in England and Wales.  
Note: Figures may not add exactly because of rounding.  
Source: First destination statistics.

**Table 4 Employment patterns**

Total first and higher degree graduates:		
(a) obtaining first degree in 1973-74		55,112
(b) entering employment in 1974		25,113
(c) with first degrees entering employment in 1974, plus those with higher degrees or after further study assumed to enter employment by 1977		37,675
Sector of employment (See box on page 24)	percentage of (b) entering specified sector	percentage of (c) entering specified sector
Total public service	23.5	16.1
of which:		
Civil and Diplomatic Service	(6.3)	(4.0)
HM Forces	(0.7)	(0.5)
Local Government and Health Service	(16.4)	(11.5)
Education	12.0	28.3
Public industry	5.9	3.9
Private industry	33.6	22.2
of which:		
manufacturing	(27.4)	(18.1)
non-manufacturing	(6.2)	(4.1)
Commerce	16.2	10.8
Other*	8.8	18.7
<b>Total*</b>	<b>100.0</b>	<b>100.0</b>

\* Includes those entering "The Church", "industry research associations", and "others"—these items were omitted in table 3 of the October 1976 Employment Gazette article

Note: Figures may not always add exactly because of rounding.

Source: First destination statistics.

graduates (41 per cent). Public industry attracted nine per cent of engineers and private industry 74 per cent, most of the latter going into manufacturing industry (57 per cent).

The October 1976 article pointed out that the employment destination of many groups of graduates is never recorded. This especially affects teachers, social workers, law students and others who undertake further training before entering employment. Table 4 represents an attempt to distribute as

**Table 5 Stock of graduates by sector of employment 1971**

Sector of employment (see box on page 24)	All degree level qualifications										Higher degrees only		
	Arts		Science		Social Studies		Total		Aged 25-29		000	%	
	000	%	000	%	000	%	000	%	000	%			
<b>Industry</b>													
(a) Public	2.2	1.1	37.4	7.3	10.1	4.0	49.7	5.2	8.4	5.2	2.2	2.6	
of which: manufacturing	(0.5)	(0.2)	(7.3)	(1.4)	(2.0)	(0.8)	(9.9)	(1.0)	(1.8)	(1.1)	(0.5)	(0.6)	
non-manufacturing	(1.7)	(0.9)	(30.1)	(5.9)	(8.1)	(3.2)	(39.9)	(4.2)	(6.7)	(4.1)	(1.7)	(2.0)	
(b) Private	13.2	6.9	161.0	31.6	47.5	18.9	221.7	23.3	42.1	25.9	14.6	17.5	
of which: manufacturing	(11.2)	(5.9)	(133.1)	(26.1)	(40.0)	(15.9)	(184.3)	(19.4)	(35.9)	(22.1)	(13.2)	(15.8)	
non-manufacturing	(2.0)	(1.0)	(27.9)	(5.5)	(7.5)	(3.0)	(37.4)	(3.9)	(6.1)	(3.8)	(1.4)	(1.7)	
<b>Services</b>													
(a) Public	118.1	61.8	200.7	39.4	80.4	32.0	399.3	41.9	66.0	40.6	46.8	56.1	
(b) Private	56.2	29.4	107.7	21.1	112.0	44.5	275.9	29.0	45.3	27.8	18.6	22.3	
<b>Total</b>	<b>191.1</b>	<b>100</b>	<b>509.4</b>	<b>100</b>	<b>251.6</b>	<b>100</b>	<b>952.1</b>	<b>100</b>	<b>162.7</b>	<b>100</b>	<b>83.4</b>	<b>100</b>	

Source: 1971 Census of Population.

Notes: Totals include some with subject or industry inadequately described.

Arts = Subjects 1, 8, 9, 10 of DES subject classification.

Science = Subjects 2-5 of DES subject classification.

Social studies = Subjects 6-7 of DES subject classification.  
Figures may not always add exactly because of rounding.

many as possible of the 1974 cohort of first degree graduates to their first employment destination. A basic assumption is that all those who embark on teacher training enter employment as teachers; for the 1974 cohort, even though the numbers are lower than in earlier years, this may not be realistic. Moreover, it should be noted that it has only been possible to assume an employment destination for 68 per cent of the 1974 cohort and this 68 per cent will probably include all those entering education but only a proportion of those going into other sectors.

As table 3 shows, the first employment pattern for CNAAs graduates in 1977 was very similar to that for all university graduates, except that a lower proportion went direct into education (eight per cent against 10 per cent for university graduates) while a higher proportion entered private industry (41 per cent against 36 per cent). However, the proportions entering manufacturing industry were the same (30 per cent). To a considerable extent this general picture is due to the different structure and subject mix of courses in polytechnics and universities. For example, taking male engineering graduates with first degrees, 82 per cent of university graduates entered private industry and commerce and the comparable CNAAs figure (84 per cent) was very close to this. Within the CNAAs figure more sandwich course graduates (85 per cent) entered private industry and commerce than did full-time graduates (76 per cent). After allowing for subject differences between polytechnic and university graduate output, the main difference appears to be within the public service sector, with local government and hospital services absorbing a higher proportion of CNAAs graduates and the Civil and Diplomatic Services a lower proportion. Education also absorbed a lower proportion, but this was mainly because this sector attracts a high proportion of those with higher degrees from universities—for first degrees only the CNAAs figure is actually higher than for universities.

#### Stock of graduates in employment

Table 5 shows the employment distribution of all those with degree or equivalent qualifications\* (the "highly qualified") as recorded in the 1971 Census of Population. The "private" industry grouping is mainly manufacturing but the method of splitting the economy endeavours to take account of ownership; therefore much of the iron and steel

industry, though part of manufacturing, will be classified as "public" industry and the privately owned parts of mining and quarrying will be in "private" industry.

The key points to emerge from the table are:

- Public services employed 42 per cent of all highly qualified, 62 per cent of all those with qualifications in arts subjects, 39 per cent of those qualified in science and 56 per cent of those with higher degrees. Again this reflects the fact that both arts and public services attract many women graduates.
- Private industry employed 23 per cent of all the highly qualified (with manufacturing taking 19 per cent), seven per cent of all those with arts degrees (six per cent in manufacturing), 32 per cent of those with qualifications in science, including technology (with manufacturing taking 26 per cent), and 18 per cent of those with higher degrees (manufacturing taking 16 per cent).
- Private services employed 29 per cent of all the highly qualified and 44 per cent of all those qualified in social studies.
- The employment pattern of the young highly qualified did not differ significantly from that for all age groups, except that slightly more were employed in private manufacturing industry (22 per cent compared with 19 per cent of all ages).

The difference noted earlier between the public sector (including education) and private industry in attracting the best qualified graduate entrants is reflected in the stock figures (table 5). In the public services, 12 per cent of all the highly qualified have higher degrees, compared with seven per cent in private industry (and in manufacturing) and private services, and only four per cent in public industry. These stock figures for public services are dominated by university and polytechnic teachers, of whom 63 per cent have higher degrees. These teachers account for 37 per cent of those with higher degrees in the public services.

Justification for the concern, expressed earlier in the article, about the proportion of managers with graduate

\*Note: These tables include medicine, dentistry, etc., and some qualifications awarded by professional institutes. Unlike tables 2 and 3 in particular they also include all those in education.

### Sector of employment definitions

PUBLIC SECTOR—public industry and public services.

PRIVATE SECTOR—private industry and private services.

INDUSTRIAL SECTOR—private and public industry.

PRIVATE INDUSTRY (or INDUSTRY)—Manufacturing industry and non-manufacturing industry.

#### For STOCK of Graduates (1971 Census of Population)

MANUFACTURING INDUSTRY—Orders III to XIX of Standard Industrial Classification, revised 1968 (SIC).  
NON-MANUFACTURING INDUSTRY—Orders I, II, and XX to XXII of SIC.  
SERVICES—Orders XXIII to XXVII of SIC.

The public/private split has been made on the basis of CSO estimates of how total employment for each minimum list heading (of SIC) was divided between these two sectors. The public sector conforms closely with the National Accounts definition, comprising (in 1971) central Government (including UK Atomic Energy Authority), local authorities (including health and education services) and public corporations (including the Post Office, the British Steel Corporation, the National Coal Board, the Gas, Electricity, and Water Authorities, British Railways, the Civil Aviation Authority, the British Broadcasting Corporation, and the Bank of England).

#### For FLOWS of Graduates (UGC/CSU First Destination of Graduates)

PUBLIC SERVICE—Home civil service and diplomatic service (including research establishments sponsored by the government), Education, HM Forces, local government authorities, and hospital (health) services.

EDUCATION—Schools (in both public and private sectors), technical colleges (part of public and places of Further Education, polytechnics, central institutions, and universities).

PUBLIC INDUSTRY—Public utility and transport (including gas, water, electricity, and transport undertakings not run by local authorities), National Coal Board and other mining and quarrying, and UK Atomic Energy Authority.

MANUFACTURING INDUSTRY—Oil industry (including oil mining, refining and distribution, and petro-chemical manufacturing, and consulting, prospecting and exploration companies), chemical and allied industries (Order V of SIC), engineering and allied industries (Orders VI to XII of SIC) and consultants, and other manufacturing industries (Orders III and XIII to XIX of SIC, but excluding publishing).

NON-MANUFACTURING INDUSTRY—Agriculture and forestry (including horticulture and Forestry Commission), builders, contractors, civil engineers and architects.

COMMERCE (or BUSINESS)—Accountancy private practice (excluding graduates training in industry or public service), banking and insurance, advertising and market research agencies, the distributive trades, surveyors, estate agents, and other commerce.

OTHERS—Solicitors (private practice), publishers, cultural organisations and (part of) entertainment industry (including Arts Council, BBC, British private Council, commercial television companies, theatres and cinemas) and other employment not elsewhere classified.

qualifications has been tested using information from the 1971 Census of Population. Nearly 30 per cent of all persons in employment with managerial status and with at least GCE "A" level or equivalent were graduates (or had equivalent qualifications), with the highest proportions in mining and quarrying, coal and petroleum products, and the chemical and allied industries (all over 50 per cent), metal manufacture, vehicles, and gas, electricity and water (all over 40 per cent), and with engineering industry at 39 per cent and public administration and defence at 36 per cent. The overall proportion for the public sector (31 per cent) was slightly higher than that for the private sector (28 per cent). The proportion of graduate female managers (16 per cent) was only half the male figure—recent improvements in the employment status of women and marked increases in the numbers obtaining graduate level qualifications suggest that this proportion may now be higher. An age analysis of those economically active in 1971 within the occupation "administrators and managers" confirms that the increasing proportion of graduate managers each year reflects the increasing proportion of graduates in the labour force, especially for the younger managers (under 40) in central and local government.

#### Graduates' attitudes to employment

Evidence is available from a CBI/BIM research project (December 1977), from information provided by careers and appointments officers, and through surveys carried out by Market Opinion Research International (MORI). One MORI survey has been carried out each year since 1969 (except 1975 and 1977) to interview final year male undergraduates in their attitude to employment.

The CBI/BIM research project on production managers and directors in manufacturing industry states that there is a widely accepted view that "the image of industry as seen

by the school and university population is unattractive. It is regarded by many as a place of continuous strife, where people do routine jobs in organisations that have little social conscience". Such views are frequently contrasted with graduates' attitudes to the public services offering intellectually challenging jobs with high pay and security.

The reported views of careers and appointments officers confirm the view that, certainly for most of the 1970s, work in industry has been low on the list of jobs attractive to graduates. However, they maintain that there has been a noticeably favourable shift in attitudes to industry since 1976. While it is customary for changes in the pattern of demand to be reflected in apparent changes in attitude (as when industry cut back demand in 1970/71), they maintain that the recent development reflects a genuine change in underlying attitudes towards manufacturing industry.

The surveys by MORI also give some confirmation of these trends while suggesting that the underlying effects are fairly complex. Among the sample of just under 1,000 final year male undergraduates interviewed at a cross-section of British universities in 1976, 24 per cent firmly intended to enter business and industry and a further 33 per cent would consider it; only 20 per cent would never consider it or had rejected it. Those who had been to public schools were the most likely to have considered careers in business and industry.

If only the narrowly defined Civil Service is considered, only three per cent firmly intended to enter the Civil Service and a further 30 per cent said they would consider such a career; 36 per cent would not consider it or had ruled it out. But if the combined sector of the Civil Service and teaching is considered, then 16 per cent firmly intended to enter this sector.

The earlier surveys contained differently worded ques-

tions but in 1970, 50 per cent reported that "management in business or industry" or "research/design in industry" were the sectors in which they would most like to work. In the subsequent two years this fell to 36 per cent but rose to 46 per cent again in 1973 (when industrial demand was more buoyant). Nevertheless, some caution is needed in interpreting these results. In particular, the category "business and industry" is wider than "manufacturing" and could conceal reservations towards this more narrowly defined sector.

The views and attitudes to careers elicited by this survey were published in full in *Employment Gazette* for October 1977. They suggest that while there are negative attitudes towards some aspects of industrial employment at present and possibly to some functions, industry is by no means a sector of employment differentially rejected by graduates. These attitudes are not carried over into a strong preference for social welfare work; apart from chartered accountancy,

this was the least favourably considered area of work.

The discussion of this particular topic has concentrated on male undergraduates' attitudes to employment in industry because that is the best investigated area. However, there is some evidence that the percentage of successful applicants for posts in industry is the same among female as among male graduates. The short-fall is in applications from women. To some extent it may relate to the sorts of jobs that women think employers in industry consider suitable for them, but it is clearly an important area of study given the increase in the proportion of graduates who are women. The Department of Employment's Unit for Manpower Studies is currently carrying out research in this area and expects to publish, when this work is completed, a report on the early careers of men and women graduates, including their attitudes to employment at the beginning and end of their period of first degree study and their reasons for choosing their jobs. ■

## Time Rates of Wages and Hours of Work

April, 1977 Price £6.25 (by post £6.71)

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

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

## Membership of trade unions in 1977

The aggregate membership of trade unions in the United Kingdom at the end of 1977 was about 12,707,000. This was 321,000 more than at the end of 1976. The number of trade unions at the end of 1977 was 480 compared with 472 at the end of 1976.

### Certification Office

The statistics for 1977 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.

### Employment Gazette annual survey

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.

### 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 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 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 1977 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 1977 was 480 (including 12 with headquarters in Northern Ireland), an increase of eight on the comparable figure for 1976. During the year 14 unions were merged into other unions or otherwise ceased to function. The Annual Report of the Certification Officer stated that at December 31, 1977 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 480 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 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 1977 was approximately 12,707,000 compared with 12,386,000 at the end of 1976, an increase of 2.6 per cent. The number of males at the end of 1977 was 8,953,000, an increase of 128,000 or 1.5 per cent compared with the previous year. The number of females was 3,753,000, an increase of 192,000 or 5.4 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 1977 included 68,000 members in branches in the Irish Republic and 38,000 in other branches outside the United Kingdom. There were thus about 12,601,000 members of branches within the United Kingdom with 275,000 in Northern Ireland and 12,326,000 in Great Britain.

Table 1 Membership of trade unions at end 1977

Number of members	Number of unions	Total membership (to nearest thousand) (000's)	Percentage of	
			Total number of unions	Total membership of all unions
Under 100	74	4	15.4	0.0
100-499	144	37	30.0	0.3
500-999	45	32	9.4	0.3
1,000-2,499	66	109	13.8	0.9
2,500-4,999	41	144	8.5	1.1
5,000-9,999	28	178	5.8	1.4
10,000-14,999	10	123	2.1	1.0
15,000-24,999	13	256	2.7	2.0
25,000-49,999	18	642	3.8	5.1
50,000-99,999	15	1,015	3.1	8.0
100,000-249,999	15	2,171	3.1	17.1
250,000 and more	11	7,995	2.3	62.9
<b>Totals</b>	<b>480</b>	<b>12,707</b>	<b>100</b>	<b>100</b>

### Size of unions

At the end of 1977 there were 263 unions each with fewer than 1,000 members, including 218 with under 500 members. These 218 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 100,000 or more members, together accounted for 80 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 1977 is given in table 1.

### Growth of membership 1967-1977

Over the last ten years trade union membership has increased by about 24.7 per cent, while the number of separate unions has declined by 20.8 per cent. The average membership per union has therefore increased from 17,000 in 1967 to 26,000 in 1977. Table 2 summarises the annual changes in membership and in the number of unions for the period 1967-1977. 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

Table 2 Changes in membership 1967-1977

Year	No. of unions at end of year	Membership at end year (to nearest thousand)			Percentage change in membership since previous year
		Male 000's	Female 000's	Total 000's	
1967	606	7,908	2,286	10,194	-0.6
1968	586	7,836	2,364	10,200	+0.1
1969	565	9,972	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	500	8,729	3,464	12,193	+3.6
1975*	469	8,600	3,427	12,026	—
1976	472	8,825	3,561	12,386	+3.0
1977	480	8,953	3,753	12,707	+2.6

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

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 11 years.

### Federations of trade unions

At the end of 1977 there were 46 federations of trade unions in the United Kingdom, the same number as in 1976. 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 1977*, 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

(Continued on page 29)

Table 3 Number of trade unions analysed by size of union

	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	
Under 100 members	126	114	111	108	100	83	84	80	79	69	74	
100-499	136	137	134	134	129	136	137	138	138	142	144	
500-999	70	63	66	57	60	45	52	52	54	47	45	
1,000-2,499	85	88	74	66	64	67	74	69	66	60	66	
2,500-4,999	63	60	58	55	54	56	51	52	45	45	41	
5,000-9,999	32	33	33	34	34	33	36	31	30	30	28	
10,000-14,999	21	18	12	14	11	13	11	11	11	8	10	
15,000-24,999	18	19	24	22	19	18	18	18	17	15	13	
25,000-49,999	18	15	14	13	16	18	18	17	20	17	18	
50,000-99,999	18	20	17	17	15	13	14	14	15	14	15	
100,000-249,999	10	10	13	14	12	14	13	14	14	14	15	
250,000 and more	9	9	9	9	11	11	11	11	11	11	11	
<b>Number of unions at end of year</b>	<b>606</b>	<b>586</b>	<b>565</b>	<b>543</b>	<b>525</b>	<b>507</b>	<b>519</b>	<b>507</b>	<b>500</b>	<b>(469)*</b>	<b>472</b>	<b>480</b>

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

## International comparisons of industrial disputes

The latest statistics, compiled by the International Labour Office, on industrial disputes for nineteen countries are discussed. Alternative EEC figures, with a different coverage, are also given. Both sets of figures indicate that the United Kingdom occupies a middle-ranking position in terms of its strike record when compared with other countries.

### Data from the International Labour Office

Table 1, based on data supplied by the International Labour Office, shows the number of working days lost through industrial disputes per 1,000 employees in various countries over the ten-year period up to 1977. The figures relate primarily to the mining, manufacturing, construction and transport industries, with differences indicated in the footnotes. The International Labour Office consider that the comparability of these statistics is improved by limiting coverage to industrial sectors with higher strike activity; moreover broadly comparable statistics of both strikes and employment are readily available for these sectors in all the countries.

These figures show that the strike record in the United Kingdom, in terms of working days lost per 1,000 employees, is middle-ranking compared with those of the eighteen other countries in table 1. Nine countries experienced a higher rate of working days lost on average during the five year period 1973-77 than in the UK. Of these countries, the United States, Australia, India, Italy and Canada have almost consistently lost more working days

per 1,000 employees than the UK during the past ten years. The other nine countries, which have a better record than the UK, include Switzerland, Sweden, the Federal Republic of Germany, the Netherlands, Norway and Japan, who consistently lost fewer working days per 1,000 employees during the last decade.

### Alternative comparisons for EEC countries

Alternative figures on the number of working days lost through industrial stoppages per 1,000 employees, but covering all sectors rather than specific industries, are compiled for EEC countries by the Statistical Office of the European Communities. These data are shown in table 2 in a similar format to table 1. It may be noted that, despite the differences in coverage, countries display a similar ranking order as obtained from table 1.

The EEC figures are published in Eurostat: *Employment and Unemployment 1971-1977* which also provides analyses of working days lost by sector of activity for each country.

### Comparability of the figures

It is important to note that the statistics are derived from national data which are compiled according to different methods and concepts. Generally, countries do not include small strikes in their statistics in order to save costs and additional form-filling burdens on firms. The thresholds for

Table 1 Working days lost through industrial disputes per 1,000 employees in selected industries\* (Mining, manufacturing, construction and transport) 1968-1977.

	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977†	Average for		
											10 years 68-77	5 years 68-72	5 years 73-77
United Kingdom	370	520	740	1,190	2,160	570	1,270	540	300	840	850	996	704
Australia§	460	860	1,040	1,300	880	1,080	2,670	1,390	1,490	700	1,187	908	1,466
Belgium	230	100	830	720	190	520	340	340	560	420	425	414	436
Canada	1,670	2,550	2,190	800	1,420	1,660	2,550	2,750	2,520‡	820	1,893	1,726	2,060
Denmark	20	80	170	30	40	4,440	330	190	390	420	611	68	1,154
Finland	250	200	270	3,300	520	2,530	470	310	1,300‡	2,340	1,149	908	1,390
France	...	200	180	440	300	330	250	390	420	260	308	280	330
Germany (FR)	...	20	10	340	10	40	60	10	40	...	53	76	30
India	1,150	1,270	1,440	1,100	1,300	1,330	2,480	1,430	820	...	1,369	1,252	1,515
Irish Republic	910	2,170	490	670	600	410	1,240	810	840	1,050	919	968	870
Italy	930	4,160	1,730	1,060	1,670	2,470	1,800	1,640	2,200	1,480	1,914	1,910	1,918
Japan	160	200	200	310	270	210	450	390	150	70	241	228	254
Netherlands	10	10	140	50	70	330	...	...	10	140	76	56	96
New Zealand	310	300	470	350	300	530	360	390	940	790	474	346	602
Norway	10	...	70	10	...	10	490	10	60	30	69	18	120
Spain	60	130	240	190	120	210	310	350	2,270	2,980	686	148	1,224
Sweden¶	...	30	40	240	10	10	30	20	10	20	41	64	18
Switzerland	...	...	...	10	...	...	...	...	20	...	...	...	...
United States**	1,590	1,390	2,210	1,600	860	750	1,480	990	1,190	...	1,340	1,530	1,103

Source: International Labour Office.

Notes: \*The figures have a restricted coverage in this way since the International Labour Office consider that, on this basis, they offer the best scope for comparison of strike rates between all the countries.

†Provisional figures.

‡Revised.

§Including electricity and gas; excluding communication.

||Manufacturing only.

¶For Sweden, figures up to 1971 relate to all sectors and are therefore not fully comparable with those for later years.

\*\*Including electricity, gas and water.

...Not available

—Negligible/less than five

Table 2 Working days lost through industrial disputes per 1,000 employees in all industries and services—EEC Countries: 1968-1977.

	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	Average for		
											10 years 68-77	5 years 68-72	5 years 73-77
United Kingdom	207	303	489	613	1,081	318	647	265	146	447	452	539	365
Belgium	129	56	482	409	116	281	183	195	290	215	236	238	233
Denmark	19	31	56	11	11	2,007	96	53	107	116	251	26	476
France	...	144	110	270	228	232	197	228	293	214	213	188	233
Germany (FR)	1	12	4	119	3	26	49	3	26	1	24	28	21
Irish Republic	574	1,303	1,405	376	285	280	734	403	1,069	605	703	789	618
Italy	757	3,051	1,445	950	1,245	1,472	1,200	1,669	1,542	1,000	1,433	1,490	1,377
Netherlands	4	6	69	25	35	152	2	0	4	61	36	28	44

Source: Eurostat—"Employment and Unemployment 1971-1977"

Notes: In Luxembourg the number of strikes is negligible and no statistics on strikes are available.

... Not available

inclusion of stoppages in the figures differ between countries in terms of the number of man-days lost or the number of workers involved before a strike is officially recorded. Usually strikes which last for a short period of less than either a day or a few hours are excluded. Also, for example, some countries such as Canada, Italy, Japan and Norway, exclude days lost by workers laid off at the affected establishments, but who are not directly involved in any dispute.

The effects of such differences in definitions between countries are not so important in terms of the total number of working days lost. The use of the figures presented in tables 1 and 2, for comparative purposes, are therefore generally valid, although too much significance should not be attached to relatively small differences between countries. It is also important to note that incidence rates vary substantially from year to year in most countries.

## Membership of trade unions in 1977 (Continued from page 27)

Table 4 Membership of trade unions analysed by size of union

	(Thousands)											
	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	
Under 100 members	6	5	5	5	5	4	4	4	4	3	4	
100-499	34	34	33	34	31	36	35	36	35	36	37	
500-999	49	43	46	40	41	31	37	37	39	35	32	
1,000-2,499	141	142	121	111	106	101	114	107	105	99	109	
2,500-4,999	218	205	203	189	179	182	171	173	147	153	144	
5,000-9,999	220	222	223	226	233	221	238	201	200	201	178	
10,000-14,999	265	226	145	166	130	150	129	135	129	100	123	
15,000-24,999	333	343	447	419	342	333	335	343	327	296	256	
25,000-49,999	647	512	492	452	540	609	624	609	664	621	642	
50,000-99,999	1,274	1,434	1,205	1,202	1,101	912	997	948	1,045	997	1,015	
100,000-249,999	1,539	1,539	1,875	2,188	1,718	1,879	1,810	1,958	1,995	2,053	2,171	
250,000 and more	5,469	5,495	5,684	6,155	6,709	6,901	6,963	7,213	7,503	7,790	7,995	
<b>Total at end of year</b>	<b>10,194</b>	<b>10,200</b>	<b>10,479</b>	<b>11,187</b>	<b>11,135</b>	<b>11,359</b>	<b>11,456</b>	<b>11,764</b>	<b>12,193</b>	<b>(12,026)*</b>	<b>12,386</b>	<b>12,707</b>
<b>Males</b>	<b>7,908</b>	<b>7,836</b>	<b>7,972</b>	<b>8,444</b>	<b>8,382</b>	<b>8,452</b>	<b>8,450</b>	<b>8,586</b>	<b>8,729</b>	<b>(8,600)*</b>	<b>8,825</b>	<b>8,953</b>
<b>Females</b>	<b>2,286</b>	<b>2,364</b>	<b>2,507</b>	<b>2,743</b>	<b>2,753</b>	<b>2,907</b>	<b>3,006</b>	<b>3,178</b>	<b>3,464</b>	<b>(3,427)*</b>	<b>3,561</b>	<b>3,753</b>
<b>Average membership per union</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>21</b>	<b>22</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>26</b>	<b>26</b>	

Figures rounded to nearest thousand

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

December 1977 and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1976. 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' Association's, 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.





**Shipbuilding and marine engineering**

A four week stoppage of work held up production at two Coventry aero-engine plants following a breakdown in pay negotiations between the management and unions. About 4,000 manual workers were involved in the dispute, which involved factory occupation and picketing, and caused a further 4,000 clerical staff to be laid off. Terms of settlement provided for an increased pay offer and a self-financing incentive bonus scheme. The stoppage ended on April 28. (149,000)

**Vehicles**

A stoppage of work by nearly 1,000 press shop operators at a Halewood car plant began on January 9 after the introduction of new work schedules and practices. As a result over 8,000 other workers were laid off. Agreement over management concessions on job rotation in return for increased productivity led to a resumption of work on February 20. (246,000)

The same company suffered a stoppage of work involving about 56,000 workers which closed all 23 plants in England, Wales and Northern Ireland. The stoppage, which began at plants in Merseyside and Southampton, was in support of a pay claim outside the Government's guidelines. A return to work began on November 24 following agreement over the company's offer which included increased basic rates and holiday pay and an attendance allowance. (2,529,000)

At a car plant in Scotland 1,500 machinists withdrew their labour on August 8 in support of a demand for extra money for operating new automatic machine tools. Their action led to the shutdown of the plant and caused 3,200 other workers to be laid off. The men accepted their shop stewards' recommendation to call off the stoppage, and normal working was resumed on October 2, when the plant re-opened after the week's autumn holiday. (139,000)

A seventeen week dispute over work schedules halted production at a Merseyside plant belonging to the same company. About 1,500 production operators stopped work causing a further 2,000 workers to be laid off. Work was resumed on February 27 following agreement about procedures for introducing new manning levels and production line speeds. (283,000)

**Paper, printing and publishing**

A national stoppage of work by an estimated 7,500 journalists began on December 4. Their action, which was in support of a pay claim, affected most provincial news-

**Table 2 Stoppages in the years 1968-1978**

Year	Number of stoppages beginning in year	Number of workers* involved in stoppages			Aggregate number of working days lost in stoppages		
		Beginning in year		In progress in year	Beginning in year		In progress in year
		Directly	Indirectly		(a)	(b)	
		000's	000's	000's	000's	000's	000's
1968	2,378	2,073†	182	2,258†	4,672	4,719	4,690
1969	3,116	1,426	228†	1,665†	6,799	6,925	6,846
1970	3,906	1,460	333	1,801	10,854	10,908	10,980
1971	2,228	863†	308†	1,178†	13,497	13,589	13,551
1972	2,497	1,448†	274†	1,734†	23,816	23,923	23,909
1973	2,873	1,103	410	1,528	7,089	7,145	7,197
1974	2,922	1,161	461	1,626	14,694	14,845	14,750
1975	2,282	570	219	809	5,861	5,914	6,012
1976	2,016	444†	222†	668†	3,230	3,509	3,284
1977	2,703	785	370	1,166	9,864	10,378	10,142
1978	2,349	665	274	979	8,791	†	9,306

(a) The figures in this column only include days lost in the year in which the stoppages began.

(b) The figures in this column include days lost both in the year in which the stoppages began and also in the following year.

\*Workers involved in more than one stoppage in any year are counted more than once in the year's total. Workers involved in a stoppage beginning in the year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.

†Figures exclude workers becoming involved after the end of the year in which the stoppage began.

‡As some stoppages were still in progress at the end of the year this figure is not yet available.

papers in England and Wales and three daily papers in Northern Ireland. The stoppage was still in progress at the end of the year. (100,000)

**Public administration and defence**

During August about 500 social workers in Newcastle-upon-Tyne and the London Boroughs of Southwark and Tower Hamlets, withdrew their labour in support of a demand to negotiate pay and conditions with their local councils rather than through national machinery. Other industrial action had taken place in several parts of the country including one day token stoppages. At the end of December about 2,000 social workers had become involved in the stoppage, which had spread to 14 local authority areas, mainly in the North of England and the London Boroughs. The dispute remained unresolved at the end of the year. (120,000)

The national stoppage by an estimated 30,000 firemen ended on January 13 after nine weeks, following acceptance of the Local Authorities' offer of a ten per cent pay increase and a future pay formula. The formula, guaranteed by Government against future incomes policy restrictions, will take firemen's wages into line with skilled manual workers in industry, by November 1979. In addition, they were conceded a reduction in their working week from 48 hours to 42 hours. (1,258,000)

**Stoppages of work due to industrial disputes****Incidence rates 1974-1977**

An article giving detailed statistics of stoppages of work due to industrial disputes in the United Kingdom in 1977 was published in the June 1978 issue of *Employment Gazette* (pp 690-699). The following table shows incidence rates expressing loss of working time in terms of days lost per 1,000 employees for the years 1974-1977. Incidence rates for 1977 have been based on the quarterly estimates of employees in employment for June 1977, together with the Northern Ireland census figures for 1977, while the rates

for 1974-1976 have been calculated in each case on the basis of the census of employment estimates for the appropriate year.

Incidence rates should be used with caution when comparing one group with another. Total numbers of days lost comprise those lost at the establishments concerned by workers indirectly involved as well as those directly involved, and rates calculated on this basis cannot, therefore, be regarded as a satisfactory measure of "strike-proneness".

**Number of working days lost per 1,000 employees\***

INDUSTRY GROUP (Standard Industrial Classification 1968)	1974	1975	1976	1977
Agriculture, forestry, fishing	53	2	—	2
Coal mining	18,775	172	235	295
All other mining and quarrying	61	81	159	182
Grain milling	44	133	—	439
Bread and flour confectionery, biscuits	1,429	53	83	2,159
All other food industries	324	184	103	793
Drink	693	600	350	1,301
Tobacco	2,983	—	—	130
Coal and petroleum products	1,722	190	53	209
Chemicals, dyestuffs, plastics, fertilisers, etc	219	765	78	1,021
Pharmaceutical and toilet preparations	289	200	32	184
Paints, soap and other chemical industries	90	126	27	297
Iron (including castings) and steel (including tubes)	1,530	760	763	1,596
All other metal manufacture	2,456	538	462	935
Mechanical engineering	642	763	324	954
Instrument engineering	816	135	127	547
Electrical engineering	1,478	1,260	302	1,266
Shipbuilding and marine engineering	3,740	2,763	335	881
Motor vehicles	3,534	1,814	1,751	5,455
Aerospace equipment	1,090	554	331	544
All other vehicles	574	2,000	469	4,149
Metal goods not elsewhere specified	368	383	293	513
Cotton flax and man-made fibres—preparation and weaving	974	1,043	83	643
Woollen and worsted	137	45	49	9
Hosiery and other knitted goods	144	710	127	535
All other textile industries	222	65	48	297
Clothing other than footwear	53	264	75	104
Footwear	12	91	54	308
Bricks, fireclay and refractory goods	63	243	149	210
Pottery	184	34	52	91
Glass	839	274	123	1,458
Cement, abrasives and building materials not elsewhere specified	273	161	80	265
Furniture, bedding, upholstery	27	119	18	40
Timber, other manufactures of wood and cork	123	58	58	127
Paper and board, cartons, etc	615	268	54	155
Printing, publishing, etc	373	133	86	427
Other manufacturing industries	666	365	187	591
Construction	190	188	436	235
Gas, electricity, water	164	28	147	238
Railways	172	39	59	1
Road passenger transport	1,464	142	134	351
Road haulage contracting	767	53	128	150
Sea transport	35	148	114	10
Port and inland water transport	1,558	4,337	585	1,629
Other transport and communication	65	47	17	113
Distributive trades	41	24	5	35
Insurance, banking, finance and business services	4	2	4	4
Professional and scientific services	69	8	7	13
Miscellaneous services (entertainment, sport, catering, etc)	19	23	16	11
Public administration and defence	122	77	39	694
<b>Total, all industries and services</b>	<b>647</b>	<b>265</b>	<b>146</b>	<b>448</b>





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

THOUSANDS

	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services†	Public administration and defence
<b>South East and East Anglia</b>									
September 1977*	1,050.9	123.5	528.7	398.0	116.8	649.8	1,052.5	2,905.8	631.7
December 1977*	1,053.0	123.6	526.6	396.3	116.4	645.5	1,070.0	2,919.9	624.3
March 1978*	1,048.0	122.0	525.2	395.4	116.3	642.5	1,044.9	2,915.7	622.4
June 1978*	1,043.2	121.5	526.7	398.7	116.7	648.5	1,055.5	2,932.0	624.4
September 1978*	1,047.6	120.4	529.4	399.7	117.2	648.8	1,059.0	2,942.2	625.9
<b>South West</b>									
September 1977*	226.2	36.9	91.2	89.8	30.0	82.4	206.2	517.1	111.7
December 1977*	226.4	37.2	91.4	89.4	29.6	82.2	209.0	497.4	110.0
March 1978*	225.2	37.0	90.2	89.2	29.5	81.6	203.1	498.1	110.4
June 1978*	224.6	37.0	90.7	89.9	29.6	81.8	206.8	528.2	112.6
September 1978*	226.6	36.7	91.7	90.2	29.9	83.3	210.2	525.5	112.2
<b>West Midlands</b>									
September 1977*	595.4	44.8	168.0	104.0	29.7	94.4	231.9	564.7	121.1
December 1977*	599.8	44.7	168.5	103.6	29.4	93.9	235.2	570.8	121.1
March 1978*	595.7	44.6	169.1	103.4	29.3	93.9	230.2	572.2	121.1
June 1978*	592.6	44.3	168.8	104.1	29.3	94.1	232.0	573.3	122.2
September 1978*	591.9	44.2	168.7	104.5	29.9	95.3	231.4	576.8	123.3
<b>East Midlands</b>									
September 1977*	216.4	172.9	94.1	75.9	24.4	71.4	165.3	369.4	97.7
December 1977*	216.5	173.4	94.2	75.6	24.3	70.4	168.7	370.6	96.6
March 1978*	215.5	171.2	93.6	75.5	24.3	69.2	165.0	372.5	96.4
June 1978*	216.9	170.1	93.9	76.0	24.4	70.2	167.1	371.6	96.9
September 1978*	218.7	169.6	94.5	76.3	25.2	71.2	167.5	368.9	98.1
<b>Yorkshire and Humberside</b>									
September 1977*	249.7	147.0	110.8	107.3	33.2	108.7	223.2	555.2	121.2
December 1977*	248.5	146.7	111.0	106.8	32.8	108.2	224.4	563.1	120.0
March 1978*	246.9	144.9	109.1	106.6	32.8	107.1	219.1	559.1	120.4
June 1978*	244.7	143.9	109.5	107.4	32.8	108.2	220.5	571.9	121.6
September 1978*	246.7	143.2	110.5	107.8	33.5	109.8	224.4	564.8	122.6
<b>North West</b>									
September 1977*	407.3	187.7	188.5	131.0	39.6	170.3	314.0	774.1	173.3
December 1977*	409.2	186.0	188.4	130.4	39.5	167.7	319.4	773.6	172.3
March 1978*	407.6	182.3	186.4	130.1	39.5	167.1	310.2	776.9	172.4
June 1978*	402.0	180.1	185.8	131.0	39.7	167.8	314.4	780.2	173.3
September 1978*	404.5	177.9	186.1	131.4	40.1	168.8	322.1	782.5	174.8
<b>North</b>									
September 1977*	191.6	52.6	60.6	92.9	19.6	65.3	147.9	340.4	92.7
December 1977*	190.5	51.9	60.9	92.6	19.7	65.2	150.8	340.2	92.4
March 1978*	189.1	52.1	60.5	92.4	19.6	64.6	145.5	338.6	92.8
June 1978*	190.0	51.7	60.3	93.0	19.7	65.0	146.6	343.2	94.3
September 1978*	189.7	51.7	60.8	93.4	20.0	65.3	147.5	344.2	94.7
<b>Wales</b>									
September 1977*	112.2	28.5	49.6	67.2	19.3	57.3	102.8	292.3	86.1
December 1977*	112.3	28.1	49.2	66.8	19.1	56.6	105.4	287.4	85.4
March 1978*	111.0	27.7	48.3	66.7	19.0	56.0	101.6	289.5	85.2
June 1978*	114.1	27.9	49.5	67.2	19.1	56.7	103.3	305.5	86.5
September 1978*	114.8	27.4	50.7	67.5	19.5	56.9	102.2	303.7	86.6
<b>Scotland</b>									
September 1977*	258.5	93.5	101.1	166.1	29.0	133.4	237.7	662.3	149.8
December 1977*	257.5	91.8	100.0	165.4	28.9	132.9	244.9	653.1	149.8
March 1978*	257.6	92.2	99.3	165.1	28.8	131.9	237.6	651.5	150.9
June 1978*	258.8	91.9	100.6	166.3	29.1	133.4	237.2	667.1	154.1
September 1978*	260.6	92.0	101.0	166.9	29.6	131.0	238.5	670.5	154.6
<b>Great Britain</b>									
September 1977*	3,308.1	887.5	1,393.1	1,232.3	341.6	1,433.3	2,681.5	6,980.8	1,585.5
December 1977*	3,313.7	883.4	1,390.2	1,227.1	339.5	1,422.6	2,727.8	6,976.1	1,571.8
March 1978*	3,296.4	874.0	1,381.6	1,224.3	339.1	1,413.9	2,657.1	6,974.2	1,572.1
June 1978*	3,286.9	868.5	1,385.9	1,233.1	340.3	1,425.8	2,683.4	7,072.9	1,585.8
September 1978*	3,301.1	863.1	1,393.3	1,237.7	344.9	1,430.4	2,702.7	7,079.3	1,592.9

# If you have vacancies for young people, we have the experience to fill them.

As an employer, you know the problems of recruiting young people to suit your needs. It can be time-consuming and costly. Fortunately, professional help could be, literally, just around the corner. Simply call your local Careers Service office.

Our staff know a good deal about the abilities of local school leavers who are looking for jobs. In fact, we were in contact with many of them before they even left school.

With our experience and specialised skills, we can use this knowledge to identify the most suitable candidates.



Which means you only have to spend a little time selecting from a short list. As well as saving time, you could also save money. You see, there's no fee for this service.

Incidentally, being part of the local education authority, we can also advise you on academic standards, apprenticeship schemes, day release and other further education, as well as on Government schemes to help unemployed youngsters.

So get the help of our experienced professional staff in filling vacancies for young people. Call your local Careers Service office. Or fill in the coupon.

## Careers Service

Please ask my local Careers Service office to contact me.

Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

County \_\_\_\_\_ Tel. No. \_\_\_\_\_

Return to: Roger Murphy, Careers Service Branch, Department of Employment, 97 Tottenham Court Rd., London W1P 0ER.



## 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  
8 St James's Square  
London SW1Y 4JB  
Telephone: 01-214 8440

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	<i>Employment Protection Act—an outline</i>	PL578
No 2	<i>Procedure for Handling Redundancies</i>	PL581
No 3	<i>Employees Rights on Insolvency of Employer</i>	PL582
No 4	<i>Employment Rights for the Expectant Mother</i>	PL606
No 5	<i>Suspension on Medical Grounds under Health and Safety Regulations</i>	PL583
No 6	<i>Facing Redundancy? Time off for Job Hunting or to Arrange Training</i>	PL584
No 7	<i>Trade Union Membership and Activities</i>	PL588
No 8	<i>Itemised Pay Statement</i>	PL587
No 9	<i>Guarantee Payments</i>	PL591
No 10	<i>Terms and Conditions of Employment</i>	PL592
No 11	<i>Continuous Employment and a Week's Pay</i>	PL593
No 12	<i>Time off for Public Duties</i>	PL595
No 13	<i>Unfairly Dismissed</i>	PL613

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

NB: THE SERIES OF LEAFLETS ABOVE IS CURRENTLY BEING REVISED AND UP-TO-DATE INFORMATION WILL APPEAR IN SUBSEQUENT ISSUES OF THE GAZETTE.

### 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 Employers*  
Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver. IL1

*Insolvency of Employers*  
Safeguard of occupational pension scheme contribution IL2

*Trade Union and Labour Relations Acts 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 payment 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

*Employment of Overseas Workers in Great Britain Hotel and Catering industry.* OW6

*Employment of Foreign Nationals in Great Britain Student employment.* OW9

*Employment of Commonwealth Citizens in Great Britain Trainees.* OW7

### 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

### Employers and employees covered by Wages Councils

*Statutory Minimum Wages and Holidays with Pay*  
The Wages Council Act briefly explained. WBCL1

*Are you entitled to a minimum wage and paid holidays?*

For workers whose minimum wages and other conditions of employment are determined by Wages Councils. EDL504

### 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 Employment Subsidy—for Textile, Clothing and Footwear industries* PL609

*Temporary Employment Subsidy—for all industries (excluding textile, clothing and footwear)* PL610

Information for employers, including details of TES supplement and compensation for short-time working.

*Job Release Scheme*

Information on the scheme for employees. PL608

*Small Firms Employment Subsidy—for Manufacturing Firms*

Information for employers in private manufacturing companies in Great Britain. PL622

*Small Firms Employment Subsidy—for non-manufacturing firms*

Information for employers in private non-manufacturing firms in the Special Development Areas, Development Areas and Inner City Partnership Areas PL623

*Adult Employment Subsidy*

Scheme for Employers in Private Sector and Nationalised Industries in Merseyside, Leeds and Tyneside PL607

### 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. PL472

*Jobs for Handicapped Young People*

Information for young people seeking employment. PL379

*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

*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

*Take 7*

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

## 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 13 and December 15 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.

### EEC Social Fund

Mr Kenneth Clarke (Rushcliffe) asked the Secretary of State for Employment, whether he would publish in the Official Report a list of the projects for which his department had claimed grants from the EEC Social Fund in the current year.

Mr Grant: Following is a list of the projects for which my Department submitted applications to the EEC Social Fund for the current year:

*Projects submitted by the Manpower Services Commission's Special Programmes Division*

Programmes designed to promote youth employment

*Projects submitted by the Manpower Services Commission's Training Services Division*

Parts of the Training Opportunities Programme

Other TSD vocational training programmes comprising:

- Programmes for young people
- Programmes for the handicapped
- A programme for women
- Programmes in the assisted areas
- A programme for the retraining and resettlement of workers leaving the textiles and clothing industries.
- A programme promoting language skills among migrant workers.

*Projects submitted by the Manpower Services Commission's Employment Service Division*

Several programmes for the rehabilitation or placement of handicapped people

A programme of transfer schemes in the assisted areas.

(December 11)

Mr W. W. Hamilton (Central Fife) asked the Secretary of State for Employment if he would publish in the Official Report details of the assistance to be given to the United Kingdom from the European Social Fund for 1978-79.

Mr Grant: The total of allocations from the European Social Fund to projects in the United Kingdom for 1978 and 1979 is not known at present. This is because there are no predetermined national quotas for distribution of Social Fund

### Department of Employment Ministers

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

**Harold Walker M.P., Minister of State**

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

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

grants. Instead, allocations are made from time to time by the EEC Commission. Most of the expected allocations for UK schemes in 1978 and 1979 have not yet been decided.

Allocations which have been granted to UK programmes to date total £34,846,028 for 1978 and £2,924,472 for 1979. They comprise the following:

Training or retraining programmes for:	Allocations for 1978 £	Allocations for 1979 £
Workers leaving the textiles and clothing sectors	4,457,225	565,406
Young people	7,683,512	497,934
Disabled people	1,183,394	96,530
Migrant workers and their families	292,500	—
Unemployed workers in the assisted areas and those affected by "technical progress"	21,229,397	1,764,602
	<b>34,846,028</b>	<b>2,924,472</b>

(December 14)

### Manpower and micro-electronic technology

Mr Doug Hoyle (Nelson and Colne) asked the Secretary of State for Employment, with reference to the joint study being carried out by the Unit for Manpower Studies and the Manpower Services Com-

mission on the potential manpower effects of micro-electronic technology over the next five to 10 years, how many people are working on this study and when it began; if they are studying the potential unemployment effects; if a progress report was available; and when the interim and final reports would be available.

Mr Golding: The Manpower Study Group on Micro-electronics was set up at the beginning of July of this year to co-ordinate the interests of the Department of Employment Group in micro-electronic technology. Work on this subject had, of course, been going on within the DE Group prior to that. The Study Group itself currently consists of three people, but other parts of the DE Group including the Manpower Services Commission and the Work Research Unit are also actively involved. The Study Group is principally concerned with the potential impact of micro-electronic technology upon employment. It will not be producing an interim report, having contributed the results of its own studies to the CPRS report that was made available following the meeting of the NEDC on December 6. It hopes to produce a further report in the summer of next year. (December 13)

### Health and safety

Mr Ron Thomas (Bristol North West) asked the Secretary of State for Employment, if he was satisfied that current

regulations under health and safety legislation adequately ensure that workers in chemical plants were fully informed via company notice boards, &c., of threshold limit values; and if he would make a statement.

Mr Grant: I am satisfied that current regulations under health and safety legislation make adequate provision for the dissemination of information to workers in chemical plants. A list of threshold limit values is published annually by the Health and Safety Executive in a Guidance Note EH15 "Threshold Limit Values", which is readily available.

Section 2(2) of the Health and Safety at Work etc Act 1974 requires an employer to provide necessary information, instruction, training and supervision while Section 2(3) requires him to prepare, keep up to date and bring to the notice of all employees a written statement of the company policy on health and safety matters.

In addition Section 2(6) of the Act as amplified by the Safety Representatives and Safety Committees Regulations 1978 requires employers to consult safety representatives with a view to enabling the employer and his employees to promote develop and check the effectiveness of measures designed to ensure the health and safety at work of his employees.

(December 5)



Mr Michael Grylls (North West Surrey) asked the Secretary of State for Employment, how many improvement notices and prohibition notices had been issued; how many prosecutions had been made; how many convictions had been secured; and what was the average amount of fines imposed, by the Health and Safety Executive up to September 30, 1978.

Mr Grant: The chairman of the Health and Safety Commission advises me that provisional figures are as follows:

	January 1975-September 1978*
Improvement Notices	20,731
Prohibition Notices	8,928
Informations laid	10,582
Convictions secured	9,687
Average penalty per information laid	£84

\*Figures for the Agricultural Inspectorate exclude the three months June to September 1978 and, in the case of informations and convictions, the year 1975.

(December 8)

### Wages council awards

Mr Peter Rees (Dover and Deal) asked the Secretary of State for Employment, what prosecutions had been brought in the past two years for breaches of wages council awards specifying in each case the award alleged to have been breached.

Mr Grant: The information is as follows:

Wages Council making the award	No of employers prosecuted
Licensed Residential Establishment and Licensed Restaurant	3
Licensed Non-Residential Establishment	1
Retail Newsagency, Tobacco and Confectionery Trades	1
Retail Furnishing and Allied Trades	5
Unlicensed Place of Refreshment	2
Retail Food Trades (England and Wales)	3
Retail Food Trades (Scotland)	1
Retail Bookselling and Stationery Trades	3
Retail Bread and Flour Confectionery	2

(December 8)

### Small firms

Mr George Park (Coventry North East) asked the Secretary of State for Employment, if he was now able to offer specific guidance to small firms in the presentation of cases to industrial tribunals on questions of unfair dismissals.

Mr Walker: Guidance for those involved in presenting cases to industrial tribunals is given in the booklet *Industrial Tribunal Procedure*, available from the Central Offices of Industrial Tribunals. I am sending a copy to my hon Friend.

(December 15)

### School leavers

Mr Mike Noble (Rossendale) asked the Secretary of State for Employment what progress was being made by the Manpower Services Commission towards the objective of making an offer of a place in the Youth Opportunities Programme to every 1978 school leaver who was still unemployed by Easter 1979.

Mr Golding: From the start of the Youth Opportunities Programme in April this year, the Manpower Services Commission has given high priority to securing the objective that no young person who left school in Easter or Summer of 1978 and who remains unemployed at Easter 1979 shall be without the offer of a suitable opportunity within the Programme. I have recently reviewed with the Chairman of the Commission the progress being made towards this objective. It is clear that the efforts of Area Boards, MSC staff, the Careers Service and the Education Service and the sponsors have resulted in good progress. In most parts of the country we can already forecast the objective can certainly be met. In certain areas of very high youth unemployment particularly Liverpool and parts of inner London

where the needs are great but potential sponsors for the Youth Opportunities Programme are fewer than elsewhere a considerable task remains. I am satisfied that The MSC together with the Careers Service and the Area Boards are doing everything possible to meet the objective in these areas also. We are very grateful to those trades unions, employers and voluntary bodies which have supported schemes under the programme. I am keeping developments under close review and will consider sympathetically any proposals from the Commission for any special action needed to give effect to the Easter objective in any locality in which difficulties may be encountered.

(December 15)

Mr Cyril Smith (Rochdale) asked the Secretary of State for Employment, how many of the places on the training opportunities programme so far created were for work experience on employers premises and how many of them were (a) in training workshops, (b) in community service and (c) project-based work experience schemes; and what had been the targets for each of those schemes as at October 1 1978.

Mr Golding: I am informed by the Manpower Services Commission that between April 1, when the Youth Opportunities Programme began, and end of October, the latest date for which information is available, 39,800 places were created for work experience on employers premises; 2,900 places were created in training workshops, 6,600 in Community Service and 5,700 in project based work experience schemes.

There are no targets relating to individual schemes. The nature and balance of opportunities is decided upon locally, by 28 Area Boards which administer the scheme, according to the specific needs of the young people in each particular area. (December 8)



## Questions in Parliament

### TOPS

Mr Max Madden (Sowerby) asked the Secretary of State for Employment what timetable was envisaged for implementing changes in the rules of the Training Opportunities Scheme, recommended in the Manpower Services Commission's recent Report on the TOPS Review.

Mr Golding: I am informed by the Manpower Services Commission that the following changes in the TOPS rules will apply with effect from December 4:

- (i) the qualifying period away from full-time education is reduced from three years to two;
- (ii) the minimum waiting period between two full-skill courses is reduced from five years to three. In addition, from 4 December the "waiting period" rule will not apply to adults who have completed a short industrial course or work preparation course under TOPS, or who have taken part in a scheme under the special temporary employment programme; nor will it apply to young adults who have taken part in a scheme under the Youth Opportunities Programme.

The application of these changes is subject to the general rule that TOPS trainees must be 19 years of age or over when training starts. I am informed by MSC that the other changes in the rules recommended by the Report will be considered over the coming months, in consultation with the education departments and other interests affected, and in the light of resource implications where appropriate. (December 7)

### Filled training places

Mr Charles Morrison (Devizes) asked the Secretary of State for Employment, what were the target figures set by the Manpower Services Commission for the Youth Opportunities and Special Temporary Employment Programmes; what was the number of places which the Manpower Services

Scheme	Places negotiated (1)	Places filled
Work Experience on Employers' Premises	39,800	29,300
Project Based Work Experience	5,800	2,000
Training Workshops	3,200	1,000
Community Service	7,000	1,600
Work Preparation Courses	17,100	11,200
Special Temporary Employment Programme	9,730	2,121

Note: (1) This figure does not include any places which may have transferred on April 1, from the Work Experience Programme to the Youth Opportunities Programme.

### Vacancies notified to Jobcentres

Mr Robert McCrindle (Brentwood and Ongar) asked the Secretary of State for Employment, what was the proportion of vacancies filled by Jobcentres compared with that filled by the previous employment exchanges.

Mr Golding: I am informed by the Manpower Services Commission, which is responsible for the operation of local employment offices (including Jobcentres), that a number of special studies were carried out in 1977 which provided information about the comparative performance of Jobcentres and other employment offices.

One such study showed that, in the areas where Jobcentres existed, Employment Service placings were about 26 per

cent of all engagements. The corresponding figure in areas without Jobcentres was 20 per cent.

Another such study provided information about the proportion of vacancies notified to the different types of office that were filled by the Employment Service. This showed that the proportion was 70 per cent in Jobcentre areas and 67 per cent in areas without Jobcentres. The table below gives the number of vacancies "off" (that is vacancies previously notified that within a specified period of time are filled, cancelled or lapse), and the proportion of them which were filled by the different types of office in the periods April-June 1973 and April-June 1977. (November 13)

Type of office in 1977	Number of vacancies "off"				Difference in proportion filled between 1973 and 1977
	April-June				
	1973		1977		
	"off"	proportion filled (%)	"off"	proportion filled (%)	
(a) Jobcentres	151,437	63	158,047	70	+7
(b) Employment offices	104,988	60	82,389	66	+6
(c) Restructured offices	219,125	63	195,251	68	+5
(d) b and c combined	324,113	62	277,640	67	+5

Notes: (i) There were no Jobcentres or restructured offices in 1973. In 1977 the national network contained:  
 (a) Jobcentres—attractive modern offices close to the main pedestrian traffic flow with self-service facilities and specially trained employment advisers.  
 (b) Restructured Offices—Employment Offices with self-service facilities and employment advisers.  
 (c) Employment Offices—offices without extensive self-service and without advisory services staffed by employment advisers.  
 (ii) The national network contains about 1,000 offices. The table excludes 31 offices that did not cover the same territory in 1973 as they did in 1977, and also excludes 63 offices that were "converted" to Jobcentres without moving to a new site.  
 (iii) The figures represent the number of placings made of people from within the area served by an office, and from other areas, into vacancies notified by local employers to that office.

figures for the Special Temporary Employment Programme.

Mr Golding: I am informed by the Manpower Services Commission that in the period September 1978-August 1979 a maximum of 82,000 filled places is expected on the Youth Opportunities Programme, enabling 187,000 young people to enter the programme during that time. The target for the Special Temporary Employment Programme is to have 25,000 continuously filled places and it is hoped that this will be achieved by end of June 1979. The Manpower Services Commission state that no specific targets were set for December 1. The latest available information about Programme places related to the end of October, and is set out in the table. (December 5).

# 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-November 1978 was 9,093,700 (6,802,800 males and 2,290,900 females). The total included 7,177,900 (5,072,100 males and 2,105,800 females) in manufacturing industries, and 1,236,200 (1,134,300 males and 101,900 females) in construction. The total in these production industries was 2,000 lower than that for October 1978 and 568,000 lower than in November 1977. The total in manufacturing industries was 500 lower than in October 1978 and 63,300 lower than in November 1977. The number in construction was 1,200 lower than in October 1978 and 8,700 higher than in November 1977. The seasonally adjusted index for the production industries (av 1970 = 100) was 88.2 (88.3 at mid-October) and for manufacturing industries 87.2 (87.3 at mid-October).

### Unemployment

The number of unemployed, excluding school leavers in Great Britain on December 7, 1978 was 1,263,368. After adjustment for normal seasonal variations, the number was 1,262,500 representing 5.4 per cent of all employees, compared with 1,281,500 in November 1978. In addition, there were 39,830 unemployed school leavers so that the total number unemployed was 1,303,198, a fall of 27,596 since November 1978. This total represents 5.6 per cent of all employees. Of the number unemployed in December 1978, 190,863 (14.6 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 December 1, 1978 was 219,391; 10,828 lower than on November 3, 1978. After adjustment for normal seasonal variations, the number was 229,900 the same number as in November 1978. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on December 1, 1978 was 26,767; 637 lower than on November 3, 1978.

### Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on December 7, 1978 was 9,619, a rise of 2,326 since November 9, 1978.

### Overtime and short-time

In the week ended November 1978 the estimated number of operatives working overtime in manufacturing industries, was 1,841,000. This is about 35.8 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 15.26 millions (15.22 millions in October). In the same week the estimated number on short-time in these industries was 41,500 or about 0.8 per cent of all operatives, each losing 17.0 hours on average.

### Average earnings

In November 1978 the "new series" index of average earnings of employees in all industries in Great Britain was 13.2 per cent higher than in November 1977. The seasonally adjusted "older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 343.5 (January 1970 = 100) compared with 344.8 in October 1978 and was 14.3 per cent higher than in November 1977.

### Basic rates of wages

At December 31, 1978, the index of basic weekly rates of wages of manual workers was 16.4 per cent higher than at December 31, 1977. This increase reflects that normally negotiated rates for engineering workers remained unchanged between February 1976 and April 1978. The index was 271.1 (July 31, 1972 = 100).

An article on recent movements in these indices was published in the May 1978 *Employment Gazette*, page 584.

### Index of retail prices

The index of retail prices for all items for December 12, 1978 was 204.2 (January 15, 1974 = 100). This represents an increase of 0.8 per cent on November 1978 (202.5) and of 8.4 per cent on December 1977 (188.4).

### Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in December which came to the notice of the Department of Employment was 45, involving approximately 20,500 workers. During the month approximately 52,800 workers were involved in stoppages, including some which had continued from the previous month, and 444,000 working days were lost, including 281,000 lost through stoppages which had continued from the previous month.

## Industrial analysis of employees in employment

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-November 1978, for the two preceding months and for November 1977.

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

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

## Employees in employment: Great Britain

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	November 1977*			September 1978*			October 1978*			November 1978*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
<b>Total, Index of Production Industries†</b>		6,842.7	2,307.7	9,150.5	6,816.5	2,287.2	9,103.9	6,807.7	2,287.9	9,095.7	6,802.8	2,290.9	9,093.7
<b>Total, all manufacturing industries‡</b>		5,117.1	2,124.1	7,241.2	5,084.8	2,101.7	7,186.6	5,075.5	2,102.8	7,178.4	5,072.1	2,105.8	7,177.9
<b>Mining and quarrying</b>	<b>II</b>												
Coal mining	101	327.0	14.4	341.4	320.2	14.4	334.7	320.4	14.4	334.9	320.1	14.4	334.6
<b>Food, drink and tobacco</b>	<b>III</b>												
Grain milling	211	16.4	5.0	21.4	15.7	4.9	20.6	15.7	4.9	20.7	15.7	4.9	20.5
Bread and flour confectionery	212	64.4	37.6	102.0	65.7	37.1	102.7	65.6	37.3	102.9	64.9	37.2	102.1
Biscuits	213	16.0	27.3	43.3	16.5	26.8	43.2	16.4	26.8	43.2	16.2	26.8	43.0
Bacon curing, meat and fish products	214	53.8	51.1	104.9	53.5	49.0	102.5	53.0	48.9	101.9	52.8	49.2	102.0
Milk and milk products	215	41.1	15.0	56.1	41.7	15.3	57.0	40.9	15.0	55.9	40.9	14.8	55.7
Sugar	216	10.5	3.2	13.7	8.7	2.9	11.6	10.0	3.1	13.1	9.4	3.1	12.5
Cocoa, chocolate and sugar confectionery	217	33.0	40.5	73.5	33.6	40.3	73.9	33.6	40.7	74.3	33.6	40.6	74.2
Fruit and vegetable products	218	28.9	33.5	62.4	28.4	32.2	60.6	27.7	32.2	59.9	27.8	32.1	59.9
Animal and poultry foods	219	21.5	5.0	26.5	21.5	4.8	26.3	21.4	4.7	26.1	21.6	4.8	26.4
Vegetable and animal oils and fats	221	5.7	1.5	7.2	5.7	1.6	7.3	5.6	1.5	7.1	5.7	1.5	7.2
Food industries not elsewhere specified	229	20.0	14.6	34.6	19.8	14.4	34.2	19.8	14.3	34.1	19.8	14.1	33.9
Brewing and malting	231	56.0	13.1	69.1	56.4	13.0	69.4	56.1	13.1	69.1	56.0	13.0	69.0
Soft drinks	232	15.8	9.2	25.0	16.7	9.2	25.9	16.5	9.2	25.7	16.5	9.4	26.0
Other drinks industries	239	20.2	13.3	33.5	20.6	13.9	34.5	20.7	13.9	34.6	20.7	13.8	34.5
Tobacco	240	14.7	16.3	31.0	14.8	16.0	30.7	14.9	16.1	30.9	14.8	15.8	30.8
<b>Coal and petroleum products</b>	<b>IV</b>												
Coke ovens and manufactured fuel	261	10.6	5	15.6	10.1	5	15.1	10.0	5	14.9	10.1	5	14.6
Mineral oil refining	262	16.7	2.1	18.7	16.5	2.0	18.5	16.5	2.1	18.6	16.4	2.0	18.5
Lubricating oils and greases	263	5.9	1.5	7.4	6.1	1.5	7.6	6.1	1.5	7.6	6.1	1.5	7.6
<b>Chemicals and allied industries</b>	<b>V</b>												
General chemicals	271	113.9	22.1	136.0	114.6	22.4	137.0	114.9	22.6	137.5	115.0	22.3	137.3
Pharmaceutical chemicals and preparations	272	40.5	31.8	72.3	42.0	33.0	75.0	42.0	33.0	74.9	41.4	32.8	74.2
Toilet preparations	273	8.8	14.5	23.3	9.0	15.3	24.4	9.0	14.8	23.7	8.9	15.0	23.9
Paint	274	19.6	7.2	26.8	19.8	7.4	27.2	19.7	7.4	27.1	19.7	7.5	27.2
Soap and detergents	275	10.6	6.7	17.2	10.5	6.7	17.1	10.4	6.6	17.0	10.6	6.6	17.2
Synthetic resins and plastics materials and synthetic rubber	276	42.7	8.4	51.1	43.0	8.4	51.4	43.0	8.3	51.3	43.0	8.2	51.3
Dyestuffs and pigments	277	19.1	3.6	22.7	18.7	3.5	22.2	18.7	3.5	22.2	18.6	3.5	22.2
Fertilisers	278	9.7	1.6	11.3	9.6	1.6	11.2	9.6	1.6	11.3	9.7	1.6	11.3
Other chemical industries	279	43.1	26.2	69.3	42.5	26.3	68.8	42.3	26.1	68.3	42.3	26.2	68.4
<b>Metal manufacture</b>	<b>VI</b>												
Iron and steel (general)	311	215.6	20.2	235.8	200.6	19.3	219.9	199.5	19.3	218.8	199.1	19.3	218.3
Steel tubes	312	43.8	6.9	50.7	41.7	6.6	48.3	41.5	6.4	48.0	41.5	6.4	48.0
Iron castings etc.	313	68.5	7.1	75.6	68.5	6.8	75.2	67.6	6.9	74.5	67.3	6.9	74.2
Aluminium and aluminium alloys	321	42.9	7.8	50.6	42.6	7.4	49.9	42.4	7.4	49.8	42.3	7.3	49.6
Copper, brass and other copper alloys	322	34.1	8.2	42.3	34.0	8.4	42.4	33.9	8.5	42.4	34.0	8.5	42.6
Other base metals	323	17.9	4.3	22.2	17.6	4.3	21.9	17.6	4.0	21.6	17.5	4.1	21.6
<b>Mechanical engineering</b>	<b>VII</b>												
Agricultural machinery (except tractors)	331	25.8	4.1	29.9	24.5	4.0	28.5	24.2	3.9	28.1	24.2	3.9	28.1
Metal-working machine tools	332	56.2	9.0	65.2	56.1	9.3	65.4	55.5	9.2	64.7	55.3	9.2	64.5
Pumps, valves and compressors	333	70.6	14.8	85.3	70.1	14.6	84.8	70.0	14.5	84.5	69.8	14.5	84.3
Industrial engines	334	25.7	4.1	29.8	26.0	4.1	30.1	25.8	4.1	29.9	25.8	4.1	29.9
Textile machinery and accessories	335	20.1	3.7	23.9	19.4	3.4	22.9	19.4	3.5	22.9	19.5	3.5	23.0
Construction and earth-moving equipment	336	39.0	4.5	43.5	38.7	4.4	43.1	38.7	4.4	43.1	38.7	4.4	43.1
Mechanical handling equipment	337	53.2	8.6	61.8	53.0	8.6	61.7	53.2	8.7	61.9	53.0	8.6	61.6
Office machinery	338	16.1	6.6	22.6	15.8	6.5	22.4	15.9	6.6	22.5	15.9	6.6	22.5
Other machinery	339	180.7	36.0	216.7	181.2	35.8	217.1	180.3	35.8	216.1	180.2	35.8	216.0
Industrial (including process) plant and steelwork	341	139.1	17.0	156.2	140.6	17.0	157.7	139.9	16.9	156.9	139.3	16.9	156.2
Ordnance and small arms	342	17.4	4.5	21.8	17.2	4.3	21.5	17.0	4.3	21.3	17.0	4.3	21.3
Other mechanical engineering not elsewhere specified	349	144.1	32.4	176.5	140.8	32.1	172.9	139.7	32.1	171.8	140.3	32.1	172.3
<b>Instrument engineering</b>	<b>VIII</b>												
Photographic and document copying equipment	351	8.9	3.1	12.0	8.7	2.9	11.6	8.8	2.9	11.6	8.7	2.8	11.6
Watches and clocks	352	5.5	6.4	12.0	5.4	6.5	11.9	5.4	6.5	11.9	5.3	6.6	11.9
Surgical instruments and appliances	353	16.0	11.3	27.3	15.5	10.8	26.3	15.6	10.8	26.4	15.8	10.9	26.6
Scientific and industrial instruments and systems	354	66.0	32.4	98.4	66.1	32.3	98.4	65.7	32.3	98.0	66.0	32.6	98.6
<b>Electrical engineering</b>	<b>IX</b>												
Electrical machinery	361	101.0	33.4	134.4	101.5	32.9	134.3	101.1	33.0	134.0	101.3	32.9	134.2
Insulated wires and cables	362	31.9	12.7	44.6	31.2	12.2	43.4	31.2	12.1	43.4	31.2	12.1	43.4
Telegraph and telephone apparatus and equipment	363	41.6	24.6	66.2	40.1	25.0	65.1	39.9	25.2	65.2	40.0	25.3	65.3
Radio and electronic components	364	63.5	66.1	129.6	64.2	64.8	129.0	64.2	65.9	130.1	64.2	66.1	130.2
Broadcast receiving and sound reproducing equipment	365	25.0	27.5	52.5	23.9	25.9	49.7	24.1	25.9	50.1	24.0	26.0	50.0

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

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

‡ Order III-XIX.

§ Under 1,000.

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

## Employees in employment: Great Britain (continued)

THOUSANDS

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	November 1977*			September 1978*			October 1978*			November 1978*		
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Electronic computers	366	32.5	11.9	44.4	34.0	12.5	46.6	34.2	12.5	46.7	34.2	12.5	46.7
Radio, radar and electronic capital goods	367	67.7	26.5	94.2	68.5	27.2	95.7	68.6	27.0	95.6	68.9	26.8	95.6
Electric appliances primarily for domestic use	368	41.2	21.3	62.6	41.8	21.4	63.2	41.7	21.9	63.6	41.8	21.7	63.5
Other electrical goods	369	62.9	52.6	115.3	64.1	54.0	118.1	64.5	53.5	118.0	64.4	54.0	118.3
<b>Shipbuilding and marine engineering</b>	<b>X</b>	163.3	13.2	176.5	161.1	13.3	174.4	160.7	13.3	174.0	160.3	13.3	174.6
<b>Vehicles</b>	<b>XI</b>	676.5	93.6	770.0	673.6	93.1	766.8	673.6	93.1	766.8	673.3	93.3	764.6
Wheeled tractor manufacturing	380	33.6	2.7	36.3	30.7	2.5	33.2	30.8	2.5	33.2	30.8	2.5	33.3
Motor vehicle manufacturing	381	425.6	58.4	484.0	423.4	57.5	480.9	422.3	57.4	479.8	419.4	57.6	476.8
Motor cycle, tricycle and pedal cycle manufacturing	382	10.7	3.4	14.1	10.5	3.5	14.0	10.5	3.5	14.0	10.5	3.5	14.0
Aerospace equipment manufacturing and repairing	383	164.8	26.8	191.6	167.3	27.4	194.7	168.1	27.5	195.6	168.6	27.7	196.3
Locomotives and railway track equipment	384	17.3	1.1	18.4	17.1	1.0	18.2	17.2	1.0	18.2	17.2	1.0	18.2
Railway carriages and wagons and trams	385	24.4	1.2	25.6	24.7	1.2	25.9	24.7	1.2	25.9	24.7	1.2	25.9
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	387.4	152.0	539.4	388.5	150.1	538.6	387.2	149.8	537.1	386.9	150.5	537.4
Engineers' small tools and gauges	390	49.5	12.5	61.9									

### Overtime and short-time in manufacturing industries

In the week ended November 11, 1978 it is estimated that the total number of operatives working overtime in manufacturing industries was 1,841,000, or about 35.8 per cent of all operatives, each working 8.6 hours on average.

In the same week, the estimated number on short-time was 41,500 or 0.8 per cent of all operatives, each losing 17.0 hours on average.

The estimates are based on returns from a sample of employers. They are analysed by industry and by region, in the table below.

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

### Overtime and short-time worked by operatives in manufacturing industries—Great Britain: week ended November 11, 1978

Industry	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME								
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours overtime worked		Stood off for whole week		Working part of a week		Total				
			Total (000's)	Average per operative working overtime	Number of operatives (000's)	Total hours lost (000's)	Number of operatives (000's)	Hours lost (000's)	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost		
<b>Great Britain analysis by industry (Standard Industrial Classification 1968)</b>													
<b>Food, drink and tobacco</b>	194.6	36.5	1,909.1	9.8	0.7	29.9	4.8	86.1	17.9	5.6	1.0	115.9	20.9
Food industries (211-229)	145.7	34.5	1,453.2	10.0	0.7	29.9	4.8	86.0	18.0	5.5	1.3	115.9	20.9
Drink industries (231-239)	41.5	47.2	403.9	9.7	—	—	—	—	2.0	—	—	—	2.0
Tobacco (240)	7.4	31.4	52.0	7.1	—	—	—	—	—	—	—	—	—
<b>Coal and petroleum products</b>	9.8	39.2	106.5	10.9	—	—	—	—	—	—	—	—	—
<b>Chemical and allied industries</b>	89.9	34.3	905.4	10.1	0.3	11.8	0.3	3.5	13.4	0.6	0.2	15.3	27.5
General chemicals (271)	30.1	36.2	325.6	10.8	—	—	—	—	—	0.3	0.3	3.5	13.4
<b>Metal manufacture</b>	137.8	41.0	1,260.9	9.2	0.5	21.2	3.8	36.2	9.5	4.3	1.3	57.4	13.3
Iron and steel (general) (311)	55.0	34.9	498.9	9.1	0.2	7.6	0.8	6.4	7.9	1.0	0.6	14.0	14.0
Other iron and steel (312-313)	44.8	47.4	417.8	9.3	—	1.9	2.4	23.3	9.7	2.5	2.6	25.2	10.3
Non-ferrous metals (321-323)	38.0	45.3	344.1	9.1	0.3	11.7	0.6	6.5	11.1	0.9	1.0	18.2	20.8
<b>Mechanical engineering</b>	294.7	48.9	2,383.6	8.1	0.1	5.3	2.5	21.5	8.5	2.7	0.4	26.8	10.1
<b>Instrument engineering</b>	31.7	35.3	226.7	7.2	—	0.6	0.1	0.4	5.3	0.1	0.1	1.0	12.1
<b>Electrical engineering</b>	156.0	33.5	1,263.5	8.1	—	1.6	1.4	13.5	9.6	1.4	0.3	15.1	10.5
Electrical machinery (361)	33.6	39.8	270.1	8.0	—	0.6	—	0.2	7.2	—	—	0.8	19.8
<b>Shipbuilding and marine engineering</b>	61.6	46.8	612.2	9.9	0.3	13.0	—	—	—	0.3	0.2	13.0	40.0
<b>Vehicles</b>	182.3	33.4	1,393.8	7.6	0.5	21.0	6.6	113.3	17.1	7.1	1.3	134.3	18.8
Motor vehicle manufacturing (381)	113.6	30.6	858.2	7.6	0.5	20.9	6.3	106.1	16.9	6.8	1.8	127.0	18.6
Aerospace equipment manufacturing and repairing (383)	37.7	36.9	287.9	7.6	—	—	0.3	7.2	22.5	0.3	0.3	7.2	22.4
<b>Metal goods not elsewhere specified</b>	165.2	40.4	1,319.7	8.0	1.5	58.6	3.0	39.3	13.0	4.5	1.1	98.0	21.9
<b>Textiles</b>	97.3	26.2	821.1	8.4	1.8	73.4	4.8	47.1	9.8	6.6	1.8	120.5	18.1
Production of man-made fibres (411)	9.1	38.7	90.4	10.0	—	—	—	—	—	—	—	—	—
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	16.2	22.8	134.3	8.3	—	1.9	0.2	1.6	11.0	0.2	0.3	3.6	18.0
Woolen and worsted (414)	20.5	31.7	194.5	9.5	0.4	14.4	2.7	29.9	11.2	3.0	4.7	44.4	14.6
Hosiery and other knitted goods (417)	12.4	13.2	81.0	6.5	0.3	13.9	1.3	9.4	7.2	1.7	1.8	23.3	14.1
<b>Leather, leather goods and fur</b>	8.0	24.7	59.8	7.4	—	1.2	0.3	2.9	9.6	0.3	1.0	4.1	12.2
<b>Clothing and footwear</b>	28.1	9.1	152.9	5.4	0.1	2.4	3.6	20.7	5.7	3.7	1.2	23.1	6.2
Clothing industries (441-449)	20.4	8.3	115.9	5.7	0.1	2.3	0.8	5.9	7.6	0.8	0.3	8.2	9.9
Footwear (450)	7.8	12.3	37.0	4.8	—	—	2.9	14.8	5.2	2.9	4.6	14.8	5.2
<b>Bricks, pottery, glass, cement, etc</b>	80.9	39.8	788.7	9.8	—	1.1	1.0	14.3	14.4	1.0	0.5	15.4	15.1
<b>Timber, furniture, etc</b>	79.3	39.2	632.6	8.0	0.3	12.8	0.5	5.1	11.3	0.8	0.4	17.9	23.2
<b>Paper, printing and publishing</b>	142.0	38.7	1,290.2	9.1	—	2.0	0.2	1.5	7.8	0.2	0.1	3.4	14.4
Paper and paper manufactures (481-484)	55.8	36.1	555.9	10.0	—	1.3	0.2	1.4	7.6	0.2	0.1	2.7	12.4
Printing and publishing (485-489)	86.2	40.6	734.4	8.5	—	0.7	—	0.1	12.2	—	—	0.8	30.4
<b>Other manufacturing industries</b>	81.8	32.4	734.4	9.0	0.2	7.8	2.0	35.3	17.6	2.2	0.9	43.1	19.6
Rubber (491)	27.5	34.0	246.5	8.9	0.1	3.0	0.4	6.9	16.9	0.5	0.6	10.0	20.5
<b>Total, all manufacturing industries</b>	<b>1,841.0</b>	<b>35.8</b>	<b>15,860.9</b>	<b>8.6</b>	<b>6.6</b>	<b>263.8</b>	<b>34.9</b>	<b>440.5</b>	<b>12.6</b>	<b>41.5</b>	<b>0.8</b>	<b>704.3</b>	<b>17.0</b>
<b>Analysis by region</b>													
South East and East Anglia	529.9	39.3	4,656.0	8.8	1.5	61.7	5.9	67.9	11.5	7.4	0.6	129.6	17.5
South West	118.9	39.7	985.7	8.3	0.2	8.3	2.1	28.5	13.8	2.3	0.8	36.8	16.2
West Midlands	232.6	31.6	1,811.8	7.8	1.0	40.2	11.8	164.1	13.9	12.8	1.7	204.4	15.9
East Midlands	150.5	33.8	1,220.6	8.1	0.5	21.7	2.8	32.0	11.3	3.4	0.8	53.6	15.9
Yorkshire and Humberside	207.6	38.4	1,815.4	8.7	1.5	58.6	5.3	64.4	12.1	6.8	1.3	123.0	18.1
North West	248.1	33.6	2,224.7	9.0	0.6	25.6	4.8	59.8	12.6	5.4	0.7	85.4	15.8
North	107.7	32.7	959.3	8.9	0.7	29.8	0.4	2.7	7.0	1.1	0.3	32.4	28.9
Wales	64.6	27.6	563.7	8.7	0.2	6.0	0.6	8.3	13.9	0.7	0.3	14.3	19.2
Scotland	181.0	38.7	1,623.6	9.0	0.3	12.0	1.2	12.8	10.4	1.5	0.3	24.8	16.3

Notes: Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included. Although the estimates are given in hundreds, this does not imply that they are reliable to that degree of precision. They are shown in this way in order to give as much information as is available about the extent of the change from month to month.

### Unemployment on December 7, 1978

The number unemployed, excluding school leavers, in Great Britain on December 7, 1978, was 1,263,368, 14,494 less than on November 9, 1978. The seasonally adjusted figure was 1,262,500 (5.4 per cent of employees). This figure fell by 19,000 between the November and December counts, and by an average of 18,100 per month between September and December.

Between November and December the number unemployed fell by 27,596. This change included a fall of 13,102 school leavers.

The proportion of the number unemployed, who on December 7, 1978 had been registered for up to four weeks was 14.6 per cent. The corresponding proportion for November was 15.2 per cent.

### Regional analysis of unemployment: December 7, 1978

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
<b>Unemployed, excluding school leavers</b>														
Actual	279,879	136,315	32,317	97,940	116,311	72,774	114,112	188,836	111,570	83,886	165,743	1,263,368	57,731	1,321,099
Seasonally adjusted	282,000	138,100	32,300	95,400	117,600	73,600	113,400	188,700	111,300	82,400	165,100	1,262,500	58,200	1,320,700
Number	3.7	3.6	4.6	5.9	5.1	4.7	5.4	6.7	8.2	7.7	7.5	5.4	10.7	5.5
Percentage rates*														
<b>School leavers (included in unemployed)</b>														
Males	2,168	1,162	280	1,014	1,574	492	1,578	4,465	2,379	1,754	3,513	19,217	1,922	21,139
Females	2,199	973	309	1,171	2,520	800	2,267	4,362	2,312	2,220	2,453	20,613	1,456	22,069
<b>Unemployed</b>														
Total	284,246	138,450	32,906	100,125	120,405	74,066	117,957	197,663	116,261	87,860	171,709	1,303,198	61,109	1,364,307
Males	210,090	105,195	23,864	70,250	83,668	53,364	83,767	139,113	81,731	60,297	114,186	920,330	42,210	962,540
Females	74,156	33,255	9,042	29,875	36,737	20,702	34,190	58,550	34,530	27,563	57,523	382,868	18,899	401,767
Married females†	26,765	10,741	3,965	11,415	15,085	9,087	13,965	24,702	16,736	12,613	30,526	164,859	9,952	174,811
<b>Percentage rates*</b>														
Total	3.8	3.6	4.7	6.2	5.2	4.7	5.7	7.0	8.6	8.2	7.8	5.6	11.2	5.7
Males	4.7	4.5	5.5	7.2	5.9	5.6	6.6	8.2	9.7	9.0	8.7	6.5	12.9	6.7
Females	2.4	2.2	3.3	4.7	4.1	3.4	4.2	5.1	6.7	6.9	6.4	4.1	8.7	4.2
<b>Length of time on register</b>														
up to 4 weeks	50,015	22,604	5,905	14,588	16,211	10,261	17,764	23,679	14,942	12,095	25,403	190,863	7,602	198,465
over 4 weeks	234,231	115,846	27,001	85,537	104,194	63,805	100,193	173,984	101,319	75,765	146,306	1,112,335	53,507	1,165,842
<b>Adult students (excluded from unemployed)</b>														
Males	222	109	151	41	47	32	30	54	174	13	26	790	6	796
Females	61	32	55	11	14	12	8	13	94	1	13	282	3	285

\* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1976.  
† Included in females

Area statistics of unemployment

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

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at December 7, 1978

Table with multiple columns: Males, Females, Total, Percentage rate. Rows include Development Areas, Intermediate Areas, and Local Areas (by region).

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at December 7, 1978 (continued)

Continuation of the unemployment table, showing data for various regions including North, Wales, Scotland, Northern Ireland, and Counties (by region).

Note: The denominators used in calculating the percentage rates of unemployment are the mid-1976 estimates of employees (employed and unemployed). The estimates are available on request from the Director of Statistics, Department of Employment Statistics Branch C1, Orphanage Road, Wexford WD1 1P1.

### Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on December 7, 1978 was 9,619

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

### Number of temporarily stopped workers claiming benefits on December 7, 1978: regional analysis

Region	Males	Females	Total
South East	520	47	567
Greater London	112	14	126
East Anglia	178	23	201
South West	907	42	949
West Midlands	1,666	277	1,943
East Midlands	716	100	816
Yorkshire and Humberside	671	61	732
North West	756	170	926
North	731	88	819
Wales	141	83	224
Scotland	2,273	169	2,442
Great Britain	8,559	1,060	9,619

Note: Industrial analyses of these figures are made in respect of February, May, August and November.

### Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on December 1, 1978 was 219,391; 10,828 lower than on November 3, 1978.

The seasonally adjusted figure of notified vacancies at employment offices on December 1, 1978 was 229,900; the same number as that for November 3, 1978 and 12,600 higher than on September 8, 1978.

The number of vacancies notified to careers offices and remaining unfilled on December 1, 1978 was 26,767; 637 lower than on November 3, 1978.

The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on December 1, 1978. 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.

### Notified vacancies remaining unfilled on December 1, 1978: regional analysis

Region	At employment offices*	At careers offices*
South East	101,080	15,973
Greater London	54,209	10,285
East Anglia	6,579	887
South West	13,359	1,381
West Midlands	13,639	2,016
East Midlands	15,606	1,506
Yorkshire and Humberside	15,135	1,530
North West	17,260	1,612
North	9,998	472
Wales	7,822	399
Scotland	18,913	991
Great Britain	219,391	26,767

Note: Industrial analyses of the figures are made in respect of February, May, August and November.

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

### Monthly index of average earnings: new series

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

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

There are three sets of industry groups:

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

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

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

These new figures will be subject to seasonal movements, but it will not be possible to estimate their 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 index given in table 127 and the new table 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 inquiries before their recent extension.

SIC Order	Type		LATEST FIGURES (January 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING					
			Oct 1978	Nov* 1978	Dec 1977	March 1978	June 1978	Sept 1978	Oct 1978	Nov* 1978
I to XXVII	B	WHOLE ECONOMY	135.2	136.0	9.4	10.4	15.4	15.1	14.7	13.2
I	C	Agriculture and forestry †	151.9	not available	5.9	12.8	14.1	10.4	20.0	not available
II	A	Mining and quarrying	148.3	148.8	7.7	20.7	26.0	25.7	27.4	27.4
III to XIX	C	ALL MANUFACTURING INDUSTRIES	139.1	140.3	11.2	11.9	16.2	15.9	16.4	13.4
III	A	Food, drink and tobacco	137.1	142.2	10.8	7.2	16.5	15.9	13.8	12.1
IV	A	Coal and petroleum products	135.8	137.8	8.8	17.3	13.5	18.7	19.0	17.6
V	A	Chemicals and allied industries	135.0	138.1	15.6	14.0	16.4	17.8	13.6	7.7
VI	A	Metal manufacture	139.8	138.3	9.1	14.1	18.0	15.2	15.1	14.9
VII	C	Mechanical engineering	139.6	143.3	12.9	13.1	15.9	16.2	16.5	16.3
VIII	A	Instrument engineering	141.4	144.8	14.8	11.3	17.3	18.2	17.4	10.8
IX	A	Electrical engineering	138.4	139.2	9.1	11.7	18.2	15.6	17.4	14.9
X	C	Shipbuilding and marine engineering	169.8	147.0	4.3	13.3	11.9	17.6	50.3	21.5
XI	A	Vehicles	132.6	132.4	11.7	12.9	15.3	16.0	16.0	10.4
XII	A	Metal goods not elsewhere specified	140.4	144.3	12.3	11.7	16.4	13.5	13.8	14.3
XIII	A	Textiles	137.8	139.1	10.1	9.0	16.2	15.8	15.4	14.9
XIV	A	Leather, leather goods and fur	133.4	134.1	10.2	10.2	12.2	16.5	11.7	11.8
XV	A	Clothing and footwear	137.2	140.4	11.5	12.2	13.8	12.5	11.1	11.3
XVI	A	Bricks, pottery, glass, cement, etc	136.8	138.6	11.3	11.4	13.6	15.3	15.6	15.1
XVII	A	Timber, furniture, etc	136.4	137.4	8.8	10.9	17.6	16.4	15.0	14.1
XVIII	C	Paper, printing and publishing	143.6	143.0	10.5	12.7	16.5	19.0	18.3	15.2
XIX	A	Other manufacturing industries	136.0	139.9	7.7	9.6	15.5	13.6	15.4	14.5
XX	C	Construction	138.9	140.3	9.5	6.5	11.7	14.0	13.6	13.7
XXI	A	Gas, electricity and water	138.6	139.3	6.6	2.8	33.2	20.7	18.0	16.7
XXII	C	Transport and communication	128.9	132.5	9.7	11.3	17.8	15.5	14.1	14.9
XXIII	B	Distributive trades	136.7	140.0	11.0	11.9	13.7	12.8	12.6	12.6
XXIV	B	Insurance, banking and finance	129.1	131.0	11.5	8.6	15.6	22.1	15.8	10.3
XXV	B	Professional and scientific services	130.9	128.2	4.4	7.9	14.2	12.5	11.9	10.5
XXVI	C	Miscellaneous services	134.7	134.5	10.9	11.6	12.0	13.4	12.4	12.1
XXVII	B	Public administration	127.8	127.3	9.0	9.8	14.4	15.0	14.0	14.8

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

\*Provisional  
†England and Wales only.

### Monthly index of wages and salaries per unit of output

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

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of *Employment Gazette*, page 100.

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

1975 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1970	48.0	48.6	48.9	49.4	50.0	50.6	51.2	51.7	52.1	52.5	53.1	53.5
1971	54.1	55.0	55.3	55.2	54.8	55.2	55.6	56.0	56.4	56.6	56.4	56.5
1972	56.7	*	57.6	57.6	57.6	57.8	58.2	58.6	58.6	58.6	58.1	57.9
1973	58.0	58.4	59.1	59.8	60.3	60.5	60.9	61.7	62.4	63.4	64.5	65.7
1974	66.5	67.5	67.9	69.9	71.2	73.8	75.5	77.9	80.3	83.2	86.4	88.0
1975	89.5	90.9	93.4	96.4	98.1	100.3	102.2	103.9	104.9	105.1	107.1	108.8
1976	110.3	110.6	110.9	111.2	112.0	113.1	114.7	115.1	115.7	115.7	117.1	118.2
1977	119.3	119.9	121.6	122.8	124.5	124.7	125.3	124.9	126.5	129.0	131.6	133.5
1978	134.9	135.8	137.2	138.4	139.4	140.1	140.0	141.3	143.4			

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

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

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

#### Indices

At December 31, 1978, the indices of *weekly* rates of wages, of normal *weekly* hours and of *hourly* rates of wages for all workers, compared with the previous five months, were:

#### ALL INDUSTRIES AND SERVICES

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1978					
July 31	264.7	99.4	266.3	16.0	16.0
August 31	266.0	99.4	267.6	16.3	16.3
September 30	266.0	99.4	267.6	16.2	16.2
October 31	270.1	99.4	271.8	17.7	17.7
November 30	271.1	99.4	272.7	17.3	17.3
December 31*	271.1	99.4	272.8	16.4	16.4

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

#### Principal changes reported in December

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

**Mechanical construction engineering—Great Britain**—Increases of varying amounts according to grade, after consolidation of previous supplements and the elimination of craft differentials. Young workers and apprentices receive proportional amounts (July 17).

**Post office engineering, motor transport, supplies and factory rank and file grades—United Kingdom**—Normal weekly hours reduced from 40 to 37½ without a reduction in pay (December 1).

**Retail multiple grocery and provisions trade—Great Britain**—Increases of varying amounts, according to occupation, after consolidation of supplements. Introduction of a re-structured agreement (November 13).

**Retail furnishing and allied trades (Wages Council)—Great Britain**—Increases in statutory minimum remuneration of £6.50 for adult workers with varying increases, according to age, for workers under 21 (November 6).

**Hairdressing undertakings (Wages Council)—Great Britain**—Increases in statutory minimum remuneration of £5 a week for managers, manageresses and chargehands and £3.50, £4 or £4.50 a week, according to occupation for all other adult workers, with proportional amounts for apprentices and young workers (December 18).

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 December indicate that the basic weekly rates of wages or minimum entitlements of some 485,000 workers were increased by a total of £3,270,000, 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 December with operative effect from earlier months (405,000 workers and £2,950,000 in weekly rates of wages). Of the total increase of £3,270,000 about £1,380,000 resulted from statutory wages orders, £1,080,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement

and £810,000 from direct negotiations between employers' associations and trade unions. A report received in December indicated that 125,000 workers had their normal weekly hours reduced by two and a half hours.

#### 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 December 1978, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of 13 months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by net increases	Estimated net amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	260,000	1,400,000	—	—
Mining and quarrying	255,000	1,505,000	—	—
Food, drink and tobacco	275,000	1,080,000	—	—
Coal and petroleum products	5,000	30,000	—	—
Chemicals and allied industries	175,000	760,000	—	—
Metal manufacture				
Mechanical engineering	2,520,000	34,495,000	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles	335,000	1,315,000	—	—
Leather, leather goods and fur	25,000	110,000	—	—
Clothing and footwear	335,000	1,180,000	—	—
Bricks, pottery, glass, cement etc.	95,000	440,000	—	—
Timber, furniture, etc.	130,000	970,000	—	—
Paper, printing and publishing	230,000	1,280,000	—	—
Other manufacturing industries	65,000	310,000	—	—
Construction	920,000	4,960,000	—	—
Gas, electricity and water	140,000	1,415,000	—	—
Transport and communication	870,000	4,215,000	125,000	315,000
Distributive trades	990,000	5,455,000	—	—
Public administration and professional services	265,000	1,525,000	—	—
Miscellaneous services	525,000	2,565,000	—	—
<b>Totals—January–December 1978*</b>	<b>8,415,000</b>	<b>65,010,000</b>	<b>125,000</b>	<b>315,000</b>
<b>Totals—January–December 1977</b>	<b>8,875,000</b>	<b>27,770,000</b>	<b>3,000</b>	<b>4,000</b>

Table (b)

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by		Estimated net amount of increase (£000's)	Approximate number of workers affected by reductions (000's)	Estimated amount of reduction in weekly hours (000's)
increases	decreases	(000's)			
1977					
December	710	—	2,735	—	—
1978					
January	1,315	—	6,305	—	—
February	475	50	2,330	—	—
March	360	—	1,675	—	—
April	3,095	—	30,335	—	—
May	480	—	2,020	—	—
June†	1,200	—	5,825	—	—
July†	750	—	3,510	—	—
August	170	—	1,445	—	—
September†	140	—	720	—	—
October†	2,360	—	7,195	—	—
November†	355	—	3,330	—	—
December	80	—	320	125	315

\* The figures will be subject to retrospective revision—see article on page 41.  
† Figures revised to take account of changes reported subsequently, or with retrospective effect.

### Retail prices, December 12, 1978

The index of retail prices for all items on December 12, 1978 was 204.2 (January 15, 1974=100). This represents an increase of 0.8 per cent on November 1978 (202.5) and of 8.4 per cent on December 1977 (188.4). The index for December 1978 was published on January 12, 1979.

The rise in the index during the month was due mainly to increases in mortgage interest payments, motoring costs and television licence fees and to increases in the prices of vegetables, eggs and bread.

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	
<b>1978</b>								
January	189.5	+0.6	+3.1	+ 9.9	190.2	+0.6	+3.7	
February	190.6	+0.6	+3.2	+ 9.5	191.4	+0.6	+3.5	
March	191.8	+0.6	+3.3	+ 9.1	192.4	+0.5	+3.3	
April	194.6	+1.5	+4.3	+ 7.9	195.0	+1.4	+4.1	
May	195.7	+0.6	+4.4	+ 7.7	196.1	+0.6	+4.2	
June	197.2	+0.8	+4.7	+ 7.4	197.2	+0.6	+4.3	
July	198.1	+0.5	+4.5	+ 7.8	198.7	+0.8	+4.5	
August	199.4	+0.7	+4.6	+ 8.0	200.4	+0.9	+4.7	
September	200.2	+0.4	+4.4	+ 7.8	201.4	+0.5	+4.7	
October	201.1	+0.4	+3.3	+ 7.8	202.4	+0.5	+3.8	
November	202.5	+0.7	+3.5	+ 8.1	203.8	+0.7	+3.9	
December	204.2	+0.8	+3.5	+ 8.4	205.1	+0.6	+4.0	

The principal changes in the groups in the month were:

**Food:** The food index rose by rather less than 1½ per cent to 210.5, compared with 207.9 in November, due mainly to increases in the prices of tomatoes and other vegetables, eggs, bread, some fruits, fish and bacon. The index for foods whose prices show significant seasonal variations rose by rather less than 7 per cent to 183.0, compared with 171.4 in November.

**Durable household goods:** There were increases in the prices of floor coverings and some items of hardware and glassware. The group index rose by about one half of one per cent to 188.2, compared with 187.0 in November.

**Transport and vehicles:** Increases in the prices of cars and petrol and in the charges for vehicle testing, caused the group index to rise by rather more than one half of one per cent to 215.7, compared with 214.3 in November.

**Miscellaneous goods:** Increases in the prices of some polishes, cleaning powders, travel and sports goods, bulbs and indoor plants, caused the group index to rise by about one half of one per cent to 214.6, compared with 213.7 in November.

**Services:** An increase of one and one-half per cent in the group index was due mainly to increases in the licence fees for television sets.

**Housing:** The increase of rather more than two per cent in the housing index was due largely to an increase from 9½ per cent to 11½ per cent in the rate of interest on mortgages charged by many building societies from the beginning of December.

**Fuel and light:** The group index fell by about one half of one per cent due to the effects of the electricity discount scheme.

Table 2

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

	Indices (January 15, 1974=100)		Percentage change over	
	December 12, 1978		1 month	12 months
All items	204.2		+ 0.8	+ 8.4
All items excluding food	202.4		+0.6	+ 8.5
Food	210.5		+1.3	+ 8.1
Seasonal food	183.0		+6.8	+ 7.0
Other food	215.8		+0.5	+ 8.5
Alcoholic drink	198.4		+0.0	+ 5.4
Tobacco	231.1		+0.0	+ 5.9
Housing	185.4		+2.2	+13.2
Fuel and light	232.8		-0.4	+ 4.9
Durable household goods	188.2		+0.6	+ 7.7
Clothing and footwear	176.3		+0.4	+ 7.0
Transport and vehicles	215.7		+0.7	+ 9.8
Miscellaneous goods	214.6		+0.4	+ 8.7
Services	199.0		+1.5	+ 8.2
Meals out	215.7		+0.3	+ 8.9

## Retail prices index December 12, 1978

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

	Index January 1974 = 100	Percentage change over 12 months		Index January 1974 = 100	Percentage change over 12 months
<b>I Food: Total</b>	210.5	+8	<b>VI Durable household goods: Total</b>	188.2	+8
Bread, flour, cereals, biscuits and cakes	215.6	+10	Furniture, floor coverings and soft furnishings	193.1	+9
Bread	211.8	+13	Radio, television and other household appliances	176.1	+6
Flour	211.8	+9	Pottery, glassware and hardware	209.4	+10
Other cereals	232.5	+11	<b>VII Clothing and footwear: Total</b>	176.3	+7
Biscuits	228.3	+5	Men's outer clothing	186.2	+11
Meat and bacon	182.8	+13	Men's underclothing	220.7	+13
Beef	203.2	+18	Women's outer clothing	154.8	+1
Lamb	194.3	+18	Women's underclothing	197.0	+10
Pork	179.0	+12	Children's clothing	188.3	+7
Bacon	169.4	+10	Other clothing, including hose, haberdashery, hats and materials	173.8	+10
Ham (cooked)	162.2	+12	Footwear	176.0	+8
Other meat and meat products	171.1	+9	<b>VIII Transport and vehicles: Total</b>	215.7	+10
Fish	197.4	+9	Motoring and cycling	211.0	+9
Butter, margarine, lard and other cooking fat	247.0	+10	Purchase of motor vehicles	226.0	+16
Butter	296.3	+20	Maintenance of motor vehicles	225.7	+10
Margarine	197.6	-5	Petrol and oil	191.3	+2
Lard and other cooking fat	180.4	+0	Motor licences	199.0	+0
Milk, cheese and eggs	204.6	+12	Motor insurance	197.0	+10
Cheese	230.1	+9	Fares	247.5	+12
Eggs	117.7	-0	Rail transport	252.9	+13
Milk, fresh	243.4	+17	<b>IX Miscellaneous goods: Total</b>	214.6	+9
Milk, canned, dried etc	243.2	+12	Books, newspapers and periodicals	243.1	+10
Tea, coffee, cocoa, soft drinks, etc	251.8	-13	Books	240.1	+9
Tea	267.4	-19	Newspapers and periodicals	243.9	+10
Coffee, cocoa, proprietary drinks	322.2	-24	Medicines, surgical, etc goods and toiletries	189.2	+7
Sugar, preserves and confectionery	274.6	+11	Soap, detergents, polishes, matches, etc	232.8	+7
Sugar	267.4	+11	Soap and detergents	214.8	+5
Jam, marmalade and syrup	236.1	+11	Soda and polishes	264.8	+14
Sweets and chocolates	269.8	+11	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	203.8	+9
Vegetables, fresh, canned and frozen	208.5	+7	<b>X Services: Total</b>	199.0	+8
Potatoes	217.8	+4	Postage and telephones	205.2	+2
Other vegetables	196.8	+9	Postage	247.6	+0
Fruit, fresh, dried and canned	196.9	-8	Telephones, telegrams, etc	191.7	+2
Other food	219.0	+8	Entertainment	167.2	+7
Food for animals	200.9	+10	Entertainment (other than TV)	198.4	+11
<b>II Alcoholic drink: Total</b>	198.4	+5	Other services	232.3	+14
Beer	213.4	+6	Domestic help	255.2	+13
Spirits, wines, etc	177.8	+4	Hairdressing	232.5	+13
<b>III Tobacco: Total</b>	231.1	+6	Boot and shoe repairing	228.9	+14
Cigarettes	230.4	+6	Laundering	212.1	+12
Tobacco	237.2	+6	<b>XI Meals bought and consumed outside the home</b>	215.7	+9
<b>IV Housing: Total</b>	185.4	+13	<b>All items</b>	204.2	+8
Rent	167.6	+10			
Owner-occupiers' mortgage interest payments	154.3	+26			
Rates and water charges	213.2	+10			
Materials and charges for repairs and maintenance	226.7	+10			
<b>V Fuel and light: Total (including oil)</b>	232.8	+6			
Coal and smokeless fuels	246.5	+12			
Coal	249.4	+12			
Smokeless fuels	235.4	+10			
Gas	176.2	+0			
Electricity	263.6	+8			

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 December 12, 1978 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 200 areas in the United Kingdom, are given below.

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

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

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

The average prices 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 227 of the February 1978 issue of *Employment Gazette*.

## Average prices (per lb unless otherwise stated) of certain foods on December 12, 1978

Item	Number of quotations December 12, 1978	Average price December 12, 1978	Price range within which 80 per cent of quotations fell	Item	Number of quotations December 12, 1978	Average price December 12, 1978	Price range within which 80 per cent of quotations fell
<b>Beef: Home-killed</b>		P	P	<b>Fresh vegetables</b>		P	P
Chuck	779	98.8	90-110	Potatoes, old loose			
Sirloin (without bone)	760	172.4	140-212	White	527	4.3	4-5
Silverside (without bone)*	822	139.4	126-152	Red	294	4.9	4-6
Back ribs (with bone)*	542	95.3	79-120	Potatoes, new loose			
Fore ribs (with bone)	618	90.9	78-110	Tomatoes	737	47.3	40-56
Brisket (without bone)	756	89.0	74-108	Cabbage, greens	539	8.9	5-12
Rump steak*	816	188.2	158-210	Cabbage, hearted	602	7.9	4-10
<b>Lamb: Home-killed</b>				Cauliflower	204	19.6	10-25
Loin (with bone)	697	126.7	108-150	Brussels sprouts	685	11.1	8-14
Breast*	661	37.8	30-50	Carrots	742	7.0	5-10
Best end of neck	589	89.9	52-120	Onions	752	9.7	7-12
Shoulder (with bone)	677	81.5	70-108	Mushrooms, per ¼ lb	699	18.5	16-20
Leg (with bone)	701	117.8	106-140	<b>Fresh fruit</b>			
<b>Lamb: Imported</b>				Apples, cooking	718	13.2	10-16
Loin (with bone)	433	99.7	88-112	Apples, dessert	757	17.4	12-24
Breast*	415	30.8	24-38	Pears, dessert	675	20.6	16-26
Best end of neck	377	79.0	54-98	Oranges	612	20.2	15-25
Shoulder (with bone)	428	70.2	62-80	Bananas	737	21.9	18-25
Leg (with bone)	438	105.0	98-116	<b>Bacon</b>			
<b>Pork: Home-killed</b>				Collar*	435	75.8	65-90
Leg (foot off)	747	81.9	72-100	Gammon*	505	109.9	96-132
Belly*	738	61.1	54-69	Middle cut*, smoked	406	88.8	78-108
Loin (with bone)	810	99.8	90-120	Back, smoked	336	104.4	94-124
<b>Pork sausages</b>	805	51.1	44-60	Back, unsmoked	438	102.2	88-122
Beef sausages	654	44.8	39-54	Streaky, smoked	282	75.6	64-91
<b>Roasting chicken (broiler)</b>				Ham, cooked (not shoulder)	669	135.4	100-160
frozen (3lb)	581	46.1	42-50	Pork luncheon meat, 12oz can	592	32.1	24-38
Roasting chicken, fresh or chilled	547	55.7	48-62	Canned (red) salmon, half-size can	619	87.5	79-99
¼ lb oven ready				Milk, ordinary, per pint		13.5	
<b>Fresh and smoked fish</b>				<b>Butter</b>			
Cod fillets	409	100.1	88-116	Home-produced	570	64.9	56-74
Haddock fillets	388	108.3	90-126	New Zealand	613	62.6	58-66
Haddock, smoked whole	328	101.1	88-120	Danish	618	69.0	63-74
Plaice fillets	380	114.1	98-140	<b>Margarine</b>			
Herrings	280	60.9	50-70	Standard quality, per ¼ lb	169	14.5	12-16
Kippers, with bone	436	79.1	68-90	Lower priced, per ¼ lb	131	13.4	12-14½
<b>Bread</b>				Lard	793	24.3	20-28
White, per 800g wrapped and sliced loaf	707	27.8	25-30	Cheese, cheddar type	761	73.8	66-82
White, per 800g unwrapped loaf	440	29.4	26-32	<b>Eggs</b>			
White, per 400g loaf	501	18.9	17-20	Size 2 (65-70g), per dozen	526	60.7	56-68
Brown, per 400g loaf	541	20.0	19-21	Size 4 (55-60g), per dozen	596	50.2	44-56
				Size 6 (45-50g), per dozen	235	41.7	32-47
<b>Flour</b>				Sugar, granulated, per kg	783	29.7	29-32
Self-raising, per 1½ kg	700	35.8	28-40	Pure coffee, instant, per 4oz	692	102.1	95-110
				<b>Tea</b>			
				Higher priced, per ¼ lb	210	26.7	24-31
				Medium priced, per ¼ lb	1,371	21.9	19-25
				Lower priced, per ¼ lb	812	19.6	18-25

\* Or Scottish equivalent.

## Stoppages of work

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

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

More information about definitions and qualifications is given in a report on the statistics for the year 1977 on pages 690 to 699 of the June 1978 issue of Employment Gazette.

The number of stoppages beginning in December\* which came to the notice of the department, was 45. In addition, 76 stoppages which began before December 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 52,800 consisting of 20,500 involved in stoppages which began in December and 32,300 involved in stoppages which had continued from the previous month. The latter figure includes 700 workers involved for the first time in December in stoppages which began in earlier months. Of the 20,500 workers involved in stoppages which began in December 16,800 were directly involved and 3,700 indirectly involved.

The aggregate of 444,000 working days lost in December includes

## Causes of stoppages

Principal cause	Beginning in December 1978		Beginning in the 12 months of 1978	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage rates and earnings levels	32	14,500	1,368	434,200
—extra wage and fringe benefits	—	—	80	24,300
Duration and pattern of hours worked	—	—	48	49,000
Redundancy questions	1	†	58	11,200
Trade union matters	—	—	106	16,000
Working conditions and supervision	1	200	180	39,300
Manning and work allocation	6	900	294	45,600
Dismissal and other disciplinary measures	5	1,200	215	45,600
Miscellaneous	—	—	—	—
<b>Total</b>	<b>45</b>	<b>16,800</b>	<b>1,234</b>	<b>665,400</b>

## Duration of stoppages ending in December

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	2	†	†
Over 1 and not more than 2 days	6	2,200	3,000
Over 2 and not more than 3 days	11	4,900	12,000
Over 3 and not more than 6 days	16	2,500	15,000
Over 6 and not more than 12 days	15	1,300	21,000
Over 12 days	27	26,100	502,000
<b>Total</b>	<b>77</b>	<b>37,000</b>	<b>553,000</b>

\* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 98 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.  
‡ Includes three stoppages involving "sympathetic" action.

281,000 days lost through stoppages which had continued from the previous month.

## Statistics for 1978

A summary of the provisional statistics of stoppages of work in 1978, with comparative figures for 1977 is given in the article on pages 31 and 32 of this Gazette.

# 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 offices, 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

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

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

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

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

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

**Conventions.** The following standard symbols are used:

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

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

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

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



**EMPLOYMENT**  
working population

TABLE 101

THOUSANDS

Quarter	Employees in employment			Self-employed persons (with or without employees)	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Males	Females	Total						
<b>A. UNITED KINGDOM</b>									
Numbers unadjusted for seasonal variation									
1974	June	13,659	9,131	22,790	1,925	345	25,060	542	25,602
	September	13,726	9,209	22,935	1,915	347	25,197	650	25,847
	December	13,643	9,229	22,871	1,905	343	25,119	†	†
1975	March	13,534	9,094	22,629	1,895	338	24,862	803	25,665
	June	13,532	9,174	22,707	1,886	336	24,929	866	25,795
	September	13,545	9,172	22,717	1,886*	340	24,943	1,145	26,088
	December	13,453	9,198	22,651	1,886*	339	24,876	1,201	26,077
1976	March	13,342	9,070	22,412	1,886*	337	24,635	1,285	25,920
	June	13,388	9,151	22,539	1,886*	336	24,761	1,332	26,093
	September	13,447	9,171	22,618	1,886*	338	24,842	1,456	26,298
	December	13,419	9,248	22,667	1,886*	334	24,887	1,371†	26,258
1977	March	13,322	9,178	22,500	1,886*	330	24,716	1,383	26,099
	June	13,383	9,281	22,664	1,886*	327	24,877	1,450	26,327
	September	13,436	9,283	22,719	1,886*	328	24,933	1,609	26,542
	December	13,377	9,321	22,698	1,886*	324	24,908	1,481	26,389
1978	March	13,303	9,244	22,547	1,886*	321	24,754	1,461	26,215
	June	13,364	9,349	22,713	1,886*	318	24,917	1,446	26,363
	September	13,407	9,384	22,791	1,886*	320	24,997	1,518	26,515
Numbers adjusted for seasonal variation									
1974	June	13,671	9,120	22,791	1,925	345	25,061		25,655
	September	13,681	9,198	22,879	1,915	347	25,141		25,752
	December	13,614	9,215	22,829	1,905	343	25,077		†
1975	March	13,599	9,133	22,732	1,895	338	24,965		25,761
	June	13,544	9,164	22,708	1,886	336	24,930		25,843
	September	13,491	9,162	22,653	1,886*	340	24,879		25,971
	December	13,431	9,168	22,599	1,886*	339	24,824		26,032
1976	March	13,409	9,125	22,534	1,886*	337	24,757		26,051
	June	13,398	9,138	22,536	1,886*	336	24,758		26,130
	September	13,390	9,161	22,551	1,886*	338	24,775		26,164
	December	13,400	9,209	22,609	1,886*	334	24,829		26,213
1977	March	13,390	9,242	22,632	1,886*	330	24,848		26,250
	June	13,390	9,268	22,658	1,886*	327	24,871		26,359
	September	13,379	9,272	22,651	1,886*	328	24,865		26,399
	December	13,361	9,279	22,640	1,886*	324	24,850		26,346
1978	March	13,370	9,310	22,680	1,886*	321	24,887		26,376
	June	13,370	9,336	22,706	1,886*	318	24,910		26,389
	September	13,352	9,372	22,724	1,886*	320	24,930		26,369
<b>B. GREAT BRITAIN</b>									
Numbers unadjusted for seasonal variation									
1974	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,431	9,010	22,441	1,854	347	24,642	618	25,260
	December	13,349	9,029	22,377	1,844	343	24,564	†	†
1975	March	13,240	8,894	22,135	1,834	338	24,307	768	25,075
	June	13,240	8,973	22,213	1,825	336	24,374	828	25,202
	September	13,253	8,971	22,224	1,825*	340	24,389	1,097	25,486
	December	13,161	8,997	22,158	1,825*	339	24,322	1,152	25,474
1976	March	13,050	8,870	22,082	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
	September	13,156	8,970	22,126	1,825*	338	24,289	1,395	25,684
	December	13,128	9,048	22,176	1,825*	334	24,335	1,316†	25,651
1977	March	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
	September	13,145	9,082	22,227	1,825*	328	24,380	1,542	25,922
	December	13,086	9,120	22,206	1,825*	324	24,355	1,420	25,775
1978	March	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
	September	13,116	9,184	22,300	1,825*	320	24,445	1,447	25,892
Numbers adjusted for seasonal variation									
1974	June	13,375	8,921	22,296	1,864	345	24,505		25,070
	September	13,386	8,999	22,385	1,854	347	24,586		25,167
	December	13,320	9,015	22,335	1,844	343	24,522		†
1975	March	13,305	8,933	22,238	1,834	338	24,410		25,171
	June	13,252	8,962	22,214	1,825	336	24,375		25,250
	September	13,199	8,961	22,160	1,825*	340	24,325		25,372
	December	13,138	8,967	22,105	1,825*	339	24,269		25,430
1976	March	13,117	8,925	22,042	1,825*	337	24,204		25,445
	June	13,107	8,938	22,045	1,825*	336	24,206		25,524
	September	13,099	8,960	22,059	1,825*	338	24,222		25,556
	December	13,109	9,009	22,118	1,825*	334	24,277		25,606
1977	March	13,099	9,040	22,139	1,825*	330	24,294		25,640
	June	13,098	9,068	22,166	1,825*	327	24,318		25,744
	September	13,088	9,071	22,159	1,825*	328	24,312		25,784
	December	13,069	9,078	22,147	1,825*	324	24,296		25,728
1978	March	13,079	9,110	22,189	1,825*	321	24,335		25,759
	June	13,078	9,136	22,214	1,825*	318	24,357		25,771
	September	13,060	9,173	22,233	1,825*	320	24,378		25,751

1. The figures for employees in employment in the United Kingdom do not include the recent small revisions to the Northern Ireland figures. See page 48 of this Gazette.  
 2. From June 1976 the figures for employees in employment in the United Kingdom include a constant component for Northern Ireland.  
 3. From June 1974 the figures for self-employed persons in Northern Ireland are assumed unchanged.  
 \* Estimates are assumed unchanged until later data become available.  
 † Estimates of the registered unemployed are not available for December 1974. The figures for December 1976 were estimated. See footnote to table 104.  
 ‡ Employment estimates after June 1976 are provisional.

**EMPLOYMENT**  
employees in employment: Great Britain and standard regions

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)						Regional indices of employment   (June 1974 = 100)				
		All industries and services			Agriculture, forestry and fishing	Index of Production* industries	of which manufacturing† industries	Service‡ industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
<b>South East and East Anglia</b>												
1977	March	35.93	7,907	4,621	3,286	108	2,598	2,072	5,201	93.7	93.1	101.4
	June	35.87	7,952	4,640	3,311	121	2,605	2,077	5,226	93.9	93.3	101.9
	September	35.93	7,986	4,669	3,317	127	2,619	2,090	5,240	94.5	93.9	102.2
	December	35.99	7,993	4,650	3,343	117	2,617	2,090	5,260	94.4	93.9	102.6
1978	March	36.00	7,940	4,621	3,319	113	2,602	2,076	5,226	93.8	93.2	101.9
	June	35.93	7,985	4,642	3,344	122	2,603	2,074	5,260	93.9	93.2	102.6
	September	35.95	8,017	4,663	3,354	127	2,614	2,082	5,276	94.3	93.5	102.9
<b>South West</b>												
1977	March	6.79	1,494	885	609	48	560	430	886	95.6	95.8	100.4
	June	6.93	1,536	902	634	49	564	434	923	96.4	96.8	100.5
	September	6.91	1,536	904	632	50	569	438	917	97.1	97.7	103.9
	December	6.81	1,513	894	619	46	568	438	899	97.0	97.7	101.8
1978	March	6.81	1,502	890	612	45	564	434	893	96.3	96.9	101.2
	June	6.95	1,544	907	637	49	566	435	929	96.7	97.2	105.3
	September	6.95	1,549	910	639	48	570	439	931	97.3	97.9	105.5
<b>West Midlands</b>												
1977	March	9.97	2,194	1,333	860	28	1,157	998	1,009	93.1	92.4	104.0
	June	9.93	2,201	1,329	873	32	1,158	1,012	1,012	93.1	92.4	104.2
	September	9.93	2,207	1,337	870	31	1,164	1,004	1,012	93.6	92.9	104.3
	December	9.98	2,217	1,340	878	30	1,167	1,008	1,021	93.9	93.3	105.2
1978	March	10.01	2,208	1,336	873	30	1,162	1,003	1,017	93.5	92.8	104.8
	June	9.96	2,213	1,334	879	31	1,160	1,001	1,022	93.3	92.6	105.2
	September	9.95	2,218	1,337	882	33	1,159	1,000	1,027	93.3	92.5	105.8
<b>East Midlands</b>												
1977	March	6.81	1,499	899	601	31	766	594	703	97.1	96.4	107.2
	June	6.82	1,512	904	608	35	774	601	703	98.2	97.5	107.2
	September	6.82	1,515	908	607	36	775	603	704	98.3	97.8	107.3
	December	6.83	1,516	903	613	35	774	603	706	98.2	97.7	107.7
1978	March	6.81	1,503	900	604	32	768	596	703	97.5	96.7	107.2
	June	6.80	1,511	903	608	35	770	60				



# UNEMPLOYMENT

## summary analysis: United Kingdom

TABLE 104

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)	
		Percentage rate*	Total number	of which:		Actual number	Seasonally adjusted				Males	Females		
				Males	Females		Total number	Percentage rate*	Change since previous month	Average change over 3 months ended				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	
1973	December 10	2.2	511.5	431.6	79.9	2.0	509.3	513.0	2.2	-9.0	-14.9	434.2	78.8	2.0
1974	January 14	2.7	627.5	528.1	99.4	5.0	622.5	563.4	2.4	+50.4	+8.1	475.7	87.7	8.4
	February 11	2.7	628.8	529.8	99.0	3.4	625.4	577.7	2.5	+14.3	+18.6	488.8	88.9	—
	March 11	2.7	618.4	523.4	95.0	2.3	616.1	582.5	2.5	+4.8	+23.1	494.1	88.4	0.1
	April 8	2.6	607.6	510.3	97.3	5.8	601.8	581.9	2.5	-0.6	+6.2	489.6	92.3	72.8
	May 13	2.4	561.6	475.4	86.2	5.5	556.1	574.2	2.5	-7.7	-1.2	483.5	90.7	—
	June 10	2.3	541.5	459.8	81.7	6.0	535.5	588.6	2.5	+14.4	+2.1	493.9	94.7	1.6
	July 8	2.5	574.3	481.6	92.7	17.5	556.8	595.0	2.5	+6.4	+4.3	499.7	95.3	27.2
	August 12	2.8	661.0	540.7	120.3	59.6	601.4	616.5	2.6	+21.5	+14.1	516.7	99.8	30.5
	September 9	2.8	649.7	532.0	117.7	36.3	613.4	627.6	2.7	+11.1	+13.0	523.8	103.8	32.9
	October 14†	2.7	640.8	529.3	111.5	15.1	625.7	638.1	2.7	+10.5	+14.4	534.7	103.4	2.6
November 11†	2.8	653.0	539.4	113.6	9.4	643.6	648.9	2.8	+10.8	+10.8	542.2	106.7	—	
December 9†	2.8	..	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20†	3.3	771.8	635.1	136.7	9.1	762.7	703.1	3.0	..	..	581.2	121.9	4.6
	February 10	3.4	791.8	650.2	141.6	9.3	782.4	733.8	3.1	+30.7	..	605.2	128.6	—
	March 10	3.4	802.6	657.7	144.9	6.7	795.9	768.8	3.3	+35.0	..	630.2	138.6	0.1
	April 14	3.6	845.0	690.2	154.9	21.8	823.2	812.1	3.4	+43.3	+36.3	663.7	148.4	94.8
	May 12	3.6	850.3	693.9	156.4	15.8	834.5	858.5	3.6	+46.4	+41.6	698.2	160.3	—
	June 9	3.7	866.1	706.6	159.4	19.9	846.1	905.0	3.8	+46.5	+45.4	733.2	171.8	3.8
	July 14	4.2	990.1	784.5	205.6	62.1	927.9	960.5	4.1	+55.5	+49.5	775.5	185.0	97.8
	August 11	4.9	1,151.0	885.2	265.8	165.6	985.4	993.2	4.2	+32.7	+44.9	798.8	194.4	99.3
	September 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,030.1	4.4	+36.9	+41.7	826.0	204.1	103.8
	October 9‡	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.6	+58.6	+42.7	865.9	222.8	18.1
November 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,129.4	4.8	+40.7	+45.4	895.4	234.0	—	
December 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,166.5	4.9	+37.1	+45.5	923.1	243.4	10.7	
1976	January 8§	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,196.9	5.0	+30.4	+36.1	942.8	254.1	127.1
	February 12	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,224.6	5.1	+27.7	+31.7	958.5	266.1	—
	March 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,238.1	5.2	+13.5	+23.9	964.6	273.5	0.1
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,251.5	5.2	+13.4	+18.2	971.6	279.9	179.3
	May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,260.1	5.3	+8.6	+11.8	976.2	283.9	0.3
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,270.5	5.3	+10.4	+10.8	979.5	291.0	6.0
	July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,285.6	5.4	+15.1	+11.4	983.5	302.1	108.8
	August 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,304.5	5.5	+18.9	+14.8	989.9	314.6	122.7
	September 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,310.3	5.5	+5.8	+13.3	990.4	319.9	131.8
	October 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,305.9	5.5	-4.4	+6.8	984.1	321.8	9.1
November 11†	5.7	1,371.0	..	..	51.0	1,320.0	1,320.3	5.5	..	..	..	..	..	..
December 9†	5.7	..	..	..	..	..	..	..	..	..	..	..	..	..
1977	January 13	6.1	1,448.2	1,074.1	374.1	51.0	1,397.2	1,329.9	5.6	+9.6	..	994.6	335.3	10.3
	February 10	6.0	1,421.8	1,055.5	366.3	41.8	1,380.0	1,330.0	5.6	+0.1	..	994.1	335.9	—
	March 10	5.8	1,383.5	1,028.5	355.0	33.3	1,350.1	1,328.5	5.6	-1.5	+2.7	992.0	336.5	—
	April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,338.7	1,333.8	5.6	+5.3	+1.3	994.1	339.7	92.8
	May 12	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,323.8	5.5	-10.0	-2.1	985.3	338.5	0.9
	June 9	6.1	1,450.1	1,050.8	399.2	149.0	1,301.1	1,364.3	5.7	+40.5	+11.9	1,010.0	354.3	6.7
	July 14	6.8	1,622.4	1,132.7	489.6	253.4	1,369.0	1,398.5	5.9	+34.2	+21.6	1,023.9	374.6	133.4
	August 11	6.9	1,635.8	1,143.5	492.3	231.4	1,404.4	1,410.3	5.9	+11.8	+28.8	1,029.5	380.8	130.3
	September 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,434.9	6.0	+24.6	+23.5	1,042.9	392.0	145.2
	October 13	6.4	1,518.3	1,070.8	447.6	98.6	1,419.7	1,431.5	6.0	-3.4	+11.0	1,039.7	391.8	13.4
November 10	6.3	1,499.1	1,063.2	435.9	73.5	1,425.6	1,429.6	6.0	-1.9	+6.4	1,038.1	391.5	—	
December 8	6.2	1,480.8	1,060.7	420.1	58.4	1,422.4	1,422.3	6.0	-7.3	-4.2	1,033.5	388.8	3.0	
1978	January 12	6.5	1,548.5	1,114.8	433.8	61.1	1,487.4	1,419.2	5.9	-3.1	-4.1	1,030.9	388.3	16.3
	February 9	6.3	1,508.7	1,089.6	419.1	49.7	1,459.0	1,409.0	5.9	-10.2	-6.9	1,025.1	383.9	0.6
	March 9	6.1	1,461.0	1,058.4	402.6	40.2	1,420.7	1,400.0	5.9	-9.0	-7.4	1,020.0	380.0	0.2
	April 13	6.1	1,451.8	1,045.4	406.4	60.8	1,391.0	1,387.1	5.8	-12.9	-10.7	1,005.4	381.7	53.0
	May 11	5.8	1,386.8	1,001.1	385.7	48.2	1,338.6	1,366.4	5.7	-20.7	-14.2	991.9	374.5	1.2
	June 8	6.1	1,446.1	1,022.9	423.1	145.6	1,300.5	1,364.7	5.7	-1.7	-11.8	984.4	380.3	6.8
	July 6	6.6	1,585.8	1,087.3	498.5	243.3	1,342.5	1,371.4	5.7	+6.7	-5.2	982.5	388.9	117.5
	August 10	6.7	1,608.3	1,099.0	509.3	222.1	1,386.2	1,392.1	5.8	+20.7	+8.6	988.6	403.5	127.0
	September 14	6.4	1,517.7	1,041.1	476.6	139.2	1,378.5	1,378.3	5.8	-13.8	+4.5	978.1	400.1	140.7
	October 12	6.0	1,429.5	989.7	439.8	82.0	1,347.5	1,359.6	5.7	-18.7	-3.9	965.5	394.1	21.3
November 9	5.8	1,392.0	970.4	421.6	57.1	1,334.9	1,338.8	5.6	-20.8	-17.8	952.3	386.5	—	
December 7	5.7	1,364.3	962.5	401.8	43.2	1,321.1	1,320.7	5.5	-18.1	-19.2	941.5	379.2	1.1	

\* 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. The mid-1976 estimate (23,871,000) has been used to calculate the percentage rates from January 1976 onwards.

† Because of industrial action by some staff in the Department of Employment Group, (a) figures for October and November 1974, for January 1975 and for December 1976 include some estimates; (b) figures for December 1974 and November 1976 are not available.

‡ 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—were notified during the four days following the date of the count were discontinued (see *Employment Gazette*, September 1975, page 906).

§ In January 1976, unemployment returns from eight employment offices in the West Midlands showed only combined figures for males and females. The male and female figures shown include estimates.

|| The seasonally adjusted series from January 1975 onwards has been calculated as described on page 279 of the March 1978 issue of *Employment Gazette*.

# UNEMPLOYMENT

## summary analysis: Great Britain

TABLE 105

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)	
		Percentage rate*	Total number	of which:		Actual number	Seasonally adjusted				Males	Females		
				Males	Females		Total number	Percentage rate*	Change since previous month	Average change over 3 months ended				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1973	December 10	2.1	484.3	411.3	73.0	1.8	482.5	486.2	2.1	-9.0	-14.3	414.3	71.9	1.9
1974	January 14	2.6	597.7	505.3	92.4	4.5	593.1	535.9	2.3	+49.7	+8.0	455.0	80.9	7.9
	February 11	2.6	599.2	507.1	92.1	3.1	596.1	549.8	2.4	+13.9	+18.2	467.6	82.2	—
	March 11	2.6	590.1	501.9	88.2	2.0	588.1	554.9	2.4	+5.1	+22.9	473.4	81.5	—
	April 8	2.5	579.9	489.6	90.3	5.6	574.3	554.7	2.4	-0.2	+6.2	469.4	85.3	66.9
	May 13	2.3	535.4	455.6	79.7	4.9	530.4	547.5	2.4	-0.7	-0.7	463.5	84.0	—
	June 10	2.3	514.6	439.5	75.1	5.4	509.2	560.5	2.5	+13.0	+1.8	472.8	87.7	1.1
	July 8	2.4	542.5	458.4	84.1	14.4	528.1	566.2	2.5	+5.7	+3.9	478.1	88.1	24.4
	August 12	2.8	628.7	517.5	111.2	56.0	628.7	588.0	2.6	+21.8	+13.5	495.6	92.4	27.6

## UNEMPLOYMENT regional analysis

TABLE 106

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†		Average change over 3 months ended	Males	Females			
			Males	Females			Percentage rate*	Change since previous month						
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
<b>SOUTH EAST‡</b>														
1977	December 8	4.4	332.7	247.1	85.6	7.5	325.2	327.3	4.3	-3.9	-4.0	245.4	81.9	1.4
1978	January 12	4.6	348.9	260.0	88.9	6.8	342.1	325.3	4.3	-2.0	-3.2	243.5	81.8	5.8
	February 9	4.4	335.2	250.1	85.1	5.6	329.7	317.0	4.2	-8.3	-4.7	237.4	79.6	0.2
	March 9	4.3	323.3	242.3	81.0	4.4	318.9	313.9	4.2	-3.1	-4.5	235.7	78.2	0.1
	April 13	4.2	320.7	240.2	80.5	8.3	312.4	310.3	4.1	-3.6	-5.0	232.7	77.6	14.6
	May 11	4.0	304.6	228.6	76.0	6.3	298.3	306.4	4.1	-3.9	-3.5	230.5	75.9	0.5
	June 8	4.1	308.7	228.5	80.2	21.2	287.5	303.5	4.0	-2.9	-3.5	226.6	76.9	0.5
July 6	August 10	4.4	334.3	240.3	94.0	38.3	296.0	304.0	4.0	+0.5	-2.1	225.2	78.8	22.3
	September 14	4.5	343.1	245.3	97.9	34.9	308.2	308.5	4.1	+4.5	+0.7	227.0	81.5	26.5
	October 12	4.3	325.1	232.7	92.4	19.4	305.7	303.5	4.0	-5.0	-	222.7	80.8	30.3
November 9	December 7	4.0	303.7	219.7	84.0	10.0	293.6	295.9	3.9	-7.6	-2.7	218.6	77.3	5.0
	December 7	3.9	293.0	213.9	79.1	6.4	286.6	288.1	3.8	-7.8	-6.8	214.0	74.1	-
	December 7	3.8	284.2	210.1	74.2	4.4	279.9	282.0	3.7	-6.1	-7.2	209.8	72.2	0.3
<b>EAST ANGLIA</b>														
1977	December 8	5.3	37.0	27.4	9.6	1.0	36.0	36.0	5.1	-0.6	-0.5	26.9	9.1	0.2
1978	January 12	5.4	38.3	28.6	9.7	0.9	37.4	35.1	5.0	-0.9	-0.6	26.2	8.9	0.4
	February 9	5.5	38.6	29.0	9.6	0.7	37.9	35.5	5.0	+0.4	-0.4	26.5	9.0	-
	March 9	5.3	37.3	28.0	9.3	0.6	36.7	35.1	5.0	-0.4	-0.3	26.2	8.9	-
April 13	May 11	5.3	37.0	27.7	9.3	1.1	35.9	34.7	4.9	-0.4	-0.1	26.0	8.7	2.0
	June 8	5.0	35.0	26.2	8.9	0.9	34.1	34.0	4.8	-0.7	-0.5	25.5	8.5	-
	June 8	5.0	35.3	25.7	9.6	3.3	32.0	33.6	4.8	-0.4	-0.5	25.0	8.7	-
July 6	August 10	5.3	37.1	26.1	11.0	4.9	32.3	34.2	4.9	+0.6	-0.2	25.3	8.9	2.7
	September 14	5.3	37.3	26.2	11.1	4.2	33.1	34.4	4.9	+0.2	+0.1	25.2	9.3	2.6
	September 14	5.0	34.9	24.6	10.3	2.4	32.5	33.7	4.8	-0.7	-	24.6	9.1	2.7
October 12	November 9	4.7	33.3	23.6	9.7	1.3	32.0	32.9	4.7	-0.8	-0.4	24.1	8.9	0.1
	December 7	4.7	33.1	23.7	9.5	0.8	32.3	33.0	4.7	+0.1	-0.5	24.0	9.0	-
	December 7	4.7	32.9	23.9	9.0	0.6	32.3	32.3	4.6	-0.7	-0.5	23.6	8.7	0.2
<b>SOUTH WEST</b>														
1977	December 8	7.1	114.2	82.2	32.0	3.7	110.4	107.9	6.7	-1.4	-0.5	79.1	28.8	0.4
1978	January 12	7.4	119.2	85.9	33.3	3.4	115.8	108.2	6.7	+0.3	-1.0	78.9	29.3	1.2
	February 9	7.2	116.0	83.6	32.4	2.8	113.2	107.0	6.6	-1.2	-0.8	77.8	29.2	-
	March 9	6.9	111.8	81.1	30.6	2.3	109.5	104.7	6.5	-2.3	-1.1	76.6	28.1	-
April 13	May 11	6.8	109.0	78.9	30.2	3.6	105.4	103.3	6.4	-1.4	-1.6	75.3	28.0	3.9
	June 8	6.3	101.8	74.2	27.5	2.7	99.0	101.8	6.3	-1.5	-1.7	74.2	27.6	-
	June 8	6.3	101.8	73.2	28.6	9.8	92.1	99.4	6.2	-2.4	-1.8	72.2	27.1	0.1
July 6	August 10	6.8	109.0	76.4	32.5	14.9	94.0	99.6	6.2	+0.2	-1.2	72.0	27.7	7.3
	September 14	6.8	110.2	76.9	33.3	13.5	96.7	101.4	6.3	+1.8	-0.1	72.6	28.8	8.4
	September 14	6.5	104.1	72.8	31.4	7.6	96.5	100.5	6.2	-0.9	+0.4	71.8	28.7	10.1
October 12	November 9	6.4	102.7	71.5	31.1	4.5	98.2	99.0	6.1	-1.5	-0.2	70.5	28.5	1.0
	December 7	6.4	102.4	71.2	31.2	3.1	99.3	97.1	6.0	-1.9	-1.4	69.2	27.9	-
	December 7	6.2	100.1	70.3	29.9	2.2	97.9	95.4	5.9	-1.7	-1.7	67.8	27.6	0.1
<b>WEST MIDLANDS</b>														
1977	December 8	5.5	127.7	90.3	37.4	5.7	121.9	123.2	5.3	-1.3	-1.8	88.9	34.3	0.1
1978	January 12	5.7	130.8	93.0	37.8	5.2	125.6	121.8	5.3	-1.4	-1.7	87.9	33.9	1.4
	February 9	5.5	126.9	90.6	36.3	4.1	122.8	120.7	5.2	-1.1	-1.2	87.2	33.6	-
	March 9	5.3	123.7	88.5	35.2	3.1	120.6	120.8	5.2	+0.1	-0.8	86.8	34.0	-
April 13	May 11	5.4	125.5	89.1	36.5	6.0	119.5	120.9	5.2	+0.1	-0.3	86.6	34.3	4.2
	June 8	5.2	121.2	86.1	35.0	4.4	116.7	120.4	5.2	-0.5	-0.1	86.1	34.3	0.1
	June 8	5.3	123.4	86.6	36.8	8.4	114.9	120.1	5.2	-0.3	-0.2	85.6	34.5	0.3
July 6	August 10	6.4	148.3	99.0	49.3	28.3	120.0	120.3	5.2	+0.2	-0.2	85.7	34.8	11.5
	September 14	6.5	150.9	100.6	50.3	25.8	125.1	122.8	5.3	+2.5	+0.8	86.5	36.3	13.3
	September 14	6.1	140.3	93.6	46.7	16.1	124.2	120.6	5.2	-2.2	+0.2	84.8	35.8	14.2
October 12	November 9	5.6	129.0	87.5	41.5	8.9	120.1	119.7	5.2	-0.9	-0.2	84.4	35.3	2.8
	December 7	5.4	124.0	85.0	39.0	5.9	118.1	118.3	5.1	-1.4	-1.5	83.6	34.7	-
	December 7	5.2	120.4	83.7	36.7	4.1	116.3	117.6	5.1	-0.7	-1.0	82.8	34.8	0.1

\* † ‡ See footnotes at end of table.

## UNEMPLOYMENT regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†		Average change over 3 months ended	Males	Females			
			Males	Females			Percentage rate*	Change since previous month						
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
<b>EAST MIDLANDS</b>														
1977	December 8	5.0	78.2	56.8	21.3	2.0	76.2	77.0	4.9	-0.7	-0.2	56.4	20.6	0.1
1978	January 12	5.2	82.2	60.1	22.1	1.8	80.4	76.9	4.9	-0.1	-0.3	56.2	20.7	0.9
	February 9	5.2	81.2	59.8	21.4	1.4	79.8	77.2	4.9	+0.3	-0.2	56.7	20.5	-
	March 9	5.0	79.1	58.5	20.6	1.2	77.9	76.6	4.9	-0.6	-0.1	56.6	20.0	-
April 13	May 11	5.0	78.8	57.4	21.5	2.5	76.3	76.1	4.8	-0.5	-0.3	55.5	20.6	2.8
	June 8	4.8	75.5	55.2	20.3	2.0	73.5	75.2	4.8	-0.9	-0.7	55.1	20.1	-
	June 8	5.1	80.6	57.4	23.3	9.2	71.4	75.2	4.8	-	-0.5	54.9	20.4	0.3
July 6	August 10	5.6	88.6	60.8	27.8	13.3	75.3	76.5	4.9	+1.3	+0.1	55.2	21.2	7.2
	September 14	5.6	88.0	60.3	27.7	10.8	77.2	76.2	4.9	-0.3	+0.3	54.7	21.5	7.8
	September 14	5.3	82.6	57.3	25.3	6.0	76.6	75.2	4.8	-1.0	-	54.1	21.0	8.3
October 12	November 9	4.9	77.0	54.0	23.0	3.0	74.0	75.3	4.8	+0.1	-0.4	54.4	20.9	1.4
	December 7	4.8	74.7	53.0	21.7	1.9	72.9	74.1	4.7	-1.2	-0.7	53.4	20.7	-
	December 7	4.7	74.1	53.4	20.7	1.3	72.8	73.6	4.7	-0.5	-0.5	53.3	20.3	-
<b>YORKSHIRE AND HUMBERSIDE</b>														
1977	December 8	5.9	122.2	88.4	33.8	4.4	117.7	117.0	5.6	-	-0.3	85.7	31.3	0.1
1978	January 12	6.1	127.6	92.9	34.8	3.9	123.7	117.5	5.6	+0.5	-0.1	85.9	31.6	1.1
	February 9	6.0	125.0	91.1	33.8	3.2	121.8	117.2	5.6	-0.3	+0.1	85.8	31.4	-
	March 9	5.8	120.8	88.7	32.1	2.5	118.3	116.3	5.6	-0.9	-0.2	85.8	30.5	-
April 13	May 11	5.8	121.7	88.4	33.3	5.5	116.3	116.3	5.6	-	-0.4	85.2	31.1	4.6
	June 8	5.6	117.4	85.5	32.0	4.4	113.1	116.1	5.6	-0.2	-0.4	85.3	30.8	-
	June 8	5.9	123.0	87.5	35.5	13.0	109.9	115.6	5.5	-0.5	-0.2	84.4	31.2	0.2
July 6	August 10	6.6	137.4	93.9	43.5	24.9	112.4	115.6	5.5	-	-0.2	83.7	31.9	11.7
	September 14	6.8	140.9	95.1	45.8	22.1	118.8	120.1	5.8	+4.5	+1.3	85.9	34.3	12.7
	September 14	6.4	133.7	90.9	42.8	14.4	119.3	119.2	5.7	-0.9	+1.2	85.1	34.1	13.5
October 12	November 9	6.0	124.0	85.8	38.2	8.0	116.0	116.2	5.6	-3.0	+0.2	83.2	33.0	0.9</

## UNEMPLOYMENT regional analysis

TABLE 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns) (000's)	
	Percentage rate*	Total number	Of which:		School leavers included in total	Actual number	Seasonally adjusted†				Males		Females
			Males	Females			Total number	Percentage rate*	Change since previous month	Average change over 3 months ended			
	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)
<b>WALES</b>													
1977 December 8	8.5	90.8	63.7	27.1	4.9	85.9	84.4	7.9	-0.3	+0.4	60.4	24.0	—
1978 January 12	8.7	93.1	66.0	27.1	4.8	88.3	83.6	7.8	-0.8	+0.1	60.1	23.5	1.1
February 9	8.5	90.8	64.6	26.2	3.6	87.2	84.3	7.9	+0.7	+0.1	60.5	23.8	—
March 9	8.3	88.5	62.8	25.7	3.0	85.4	84.2	7.9	-0.1	-0.1	60.5	23.7	—
April 13	8.4	89.5	62.5	27.0	5.7	83.8	83.6	7.8	-0.6	—	59.3	24.3	4.3
May 11	8.1	86.8	61.3	25.5	4.4	82.4	84.0	7.9	+0.4	-0.1	60.2	23.9	—
June 8	8.0	86.5	60.6	25.9	6.3	80.2	84.6	7.9	+0.6	+0.1	60.3	24.4	0.1
July 6	9.1	98.1	66.0	32.1	16.0	82.1	84.8	7.9	+0.2	+0.4	60.0	24.8	9.3
August 10	9.4	101.0	67.7	33.3	16.6	84.5	86.3	8.0	+1.5	+0.8	60.5	25.7	9.3
September 14	8.8	95.1	63.8	31.3	11.0	84.1	85.1	7.9	-1.2	-0.2	59.6	25.6	10.5
October 12	8.5	91.4	61.6	29.8	6.8	84.5	84.4	7.9	-0.7	-0.1	58.7	25.7	1.0
November 9	8.3	89.2	60.1	29.2	5.0	84.2	83.6	7.8	-0.8	-0.9	57.7	25.9	—
December 7	8.2	87.9	60.3	27.6	4.0	83.9	82.4	7.7	-1.2	-0.9	57.4	24.9	—
<b>SCOTLAND</b>													
1977 December 8	8.4	186.2	127.4	58.8	7.8	178.4	177.8	8.0	+1.3	+1.1	122.8	55.0	—
1978 January 12	9.2	203.6	139.5	64.1	15.1	188.5	178.3	8.0	+0.5	+1.0	123.5	54.8	1.8
February 9	8.9	196.8	134.9	61.9	12.7	184.1	177.4	8.0	-0.9	+0.3	123.1	54.4	0.3
March 9	8.6	191.0	130.9	60.1	10.5	180.5	177.1	8.0	-0.3	-0.2	122.8	54.3	—
April 13	8.2	180.9	123.5	57.4	8.0	172.8	172.4	7.8	-4.7	-2.0	118.5	53.9	6.6
May 11	7.7	171.2	116.5	54.7	6.4	164.8	168.4	7.6	-4.0	-3.0	115.4	53.0	0.3
June 8	8.4	187.2	124.2	63.0	25.0	162.1	168.6	7.6	+0.2	-2.8	114.8	53.8	2.9
July 6	8.7	191.9	125.9	66.0	26.9	165.0	168.2	7.6	-0.4	-1.4	113.2	55.0	12.7
August 10	8.7	192.8	126.5	66.4	24.6	168.2	168.2	7.6	—	-0.1	112.5	55.8	12.3
September 14	8.1	179.9	118.2	61.7	15.2	164.7	168.1	7.6	-0.1	-0.2	112.2	55.9	14.1
October 12	7.9	175.6	115.3	60.3	10.5	165.1	168.8	7.6	+7.0	+0.2	112.2	56.6	2.4
November 9	7.8	173.9	114.5	59.4	7.7	166.2	167.0	7.5	-1.8	-0.4	111.3	55.7	—
December 7	7.8	171.7	114.2	57.5	6.0	165.7	165.1	7.5	-1.9	-1.0	110.3	54.9	—
<b>NORTHERN IRELAND</b>													
1977 December 8	11.2	61.1	42.2	18.9	4.0	57.1	57.6	10.5	+1.0	-0.2	40.4	17.2	—
1978 January 12	11.7	63.9	44.6	19.3	3.7	60.2	58.2	10.7	+0.6	+0.5	40.9	17.3	0.3
February 9	11.5	62.8	44.4	18.4	3.1	59.7	58.7	10.8	+0.5	+0.7	41.7	17.1	—
March 9	11.4	62.0	44.0	18.0	2.6	59.4	59.7	10.9	+1.0	+0.7	42.4	17.3	—
April 13	11.8	64.3	45.5	18.8	4.1	60.2	60.7	11.1	+1.0	+0.8	43.1	17.6	0.4
May 11	11.4	61.9	43.7	18.3	3.5	58.4	59.6	10.9	-1.1	+0.3	42.0	17.6	0.2
June 8	11.9	64.7	44.9	19.8	6.4	58.3	60.0	11.0	+0.4	+0.1	42.1	17.8	2.0
July 6	13.4	73.3	48.5	24.8	11.6	61.7	61.4	11.2	+1.4	+0.2	42.2	19.2	6.9
August 10	13.5	73.9	48.9	25.0	11.2	62.7	61.3	11.2	-0.1	+0.6	42.3	19.0	7.0
September 14	13.0	71.0	47.5	23.5	8.6	62.4	61.4	11.2	+0.1	+0.5	42.5	18.9	7.1
October 12	11.8	64.6	43.7	20.9	5.6	59.0	59.9	11.0	-1.5	-0.5	41.5	18.4	2.7
November 9	11.2	61.2	41.7	19.6	4.2	57.0	57.3	10.5	-2.6	-1.3	39.7	17.6	—
December 7	11.2	61.1	42.2	18.9	3.4	57.7	58.2	10.7	+0.9	-1.1	40.7	17.5	—

\* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1976: South East 7,555,000, East Anglia 703,000, South West 1,611,000, West Midlands 2,313,000, East Midlands 1,571,000, Yorkshire and Humberside 2,083,000, North 1,359,000, Scotland 2,215,000 and Northern Ireland 546,000. The percentage rates for Northern Ireland and Wales have been based on employment estimates of 2,837,000 and 1,069,000, respectively, up to May 1978. Following a re-alignment of boundaries described on page 816 of the July 1978 issue of *Employment Gazette*, the estimates used to calculate rates from June 1978 are 2,831,000 for Northern Ireland and 1,075,000 for Wales.

† The seasonally adjusted series has been calculated as described on page 279 of the March 1978 issue of *Employment Gazette*.

‡ Includes Greater London.

## UNEMPLOYMENT simplified analysis by duration and age

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†
1973 December 10	106	7	285	91	489	111	7	306	92	516
1974 January 14‡	..	..	..	..	610	..	..	..	..	640
February 11‡	..	..	..	..	606	..	..	..	..	636
March 11‡	..	..	..	..	598	..	..	..	..	627
April 8	140	8	346	93	587	144	8	367	95	614
May 13	120	7	325	91	543	125	7	345	90	570
June 10	113	7	313	89	522	118	7	332	91	548
July 8	151	8	303	87	549	159	8	325	89	581
August 12	198	9	344	88	639	205	9	367	90	671
September 9	163	9	366	90	628	171	9	388	92	660
October 14‡	166	9	354	91	620	172	9	377	93	651
November 11‡	154	9	372	92	627	160	9	397	94	660
December 9‡	..	..	..	..	..	..	..	..	..	..
1975 January 20‡	..	..	..	..	738	..	..	..	..	773
February 10	174	10	485	96	765	180	10	512	98	800
March 10	162	9	509	97	777	168	9	535	99	811
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
August 11	322	12	679	104	1,117	332	12	716	106	1,166
September 8‡	227	12	767	109	1,115	237	12	805	111	1,165
October 9‡	231	12	746	110	1,099	239	12	787	112	1,150
November 13	213	12	783	112	1,120	221	12	822	114	1,169
December 11	198	11	826	118	1,153	205	11	865	120	1,201
1976 January 8	196	11	923	122	1,252	202	11	973	124	1,310
February 12	202	11	918	122	1,253	209	11	960	124	1,304
March 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
August 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
September 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
October 14	240	10	946	125	1,321	248	10	992	127	1,377
November 11‡	..	..	..	..	1,316	..	..	..	..	1,371
December 9‡	..	..	..	..	..	..	..	..	..	..
1977 January 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
February 10	201	10	1,028	126	1,365	208	10	1,076	128	1,422
March 10	183	10	1,010	125	1,328	190	10	1,057	127	1,383
April 14	213	10	989	123	1,336	221	10	1,036	125	1,392
May 12	187	10	969	120	1,286	193	10	1,016	122	1,342
June 9	278	10	982	120	1,390	289	10	1,030	122	1,450
July 14	379	10	1,046	118	1,553	394	10	1,099	120	1,622
August 11	257	12	1,178	120	1,567	265	12	1,237	122	1,636
September 8	232	10	1,175	125	1,542	241	10	1,231	127	1,609
October 13	243	10	1,079	125	1,457	251	10	1,130	127	1,518
November 10	220	10	1,083	125	1,438	227	10	1,135	127	1,499
December 8	192	9	1,092	126	1,420	200	9	1,144	128	1,481
1978 January 12	190	9	1,156	130	1,485	197	9	1,211	132	1,549
February 9	194	9								

## UNEMPLOYMENT

## industrial analysis (excluding school leavers)\* Great Britain

TABLE 108

		Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Total unemployed†
		I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
<b>Total number (thousands)</b>												
1974	August	10.1	15.9	158.4	100.6	5.8	31.9	53.1	90.0	34.1	82.7	572.7
	November	12.2	15.7	165.7	111.7	5.8	35.9	56.0	107.9	37.0	71.2	613.4
1975	February	15.9	15.7	217.1	144.2	5.9	43.6	74.0	123.8	40.2	76.7	748.7
	May	14.9	15.5	248.4	148.6	6.3	44.7	80.8	125.0	41.2	83.4	798.8
	August	16.8	16.6	293.4	163.6	6.9	48.6	95.2	148.3	45.3	123.6	943.8
	November‡	20.5	17.0	318.0	184.7	7.7	56.8	107.3	191.1	52.7	123.7	1,079.7
1976	February	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
	May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.9	56.6	141.8	1,185.3
	August	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
	May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
	August	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
	November	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978	February	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
	May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
	August	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
	November	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
<b>Percentage rate‡</b>												
1974	August	2.5	4.4	2.0	7.3	1.7	2.1	1.9	1.4	2.2	..	2.5
	November	3.0	4.3	2.1	8.1	1.7	2.4	2.0	1.6	2.3	..	2.7
1975	February	4.0	4.3	2.9	10.1	1.7	2.8	2.6	1.8	2.4	..	3.2
	May	3.7	4.2	3.3	10.4	1.8	2.9	2.9	1.8	2.5	..	3.5
	August	4.2	4.5	3.9	11.5	2.0	3.2	3.4	2.2	2.7	..	4.1
	November‡	5.1	4.7	4.2	13.0	2.2	3.7	3.8	2.8	3.2	..	4.7
1976	February	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	..	5.3
	May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	..	5.1
	August	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	6.6	4.7	4.6	15.5	2.7	4.2	5.1	3.3	4.3	..	5.7
	May	5.9	4.6	4.4	13.9	2.6	3.9	4.7	3.0	4.2	..	5.3
	August	5.7	5.8	4.6	13.3	2.7	3.8	4.9	3.2	4.5	..	5.8
	November	6.4	6.1	4.5	13.8	2.6	4.1	4.9	3.6	4.8	..	5.9
1978	February	7.2	6.3	4.6	15.1	2.5	4.2	5.2	3.5	4.9	..	6.0
	May	6.0	6.1	4.5	12.7	2.5	3.9	4.8	3.1	4.7	..	5.5
	August	5.5	6.7	4.5	11.5	2.4	3.6	4.8	3.1	4.7	..	5.7
	November	5.8	6.7	4.3	11.3	2.3	3.7	4.5	3.3	4.7	..	5.5
<b>Total number, seasonally adjusted (thousands)¶</b>												
1974	August	11.6	16.0	159.7	108.3	5.8	34.9	54.5	97.3	35.2	74.8	588.0
	November	12.2	15.6	174.4	116.8	5.8	36.2	58.9	101.4	36.1	71.5	618.5
1975	February	13.7	15.3	208.5	129.0	5.7	39.8	68.3	113.6	38.8	79.3	701.2
	May	15.6	16.1	248.7	149.8	6.4	45.5	82.3	134.9	42.6	94.9	821.6
	August	18.3	16.5	292.8	172.4	6.9	51.3	96.2	156.8	46.4	108.8	952.3
	November‡	20.6	16.8	327.1	190.2	7.7	57.1	110.5	182.8	51.6	124.0	1,083.8
1976	February	22.2	17.2	348.6	205.9	8.5	60.7	122.9	198.1	55.4	140.0	1,176.8
	May	22.7	17.8	354.3	207.8	8.8	61.0	127.5	203.7	58.2	155.3	1,210.0
	August	23.4	16.9	349.0	203.1	9.3	61.6	132.0	211.8	62.0	181.7	1,252.4
	November**	..	..	..	..	..	..	..	..	..	..	..
1977	February	24.4	16.7	333.8	211.1	9.4	60.3	134.9	223.8	68.4	196.1	1,276.8
	May	24.4	17.3	331.6	205.3	9.4	60.4	133.7	222.8	70.4	202.3	1,269.7
	August	24.6	20.9	340.9	205.7	9.4	60.9	138.7	232.4	74.5	243.2	1,353.7
	November	25.8	22.0	346.2	208.5	9.2	62.1	141.0	242.9	77.1	241.8	1,373.0
1978	February	26.5	22.4	336.3	205.2	8.7	60.5	139.7	238.6	78.7	235.6	1,350.2
	May	24.9	22.8	334.7	187.7	8.8	59.1	134.7	230.6	78.0	234.0	1,306.8
	August	23.8	23.9	335.8	178.2	8.5	57.6	133.9	227.6	77.5	260.8	1,330.9
	November	23.4	24.3	326.9	171.5	8.3	56.6	128.8	227.1	76.1	241.6	1,281.5

\* Classified by industry in which last employed. Excludes adult students registered for vacation employment.  
† The figures of total unemployment before November 1975 in this table, are adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date—notified on the four days following the date of the count. Subsequent figures, and all the industry figures are not adjusted.  
‡ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.  
§ The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, that for mid-1976 has been used to calculate percentage rates from 1976 onwards.  
¶ The seasonally adjusted series have been calculated as described on page 279 of the March 1978 issue of *Employment Gazette*.  
\*\* Because of industrial action by some staff in the Department of Employment Group, figures are not available for November 1976.

## UNEMPLOYMENT

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

TABLE 109

		Managerial and professional	Clerical and related†	Other non-manual occupations‡	Craft and similar occupations, including foremen, in processing, production, repairing, etc§	General labourers	Other manual occupations	Total: all occupations
<b>MALES</b>								
1975	June	40,958	61,530	16,015	98,019	287,686	157,656	661,864
	September	51,489	76,294	19,248	112,510	377,729	195,076	832,346
	December*	56,460	72,949	21,667	133,461	360,540	222,717	867,794
1976	March	58,289	76,242	24,054	150,256	378,769	244,129	931,739
	June	56,787	74,202	23,640	141,193	361,428	230,633	887,883
	September	65,013	83,773	24,860	137,903	374,066	231,679	917,294
	December††	..	..	..	..	..	..	..
1977	March	64,069	80,607	26,592	153,581	379,340	247,363	951,552
	June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
	September	81,801	86,430	27,352	142,279	390,725	233,194	961,781
	December	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978	March	72,446	79,503	27,749	151,425	394,500	247,567	973,190
	June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
	September	75,100	80,501	25,147	120,936	379,214	214,152	895,050
<b>Percentage of total number unemployed</b>								
1975	June	6.2	9.3	2.4	14.8	43.5	23.8	100.0
	September	6.2	9.2	2.3	13.5	45.4	23.4	100.0
	December*	6.5	8.4	2.5	15.4	41.5	25.7	100.0
1976	March	6.3	8.2	2.6	16.1	40.7	26.2	100.0
	June	6.4	8.4	2.7	15.9	40.7	26.0	100.0
	September	7.1	9.1	2.7	15.0	40.8	25.3	100.0
	December††	..	..	..	..	..	..	..
1977	March	6.7	8.5	2.8	16.1	39.9	26.0	100.0
	June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
	September	8.5	9.0	2.8	14.8	40.6	24.2	100.0
	December	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978	March	7.4	8.2	2.9	15.6	40.5	25.4	100.0
	June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
	September	8.4	9.0	2.8	13.5	42.4	23.9	100.0
<b>FEMALES</b>								
1975	June	8,894	41,739	15,308	4,137	32,869	31,044	133,991
	September	14,600	70,924	22,523	5,270	65,968	44,253	223,538
	December*	16,161	70,173	26,324	6,320	47,590	47,043	213,611
1976	March	17,124	80,113	32,350	7,363	53,477	53,972	244,399
	June	16,216	77,624	31,488	7,765	53,526	52,596	239,215
	September	24,011	97,455	36,021	8,168	60,539	59,024	285,218
	December††	..	..	..	..	..	..	..
1977	March	23,899	100,401	42,366	8,391	62,173	66,520	303,750
	June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
	September	38,619	116,712	44,984	9,482	70,473	70,124	350,394
	December	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978	March	31,840	107,358	48,963	9,558	71,037	74,163	342,919
	June	27,931	98,487	45,497	9,682	69,395	69,100	320,092
	September	38,928	112,235	46,937	9,876	75,161	74,049	357,186
<b>Percentage of total number unemployed</b>								
1975	June	6.6	31.2	11.4	3.1	24.5	23.2	100.0
	September	6.5	31.7					

## UNEMPLOYMENT

### detailed analysis by age: Great Britain

TABLE 110

THOUSANDS

		Under 18	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total †
<b>MALES</b>										
1973	January	28.1	44.9	96.1	121.9	97.5	97.6	53.4	121.1	660.6
	July	16.5	28.7	62.5	78.6	67.1	71.4	41.2	103.7	469.8
1974	January*	21.2	32.4	69.8	88.8	67.5	69.0	37.3	94.4	480.3
	July	21.2	32.4	69.8	88.8	67.5	69.0	37.3	94.4	480.3
1975	January*	61.3	80.9	147.0	161.2	108.2	98.4	45.7	112.3	814.9
	July	61.3	80.9	147.0	161.2	108.2	98.4	45.7	112.3	814.9
1976	January†	57.5	73.0	166.8	221.4	145.2	127.1	58.8	131.6	981.3
	July	146.6	70.3	155.2	206.9	137.2	123.3	58.6	132.5	1,030.7
1977	January	62.9	72.5	170.4	236.9	152.5	134.1	66.1	138.6	1,034.0
	July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978	January	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
	July	159.3	75.9	145.2	203.3	132.1	129.9	69.5	129.9	1,038.8
	October	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
Percentage of total number unemployed										
1973	January	4.3	6.8	14.5	18.4	14.8	14.8	8.1	18.3	100.0
	July	3.5	6.1	13.3	16.7	14.3	15.2	8.8	22.1	100.0
1974	January*	4.4	6.7	14.5	18.5	14.1	14.4	7.8	19.6	100.0
	July	4.4	6.7	14.5	18.5	14.1	14.4	7.8	19.6	100.0
1975	January*	7.5	9.9	18.0	19.8	13.3	12.1	5.6	13.8	100.0
	July	7.5	9.9	18.0	19.8	13.3	12.1	5.6	13.8	100.0
1976	January†	5.9	7.4	17.0	22.6	14.8	13.0	6.0	13.4	100.0
	July	14.2	6.8	15.1	20.1	13.3	12.0	5.7	12.9	100.0
1977	January	6.1	7.0	16.5	22.9	14.7	13.0	6.4	13.4	100.0
	July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978	January	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
	July	15.3	7.3	14.0	19.6	12.7	11.9	6.7	12.5	100.0
	October	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
<b>FEMALES</b>										
1973	January	18.9	22.8	30.6	19.2	12.1	18.9	12.2	0.6	135.4
	July	10.5	14.3	21.7	13.3	8.1	13.7	9.6	0.4	91.5
1974	January*	12.1	15.8	22.8	13.8	7.7	12.5	8.1	0.4	93.3
	July	12.1	15.8	22.8	13.8	7.7	12.5	8.1	0.4	93.3
1975	January*	43.7	47.0	56.4	29.3	16.8	21.6	11.6	0.9	227.2
	July	43.7	47.0	56.4	29.3	16.8	21.6	11.6	0.9	227.2
1976	January†	48.6	45.5	62.2	43.9	24.0	29.5	15.8	1.1	270.5
	July	121.8	51.6	69.7	49.9	27.8	32.7	17.0	1.3	371.8
1977	January	59.5	57.4	84.5	62.3	32.8	38.5	19.9	1.4	356.2
	July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978	January	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	October	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
Percentage of total number unemployed										
1973	January	14.0	16.8	22.6	14.2	8.9	13.9	9.0	0.4	100.0
	July	11.5	15.6	23.7	14.5	8.8	14.9	10.5	0.4	100.0
1974	January*	13.0	17.0	24.4	14.7	8.3	13.4	8.7	0.5	100.0
	July	13.0	17.0	24.4	14.7	8.3	13.4	8.7	0.5	100.0
1975	January*	19.2	20.7	24.8	12.9	7.4	9.5	5.1	0.4	100.0
	July	19.2	20.7	24.8	12.9	7.4	9.5	5.1	0.4	100.0
1976	January†	18.0	16.8	23.0	16.2	8.9	10.9	5.8	0.4	100.0
	July	32.8	13.9	18.7	13.4	7.5	8.8	4.6	0.3	100.0
1977	January	16.7	16.1	23.7	17.5	9.2	10.8	5.6	0.4	100.0
	July	31.4	14.3	19.5	14.2	7.5	8.5	4.3	0.3	100.0
1978	January	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	October	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0

Note: The age ranges shown in this table have been revised—see note on page 952 of the August 1978 issue of *Employment Gazette*.

\* Information was not collected in January 1974 because of the energy crisis and in January 1975 because of industrial action at local offices of the Employment Service Agency.

† Adult students are excluded from the figures from January 1976 but are included in the figures for earlier dates. From January 1976 the count was made on a Thursday instead of a Monday.

‡ Before January 1976, the total column differs from the total for Great Britain published in table 105; in this latter table, (a) the number unemployed excludes adult students and (b) the unemployed figures are adjusted before October 1975 to take into account amendments notified during the four days following the date of the count.

## UNEMPLOYMENT

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

TABLE 111

THOUSANDS

		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	Total †
<b>TOTAL, MALES AND FEMALES</b>									
1975	April	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
	July	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
	October‡	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976	January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
	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
	October	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977	January	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
	April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.5
	July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
	October	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978	January	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
	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
	October	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
Percentage of total number unemployed									
1975	April	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
	July	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
	October‡	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976	January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
	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
	October	10.3	8.6	12.6	11.5	19.9	17.1	20.0	100.0
1977	January	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
	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
	October	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978	January	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
	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
	October	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
<b>MALES</b>									
1975	April	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
	July	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
	October‡	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976	January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
	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	189.1	201.8	201.8	1,030.7
	October	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977	January	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
	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
	October	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978	January	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
	April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
	July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
	October	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
<b>FEMALES</b>									
1975	April	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
	July	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
	October‡	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976	January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
	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
	October	40.9	35.5	52.3	46.3	81.3	55		

**UNEMPLOYMENT**

**unemployed persons by entitlement to benefit: Great Britain**

TABLE 112 THOUSANDS

	Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973 November	150	41	180	122	494
1974 February*	..	..	..	..	599
May	172	58	186	119	535
November	209	67	201	144	621
1975 February	271	91	236	159	757
May	303	96	252	162	813
November	421	124	373	202	1,120
1976 February	483	152	416	202	1,253
May	454	143	420	203	1,220
November†	..	..	..	..	..
1977 February	469	144	535	217	1,365
May	427	136	511	211	1,286
November	470	129	574	265	1,438
1978 February	480	138	561	267	1,446
May	426	117	528	254	1,325

Note: 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).  
 \* Detailed information for February 1974 was not collected because of an energy crisis.  
 † Because of industrial action by some staff in the Department of Employment Group, figures for November 1976 are not available.

**UNEMPLOYMENT**

**Selected countries: national definitions**

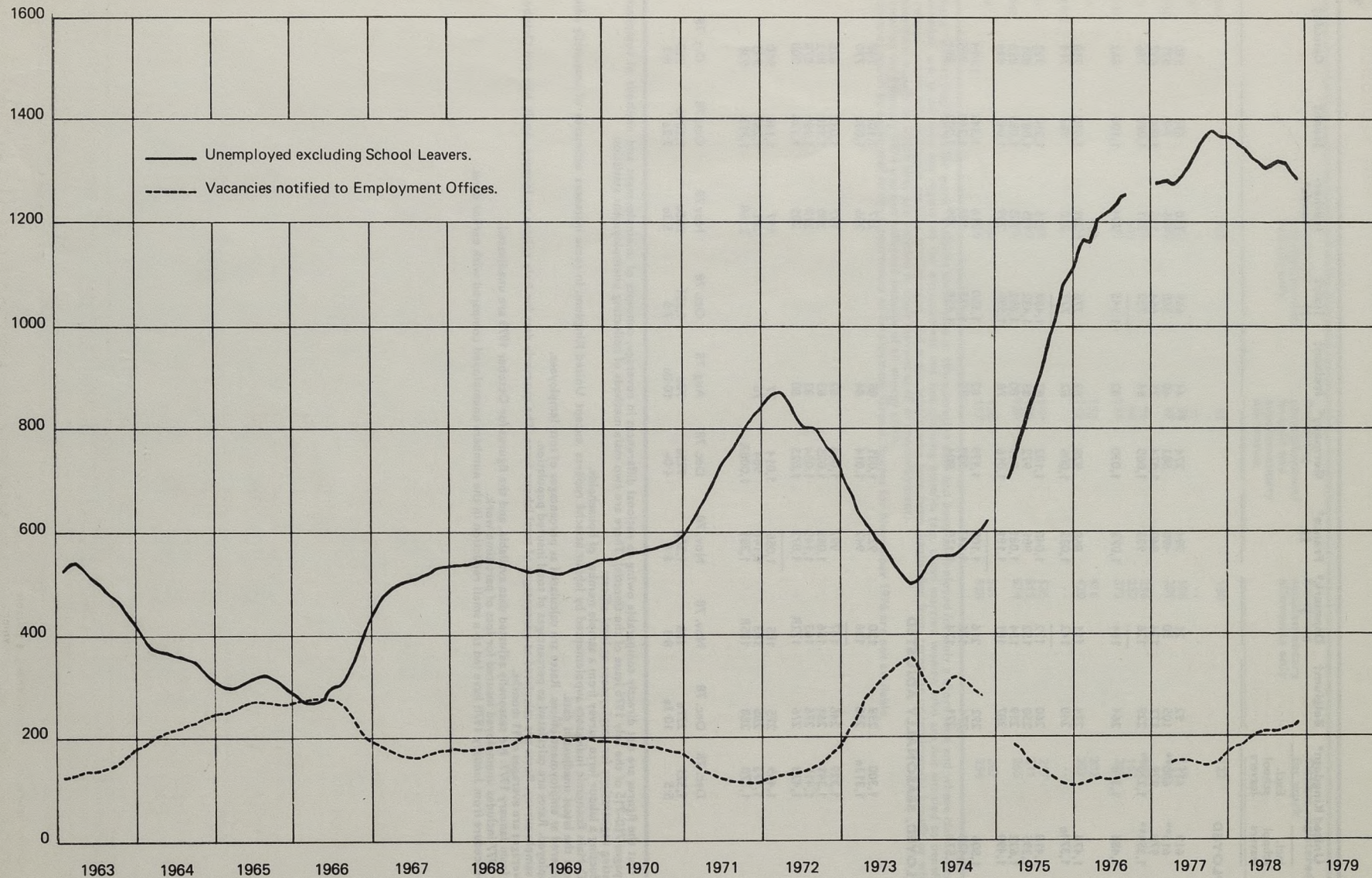
TABLE 113 THOUSANDS

	United Kingdom*		Belgium†	Denmark* §	France* §§	Germany*	Ireland†	Italy‡ ††	Nether-lands*	Japan‡	Canada‡	United States‡
	Incl. school leavers	Excl. school leavers										
<b>NUMBERS UNEMPLOYED</b>												
<b>Annual averages</b>												
1973	619	611	92	21	394	274	44	669	110	670	520	4,305
1974	615**	600**	105	50	498	583	48	560	135	740	521	5,076
1975	978	929	177	124	840	1,074	75	654	195	1,000	697	7,830
1976	1,359**	1,270**	229	126	933	1,060	84	732	211	1,080	736	7,288
1977	1,484	1,378	264	164	1,073	1,030	82	1,545	204	1,100	862	6,856
<b>Quarterly averages</b>												
1976 3rd	1,474	1,374e	224	111	868	928	82	776	209	1,010	718	7,308
4th	1,374e	1,374e	248	142	1,035	1,006	82	777	210	963	714	6,984
1977 1st	1,418	1,395	260	172	1,048	1,182	87	1,459	215	1,210	922	7,837
2nd	1,395	1,286	250	152	981	972	83	1,432	185	1,087	851	6,724
3rd	1,622	1,499	259	154	1,081	949	80	1,692	205	1,053	838	6,712
4th	1,499	1,499	287	181	1,181	1,016	78	1,598	209	1,047	836	6,149
1978 1st	1,506	1,428	292	216	1,108	1,179	82	1,520	216	1,343	1,014	6,705
2nd	1,428	1,371	274	176	1,047	930	76	1,455	186	1,240	945	5,823
3rd	1,571	1,571	271	174	1,179	904	76	1,658	209	1,203	891	6,055
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>												
<b>Quarterly averages</b>												
1976 3rd	1,300	1,313e	238	120	925	1,031	85	217	206	1,101	748	7,363
4th	1,313e	1,313e	238	126	942	1,014	84	206	206	1,038	770	7,443
1977 1st	1,329	1,341	246	147	997	1,018	82	197	200	1,032	826	7,161
2nd	1,341	1,415	261	156	1,069	1,025	83	200	213	1,110	852	6,889
3rd	1,415	1,428	276	163	1,149	1,054	83	213	205	1,150	878	6,736
4th	1,428	1,428	276	172R	1,073	1,023	80	205	205	1,126	900	6,554
1978 1st	1,409	1,373	275	185	1,055	1,014	77	197	201	1,146	910	6,155
2nd	1,373	1,370	285	183	1,141	984	76	201	216R	1,267	943	5,962
3rd	1,370	1,370	288	185R	1,251	1,008R	76	216R	216R	1,313	938	6,054
<b>Latest data</b>												
Month	Dec. 78	Dec. 78	Nov. 78	Nov. 78	Dec. 78	Aug. 78	Oct. 78	Nov 78	Oct. 78	Oct. 78	Oct. 78	Dec. 78
Number	1,321	277e	188	1,200	925e	76e	1,651	208e	1,234e	910	6,012	
Percentage rates	5.5	10.3e	8.3	6.4	4.0e	10.8e	7.5	5.2e	2.2e	8.2	5.9	

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of the Gazette). There are two main methods of collecting unemployment statistics:  
 (1) by counting registrations for employment at local offices;  
 (2) by conducting a labour force survey from a sample number of households.  
 2 Source: OECD Main Economic Indicators supplemented by labour attaché reports except United Kingdom. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.  
 \* Numbers registered at employment offices. Rates are calculated as percentages of total employees.  
 † Insured unemployed. Rates are calculated as percentages of total insured population.  
 ‡ Labour force sample survey. Rates are calculated as percentages of total labour force. The quarterly data for Italy relates to January, April, July and October.  
 \*\* The annual averages are averages of 11 months.  
 †† New survey from January 1977. No seasonally adjusted data available, and the figures for October 1978 are unadjusted.  
 § From January 1977 includes unemployed insured for loss of part-time work.  
 §§ Changes in procedure from January 1978 have led to a small reduction in the numbers unemployed compared with earlier dates.  
 e Estimated.  
 R Revised.



**Unemployed and vacancies: Great Britain**



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

Three-month moving average: seasonally adjusted THOUSANDS

## UNEMPLOYMENT AND VACANCIES

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

TABLE 117

THOUSANDS

Average of 3 months ended		UNEMPLOYMENT‡									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow (12)
		Males (1)	Females (2)	Total (3)	Males (4)	Females (5)	Total (6)	Males (7)	Females (8)	Total (9)			
1972	October 9	227	78	304	234	78	312	-7	-1	-8	180	174	5
1973	January 8	213	75	288	231	77	307	-18	-1	-19	198	182	16
	April 9	210	76	286	232	80	312	-22	-4	-26	235	213	22
	July 9	210	74	283	223	77	300	-13	-4	-17	232	217	15
	October 8	206	73	278	219	76	295	-13	-4	-17	233	222	11
1974	January 14	214	74	288	213	73	286	2	1	2	207	219	-12
	February 11	221	75	296	210	72	281	11	3	15	194	214	-20
	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8§	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	-	-	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	August 12	238	86	323	230	83	313	8	3	11	212	219	-6
	September 9	239	86	325	231	83	314	8	3	11	208	216	-8
	October 14	238	86	324	229	84	313	9	3	12	204	213	-9
	November 11	240	87	327	232	85	317	8	2	10	201	211	-10
	December 9	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20	..	..	..	..	..	..	..	..	..	..	..	..
	February 10	..	..	..	..	..	..	..	..	..	..	..	..
	March 10	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	..	..	..	..	..	..	..	..	..	..	..	..
	May 12	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	August 11	264	113	377	230	100	330	34	13	47	160	167	-8
	September 8	266	117	383	236	104	340	30	13	43	163	167	-4
	October 9	264	118	383	239	108	347	25	11	36	161	165	-5
	November 13	260	119	379	235	109	344	25	10	35	155	161	-6
	December 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	January 8	246	112	357	215	99	314	31	12	43	146	147	-1
	February 12	242	110	352	217	99	315	25	12	37	148	144	4
	March 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10‡	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	August 12	248	128	376	248	118	367	-	9	9	180	176	4
	September 9	244	129	373	245	119	364	-1	10	9	186	180	6
	October 14	242	129	371	246	124	370	-4	5	1	188	185	3
	November 11	..	..	..	..	..	..	..	..	..	..	..	..
	December 13	..	..	..	..	..	..	..	..	..	..	..	..
1977	January 13	..	..	..	..	..	..	..	..	..	..	..	..
	February 10	..	..	..	..	..	..	..	..	..	..	..	..
	March 10	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	231	122	354	236	122	358	-5	-	-5	..	..	..
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	-
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	August 11	245	139	384	237	129	366	8	10	17	193	195	-2
	September 8	245	141	386	241	131	372	5	10	14	192	194	-2
	October 13	245	141	386	243	137	379	2	4	6	199	198	1
	November 10	248	145	393	243	141	384	4	4	9	196	196	-
	December 8	245	143	388	244	143	387	1	-	1	198	193	5
1978	January 12	229	129	358	229	129	357	1	-	1	195	185	10
	February 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	March 9	220	127	347	231	129	360	-11	-2	-13	209	192	17
	April 13	226	132	358	238	137	375	-12	-5	-17	213	203	10
	May 11	229	135	363	239	139	379	-11	-5	-16	218	215	3
	June 8	232	138	369	240	140	380	-9	-3	-11	221	221	-
	July 6	241	149	391	249	145	394	-7	4	-3	229	231	-2
	August 10	240	150	390	247	144	391	-7	6	-1	232	231	1
	September 14	237	151	388	244	146	390	-7	5	-1	233	231	2
	October 12	236	151	387	244	151	395	-8	-	-8	238	232	7
	November 9	238	155	393	245	156	401	-7	-2	-8	237	233	4

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

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

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

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

|| Because of industrial action at local offices of the Employment Service Agency figures for the periods November 1974 to March 1975 and November 1976 to March 1977 are not available. The figures for the period September to November 1974 include some estimates.









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

TABLE 127

Table with 14 columns for industry groups and 12 rows for months from January to December. Includes sub-sections for 'Standard Industrial Classification 1968' and 'JANUARY 1970 = 100'. Data points are numerical indices.

\* 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.

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

TABLE 127 (continued)

Table with 24 columns for industry groups and 12 rows for months from January to December. Includes sub-sections for 'Standard Industrial Classification 1968' and 'JANUARY 1970 = 100'. Data points are numerical indices.

Note (1): This series is explained in articles in the March 1967, July 1971, May 1975 and February 1977 issues of Employment Gazette. The information collected is the gross remuneration including overtime payments, bonuses, commission, etc.





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

TABLE 131 JULY 31, 1972 = 100

1968 Standard Industrial Classification	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture etc
				IV and V	VI-XII					
<b>Basic weekly rates of wages</b>										
Weights: up to June 1978†	210	305	{ 436 454	283 294	2,840 2,953	352 366	28 29	209 217	227 236	179 186
1974 } Average of monthly index numbers	149	143	136	124	137	136	136	129	133	138
1975 } Average of monthly index numbers	186	190	177	165	179	176	171	167	171	171
1976 } Average of monthly index numbers	232	211	209	199	214	211	200	213	203	199
1977 } Average of monthly index numbers	247	225	228	218	218	232	220	232	218	213
1976 November	232	215	219	208	215	220	210	217	210	200
1976 December	233	215	219	208	215	220	210	217	210	200
1977 January	246	215	220	209	217	223	216	227	210	211
1977 February	247	225	222	209	217	223	216	228	210	211
1977 March	247	225	222	209	217	223	216	232	213	211
1977 April	247	226	224	209	217	224	216	232	215	212
1977 May	247	226	224	213	218	235	216	232	216	212
1977 June	247	226	228	219	218	236	216	232	216	212
1977 July	247	226	228	219	218	236	224	232	216	212
1977 August	247	226	230	227	218	236	224	232	216	212
1977 September	247	226	230	227	218	237	224	235	220	215
1977 October	247	226	231	227	218	237	224	235	220	215
1977 November	247	226	238	227	218	237	224	235	229	215
1977 December	250	226	238	227	218	237	224	235	229	215
1978 January	271	226	240	228	220	241	234	249	230	247
1978 February	273	249	240	227	220	241	234	249	230	247
1978 March	273	249	242	227	220	241	234	255	235	247
1978 April	273	249	244	227	281	242	234	255	239	248
1978 May	273	249	244	234	281	258	234	255	242	248
1978 June	273	249	251	247	282	259	234	255	243	248
1978 July	273	249	251	247	282	259	252	255	243	248
1978 August	273	249	253	247	286	259	252	255	243	248
1978 September	273	249	253	247	286	260	252	255	243	250
1978 October	273	249	256	247	298	260	252	255	243	250
1978 November	273	249	256	247	298	260	252	255	243	250
1978 December	273	249	256	247	298	260	252	255	243	250
<b>Normal weekly hours*</b>	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)	(40.0)
1974 } Average of monthly index numbers	99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1975 } Average of monthly index numbers	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1976 } Average of monthly index numbers	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1977 } Average of monthly index numbers	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1978 December	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
<b>Basic hourly rates of wages</b>										
1974 } Average of monthly index numbers	150	143	136	124	137	136	136	129	134	138
1975 } Average of monthly index numbers	187	190	178	165	179	176	171	167	172	170
1976 } Average of monthly index numbers	233	211	210	199	214	211	200	213	203	199
1977 } Average of monthly index numbers	249	225	229	218	218	232	220	232	218	213
1976 November	233	215	220	208	215	220	210	217	210	200
1976 December	235	215	220	208	215	220	210	217	210	200
1977 January	248	215	221	209	217	223	216	227	211	211
1977 February	249	225	223	209	217	223	216	228	211	211
1977 March	249	225	223	209	217	223	216	232	214	211
1977 April	249	226	224	209	217	224	216	232	216	212
1977 May	249	226	224	213	218	235	216	232	216	212
1977 June	249	226	229	219	218	236	216	232	217	212
1977 July	249	226	229	219	218	236	224	232	217	212
1977 August	249	226	231	227	218	236	224	232	217	212
1977 September	249	226	231	227	218	237	224	235	220	215
1977 October	249	226	232	227	218	237	224	235	220	215
1977 November	249	226	238	227	218	237	224	235	229	215
1977 December	252	226	238	227	218	237	224	235	229	215
1978 January	273	226	241	228	220	241	234	249	230	247
1978 February	275	249	241	227	220	241	234	249	230	247
1978 March	275	249	243	227	220	241	234	255	236	247
1978 April	275	249	245	227	281	242	234	255	240	248
1978 May	275	249	245	234	281	258	234	255	242	248
1978 June	275	249	252	247	282	259	234	255	243	248
1978 July	275	249	252	247	282	259	252	255	243	248
1978 August	275	249	254	247	286	259	252	255	243	248
1978 September	275	249	254	247	286	260	252	255	243	250
1978 October	275	249	257	247	298	260	252	255	243	250
1978 November	275	249	257	247	298	260	252	255	243	250
1978 December	275	249	257	247	298	260	252	255	243	250

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.  
(2) The indices relate to the end of the month. Figures published in previous issues of *Employment Gazette* have been revised, where necessary, to take account of changes reported subsequently.  
(3) Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the February 1957, September 1957, April 1958, February 1959, and September 1972 issues of *Employment Gazette*.  
\* The figures given in brackets are the average normal weekly hours at the base date, July 31, 1972.

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

TABLE 131 (continued) JULY 31, 1972 = 100

Paper, printing and publishing	Other manu- facturing industries†	Construc- tion	Gas, electricity and water	Transport and communi- cation	Distributive trades	Professional services and public adminis- tration	Miscel- laneous services	Manufac- turing industries§	All industries and services§
387 403	197 —	970	209	1,034	802	756	576	5,138	10,000
126	130	162	135	131	138	145	128	134.3	138.0
160	158	215	170	169	181	182	163	174.4	178.7
198	183	247	199	199	217	214	212	209.0	213.2
209	207	268	214	213	243	230	233	218.9	227.3
205	199	260	201	203	235	220	218	213.3	219.4
205	199	260	202	203	235	227	221	213.3	220.2
205	199	260	209	206	235	227	227	215.5	222.5
205	199	260	209	210	237	227	230	215.7	223.5
205	199	260	215	210	237	227	230	216.0	223.9
209	200	260	215	213	237	227	230	216.8	224.7
209	200	260	215	213	240	227	230	218.0	225.5
209	203	273	215	213	240	227	232	218.9	227.4
210	213	273	215	214	245	229	232	219.3	228.2
212	213	273	215	214	245	229	232	220.4	228.8
212	213	273	215	214	245	229	232	220.9	229.0
213	213	273	215	214	245	229	238	221.1	229.4
213	213	273	215	215	252	237	238	222.0	231.2
213	213	273	216	215	258	249	243	222.0	232.9
213	213	275	233	221	259	249	245	225.4	236.5
218	213	275	233	221	260	249	248	225.7	237.8
218	213	275	250	223	260	249	248	226.3	238.6
232	214	275	267	234	261	249	248	261.8	258.4
232	214	275	267	234	266	249	248	263.5	259.7
232	218	301	267	234	266	249	252	265.4	263.3
234	—	301	268	236	277	251	252	265.6	264.7
234	—	301	268	236	277	251	252	268.1	266.0
234	—	301	268	236	277	251	252	268.3	266.0
234	—	301	268	236	277	251	261	275.3	271.1
234	—	301	268	236	288	251	261	275.3	271.1
234	—	301	268	236	288	251	261	275.3	271.1
(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)	(40.0)	(40.2)
100.0	100.0	99.8	100.0	97.4	100.0	100.0	97.2	100.0	99.5
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				

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

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations		
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom					Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
<b>JANUARY 16, 1962 = 100</b>											
Weights	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
1968	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
1969	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
1970	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
1971	1,000	251	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1972	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
1973	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
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
<b>JANUARY 15, 1974 = 100</b>											
Weights	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
1974	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
1975	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
1976	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
1977	1,000	233	32.1	200.9	39.4	63.7	103.1	51.4	46.5	767	967.9
1978	1,000	233	32.1	200.9	39.4	63.7	103.1	51.4	46.5	767	967.9
<b>Monthly averages</b>											
1968	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973	179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1968	121.6	121.1	121.0	121.3	115.9	120.9	119.2	128.2	119.3	121.9	121.7
1969	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	191.8	216.7	254.4	209.8	196.9	190.9	193.7	224.5	227.0	184.0	189.4
<b>Monthly averages</b>											
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1
1976	157.1	159.9	177.7	156.8	161.4	171.6	147.7	142.9	156.4	156.5	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
1975	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
April 13	153.5	156.7	189.9	150.4	157.4	166.6	162.8	139.6	135.5	152.7	152.2
May 18	155.2	157.1	184.8	151.9	157.9	167.6	163.6	141.3	137.9	154.7	154.2
June 15	156.0	156.7	174.3	153.5	157.8	168.4	164.1	144.7	139.7	155.9	155.4
July 13	156.3	153.4	149.0	154.8	160.3	169.6	165.8	145.6	140.6	157.2	156.8
August 17	158.5	158.4	163.6	157.8	162.0	173.5	168.8	148.7	143.2	158.6	158.5
September 14	160.6	164.4	178.6	161.9	163.8	175.5	170.7	157.2	146.5	159.5	160.0
October 12	163.5	169.3	184.0	166.8	171.1	179.1	175.8	160.9	152.1	161.8	162.8
November 16	165.8	172.7	192.8	169.1	172.6	182.2	178.3	160.2	157.4	163.8	164.8
December 14	168.0	176.1	202.1	171.4	174.4	184.8	180.5	161.8	160.5	165.6	166.8
1977	172.4	183.1	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
February 15	174.1	184.5	216.8	178.5	179.8	192.7	187.5	169.1	167.3	171.1	172.5
March 15	175.8	186.5	215.7	181.0	185.1	197.8	192.7	168.9	167.9	172.6	174.3
April 19	180.3	189.6	223.9	183.2	189.7	200.6	196.2	168.9	169.7	177.6	178.7
May 17	181.7	189.9	213.7	185.4	191.8	205.0	199.6	169.9	170.9	179.3	180.5
June 14	183.6	193.7	219.4	189.0	192.2	206.8	200.8	177.5	174.5	180.8	182.4
July 12	183.8	192.0	194.1	191.8	196.3	210.2	204.5	178.4	177.5	181.5	183.5
August 16	184.7	193.8	182.8	193.8	196.9	214.9	207.6	178.8	179.3	182.7	184.9
September 13	185.7	192.5	176.9	195.6	198.3	216.9	209.4	179.7	182.1	183.8	186.2
October 18	186.5	192.3	168.1	196.9	199.0	219.0	211.0	179.9	184.0	184.9	187.3
November 15	187.4	192.9	166.9	197.5	200.3	220.5	212.3	179.5	184.2	185.9	188.2
December 13	188.4	194.8	171.1	198.9	201.1	224.1	214.8	179.9	184.5	186.6	189.0
1978	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
February 14	190.6	197.3	174.5	201.7	205.1	223.9	216.3	188.1	184.2	188.8	191.4
March 14	191.8	198.4	179.0	202.2	206.1	224.4	217.0	189.9	182.7	189.9	192.4
April 18	194.6	201.6	186.3	204.7	209.3	228.0	220.4	192.5	183.1	192.7	195.0
May 16	195.7	203.2	187.5	206.3	209.7	229.5	221.5	195.6	184.3	193.6	196.1
June 13	197.2	206.7	200.8	207.9	210.4	230.3	222.3	198.2	186.4	194.5	197.2
July 18	198.1	206.1	185.5	210.0	211.9	232.1	224.0	200.3	189.2	195.9	198.7
August 15	199.4	206.2	177.9	211.7	212.5	235.0	225.9	201.2	191.0	197.6	200.4
September 12	200.2	206.3	173.1	212.6	212.9	236.5	227.0	202.1	191.9	198.6	201.4
October 17	201.1	205.6	168.2	212.7	215.0	236.0	227.5	202.1	191.3	199.8	202.4
November 14	202.5	207.9	171.4	214.7	216.4	238.8	228.6	207.9	191.1	201.1	203.8
December 12	204.2	210.5	183.0	215.8	217.2	238.0	229.6	209.0	191.9	202.4	205.1

\* See article on page 305 of March 1978 Employment Gazette.  
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of Employment Gazette.  
 ‡ These are: coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.  
 § Provisional.  
 || The number of quotations used in compiling the indices for these months was less than normal because of industrial action by some employees of the Department of Employment Group.

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

TABLE 132 (continued)

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	JANUARY 16, 1962 = 100	
											Weights	Index
95	63	66	121	62	59	89	120	60	56	41	1968	Weights
93	64	68	118	61	60	86	124	66	57	42	1969	
92	66	64	119	61	60	86	126	65	55	43	1970	
91	65	59	119	60	61	87	136	65	54	44	1971	
92	66	53	121	60	58	89	139	65	52	46	1972	
89	73	49	126	58	58	89	135	65	53	46	1973	
80	70	43	124	52	64	91	135	63	54	51	1974	
<b>Monthly averages</b>												
135.0	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9	1968	
140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0	1969	
149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970	
172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971	
185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1971	
191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4	211.0	1973	
215.6	182.1	164.8	238.2	208.8	170.8							

**RETAIL PRICES**

**United Kingdom: general\* index of retail prices: percentage changes on a year earlier**

TABLE 132 (continued)

	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent	Per cent
1971 January 19	+8	+9	+6	+2	+9	+5	+8	+7	+13	+11	+9	+10	+10
1972 January 18	+8	+11	+2	+0	+9	+10	+4	+7	+8	+10	+9	+13	+12
1973 January 16	+8	+10	+6	+2	+14	+6	+4	+5	+2	+2	+9	+10	+6
1974 January 15	+12	+20	+2	+0	+10	+6	+10	+13	+10	+7	+12	+21	+5
1975 January 14	+20	+18	+18	+24	+10	+25	+18	+19	+30	+25	+16	+19	+20
1976 January 13	+23	+25	+26	+31	+22	+35	+19	+11	+20	+22	+33	+23	+44
1977 January 18	+17	+23	+17	+19	+14	+18	+12	+13	+14	+16	+8	+18	+15
April 19	+17	+21	+17	+27	+16	+16	+16	+13	+18	+17	+9	+17	+13
May 17	+17	+21	+16	+21	+15	+17	+17	+13	+17	+18	+8	+18	+13
June 14	+18	+24	+15	+23	+15	+17	+17	+13	+17	+18	+9	+18	+13
July 12	+18	+25	+14	+23	+14	+17	+17	+14	+16	+17	+8	+18	+12
August 16	+17	+21	+14	+24	+14	+16	+18	+14	+14	+17	+8	+18	+11
September 13	+16	+17	+14	+24	+13	+16	+19	+14	+14	+18	+7	+21	+10
October 18	+14	+14	+14	+25	+11	+15	+15	+13	+13	+17	+8	+19	+10
November 15	+13	+12	+14	+23	+10	+13	+15	+13	+12	+16	+10	+18	+10
December 13	+12	+11	+13	+21	+7	+12	+15	+12	+11	+16	+12	+17	+11
1978 January 17	+10	+7	+9	+15	+7	+11	+12	+10	+11	+13	+12	+16	+11
February 14	+9	+7	+8	+15	+5	+12	+11	+11	+11	+12	+12	+15	+11
March 14	+9	+6	+9	+15	+4	+12	+10	+9	+11	+11	+12	+14	+11
April 18	+8	+6	+8	+9	+3	+10	+10	+10	+8	+9	+12	+14	+10
May 16	+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
August 15	+8	+7	+6	+4	+8	+6	+9	+8	+9	+9	+10	+12	+9
September 12	+8	+7	+5	+5	+8	+6	+8	+8	+9	+9	+12	+9	+10
October 17	+8	+7	+5	+6	+11	+4	+8	+7	+9	+9	+10	+9	+8
November 14	+8	+8	+5	+6	+11	+6	+8	+7	+10	+9	+9	+9	+8
December 12	+8	+8	+5	+6	+13	+6	+8	+7	+10	+9	+8	+9	+7

**United Kingdom: indices for pensioner households**

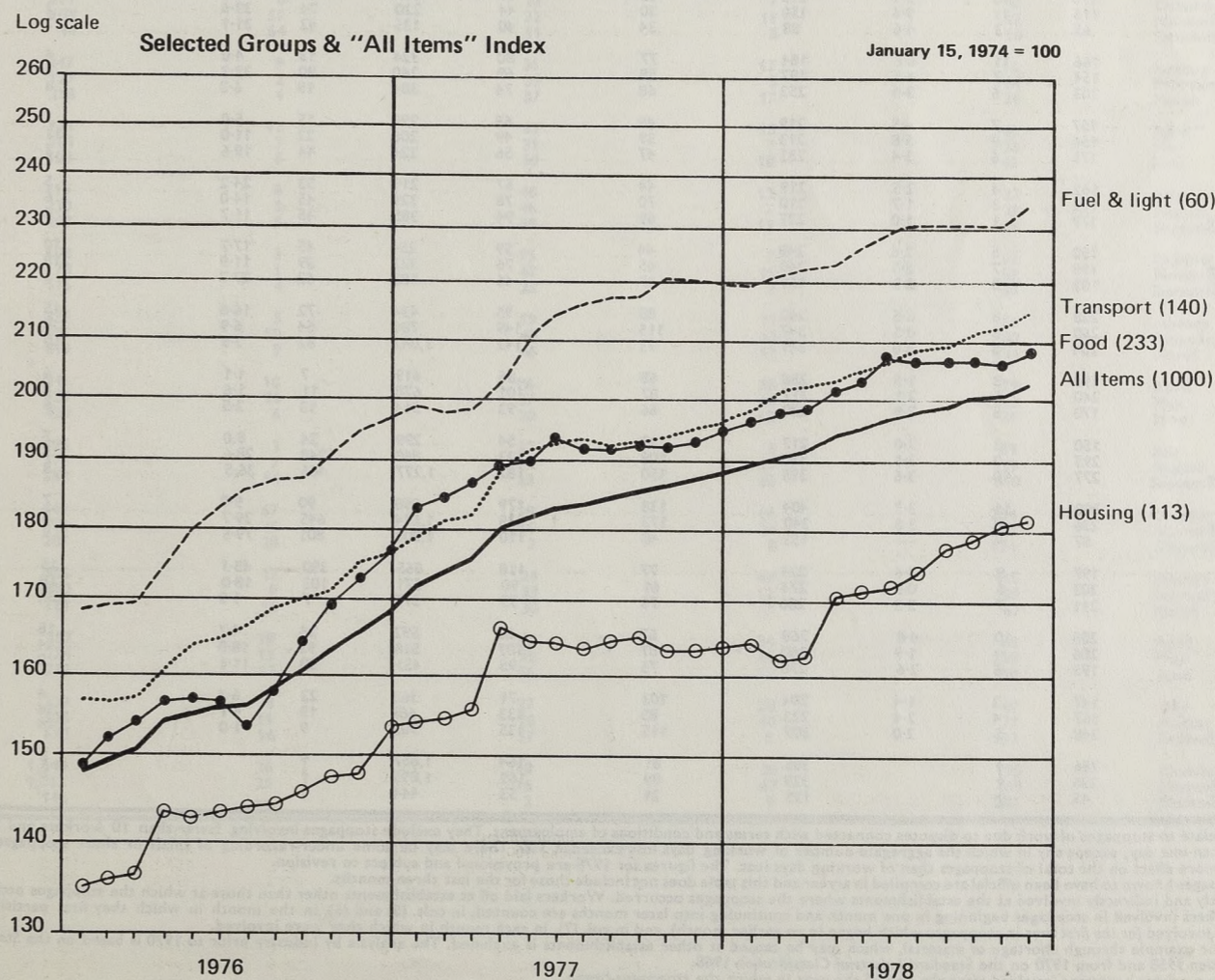
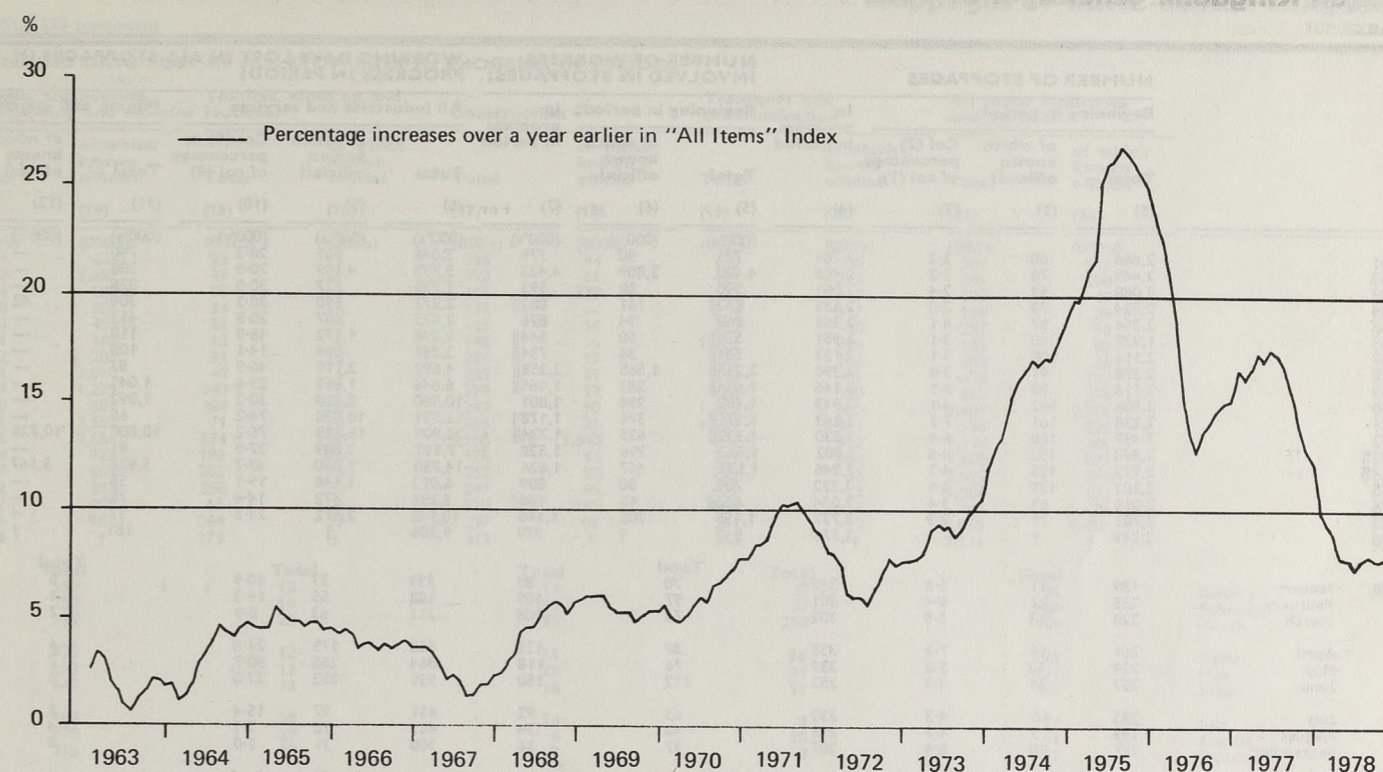
TABLE 132(a) ALL ITEMS INDICES (EXCLUDING HOUSING)

	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	160.5	167.3	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

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

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

**Index of retail prices**



\* Figures in brackets are the 1978 group weights

**INDUSTRIAL DISPUTES\***  
**United Kingdom: stoppages of work**

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡				
	Beginning in period		Col (2) percentage of col (1)	In progress in period	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying	
	Total	of which known official†			Total	of which known official		Total	of which known official†	Col (9) as percentage of col (8)	Total	of which known official
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	771	80	3,046	861	28.3	740	—	
1962	2,449	78	3.2	2,465	4,420	3,809	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	883	2,277	690	30.3	309	
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	2,502	1,722	396	1,734	23,909	18,228	76.2	10,800	
1973	2,873	132	4.6	2,902	1,513	467	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	
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	
1978	2,349	†	—	2,376	939	†	979	9,306	†	—	181	
					Total					Total		
1975	January	189	11	5.8	239	70	89	339	37	10.9	6	
	February	235	22	9.4	301	97	109	388	55	14.2	4	
	March	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	
	August	149	7	4.7	218	48	74	469	10	2.1	4	
	September	157	10	6.4	207	37	56	300	21	7.0	4	
	October	170	10	5.9	213	58	67	352	52	14.8	4	
	November	115	11	9.6	158	30	44	220	74	33.6	3	
	December	65	3	4.6	88	34	40	135	42	31.1	2	
1976	January	166	11	6.6	184	77	80	324	13	4.0	4	
	February	154	7	4.5	197	58	69	240	80	33.3	4	
	March	203	6	3.0	252	68	74	304	19	6.3	4	
	April	157	7	4.5	219	48	68	298	15	5.0	3	
	May	156	9	5.8	213	39	49	200	22	11.0	11	
	June	175	6	3.4	233	47	56	224	44	19.6	3	
	July	162	4	2.5	219	44	57	219	53	24.2	5	
	August	172	3	1.7	210	70	78	321	45	14.0	6	
	September	179	1	1.0	237	69	94	385	45	11.7	4	
	October	190	5	2.6	248	44	59	254	45	17.7	10	
	November	199	7	3.5	249	65	76	327	39	11.9	18	
	December	103	3	2.9	161	37	46	188	52	27.7	5	
1977	January	228	8	3.5	262	88	95	434	72	16.6	15	
	February	260	8	3.1	347	115	149	781	54	6.9	8	
	March	264	8	3.0	349	93	142	1,042	82	7.9	10	
	April	196	3	1.5	288	68	86	619	7	1.1	6	
	May	240	5	2.1	317	87	101	678	11	1.6	8	
	June	170	5	2.9	239	66	93	514	13	2.5	6	
	July	150	3	2.0	217	39	54	299	24	8.0	7	
	August	295	9	3.1	346	108	122	868	248	28.6	5	
	September	277	10	3.6	395	150	182	1,277	466	36.5	8	
	October	300	11	3.7	404	138	179	998	90	9.0	7	
	November	236	9	3.8	340	173	238	1,624	645	39.7	8	
	December	87	—	—	153	40	110	1,008	801	79.5	9	
1978	January	197	9	4.6	224	77	118	865	390	45.1	15	
	February	203	1	0.5	274	61	90	571	103	18.0	18	
	March	211	7	3.3	286	76	95	377	7	1.9	34	
	April	208	10	4.8	268	67	88	592	28	4.7	18	
	May	206	4	1.9	280	87	107	518	93	18.0	44	
	June	195	5	2.6	270	75	95	451	50	11.1	8	
	July	147	2	1.4	204	103	71	363	23	6.3	4	
	August	167	4	2.4	223	85	133	469	19	4.1	14	
	September	248	5	2.0	307	115	135	905	9	1.0	14	
	October	286	†	—	385	81	164	1,857	†	—	8	
	November	236	†	—	329	89	169	1,895	†	—	6	
	December	45	†	—	121	21	53	444	†	—	—	

\* 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 1978 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.

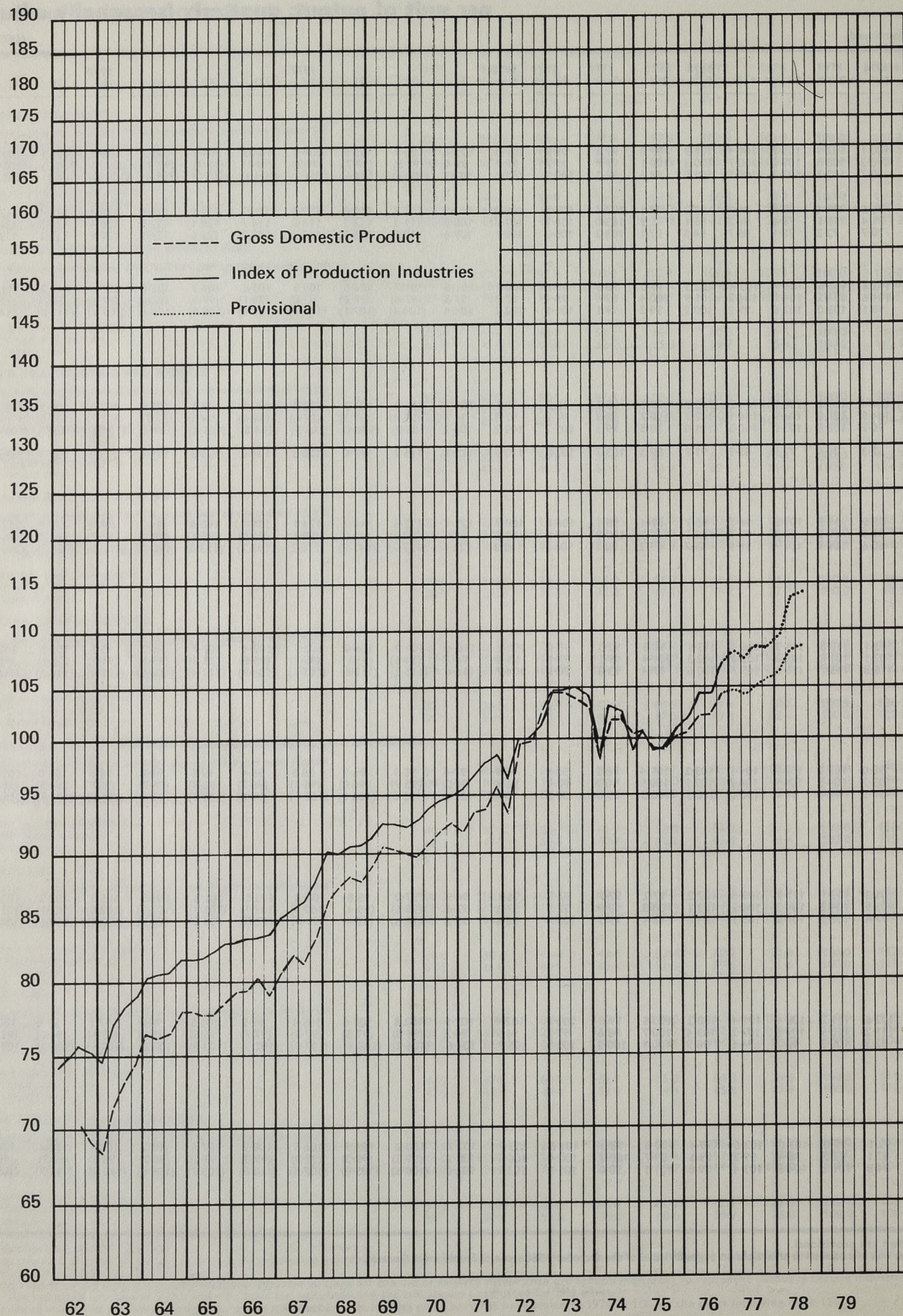
**INDUSTRIAL DISPUTES\***  
**stoppages of work: United Kingdom**

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡									
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
1961	1,464	624	22	14	285	44	230	36	305	143
1962	4,559	3,652	37	21	222	61	431	275	241	100
1963	854	189	25	4	356	279	72	7	122	49
1964	1,338	501	34	—	125	—	312	117	160	29
1965	1,763	455	52	20	135	16	305	20	257	95
1966	871	163	12	4	145	6	1,069	906	183	93
1967	1,422	205	31	10	201	17	823	136	202	26
1968	3,363	2,010	40	6	233	31	559	41	438	112
1969	3,739	1,229	140	7	278	12	786	90	862	274
1970	4,540	587	384	58	242	10	1,313	590	3,409	2,076
1971	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	6,636	2,654	274	129	4,188	876	876	576	1,135	301
1973	4,799	923	193	82	176	15	331	102	1,608	887
1974	5,837	602	255	23	252	22	705	33	2,072	794
1975	3,932	814	350	70	247	69	422	23	1,006	172
1976	1,977	209	65	4	570	185	132	5	461	71
1977	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	6,066	†	173	†	412	†	343	†	2,131	†
	Total		Total		Total		Total		Total	
1975	195	12	12	12	13	27	86	27	86	27
	228	10	10	10	38	27	81	27	81	27
	327	23	23	23	32	218	109	218	109	109
	420	12	12	12	35	66	128	66	128	66
	658	13	13	13	29	24	132	24	132	24
	640	53	53	53	16	11	207	11	207	11
	468	38	38	38	14	9	97	9	97	9
	370	27	27	27	6	10	51	10	51	10
	213	38	38	38	7	8	31	8	31	8
	261	8	8	8	23	7	50	7	50	7
	108	51	51	51	22	11	25	11	25	11
	44	64	64	64	11	5	10	5	10	5
	247	9	9	9	31	17	16	17	16	16
	127	2	2	2	39	3	64	3	64	3
	218	4	4	4	37	17	24	17	24	17
	161	12	12	12</						



**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.

- |  |   |
|--|---|
| <p><b>WORKING POPULATION</b><br/>All employed and registered unemployed persons.</p> <p><b>HM FORCES</b><br/>Serving, UK members of HM Armed Forces and Women's Services, including those on release leave.</p> <p><b>EMPLOYED LABOUR FORCE</b><br/>Working population less the registered unemployed.</p> <p><b>TOTAL IN CIVIL EMPLOYMENT</b><br/>Employed labour force less HM Forces.</p> <p><b>EMPLOYEES IN EMPLOYMENT</b><br/>Total in civil employment less self-employed.</p> <p><b>TOTAL EMPLOYEES</b><br/>Employees in employment plus the unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 and pages 5-7 of the January 1973 issues of this Gazette).</p> <p><b>UNEMPLOYED</b><br/>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).</p> <p><b>UNEMPLOYED SCHOOL LEAVERS</b><br/>Unemployed persons under 18 years of age who have not entered employment since terminating full-time education.</p> <p><b>ADULT STUDENTS</b><br/>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.</p> <p><b>UNEMPLOYED PERCENTAGE RATE</b><br/>The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year.</p> <p><b>TEMPORARILY STOPPED</b><br/>Persons registered at the date of the count who are suspended by their employers on the understanding that they will shortly resume work, and register to claim benefit. These people are not included in the unemployment figures.</p> <p><b>VACANCY</b><br/>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.</p> | <p><b>SEASONALLY ADJUSTED</b><br/>Adjusted for normal seasonal variations.</p> <p><b>MEN</b><br/>Males aged 18 years and over, except where otherwise stated.</p> <p><b>WOMEN</b><br/>Females aged 18 years and over.</p> <p><b>ADULTS</b><br/>Men and women.</p> <p><b>BOYS</b><br/>Males under 18 years of age, except where otherwise stated.</p> <p><b>GIRLS</b><br/>Females under 18 years of age.</p> <p><b>YOUNG PERSONS</b><br/>Boys and girls.</p> <p><b>YOUTHS</b><br/>Males aged 18-20 years (used where men means males aged 21 and over).</p> <p><b>OPERATIVES</b><br/>Employees, other than administrative, technical and clerical employees in manufacturing industries.</p> <p><b>MANUAL WORKERS</b><br/>Employees, other than administrative and clerical employees, in industries covered by earnings enquiries.</p> <p><b>PART-TIME WORKERS</b><br/>Persons normally working for not more than 30 hours a week except where otherwise stated.</p> <p><b>NORMAL WEEKLY HOURS</b><br/>Recognised weekly hours fixed in collective agreements, etc.</p> <p><b>WEEKLY HOURS WORKED</b><br/>Actual hours worked during the week.</p> <p><b>OVERTIME</b><br/>Work outside normal hours.</p> <p><b>SHORT-TIME WORKING</b><br/>Arrangements made by an employer for working less than normal hours.</p> <p><b>STOPPAGES OF WORK—INDUSTRIAL DISPUTES</b><br/>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.</p> |
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