



Department of

Employment Gazette

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December 1977

Earnings of employees in the private and
public sectors: April 1970 to April 1977

Industrial disputes: international comparisons

Stoppages of work due to industrial disputes:
incidence rate 1973-76

Young people and work

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DEPARTMENT OF EMPLOYMENT GAZETTE

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Earnings of employees in the private and public sectors: April 1970 to April 1977

SOME APPROXIMATE estimates of general averages of earnings of employees in the private sector of the economy and in the whole and main branches of the public sector in Great Britain, and also indications of the dispersions of earnings around the averages, have been compiled by the Department of Employment. The new estimates by sector are based on annual New Earnings Survey information since April 1970. Estimates for later years will be published in the New Earnings Survey results each year.

The sectors

The *public sector* comprises three main branches:

- Central government*—this includes not only Government departments and their various establishments, but also the National Health Service and a large number of publicly-constituted and governmentally-financed organisations and authorities—for example, commissions, boards, research councils, museums and galleries, Atomic Energy Authority, courts of justice.
- Local government*—local government authorities (including education and trading authorities), police forces, magistrates courts, etc.
- Public corporations*—the nationalised industries and other publicly-constituted trading organisations which have a substantial degree of financial independence.

The Armed Forces, not being covered by the New Earnings Survey, are excluded from the analysis.

The *private sector* comprises all other undertakings and businesses.

Compiling earnings estimates for these sectors of the economy is not straightforward, for various reasons. The boundary between the private and public sectors changes from time to time. It does not follow boundaries of industries as defined in the Standard Industrial Classification (SIC). There are some industries which are wholly (or almost wholly) in one sector (for example, coalmining and gas in the public sector and textiles and distribution in the private sector), but others with substantial parts in each sector (for example, air transport and educational services). Apart from the New Earnings Survey (and, from 1976, the survey which provides the basis for the monthly index of average earnings), the surveys of earnings made by the Department of Employment have not covered the whole of the economy. Consequently, comprehensive information on a common basis, from which sectoral estimates could be

compiled, is not available from those other sources. Even these new estimates are based on an allocation of employees to the two sectors which, to some extent, is approximate.

The estimates

The two bases used in deriving the estimates, the method of their compilation and the implied approximate definitions of the sectors are described later.

Separate estimates are given for all men aged 21* and over and all women aged 18* and over employed on a full-time basis in manual, non-manual and all occupations. They relate to those whose pay for the pay-period including the survey reference date in April was not reported to have been affected by absence. From 1975, the New Earnings Survey does not cover most employees with earnings below the deduction card limit for tax purposes, but this should not have any significant effect on these estimates for full-time adult employees.

The figures relate to total gross earnings, before PAYE, national insurance and other deductions; they include pay supplements, overtime pay, bonuses, commission and other additional payments relating to the relevant pay-period. They generally exclude the value of benefits in kind and other fringe benefits. The changes between surveys consequently relate only to changes in earnings. No account has been taken of changes in other benefits or conditions of employment and so the figures do not purport to measure overall changes in benefits received within the various groups of employees.

Tables 1 to 3 give estimates, for the private and public sectors separately and for the whole economy, of:

- average gross weekly earnings for the April pay-period in each year;
- percentage increases in average gross weekly earnings between successive Aprils;
- dispersions of gross weekly earnings for each April pay-period, in the form of quantiles.

Main branches of public sector

Table 4 gives some estimates for the main branches of the public sector (described respectively as central government, local government and public corporations) of average gross

* In the New Earnings Survey from 1974, age is measured in complete years at 1 January: previously, age at the time of the survey was reported.

weekly earnings for each April pay-period and the percentage increase since the previous April, together with estimates compiled on a comparable basis for the whole of the public sector and for the private sector.

They have been compiled by simple combination of estimates for complete industries (SIC Minimum List Headings). As explained shortly, this is a somewhat cruder method; consequently, the reliability of these estimates is less than in the earlier tables 1 to 3. They do, however, give some indication of differences in levels of and movements in average earnings in the private sector and branches of the public sector. Because of the cruder method of estimation, the estimates for the private sector and whole of the public sector given in this table differ from those given in the earlier tables 1 to 3; however, the differences are not substantial.

A number of important considerations

There are a number of important considerations to be borne in mind when comparing these estimates of earnings in the public and private sectors.

- (i) All such comparisons depend, to some extent, on the particular reference periods and dates to which the estimates relate. At the beginning of the period under review, April 1970, the relationship between average earnings in one sector to those in another may have been unusual, but corresponding estimates for earlier years are not available.
- (ii) The private and public sectors each cover a wide range of different activities in each of which a labour force with a different employment structure is engaged. Differences in levels of average earnings will be attributable to some extent to those structural differences, including differences in occupational levels. They do not necessarily imply differences in pay for equivalent jobs in different sectors. Also over a period of years, significant changes in these structures and the relative numbers of different types of employment may affect the levels of and changes in average earnings.
- (iii) The relative levels of earnings in the public and private sectors will vary from month to month, depending on the timing of annual and other wage settlements, other seasonal effects, and short-term and cyclical factors. Business cycles will tend to cause greater fluctuations in average earnings in the private sector than in the central and local government branches of the public sector.
- (iv) The information obtained in the New Earnings Survey relates to one pay-period. Some groups may have received pay increases shortly before the survey reference period; others may have received increases shortly afterwards, possibly including retrospective increases for the reference period. The timing of the implementation of settlements may vary from year to year.
- (v) Where, following delayed pay settlements, the earnings for the April pay-period are increased retrospectively after the survey returns have been completed, the effect of these increases will not be reflected in the survey results; they will be reflected in the results of the following year's survey. This can lead to unexpected results for groups who normally receive an "annual" increase with an effective date shortly before the date

of the survey. If the increase is implemented promptly in one year but delayed in the following year, the difference between the earnings recorded in the two surveys will reflect no annual increase; when the situation is reversed, it will reflect two "annual" increases.

- (vi) Finally, the estimates relate only to earnings and take no account of the value and of improvements during the period in benefits in kind, other fringe benefits, and terms and conditions of employment.

Methods of compilation of sectoral estimates

The New Earnings Survey returns do not show the company or organisation in which the employee is employed, and so there is often no basis for precise allocation of employees by sector. Two methods have been used in compiling the estimates in this article.

Method one (used in Table 4)

A crude method of allocation is to assume that the whole of the following industries (Minimum List Headings of the Standard Industrial Classification) belong to the sectors indicated.

	Minimum List Heading
Public sector	
(a) Central Government	
National government service	901
Medical and dental services	874
(b) Local Government	
Local government service	906
Educational services	872
(c) Public Corporations	
<i>Extractive industry</i>	
Coal mining	101
<i>Manufacturing industries</i>	
Iron and steel (general)	311
Steel tubes	312
Iron castings etc	313
Locomotives and railway track equipment	384
Railway carriages and wagons and trams	385
<i>Public utilities</i>	
Gas	601
Electricity	602
Water supply	603
<i>Transport and Communication</i>	
Railways	701
Road passenger transport	702
Air transport	707
Postal services and telecommunications	708
Private sector	
All other industries.	

Substantial groups of employees are wrongly allocated by this method, but because earnings in the public and private sector sections of an industry tend to move in line, the

Table 1: Public and private sectors: average gross weekly earnings: 1970 to 1977

Full-time men, aged 21 and over, and full-time women, aged 18 and over, whose pay for the survey pay-period was not affected by absence April of each year

	1970 £	1971 £	1972 £	1973 £	1974 £	1975 £	1976 £	1977 £
Manual men								
Public sector	25.4	28.2	32.0	37.0	42.7	58.1	67.2	72.7
Private sector	27.2	29.9	33.1	38.5	43.9	54.7	64.3	71.0
All industries and services	26.7	29.4	32.8	38.1	43.6	55.7	65.1	71.5
Non-manual men								
Public sector	35.6	39.4	44.7	48.4	55.7	71.4	87.4	92.9
Private sector	34.8	38.9	42.8	48.0	53.8	66.4	78.0	86.3
All industries and services	35.1	39.1	43.5	48.1	54.4	68.4	81.6	88.9
All men								
Public sector	29.7	33.0	37.6	42.1	48.6	64.3	76.7	82.3
Private sector	29.7	32.9	36.3	41.8	47.3	59.0	69.4	76.8
All industries and services	29.7	32.9	36.7	41.9	47.7	60.8	71.8	78.6
Manual women								
Public sector	13.3	15.5	17.8	20.2	25.0	35.5	42.5	45.9
Private sector	13.3	15.2	16.9	19.6	23.2	31.0	38.3	42.9
All industries and services	13.3	15.3	17.1	19.7	23.6	32.1	39.4	43.7
Non-manual women								
Public sector	21.2	23.2	26.6	28.7	33.3	46.5	58.2	62.5
Private sector	15.1	17.1	18.7	21.4	25.1	33.1	40.0	45.2
All industries and services	17.7	19.8	22.2	24.7	28.6	39.6	48.8	53.8
All women								
Public sector	19.6	21.6	24.8	27.1	31.8	44.6	55.3	59.6
Private sector	14.3	16.3	18.0	20.7	24.3	32.3	39.4	44.4
All industries and services	16.2	18.3	20.5	23.1	26.9	37.4	46.2	51.0

Note: New Earnings Survey results for the public sector and so for the whole economy were affected by under-representation of British Rail employees in 1971 and local authority and National Health Service employees in 1974. The 1971 results for public corporations and the 1974 results for central and local government were also affected. The relevant estimates for April 1971 and April 1974 and changes based on them are consequently relatively less reliable.

Table 2: Public and private sectors: percentage increases in average gross weekly earnings: 1970 to 1977: complete samples

Full-time men, aged 21 and over, and full-time women, aged 18 and over, whose pay for the survey pay-period was not affected by absence. April of each year

	1970-1971	1971-1972	1972-1973	1973-1974	1974-1975	1975-1976	1976-1977	1970-1977 at an annual rate
Manual men								
Public sector	11.3	12.9	15.7	15.4	36.1	15.7	8.2	16.2
Private sector	10.2	10.5	16.5	13.9	24.6	17.6	10.4	14.7
All industries and services	10.5	11.2	16.3	14.4	27.8	16.9	9.8	15.1
Non-manual men								
Public sector	10.8	13.4	8.4	15.1	28.1	22.4	6.3	14.7
Private sector	11.9	9.9	12.1	12.0	23.6	17.5	10.6	13.9
All industries and services	11.5	11.3	10.6	13.1	25.6	19.1	8.9	14.2
All men								
Public sector	11.4	13.7	12.2	15.3	32.4	19.3	7.3	15.7
Private sector	10.7	10.3	15.0	13.3	24.7	17.6	10.7	14.5
All industries and services	10.9	11.4	14.1	13.9	27.4	18.1	9.5	14.9
Manual women								
Public sector	16.4	14.3	13.9	23.8	41.7	19.7	8.0	19.4
Private sector	14.1	11.4	15.7	18.3	33.5	23.5	12.0	18.2
All industries and services	14.6	12.1	15.3	19.4	36.3	22.8	10.9	18.5
Non-manual women								
Public sector	9.8	14.4	7.9	15.9	39.7	25.2	7.4	16.7
Private sector	13.8	9.2	14.2	17.4	31.9	20.8	13.0	17.0
All industries and services	12.2	12.0	11.2	15.8	38.5	23.4	10.2	17.2
All women								
Public sector	10.6	14.6	9.1	17.2	40.4	24.0	7.8	17.2
Private sector	13.8	10.1	14.8	17.8	32.8	22.0	12.7	17.6
All industries and services	12.9	12.2	12.4	16.8	38.9	23.4	10.4	17.8

Note: Refer to note to table 1.

Table 3 Public and private sectors: dispersions of gross weekly earnings: 1971 to 1977

Full-time men, aged 21 and over, and full-time women aged 18 and over whose pay for the survey pay-period was not affected by absence.

April of each year

		As a percentage of corresponding median									
		Lowest decile £	Lower quartile £	Median £	Upper quartile £	Highest decile £	Lowest decile	Lower quartile	Upper quartile	Highest decile	
Manual men	Public sector	1971	18.9	22.1	27.0	32.7	39.0	70.0	81.9	120.8	144.2
		1972	21.2	25.1	30.5	37.1	44.5	69.5	82.2	121.6	146.0
		1973	24.1	28.9	35.9	43.3	51.1	67.3	80.6	120.8	142.5
		1974	28.3	33.5	40.7	49.6	59.1	69.6	82.4	121.9	145.2
		1975	38.5	45.6	55.1	67.6	80.8	69.7	82.7	122.7	146.5
	1976	46.3	54.0	64.1	77.1	92.7	72.3	84.3	120.4	144.6	
	1977	50.0	58.1	69.5	83.5	99.9	72.0	83.6	120.2	143.7	
	Private sector	1971	19.3	23.3	28.6	34.9	42.0	67.5	81.5	122.3	146.8
		1972	21.2	25.6	31.7	38.8	46.5	66.9	81.0	122.5	147.0
		1973	24.9	30.2	36.9	45.0	54.0	67.5	81.7	121.8	146.1
		1974	28.8	34.7	42.2	50.9	60.7	68.4	82.3	120.7	144.0
		1975	36.1	43.4	52.4	63.2	75.3	68.9	82.8	120.6	143.6
	1976	42.6	50.9	61.4	74.2	88.9	69.4	83.0	120.9	144.9	
	1977	47.3	56.1	67.7	81.5	97.8	69.9	82.9	120.4	144.5	
	All industries and services	1971	19.2	23.0	28.1	34.3	41.2	68.2	81.8	122.1	146.5
1972		21.2	25.5	31.3	38.3	45.9	67.6	81.3	122.3	146.6	
1973		24.6	29.8	36.6	44.5	53.2	67.3	81.4	121.6	145.3	
1974		28.7	34.4	41.8	50.6	60.3	68.6	82.2	121.0	144.1	
1975		36.8	44.1	53.2	64.5	76.9	69.2	82.8	121.3	144.4	
1976	43.6	51.8	62.1	75.1	90.1	70.2	83.4	120.8	144.9		
1977	48.1	56.7	68.2	82.1	98.5	70.6	83.1	120.3	144.4		
Non-manual men	Public sector	1971	22.1	27.4	35.7	45.9	59.4	61.9	76.6	128.4	166.2
		1972	25.1	31.2	40.9	52.6	67.1	61.5	76.3	128.7	164.3
		1973	27.4	34.1	44.5	56.9	72.6	61.5	76.5	127.9	163.0
		1974	32.2	39.3	51.2	65.5	83.4	62.8	76.7	127.7	162.7
		1975	41.9	52.2	66.7	84.2	103.6	62.8	78.3	126.2	155.3
	1976	52.2	63.7	81.9	103.9	127.0	63.8	77.8	126.9	155.1	
	1977	57.3	68.8	87.9	109.0	133.1	65.3	78.3	124.1	151.5	
	Private sector	1971	20.8	25.8	33.6	44.6	60.6	62.0	76.8	132.7	180.4
		1972	23.0	28.6	37.0	49.0	66.7	62.2	77.3	132.5	180.0
		1973	25.8	32.2	41.8	55.4	75.4	61.7	77.1	132.3	180.2
		1974	29.6	36.7	47.2	61.4	82.9	62.7	77.6	130.0	175.6
		1975	37.0	46.0	58.8	76.4	102.6	63.0	78.2	129.9	174.5
	1976	43.2	54.1	69.3	90.3	120.5	62.4	78.1	130.4	174.0	
	1977	48.8	60.5	76.7	99.9	133.5	63.6	78.8	130.2	174.1	
	All industries and services	1971	21.2	26.3	34.4	45.1	60.0	61.7	76.5	131.2	174.4
1972		23.7	29.6	38.5	50.5	66.8	61.7	76.8	131.3	173.7	
1973		26.4	32.9	42.8	56.0	74.0	61.6	76.7	130.9	172.7	
1974		30.5	37.6	48.5	63.1	83.1	62.9	77.6	130.2	171.6	
1975		38.7	47.9	61.8	80.2	103.1	62.6	77.5	129.6	166.7	
1976	46.2	57.5	73.9	96.4	123.7	62.5	77.8	130.5	167.5		
1977	51.5	63.5	81.1	104.4	133.3	63.6	78.4	128.8	164.5		
All men	Public sector	1971	19.7	23.9	29.8	38.1	48.9	66.1	80.4	128.1	164.2
		1972	22.4	27.0	34.1	43.6	56.1	65.7	79.3	127.9	164.4
		1973	25.2	30.6	38.7	49.0	61.8	65.2	79.2	126.5	159.6
		1974	29.7	35.7	44.7	56.2	71.1	66.5	79.9	125.9	159.1
		1975	39.8	47.9	60.1	75.1	93.2	66.3	79.7	125.0	155.2
	1976	48.4	57.1	70.6	89.8	111.8	68.6	80.9	127.3	158.5	
	1977	52.5	61.9	76.3	96.3	118.5	68.8	81.2	126.3	155.4	
	Private sector	1971	19.7	24.0	29.9	37.6	47.6	66.0	80.2	125.8	159.3
		1972	21.6	26.4	33.1	41.6	52.8	65.3	79.8	125.5	159.3
		1973	25.2	30.7	38.3	47.7	60.4	65.9	80.2	124.7	157.8
		1974	29.1	35.3	43.5	53.9	67.6	66.8	81.0	123.8	155.2
		1975	36.4	44.2	54.2	67.4	84.8	67.1	81.5	124.3	156.4
	1976	42.8	51.8	63.7	79.3	100.2	67.2	81.3	124.4	157.2	
	1977	47.8	57.4	70.5	87.4	110.7	67.7	81.4	124.0	157.0	
	All industries and services	1971	19.7	24.0	29.8	37.8	48.0	66.1	80.3	126.5	160.7
1972		21.9	26.6	33.4	42.2	53.7	65.5	79.7	126.4	160.9	
1973		25.2	30.7	38.4	48.1	60.9	65.6	79.9	125.3	158.5	
1974		29.3	35.4	43.8	54.6	68.8	66.8	80.7	124.6	157.0	
1975		37.5	45.3	55.9	70.1	88.2	67.0	81.0	125.3	157.6	
1976	44.5	53.5	65.8	82.7	104.9	67.6	81.3	125.6	159.5		
1977	49.3	58.9	72.3	90.8	114.0	68.1	81.4	125.6	157.7		

Table 3 Public and private sectors: dispersions of gross weekly earnings: 1971 to 1977 (continued)

		As a percentage of corresponding median									
		Lowest decile £	Lower quartile £	Median £	Upper quartile £	Highest decile £	Lowest decile	Lower quartile	Upper quartile	Highest decile	
Manual women	Public sector	1971	10.4	12.2	14.5	17.7	21.6	72.2	84.2	122.4	149.7
		1972	12.1	13.9	16.8	20.4	24.7	71.7	83.0	121.1	147.1
		1973	14.1	16.0	19.0	23.3	27.8	74.3	83.8	122.2	146.0
		1974	17.5	20.2	23.9	28.4	34.4	73.2	84.6	118.7	143.8
		1975	24.9	28.6	33.7	40.4	48.4	73.8	84.7	119.8	143.6
	1976	30.3	34.5	40.8	48.5	57.1	74.2	84.6	118.8	139.8	
	1977	32.6	37.3	44.5	52.4	60.9	73.3	84.0	118.0	137.1	
	Private sector	1971	10.2	12.2	14.6	17.5	20.7	69.6	83.5	119.9	141.7
		1972	11.1	13.4	16.3	19.8	23.7	68.1	82.5	121.8	145.7
		1973	12.8	15.5	18.9	22.8	27.2	67.9	82.3	120.9	143.9
		1974	15.3	18.5	22.4	26.8	32.1	68.6	82.8	119.9	143.5
		1975	20.5	24.8	30.2	35.9	42.2	67.7	82.2	118.7	139.8
	1976	24.9	30.5	37.3	44.9	52.6	66.7	81.7	120.2	140.9	
	1977	28.7	34.7	41.9	49.5	57.7	68.5	82.8	118.1	137.6	
	All industries and services	1971	10.2	12.2	14.6	17.6	20.9	70.2	83.6	120.4	143.0
1972		11.3	13.5	16.4	19.9	23.9	68.9	82.5	121.6	145.9	
1973		13.1	15.7	18.9	22.9	27.3	69.2	82.8	121.4	144.4	
1974		15.7	18.8	22.7	27.2	32.5	69.1	83.0	119.8	143.4	
1975		21.2	25.8	31.0	37.1	43.8	68.4	83.3	119.6	141.4	
1976	26.0	31.7	38.4	45.9	53.9	67.8	82.6	119.6	140.6		
1977	29.9	35.5	42.6	50.3	58.7	70.3	83.3	118.3	137.8		
Non-manual women	Public sector	1971	14.0	17.1	21.1	27.2	35.2	66.6	81.4	129.2	167.2
		1972	16.2	19.8	24.1	31.1	40.4	66.9	82.1	128.7	167.4
		1973	17.0	20.8	26.2	33.5	44.8	64.8	79.5	128.3	171.2
		1974	20.1	25.0	31.0	38.5	50.2	65.0	80.7	124.4	162.2
		1975	29.7	34.4	41.8	54.3	70.6	71.1	82.3	130.0	169.0
	1976	37.7	43.3	52.8	69.0	86.3	71.4	82.1	130.6	163.4	
	1977	41.7	47.7	57.4	73.5	90.9	72.7	83.1	128.0	158.4	
	Private sector	1971	10.8	12.9	15.8	19.9	24.8	68.3	81.5	125.3	156.3
		1972	11.9	14.2	17.2	21.7	27.1	68.8	82.6	125.6	157.0
		1973	13.8	16.2	19.7	24.6	30.7	70.0	82.3	124.9	156.1
		1974	16.4	19.2	23.2	28.8	35.7	70.8	82.8	124.2	153.8
		1975	21.9	25.6	30.9	38.1	46.6	71.0	83.0	123.5	151.0
	1976	26.1	30.6	37.2	46.1	56.4	70.3	82.3	123.8	151.5	
	1977	30.6	35.4	42.3	51.4	63.4	72.4	83.9	121.7	150.2	
	All industries and services	1971	11.7	14.2	18.0	23.1	30.6	65.0	78.8	128.2	169.9
1972		12.9	15.8	20.1	26.0	34.4	64.0	78.2	129.1	170.8	
1973		14.6	17.7	22.3	28.7	37.8	65.6	79.2	129.0	169.5	
1974		17.4	20.7	26.1	33.4	42.3	66.5	79.4	127.9	162.0	
1975		23.9	28.8	35.9	45.7	61.6	66.5	80.3	127.2	171.5	
1976	28.8	35.3	44.2	56.9	76.4	65.1	79.9	128.6	172.9		
1977	33.5	40.2	49.2	62.4	81.4	68.1	81.7	126.8	165.6		
All women	Public sector	1971	12.5	15.5	19.7	25.6	33.7	63.4	78.4	129.7	170.9
		1972	14.3	17.9	22.7	29.1	38.6	62.8	78.9	128.1	169.9
		1973	15.8	19.3	24.7	31.6	42.0	63.8	78.3	128.1	170.1
		1974	19.2	23.5	29.2	36.8	47.5	65.6	80.4	125.8	162.5
		1975	28.3	33.0	40.2	51.6	68.4	70.4	82.0	128.3	170.0
	1976	35.5	41.3	50.3	64.6	83.6	70.6	82.1	128.5	166.3	
	1977	39.0	45.5	54.6	69.3	88.6	71.5	83.3	127.0	162.3	
	Private sector	1971	10.5	12.6	15.3	18.8	23.2	68.8	82.5	123.0	152.0
		1972	11.5	13.9	16.8	20.8	25.7	68.4	82.7	123.7	152.7

Table 4 Public and private sectors*: sub-sectors of public sector, and private sector: average gross weekly earnings and percentage increases: 1970 to 1977

Full-time men, aged 21 and over, and full-time women, aged 18 and over, whose pay for the survey pay period was not affected by absence.

April of each year

	Average (£)								Percentage increase over previous year							
	1970	1971	1972	1973	1974	1975	1976	1977	1970-1971	1971-1972	1972-1973	1973-1974	1974-1975	1975-1976	1976-1977	1970-1977 at an annual rate
Manual men	21.8	25.5	27.7	30.3	36.2	49.7	58.5	64.4	17.0	8.6	9.4	19.5	37.3	17.7	10.1	16.7
Central government	21.1	24.0	26.4	30.8	35.2	48.4	56.0	59.4	13.7	10.0	16.7	14.3	37.5	15.7	6.1	15.9
Local government	27.6	30.2	34.5	39.8	45.8	62.4	72.3	78.2	9.4	14.2	15.4	15.1	36.2	15.9	8.2	16.0
Public corporations	25.8	28.6	32.4	37.3	43.3	59.0	68.2	73.9	10.9	13.3	15.1	16.1	36.3	15.6	8.4	16.2
Public sector	27.0	29.8	32.9	38.4	43.7	54.5	64.0	72.9	10.4	10.4	16.7	13.8	24.7	17.4	13.9	15.2
Private sector	26.7	29.4	32.8	38.1	43.6	55.7	65.1	71.5	10.5	11.2	16.3	14.4	27.8	16.9	9.8	15.1
All industries and services	26.7	29.4	32.8	38.1	43.6	55.7	65.1	71.5	10.5	11.2	16.3	14.4	27.8	16.9	9.8	15.1
Non-manual men	36.0	39.7	44.4	46.3	56.6	69.3	88.5	93.9	10.3	11.8	4.3	22.2	22.4	27.7	6.1	14.7
Central government	35.5	39.2	44.8	49.5	55.5	72.4	88.3	92.7	10.4	14.3	10.5	12.1	30.5	22.0	5.0	14.7
Local government	34.6	38.8	43.8	47.9	54.7	72.7	85.8	93.5	12.1	12.9	9.4	14.2	32.9	18.0	9.0	15.3
Public corporations	35.3	39.2	44.5	48.2	55.6	71.7	87.7	93.2	11.0	13.5	8.3	15.4	29.0	22.3	6.3	14.9
Public sector	34.9	39.0	43.0	48.1	53.9	66.5	78.2	86.5	11.7	10.3	11.9	12.1	23.4	17.6	10.6	13.8
Private sector	35.1	39.1	43.5	48.1	54.4	68.4	81.6	88.9	11.5	11.3	10.6	13.1	25.6	19.1	8.9	14.2
All industries and services	35.1	39.1	43.5	48.1	54.4	68.4	81.6	88.9	11.5	11.3	10.6	13.1	25.6	19.1	8.9	14.2
All men	30.3	34.7	38.4	40.8	50.3	63.6	79.1	85.5	14.5	10.7	6.3	23.3	26.4	24.4	8.1	16.0
Central government	30.2	34.2	39.0	43.8	49.7	66.2	79.7	84.7	13.2	14.0	12.3	13.5	33.2	20.4	6.3	15.9
Local government	29.1	32.0	36.6	41.8	47.9	64.9	75.5	81.8	10.0	14.4	14.2	14.6	35.5	16.3	8.3	15.9
Public corporations	29.6	33.1	37.6	42.2	48.8	65.0	77.5	83.4	11.8	13.6	12.2	15.6	33.2	19.2	7.6	15.9
Public sector	29.7	32.9	36.4	41.8	47.3	58.9	69.4	76.6	10.8	10.6	14.8	13.2	24.5	17.8	10.4	14.5
Private sector	29.7	32.9	36.4	41.8	47.3	58.9	69.4	76.6	10.8	10.6	14.8	13.2	24.5	17.8	10.4	14.5
All industries and services	29.7	32.9	36.4	41.8	47.3	58.9	69.4	76.6	10.8	10.6	14.8	13.2	24.5	17.8	10.4	14.5
Manual women	13.2	15.9	18.3	19.9	26.4	37.2	44.1	47.3	20.5	15.1	8.7	32.7	40.9	18.5	7.3	20.0
Central government	11.7	13.8	15.6	18.4	22.0	31.4	37.1	40.0	17.9	13.0	17.9	19.6	42.7	18.2	7.8	19.2
Local government	18.3	19.4	22.5	24.8	28.3	42.0	50.6	55.7	6.0	16.0	10.2	14.1	48.4	20.5	10.1	17.2
Public corporations	13.5	15.7	18.0	20.1	25.0	35.5	42.0	45.2	16.3	14.6	11.7	24.4	42.0	18.3	7.6	18.8
Public sector	13.3	15.1	16.9	19.7	23.2	31.2	38.6	43.3	13.5	11.9	16.6	17.8	34.5	23.7	12.2	18.4
Private sector	13.3	15.3	17.1	19.7	23.6	32.1	39.4	43.7	14.6	12.1	15.3	19.4	36.3	22.8	10.9	18.5
All industries and services	13.3	15.3	17.1	19.7	23.6	32.1	39.4	43.7	14.6	12.1	15.3	19.4	36.3	22.8	10.9	18.5
Non-manual women	19.3	21.4	24.3	25.5	30.4	42.6	53.7	57.0	10.9	13.6	4.9	19.2	40.1	26.1	6.1	16.7
Central government	24.8	26.7	30.5	33.8	38.1	52.8	65.7	70.9	7.7	14.2	10.8	12.7	38.6	24.4	7.9	16.2
Local government	18.1	20.2	23.3	25.9	30.3	41.8	51.2	57.0	11.6	15.3	11.2	17.0	38.0	22.5	11.3	17.8
Public corporations	21.2	23.2	26.6	28.8	33.2	46.8	58.4	62.7	9.4	14.7	8.3	15.3	41.0	24.8	7.4	16.8
Public sector	15.2	17.3	19.0	21.7	25.4	33.6	40.6	46.1	13.8	9.8	14.2	17.1	32.3	20.8	13.5	17.2
Private sector	15.2	17.3	19.0	21.7	25.4	33.6	40.6	46.1	13.8	9.8	14.2	17.1	32.3	20.8	13.5	17.2
All industries and services	17.7	19.8	22.2	24.7	28.6	39.6	48.8	53.8	12.2	12.0	11.2	15.8	38.5	23.4	10.2	17.2
All women	18.1	20.3	23.2	24.5	29.7	41.8	52.2	55.7	12.2	14.3	5.6	21.2	40.7	24.9	6.7	17.4
Central government	22.1	24.0	27.5	30.8	35.0	49.2	60.8	65.6	8.6	14.6	12.0	13.6	40.6	23.6	7.9	16.8
Local government	18.2	20.0	23.1	25.7	29.9	41.8	51.1	56.9	9.9	15.5	11.3	16.3	39.8	22.2	11.4	17.7
Public corporations	19.6	21.7	24.9	27.2	31.7	44.9	55.7	60.0	10.7	14.7	9.2	16.5	41.6	24.1	7.7	17.3
Public sector	14.4	16.4	18.2	20.9	24.5	32.7	39.9	45.0	13.9	11.0	14.8	17.2	33.5	22.0	12.8	17.7
Private sector	14.4	16.4	18.2	20.9	24.5	32.7	39.9	45.0	13.9	11.0	14.8	17.2	33.5	22.0	12.8	17.7
All industries and services	16.2	18.3	20.5	23.1	26.9	37.4	46.2	51.0	12.9	12.2	12.4	16.8	38.9	23.4	10.4	17.8

* Estimates are derived on a slightly different basis from that used in tables 1 to 3.

Note: Refer to note to table 1.

resulting estimates of movements in average earnings may be reasonably reliable.

This method has been used only for compiling the estimates given in table 4, including those for the whole of the public sector and the whole of the private sector. It was necessary to use it in order to obtain the sub-sector estimates within the public sector.

Method two (used in Tables 1 to 3)

More reliable sectoral estimates can however be made by making use of further information on the New Earnings Survey returns. The Survey documents list major (mainly national) collective agreements in the public and private sectors. For each employee in the sample, the employer reports which, if any, of these agreements affects the pay and conditions of employment of the employee, either

directly or indirectly. Relatively small numbers of employees in one sector are affected by agreements in the other sector. Even so, assumptions that all reported to be affected by a public sector agreement are employed in the public sector and all reported to be affected by a private sector agreement are employed in the private sector provide, in general, a much more reliable basis of allocation of these employees than the industrial classification. However, for the remaining employees not reported to be affected by any of the listed agreements, industrial classification remains the only available basis of allocation. Method two still contains an element of imprecision, but not to the same extent as method one.

This more reliable method has been used in the compilation of the estimates for the public and private sectors in tables 1 to 3.

Employers

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

If you're an employer in an Assisted Area, then we'd like to remind you about the Job Release Scheme.

This Scheme offers men aged 64 and women aged 59 on or before 31 March 1978, the chance to stop work up to a year before reaching statutory pensionable age. They now get more money too—£26.50 a week tax-free.

The point is, they can't take advantage of the Scheme without your agreement. And if you do agree to allow them to participate, then you must recruit people from the unemployed register to replace them—though not necessarily for the same jobs.



As a result of this Scheme, your employees have the chance to stop work a year early, which may give you the chance to do a bit of promoting. Above all, you'll be able to take on new staff. Doing that means you're also giving a job to someone who wants to work. Employees who wish to take part in the Job Release Scheme must apply by 31 March 1978. There'll be advertising in the national press to tell them about it.

Leaflets with full details of the Job Release Scheme are available from any Employment Office, Jobcentre or Unemployment Benefit Office.

Just ask for copies of the Job Release Scheme Leaflet.

Or ring 01-214 6403 or 01-214 6497 for information.

JOB RELEASE SCHEME

Department of Employment **DE**

Industrial disputes: international comparisons

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

The 1976 figures

In 1976, only four of the sixteen countries for which figures are available (Canada, Japan, Sweden and the United Kingdom) lost fewer days per 1,000 people employed than in the previous year. This was the second consecutive year that Japan, Sweden and the United Kingdom had lost fewer days per 1,000 people employed than in the previous year. In 1976 six countries out of the sixteen for which

information is available lost fewer days per 1,000 people employed than in the United Kingdom, and the remainder lost more.

The 5 and 10 year averages

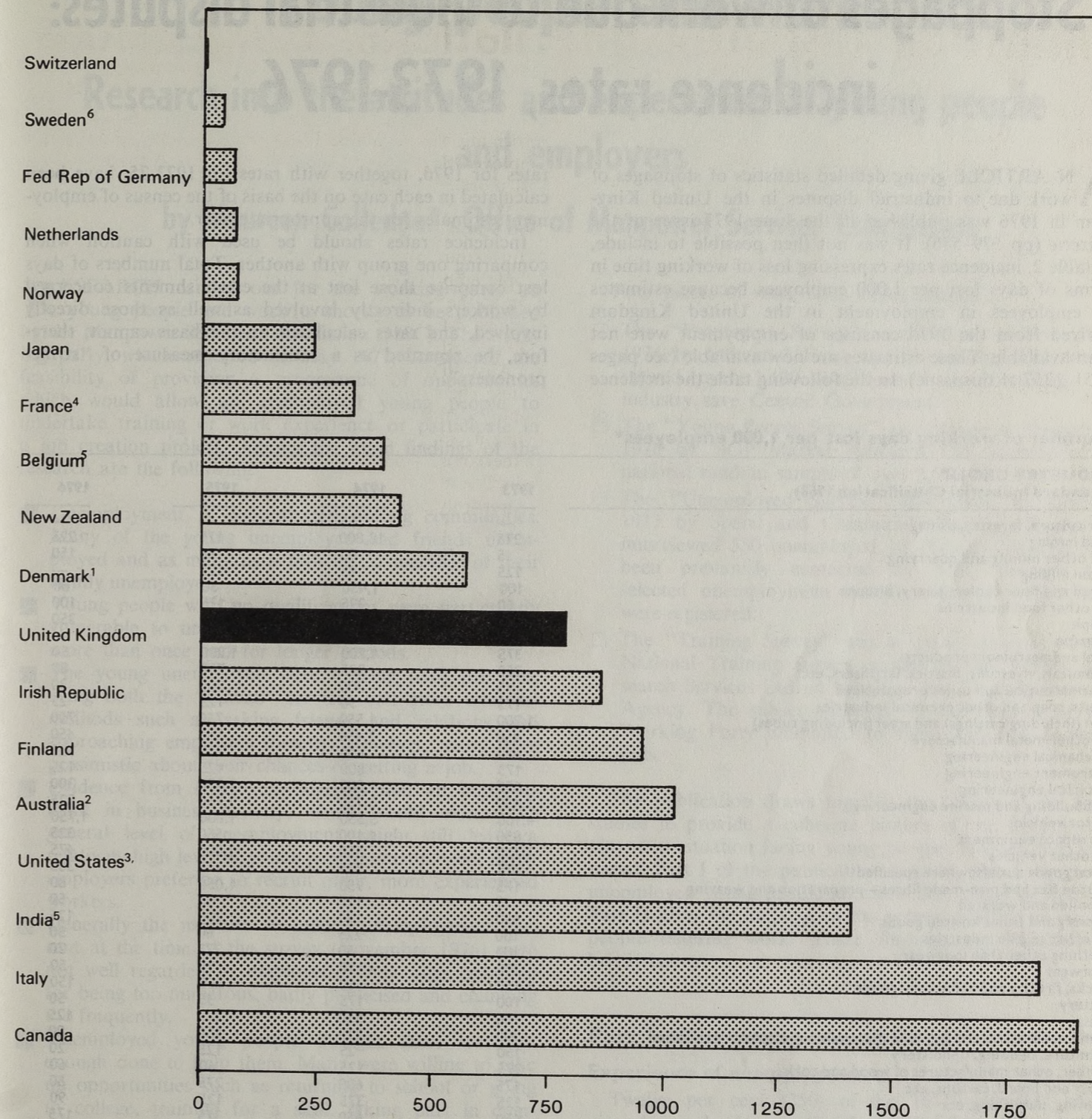
In all but five countries more days were lost per 1,000 people employed in the second five year period (1972-76) than in the first (1967-71). Those countries which have on average lost more days per 1,000 people employed than the UK in both the five year periods 1967-71 and 1972-76, are Australia, Canada, Finland, India, Italy and the United States. The countries which lost fewer days per 1,000 people employed than the UK in both five year periods include Belgium, Federal Republic of Germany, France, Japan, Netherlands, and Sweden. The 1976 figure for Belgium and India is not available. The statistics for Sweden before 1972 are not truly comparable with those for subsequent years, as only since 1972 have separate figures been available for the industry groups to which the table relates.

Days lost per 1,000 people employed

	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976†	Average for		
											5 years 67-71	5 years 72-76	10 years 67-76
Australia*	320	460	860	1,040	1,300	880	1,080	2,670	1,390	1,490	796	1,502	1,131
Belgium	90	230	100	830	720	190	520	340	340	(a)	394	348 (c)	373 (c)
Canada	1,200	1,670	2,550	2,190	800	1,420	1,660	2,550§	2,750§	2,270	1,682	2,130	1,906
Denmark||	20	20	80	170	30	40	4,440	330	190	390	64	1,078	571
Fed. Rep. of Germany	30	—	20	10	340	10	40	60	10	40	80	32	56
Finland	410	250	200	270	3,300	520	2,530§	470§	310§	1,310	886	1,028	957
France	430	(a)	200	180	440	300	330	250	390	420	313 (b)	338	327 (b)
India	1,270	1,150	1,270	1,440	1,100	1,300	1,330	2,480	1,430	(a)	1,346	1,635 (c)	1,419 (c)
Irish Republic	520	910	2,170	490	670	600	410§	1,250§	810	840	952	782	867
Italy	580	930	4,160	1,730	1,060	1,670	2,470§	1,800	1,640	2,200	1,692	1,956	1,824
Japan	100	160	200	200	310	270	210	450	390§	150	194	294	244
Netherlands	—	10	10	140	50	70	330	—	—	10	42	82	62
New Zealand	320	310	300	470	350	300	530	360	390§	940	350	504	427
Norway	10	10	—	70	10	—	10	490	10	60	20	114	67
Sweden**	—	—	30	40	240	10	10	30	20	10	62	16	39
Switzerland	—	—	—	—	10	—	0	—	—	20	—	—	—
United Kingdom	220	370	520	740	1,190	2,160	570	1,270	540	300	608	968	788
United States§§	1,430	1,590	1,390	2,210	1,600	860	750	1,480	990	1,190	1,644	1,054	1,349

* Including Electricity and Gas, excluding communication.
 † Preliminary figures.
 § Revised figures.
 || Manufacturing only.
 ** All industries included until 1971.
 †† Figures cover also electricity, gas and sanitary services.
 (a) Figures not available.
 (b) 1968 figure unavailable and not included in averages.
 (c) 1976 figure unavailable and not included in averages.
 Note: Where no figure is given the number of days lost per 1,000 employed is less than five.

Industrial disputes—how the United Kingdom compares Annual average number of working days lost per 1,000 employees 1967-76



- 1 Manufacturing only
- 2 Including electricity and gas, excluding communication
- 3 Figures cover also electricity, gas and sanitary services
- 4 1968 not included
- 5 1976 not included
- 6 All industries included up to 1971

Stoppages of work due to industrial disputes: incidence rates, 1973-1976

AN ARTICLE giving detailed statistics of stoppages of work due to industrial disputes in the United Kingdom in 1976 was published in the June 1977 issue of the *Gazette* (pp 579-586). It was not then possible to include, in table 2, incidence rates expressing loss of working time in terms of days lost per 1,000 employees because estimates of employees in employment in the United Kingdom derived from the 1976 censuses of employment were not then available. These estimates are now available (see pages 1351-1357 of this issue). In the following table the incidence

rates for 1976, together with rates for 1973-75, 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)	1973	1974	1975	1976
Agriculture, forestry, fishing	—	55	—	—
Coal mining	275	18,800	175	225
All other mining and quarrying	5	60	80	150
Grain milling	125	45	125	—
Bread and flour confectionery, biscuits	100	1,450	50	80
All other food industries	60	325	175	100
Drink	550	700	600	350
Tobacco	90	3,000	—	—
Coal and petroleum products	375	1,700	1,200	50
Chemicals, dyestuffs, plastics, fertilisers, etc	250	225	750	80
Pharmaceutical and toilet preparations	15	300	200	30
Paints, soap and other chemical industries	175	90	125	25
Iron (including castings) and steel (including tubes)	1,200	1,550	750	750
All other metal manufacture	450	2,450	550	450
Mechanical engineering	850	650	750	325
Instrument engineering	175	800	125	125
Electrical engineering	650	1,500	1,250	300
Shipbuilding and marine engineering	1,450	3,750	2,750	325
Motor vehicles	4,100	3,550	1,800	1,750
Aerospace equipment	850	1,100	550	325
All other vehicles	2,250	550	2,000	475
Metal goods not elsewhere specified	375	375	375	300
Cotton flax and man-made fibres—preparation and weaving	175	950	1,050	80
Woollen and worsted	25	125	45	50
Hosiery and other knitted goods	650	150	700	125
All other textile industries	100	225	60	50
Clothing other than footwear	100	50	275	70
Footwear	200	10	90	50
Bricks, fireclay and refractory goods	1,150	60	250	150
Pottery	100	175	35	50
Glass	100	850	275	125
Cement, abrasives and building materials not elsewhere specified	200	275	150	80
Furniture, bedding, upholstery	150	25	125	20
Timber, other manufactures of wood and cork	275	125	60	60
Paper and board, cartons, etc	175	600	275	50
Printing, publishing, etc	125	375	125	90
Other manufacturing industries	650	650	375	175
Construction	125	200	200	425
Gas, electricity, water	900	175	30	150
Railways	225	175	40	60
Road passenger transport	175	1,450	150	125
Road haulage contracting	175	750	50	125
Sea transport	20	35	150	125
Port and inland water transport	1,950	1,550	4,350	600
Other transport and communication	70	60	45	15
Distributive trades	5	40	25	5
Insurance, banking, finance and business services	—	5	—	5
Professional and scientific services	100	70	10	5
Miscellaneous services (entertainment, sport, catering, etc)	10	20	25	15
Public administration and defence	125	125	80	40
Total, all industries and services	325	650	275	150

* Working days lost accruing to stoppages in progress in each year, and not, as in table 7 of the article on pages 115-126 of the February 1976 *Gazette*, to stoppages beginning in each year.

Young people and work

Research into the attitudes and experiences of young people and employers

by Maureen Colledge* Office of Manpower Services Commission

RESearch carried out for the working party on young people and work is shortly to be published by the Manpower Services Commission (MSC). The working party, which reported in May 1977, considered the feasibility of providing a programme of opportunities which would allow all unemployed young people to undertake training or work experience or participate in a job creation project. Among the main findings of the research are the following:

- Unemployment is concentrated among communities. Many of the young unemployed had friends unemployed and as many as a fifth had a member of their family unemployed.
- Young people with no qualifications were particularly vulnerable to unemployment, and to be unemployed more than once and for longer periods.
- The young unemployed were looking hard for jobs, using both the "official" services and more informal methods such as asking friends and relations and approaching employers directly. However, many were pessimistic about their chances of getting a job.
- Evidence from employers suggests that an improvement in business activity, which would reduce the general level of unemployment, might still leave a relatively high level of young people unemployed, many employers preferring to recruit older, more experienced workers.
- Generally the measure to reduce unemployment current at the time of the survey (November 1976) were not well regarded by employers. They were criticised for being too numerous, badly publicised and changing too frequently.
- Unemployed young people thought there was not enough done to help them. Many were willing to take up opportunities such as returning to school or going to college, training for a skill, taking part in community service or moving home to find a job.

The research was designed to provide new and up-dated information on

- (a) the experience and attitudes of young people to school, work and the training for it, and unemployment;
- (b) employers; recruitment practices and attitudes to young people; and
- (c) the attitudes of young people and employers to schemes designed to help the young unemployed.

Four pieces of work were commissioned:

- The "Employers Survey", undertaken in November 1976 by Industrial Facts and Forecasting Ltd, interviewed over 1,100 employers from all sectors of industry save Central Government.
- The "Young People Survey", undertaken in November 1976 by NOP Market Research Ltd, interviewed a national random sample of over 3,000 16-19-year-olds.
- The "Unemployed Survey", undertaken in January 1977 by Social and Community Planning Research, interviewed 550 unemployed 16-18-year-olds who had been previously contacted by MSC through ten selected unemployment benefit offices at which they were registered.
- The "Training Survey" was a special analysis of the National Training Survey carried out in 1975 by Research Services Ltd on behalf of the Training Services Agency. The subset analysed for the purpose of the Working Party amounted to some 7,000 16-24-year-olds.

The publication draws together the results of the four studies to provide a coherent picture of the current employment situation facing young people. Divided into two parts: Part I of the publication describes the findings on unemployed young people and how they could be helped; Part II gives the findings on the general position of young people entering work. These findings are summarised briefly below.

Part I—The young unemployed

Experience of unemployment

Twelve per cent (250) of the 16-19-year-olds interviewed for the Young People Survey were unemployed. Rates of unemployment were highest among the 16- and 17-year-olds and, in November 1976, 41 per cent of unemployed 16-19-year-olds had not had a job, reflecting the increased difficulties faced by school leavers.

The family backgrounds of the young unemployed showed that a disproportionate number came from families in the C2-DE social classes (80 per cent compared with 70 per cent of the employed and 41 per cent of those in

* The surveys described were analysed in OMSC by Maureen Colledge, Geoff Llewellyn and Vernon Ward.

education) and had fathers employed in manual occupations. A high incidence was found in the Unemployed Survey of unemployment among friends and other members of the family. Seventy-nine per cent had friends unemployed, 14 per cent had fathers unemployed, 21 per cent had a brother or sister unemployed and 19 per cent lived in households where no one was in full-time work.

Many of the unemployed young people had had little success at school and, despite saying they enjoyed their last two years, most had left at the earliest opportunity. Less than a third had been advised to stay on. Just over half (53 per cent) of those in the Unemployed Survey left school with no qualifications and the majority of the rest left with only CSE of lower than grade 1. A few had special difficulties. For example, five per cent of those in the Unemployment Survey had attended a school for handicapped or ESN pupils in their last two years at school.

The national unemployment statistics show the length of time young people spend unemployed has increased, although average duration is still less than for older age groups. The surveys provide evidence of a strong relationship between lack of qualifications and frequency and length of time unemployed. For example, in the Unemployed Survey 61 per cent of those with no qualifications had been unemployed for more than six months, compared with 49 per cent of those with CSEs less than grade 1 and 43 per cent of those with GCE "O" level or equivalent.

The unemployed were looking hard for jobs, and using a variety of means. The majority had applied for six or more jobs and very few (7 per cent in the Unemployed Survey and 12 per cent for the unemployed in the Young People Survey) had been offered a job but turned it down. While 42 per cent of those in the Unemployed Survey said they expected to find a job easily at the start only 16 per cent did at the time of the interview.

The causes of youth unemployment

The working party wished to know to what extent youth unemployment was influenced by the general level of unemployment and would fall as the general picture improved, and to what extent it had been worsening steadily irrespective of the general level of unemployment and might remain high when employment prospects generally improved. Evidence from employers suggested that youth unemployment is part of the general employment problem but that an upturn in the economy, which would help reduce the general level of unemployment, might still leave many young people unemployed.

Most employers said they recruited as required for all types of jobs, the level of business and the replacement of staff being the main reasons for recruiting as required. No single important reason other than the level of business activity emerged that had affected 1976 recruitment patterns. This suggests youth unemployment is part of the general unemployment problem caused by low levels of business activity. However, asked what they would do in the event of an increase in business of 10-15 per cent it seems that while 75 per cent would have to recruit staff the majority would prefer to recruit experienced workers. Coupled with the more general criticisms employers make of young people as recruits and their preferences for

other recruits (described later) this suggests some young people may find difficulties in getting jobs even if an upturn occurs.

Attitudes towards Government measures to help the young unemployed

Employers did not have a high regard for the existing Government measures to aid young people, claiming that they were too numerous, badly publicised and changing too frequently. They thought the most useful scheme was the Work Experience Programme with its emphasis on increasing young people's knowledge of work.

Unemployed young people generally thought there was not enough done to help them. Over half were willing to go back to school or on to college, 40 per cent said there was some training they wanted to do and over half, especially the girls, were willing to undertake community or voluntary work. Forty per cent said they would be prepared to move if a job were offered to them in another part of the country. However, others showed a reluctance to take up such offers of help, sometimes for financial or social reasons but sometimes for reasons which indicate an alienation from "official" schemes and the institutions they involve.

Asked to rate features of Government training or work experience schemes, young unemployed people consistently chose as the most important the opportunities:

- (a) to learn a skill for a job which they had already chosen;
- (b) for on-the-job training;
- (c) for help from a sympathetic supervisor; and
- (d) for instruction in how to make a good impression on an employer.

Part II—From school to work

Education and the preparation of young people for work

Many young people in their last few years at school said they were apprehensive about their prospects of getting a job when they left. For those who had left, experience of work while at school was thought to have been useful in getting a job or while working. However, most young people only gained such experience through their own efforts; few (12 per cent) mentioned experiencing work through programmes arranged by their schools.

The last few years at school are a time when young people form their ideas about work, and when receipt of information and advice can be an important influence. The majority of young people interviewed had received help and advice from a careers teacher, careers officer and their parents, and most found the help useful. For the unemployed, parental advice was more important than that from careers teacher or careers officer.

Two-thirds of employers thought young job applicants were not well briefed about the job, the firm or how to behave at an interview. Employers at head offices were generally critical of the relationship between school or work, feeling many people in education regard industry as "second best". They wanted a higher priority to be given to careers education, and more information given to schoolchildren about work. They said they were willing

to develop stronger links with schools but realised there are prejudices, on both sides, to be overcome first.

Recruitment

Willingness and attitude to work were the main criteria by which employers judged recruits, although those applying for skilled manual and non-manual jobs are expected to have a good basic standard of education. Although nearly half the employers thought there was no difference between young people and other recruits on these aspects, those that did see a difference were more likely to think young people compared unfavourably.

Employers said they turned down young applicants because of their attitude and personality, their appearance and manners, and their lack of basic education. A third of employers thought the calibre of young applicants had declined over the last five years, especially among those applying to skilled manual jobs. Given a choice of recruits, many employers preferred others to young people, especially if they can upgrade existing staff or recruit experienced workers or housewives.

Where the age of the recruit was immaterial, employers made little use of the Careers Service, though they did use it specifically for recruiting young people, especially to skilled manual and non-manual jobs. However, it seems many jobs at the semi- and unskilled level which would be suitable for young people are not registered by employers with the Careers Service.

Young people at work

About a third of employed young people in the surveys worked in manufacturing industries, with distribution, transport, communication and the other services sector accounting for substantial numbers. Nearly two-fifths of the boys entered apprenticeships and a similar number of girls entered clerical jobs. The type of job a young person gets is clearly linked to his or her qualifications.

Young people are known to change jobs more frequently than older workers, perhaps because they are "job shopping"—trying out jobs to improve satisfaction and prospects. Little evidence emerged of job dissatisfaction among young people in the surveys, even among those whose jobs might be thought to be less interesting. The most frequent job changers were those now unemployed, and for these young people many of their moves had been made involuntarily, had resulted in a "downgrading" in type of job and, when made voluntarily, had been moti-

vated by a desire to improve pay and conditions, possibly as compensation for the less interesting nature of their jobs.

Training

Two-thirds of employers said they gave induction to new recruits, though only just over a third, mainly the larger firms, said they gave an induction specifically geared to young people.

Evidence from young people interviewed in the surveys suggests over 200,000 young people entering work each year receive no formal training. A third of the 16-24-year-olds said they had received no formal training and two-thirds no further education, though most young people receive some help and assistance in learning their jobs—mainly through watching others and being taught or helped. Girls and those with no qualifications were least likely to receive training.

Skilled manual jobs stand out as providing systematic training, usually in the form of an apprenticeship combined with day or block release. Young people employed in small establishments were much less likely to undertake apprenticeships and more likely to receive no training at all.

Very few young people had tried to get training and failed and few had been offered and rejected training. The majority said they would be willing to undertake training if it was offered to them, and a quarter wanted to train for a different job. The benefits of training were seen as increased earnings, help in getting a better job and greater interest in, and satisfaction from, the job.

These and other findings are discussed in some detail in the publication. Their immediate use was to guide and inform the thinking of the working party in devising the new programme of opportunities for young people. This programme, due to begin in April 1978, will replace the present arrangements with a larger but more co-ordinated set of opportunities, consisting of courses to prepare young people for work and of different forms of work experience. However, the surveys contain material which is informative and valuable in its own right and will be of interest to all involved in helping young people find and settle down in work. They are published as one of a series of papers by the MSC on major manpower issues.

Further details on the "Young people and work" can be obtained from Mr G. Llewellyn, Special Programme Division, Office of Manpower Services Commission, Selkirk House, 166 High Holborn, London WC1V 6PF.

Unemployed minority group workers

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

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

Unemployed persons born in, or whose parent or parents were born in, certain countries of the Commonwealth and Pakistan; November 10 1977

	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West§	North	Wales	Scotland	Great Britain§
Total (all listed countries):	24,812	358	1,029	12,009	4,699	4,263	4,844	371	268	447	53,100
Total expressed as percentage of all persons unemployed	7.3	1.0	0.9	9.1	5.9	3.5	2.2	0.3	0.3	0.2	3.7
Area of origin											
East Africa*											
Males	2,237	38	35	733	750	168	339	17	37	17	4,371
Females	1,382	26	26	502	598	58	220	5	8	5	2,830
Other Africa*											
Males	1,639	9	43	150	85	77	267	25	9	26	2,330
Females	570	4	37	83	39	42	91	4	2	5	877
West Indies†											
Males	6,898	71	443	2,281	463	481	714	21	27	4	11,403
Females	2,920	42	125	1,393	177	215	187	1	7	1	5,068
India											
Males	3,143	28	101	2,227	1,202	631	1,033	66	31	89	8,551
Females	1,792	20	44	1,793	510	259	289	27	5	30	4,769
Pakistan											
Males	1,371	78	94	1,813	582	1,743	1,120	142	70	169	7,182
Females	380	19	12	230	93	273	209	15	27	40	1,298
Bangladesh											
Males	552	9	12	403	76	170	193	13	18	14	1,460
Females	69	1	3	23	16	11	14	1	2	5	145
Other Commonwealth territories‡											
Males	1,455	9	45	300	87	103	128	26	16	39	2,208
Females	404	4	9	78	21	32	40	8	9	3	608
Persons born in UK of parents from listed countries (included in figures above)											
Males	1,396	24	96	635	173	152	263	27	10	29	2,805
Females	831	17	65	566	81	98	119	17	9	24	1,827
TOTAL (all listed countries):											
August 11, 1977	28,853	473	1,010	14,979	5,615	4,717	5,583	458	263	487	62,438
May 12, 1977	23,351	385	916	11,602	4,034	3,419	4,074	297	181	332	48,591
February 10, 1977	24,378	367	964	11,615	4,055	3,521	4,061	347	183	306	49,797
November 11, 1976||											
August 12, 1976	28,115	411	1,143	14,625	5,095	4,073	4,736	340	255	277	59,070

* The figures for East Africa relate to Kenya, Tanzania (formerly Tanganyika and Zanzibar) and Uganda.

† The other Commonwealth countries in Africa (shown as Other Africa) include: Botswana; Gambia; Ghana; Lesotho; Malawi (formerly Nyasaland); Mauritius; Nigeria (Federation of); St. Helena, including Ascension Island and Tristan da Cunha; Seychelles; Sierra Leone; Rhodesia; Swaziland and Zambia (formerly Northern Rhodesia).

‡ The Commonwealth Countries in West Indies include: Bahamas; Barbados; Bermuda; Belize (formerly British Honduras); British Virgin Islands; Cayman Islands; Guyana; Jamaica; Leeward Islands; (Antigua (including Barbuda) and Montserrat); St. Christopher (St. Kitts)—Nevis and Anguilla; Trinidad and Tobago; Turks and Caicos Islands and Windward Islands (Dominica; Grenada; St. Lucia and St. Vincent).

§ Other Commonwealth territories include: British Antarctic Territory; British Solomon Islands Protectorate; Brunei; Sri Lanka (formerly Ceylon); Christmas Island (Indian Ocean); Cocos (Keeling) Island; Cook Islands; Falkland Islands; Fiji; Gilbert and Ellice Islands (including Phoenix, Line and Ocean Islands); Hong Kong; Malaysia; Nauru; New Guinea; New Hebrides Condominium; Niue Islands; Norfolk Islands; Papua; Pitcairn Islands; Singapore; Tokelau Islands and Tonga.

|| Excludes figures for unemployed young persons in Liverpool which are not available.

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

Accidents at work

Second quarter 1977

BETWEEN April 1 and June 30 1977 59,087 accidents at work, of which 89 were fatal, were notified to HM Factory Inspectorate. These included 50,224 (48 fatal) involving persons engaged in factory processes, 7,752 (37 fatal) to persons engaged on building operations and works of engineering construction, 931 (3 fatal) in work at docks, wharves and quays other than shipbuilding, and 180 (1 fatal) in inland warehouses.

Table 1 analyses all fatal and non-fatal accidents according to the area in which they were notified, and table 2 is an analysis of the accidents by process.

Accident notification

An accident occurring in a place subject to the Factories Act is notified to HM Factory Inspectorate if it causes either loss of life or disables an employed person for more than three days from earning full wages from the work on which he was employed. For statistical purposes each injury or fatality is recorded as one accident.

Recent annual reports of HM Chief Inspector of Factories have drawn attention to the various limitations of accident statistics based on a given length of absence from work. These views are supported in the report of the Committee on Safety and Health at Work (see the *Gazette*, July 1972, page 611). A relevant discussion is contained in an explanatory note on accidents notified under the Factories Act obtainable from the Health and Safety Executive, Statistical Services Branch SSB2, Baynards House, Chepstow Place, London W2 4TF.

Table 1 Factory accidents—summary of accidents

Area	Quarter ended June 1977	
	Fatal accidents	Total accidents
South West	2	2,576
South	2	2,326
South East	1	1,887
London North West	2	1,480
London North East	—	1,538
London South	2	1,181
East Anglia	4	1,951
Northern Home Counties	4	1,693
East Midlands	—	1,891
West Midlands	7	3,639
Wales	8	4,173
Marches	3	2,368
North Midlands	4	3,059
South Yorkshire and Humberside	6	4,200
West and North Yorkshire	7	3,428
Greater Manchester	2	3,477
Merseyside	6	3,979
North West	4	2,525
North East	8	5,048
Scotland East	8	2,991
Scotland West	9	3,472
Thames House*	—	74
Chapel Street*	—	42
Liverpool*	—	89
Total	89	59,087

* Reported to Nuclear Installations Inspectorate under the Factories Act.

B * *

Table 2 Fatal and non-fatal accidents in Great Britain by process

Process	Quarter ended June 1977	
	Fatal accidents	Total accidents
Textile and connected processes		
Cotton spinning processes		467
Cotton weaving processes		350
Weaving of narrow fabrics		63
Woollen spinning processes	1	261
Worsted spinning processes		236
Weaving of woollen and worsted cloths		63
Flax, hemp and jute processing		125
Hosiery, knitted goods and lace manufacture		282
Carpet manufacture	2	240
Rope, twine and net making		27
Other textile manufacturing processes		171
Textile, bleaching, dyeing, printing and finishing		360
Job dyeing, cleaning and other finishing		21
Laundries		95
Total	3	2,761
Clay, minerals, etc		
Bricks, pipes and tiles		316
Pottery		360
Other clay products		158
Stone and other minerals		125
Lime		150
Cement		96
Asphalt and bitumen products		13
Boiler insulation materials		12
Tile slabbing		3
Articles of cast concrete and cement, etc		240
Total	—	1,473
Metal processes		
Iron extraction and refining	2	426
Iron conversion	4	797
Aluminium extraction and refining		247
Magnesium extraction and refining		16
Other metals, extraction and refining	1	288
Metal rolling:		
Iron and steel	1	876
Non-ferrous metals	1	167
Tin and terne plate, etc, manufacture		95
Metal forging		415
Metal drawing and extrusion	1	501
Iron founding	1	1,467
Steel founding	1	336
Die casting		149
Non-ferrous metal casting		333
Metal plating		81
Galvanising, tinning, etc		47
Enamelling and other metal finishing		92
Total	12	6,333
General engineering		
Locomotive building and repairing		295
Railway and tramway plant manufacture and repair		276
Engine building and repairing		635
Boiler making and similar work		422
Constructional engineering		849
Motor vehicle manufacture	1	2,088
Non-power vehicle manufacture	1	281
Vehicle repairing	2	1,888
Shipbuilding and shipbreaking:		
Work in shipyards and dry docks	3	1,476
Work in wet docks or harbours		31
Aircraft building and repairing		323
Machine tool manufacture		329
Miscellaneous machine making	1	2,100
Tools and implements		514
Miscellaneous machine repairing and jobbing engineering		1,065
Industrial appliances manufacture		703
Sheet metal working	2	932
Metal pressing		545
Other metal machining	1	724
Miscellaneous metal processes (not otherwise specified)	1	1,121
Miscellaneous metal manufacture (not otherwise specified)		1,003
Railway running sheds		2
Cutlery		27
Silverware and stainless substitution for silver		11
Iron and steel wire manufacture		166
Wire rope manufacture		63
Total	12	17,869

Accidents at work—Second quarter 1977

Process	Fatal accidents	Total accidents	Process	Fatal accidents	Total accidents
Electrical engineering			Miscellaneous		
Electrical motor, generator, transformer and switchgear manufacture and repair		715	Electrical stations	1	644
Electrical accumulator and battery manufacture and repair		116	Plant using atomic reactors		145
Radio and electronic equipment and electrical instrument manufacture and repair		607	Other use of radioactive materials		7
Radio, electronic and electrical component manufacture		316	Tobacco		169
Cable manufacture		339	Tanning		150
Electric light bulb and radio valve manufacture and repair	1	113	Manufacture and repair of articles made from leather (not otherwise specified)		25
Other electrical equipment manufacture and repair		542	Manufacture and repair of articles mainly of textile materials (not otherwise specified)		88
Total	1	2,748	Rubber		965
Wood and cork working processes			Linoleum		20
Saw milling for home grown timbers	1	283	Cloth coating		54
Saw milling for imported timbers	1	55	Manufacture of articles from plastics (not otherwise specified)		909
Plywood manufacture		16	Glass	1	685
Chip and other building board manufacture		51	Fine instruments, jewellery, clocks and watches, other than high precision work		177
Wooden box and packing case making	1	105	Upholstery, making up of carpets and of household textiles	1	127
Coopering		48	Abrasives and synthetic industrial jewels		52
Wooden furniture manufacture and repair		355	General assembly and packing (not otherwise specified)		169
Spraying and polishing of wooden furniture		12	Processes associated with agriculture		42
Engineers' pattern making		29	Match and firelighter manufacture		13
Joinery	1	624	Water purification		73
Other wood and cork manufacture and repair		264	Factory processes not otherwise specified	1	459
Total	4	1,842	Total	4	4,973
Chemical industries			Total, all factory processes	48	50,224
Heavy chemicals	1	400	Construction processes under Section 127 of Factories Act 1961		
Fine and pharmaceutical chemicals	1	425	Building operations		
Other chemicals		480	Industrial building:		
Synthetic dyestuffs		101	Construction	10	1,080
Oil refining		235	Maintenance	6	268
Explosives		132	Demolition		50
Plastic material and man-made fibre production		425	Commercial and public building:		
Soap, etc		112	Construction	5	1,071
Paint and varnish		198	Maintenance		381
Coal gas		54	Demolition		23
Coke oven operation	1	210	Blocks of flats:		
Gas and coke oven works by-product separation		41	Construction		169
Patent fuel manufacture		43	Maintenance		80
Total	3	2,856	Demolition		2
Wearing apparel			Dwelling houses:		
Tailoring		200	Construction	2	1,426
Other clothing		319	Maintenance	1	819
Hatmaking and millinery		10	Demolition		28
Footwear manufacture		169	Other building operations:		
Footwear repair		5	Construction	2	415
Total		703	Maintenance	1	244
Paper and printing trades			Demolition		27
Paper making	1	776	Total	27	6,083
Paper staining and coating		171	Works of engineering construction operations at:		
Cardboard, paper box and fibre container manufacture	1	379	Tunnelling, shaft construction, etc	1	93
Bag making and stationery		196	Dams and reservoirs (other than tunnelling)		27
Printing and bookbinding	1	644	Bridges, viaducts and aqueducts (other than tunnelling)		76
Engraving		10	Pipe lines and sewers (other than tunnelling)	3	337
Total	3	2,176	Docks, harbours and inland navigations		34
Food and allied trades			Waterworks and sewage works (other than tunnelling)	2	88
Flour milling		93	Work on steel and reinforced concrete structures		18
Coarse milling		155	Sea defence and river works	1	22
Other milling	1	49	Work on roads or airfields	2	635
Bread, flour confectionery and biscuits		1,126	Other works	1	339
Sugar confectionery		452	Total	10	1,669
Food preserving		1,017	Total, all construction processes	37	7,752
Milk processing		420	Processes under Section 125 of Factories Act 1961		
Edible oils and fats		104	Work at docks, wharves and quays (other than ship-building)	3	931
Sugar refining		136	Work at inland warehouses	1	180
Slaughter houses	1	354	Total	4	1,111
Other food processing	3	1,566	GRAND TOTAL	89	59,087
Alcoholic drink	1	820			
Non-alcoholic drink		198			
Total	6	6,490			

Annual census of employment: June 1976

Great Britain: regional analysis by industry

United Kingdom: industrial analysis

THE FIRST RESULTS of the annual census of employment for June 1976, conducted by the Department of Employment, were published in the November issue of *Employment Gazette* at pages 1206–1213. Information was shown for Great Britain as a whole analysed by Minimum List Headings of the Standard Industrial Classification. Table 1 shows similar information for the standard regions.

A similar census was conducted in Northern Ireland by the Department of Manpower Services, and in table 2 the figures for Great Britain and Northern Ireland have been combined to provide figures for the United Kingdom as a whole.

Table 1 Employees in employment at June 1976: regional analysis by industry

THOUSANDS

Industry (Standard Industrial Classification 1968)	REGION											Great Britain	
	Greater London	Rest of South East	Total	East Anglia	South West ††	West Midlands	East Midlands ††	Yorkshire and Humberside ††	North West ††	North ††	Wales		Scotland
Total, all industries and services†													
Males, full-time	2,070.2	1,906.3	3,976.5	380.1	839.3	1,265.9	850.8	1,136.1	1,472.9	735.1	584.9	1,151.9	12,398.1
Males, part-time*	126.5	140.3	266.8	24.4	54.9	59.5	49.2	54.6	70.3	33.8	27.0	57.8	698.7
All males	2,196.7	2,046.6	4,243.3	404.5	894.2	1,325.4	900.0	1,190.7	1,543.1	769.0	611.9	1,209.8	13,096.8
Females, full-time	991.6	815.6	1,807.2	150.3	349.3	511.6	356.3	436.6	661.1	294.2	241.6	555.7	5,365.8
Females, part-time*	521.1	675.1	1,196.3	114.7	270.1	349.1	240.4	340.2	433.4	191.6	141.8	305.6	3,585.1
All females	1,512.7	1,490.8	3,003.5	265.0	619.4	860.7	596.8	776.8	1,094.5	485.8	383.4	861.3	8,950.9
Total, males and females	3,709.4	3,537.4	7,246.8	669.5	1,513.6	2,186.1	1,496.8	1,967.5	2,637.7	1,254.7	995.3	2,071.0	22,047.7
Total, Index of Production industries	1,028.2	1,308.5	2,336.7	251.4	553.9	1,141.4	760.7	937.3	1,194.5	603.4	432.2	843.5	9,056.1
Total, all manufacturing industries	794.0	1,057.1	1,851.0	195.8	419.9	978.7	587.1	711.3	1,005.7	438.1	302.7	607.8	7,098.6
Agriculture, forestry, fishing†	1.9	77.3	79.2	42.5	49.4	31.7	35.4	34.3	17.7	16.4	26.2	48.7	381.6
Agriculture and horticulture†	1.8	74.9	76.7	40.8	48.0	31.2	35.0	29.9	16.9	15.3	24.6	41.6	360.1
Forestry	**	**	**	0.8	1.1	**	**	0.4	**	0.8	**	4.6	12.6
Fishing	**	**	**	0.9	0.2	**	**	4.0	**	0.4	**	2.4	8.9
Mining and quarrying	3.7	8.1	11.8	2.5	11.2	26.0	71.2	82.1	14.7	49.6	41.2	35.3	345.6
Coal mining	1.8	3.5	5.4	**	**	23.4	66.1	78.9	12.3	45.7	37.9	27.8	297.5
Stone and slate quarrying and mining	**	**	**	0.1	3.8	**	2.7	1.3	**	1.8	2.7	2.2	16.7
Chalk, clay, sand and gravel extraction	0.5	3.6	4.2	1.3	5.7	1.5	1.4	1.5	0.8	**	**	**	18.3
Petroleum and natural gas	**	**	1.5	1.0	**	**	**	**	**	**	**	4.2	7.2
Other mining and quarrying	**	**	**	**	**	**	**	**	0.7	1.7	**	**	5.9
Food, drink and tobacco	86.3	72.4	158.7	40.4	58.4	54.9	49.5	82.6	104.8	31.6	19.0	90.8	690.6
Grain milling	3.2	3.5	6.7	0.9	1.6	**	2.6	1.4	4.8	0.7	**	1.4	21.2
Bread and flour confectionery	10.6	10.8	21.4	2.5	7.8	9.8	6.2	11.1	17.1	7.2	4.3	12.3	99.7
Biscuits	8.3	2.9	11.2	**	1.7	**	1.7	3.4	13.1	**	**	7.2	41.6
Bacon curing, meat and fish products	8.0	8.3	16.4	10.2	9.2	6.9	7.8	15.0	13.0	3.8	2.0	16.7	101.1
Milk and milk products	9.4	6.0	15.3	1.3	10.8	5.6	3.5	4.5	5.1	3.5	3.4	4.8	57.9
Sugar	3.3	0.5	3.7	**	**	**	**	**	**	**	**	**	11.5
Cocoa, chocolate and sugar confectionery	5.9	6.8	12.7	2.5	4.5	10.5	2.4	21.7	8.9	1.9	2.0	3.1	70.2
Fruit and vegetable products	6.1	5.2	11.3	10.8	1.7	3.0	8.0	9.0	7.8	3.5	0.4	4.7	60.2
Animal and poultry foods	0.6	2.7	3.4	2.9	3.6	1.4	4.2	3.4	3.2	0.6	0.3	3.0	25.8
Vegetable and animal oils and fats	**	**	1.3	**	**	0.5	**	1.6	2.9	**	**	0.6	7.4
Food industries not elsewhere specified	6.6	8.9	15.6	2.1	1.2	1.3	1.1	1.7	7.3	**	**	2.2	33.9
Brewing and malting	13.0	7.1	20.1	2.4	4.6	9.6	2.5	6.7	9.6	4.7	2.5	5.0	67.8
Soft drinks	5.8	2.7	8.5	0.9	1.6	2.9	1.3	2.1	3.7	1.8	0.9	3.8	27.6
Other drink industries	3.2	2.0	5.2	**	1.8	**	**	**	**	**	**	21.8	31.9
Tobacco	**	**	5.9	**	**	**	**	**	**	**	**	**	32.9
Coal and petroleum products	2.5	8.2	10.7	**	0.2	1.5	2.3	4.6	7.1	2.7	5.5	2.8	37.4
Coke ovens and manufactured fuel	**	**	**	**	**	**	**	3.5	**	**	**	**	11.0
Mineral oil refining	**	**	8.5	**	**	**	**	**	**	**	**	2.8	19.3
Lubricating oils and greases	1.5	**	**	**	**	0.9	**	**	2.3	0.1	**	**	7.1

Table 1 Employees in employment at June 1976: regional analysis by industry (continued) THOUSANDS

Industry (Standard Industrial Classification 1968)	REGION												
	South East††			East Anglia	South West ††	West Midlands	East Midlands ††	Yorkshire and Humberside††	North West ††	North ††	Wales	Scotland	Great Britain
	Greater London	Rest of South East	Total										
Chemicals and allied industries	49.1	74.5	123.6	10.5	15.8	19.1	25.0	34.1	96.4	51.2	16.3	28.6	420.7
General chemicals	8.4	11.2	19.6	2.1	4.4	6.4	3.1	9.8	41.8	31.2	6.0	7.5	131.9
Pharmaceutical chemicals and preparations	12.4	22.3	34.7	**	1.0	**	8.9	2.2	12.4	**	2.0	3.3	70.5
Toilet preparations	5.3	9.1	14.4	**	2.0	**	2.2	1.7	0.7	**	**	**	23.1
Paint	6.8	3.5	10.2	1.2	0.6	2.5	0.7	2.1	5.5	2.4	0.4	0.9	26.5
Soap and detergents	2.1	1.4	3.5	**	**	0.4	2.1	0.5	8.7	1.5	**	**	17.2
Synthetic resins and plastics materials and synthetic rubber	3.0	8.0	11.0	2.2	3.3	4.7	2.5	1.7	10.1	8.4	3.7	3.4	51.0
Dyestuffs and pigments	1.0	0.4	1.4	**	**	1.3	**	8.7	5.7	1.5	**	**	21.9
Fertilizers	0.4	0.9	1.3	1.7	2.3	0.2	**	2.2	2.1	**	**	1.2	11.7
Other chemical industries	9.7	17.8	27.5	1.6	1.9	3.5	4.6	5.1	9.4	0.9	3.2	9.1	66.8
Metal manufacture	13.0	17.2	30.1	2.3	6.8	116.3	38.9	91.8	20.3	46.9	76.5	39.1	469.1
Iron and steel (general)	2.2	3.2	5.4	**	**	24.1	6.6	70.2	6.4	36.3	61.6	20.3	232.6
Steel tubes	0.8	1.7	2.4	**	0.8	18.3	15.9	**	0.8	3.0	1.9	5.7	50.5
Iron castings, etc.	0.8	4.1	4.9	0.3	1.8	25.7	14.4	10.8	3.4	3.3	3.1	7.9	75.6
Aluminium and aluminium alloys	3.2	4.9	8.1	**	1.0	19.0	1.1	**	3.1	2.3	7.4	3.8	47.6
Copper, brass and other copper alloys	1.4	1.2	2.6	**	1.2	23.2	**	6.2	4.5	1.3	0.4	**	41.3
Other base metals	4.6	2.1	6.7	**	**	6.1	**	2.3	2.0	0.6	2.1	**	21.5
Mechanical engineering	82.5	145.8	228.3	28.8	61.8	123.3	84.4	91.3	116.1	66.2	26.5	91.7	918.6
Agricultural machinery (except tractors)	**	**	5.6	7.0	2.4	3.7	1.4	2.5	1.5	**	**	3.5	28.8
Metal-working machine tools	3.5	9.5	13.0	1.3	3.6	19.9	5.4	8.4	4.0	3.8	0.9	2.6	62.9
Pumps, valves and compressors	4.0	15.5	19.4	3.3	11.7	9.6	4.6	8.8	8.6	2.7	2.5	12.1	83.3
Industrial engines	0.5	5.2	5.8	**	**	4.2	6.4	**	**	**	**	**	29.0
Textile machinery and accessories	**	**	0.8	**	**	**	4.3	5.7	12.0	**	**	1.2	26.6
Construction and earth-moving equipment	1.1	4.6	5.8	2.0	3.0	4.2	8.8	1.9	5.4	3.6	1.8	6.1	42.5
Mechanical handling equipment	6.6	10.7	17.2	0.5	3.4	7.7	7.1	4.8	7.2	3.7	1.4	5.2	58.3
Office machinery	8.9	5.2	14.1	**	**	**	**	0.4	**	0.4	**	5.4	23.9
Other machinery	24.4	37.8	62.2	7.0	12.8	19.7	19.5	23.2	31.6	12.2	5.1	17.4	210.6
Industrial (including process) plant and steelwork	14.9	14.8	29.7	2.5	4.8	24.9	8.5	12.6	19.7	25.1	7.5	27.2	162.6
Ordnance and small arms	**	**	3.1	**	**	5.0	**	**	4.3	**	**	**	21.1
Other mechanical engineering not elsewhere specified	15.8	35.9	51.7	3.6	14.0	22.5	15.8	20.3	15.9	9.4	6.1	9.8	169.0
Instrument engineering	29.2	44.2	73.4	5.5	16.9	6.4	5.1	4.8	10.8	4.9	3.6	16.2	147.7
Photographic and document copying equipment	1.9	4.8	6.6	**	**	**	**	**	**	**	**	**	11.7
Watches and clocks	1.9	0.3	2.2	**	0.6	**	**	**	**	**	**	**	7.0
Surgical instruments and appliances	7.3	7.5	14.8	**	**	1.9	**	2.6	2.2	0.6	1.5	**	28.0
Scientific and industrial instruments and systems	18.1	31.7	49.9	4.0	10.9	4.2	3.9	2.0	8.4	3.2	1.4	7.7	95.5
Electrical engineering	127.9	160.2	288.0	18.8	39.1	101.0	37.8	25.7	94.1	46.4	30.3	48.6	729.9
Electrical machinery	7.6	16.3	23.9	3.8	10.0	32.8	12.3	11.4	17.2	12.8	3.2	7.0	134.5
Insulated wires and cables	8.6	6.3	14.9	**	0.4	3.8	1.5	0.3	18.9	2.1	1.8	**	44.8
Telegraph and telephone apparatus and equipment	15.0	7.2	22.2	**	1.1	15.4	**	**	9.9	**	4.6	3.5	73.6
Radio and electronic components	19.7	33.1	52.8	5.2	12.2	8.0	6.4	2.5	12.5	7.1	5.8	12.1	124.6
Broadcast receiving and sound reproducing equipment	18.6	12.1	30.7	3.2	4.9	**	**	2.7	1.7	**	**	**	52.0
Electronic computers	5.7	15.5	21.2	**	1.3	**	**	**	8.3	**	**	6.3	42.2
Radio, radar and electronic capital goods	22.2	41.5	63.6	2.4	3.8	2.3	3.4	0.8	3.5	1.1	1.7	6.5	89.2
Electric appliances primarily for domestic use	7.0	11.4	18.4	2.9	2.1	6.9	0.6	2.9	6.8	5.3	7.6	6.7	60.2
Other electrical goods	23.6	16.7	40.2	1.1	3.3	24.2	4.8	4.5	15.3	7.2	3.3	5.0	108.8
Shipbuilding and marine engineering	3.9	34.0	37.9	3.6	21.2	2.8	1.6	6.5	9.9	48.2	1.3	42.3	175.4
Vehicles	54.8	141.6	196.4	19.0	58.8	177.8	51.7	43.8	118.9	11.1	23.4	32.2	733.0
Wheeled tractor manufacturing	**	**	5.5	**	**	**	**	**	**	**	**	**	33.7
Motor vehicle manufacturing	43.7	85.9	129.7	8.3	13.6	145.3	12.8	17.6	73.0	7.6	20.0	18.3	446.2
Motor cycle, tricycle and pedal cycle manufacturing	0.3	0.9	1.2	**	**	4.6	**	**	**	**	**	**	13.0
Aerospace equipment manufacturing and repairing	8.2	43.1	51.3	**	41.8	19.0	24.2	9.1	36.1	**	2.6	11.2	197.3
Locomotives and railway track equipment	**	**	**	**	**	**	**	**	5.8	**	0.5	**	17.9
Railway carriages and wagons and trams	**	**	**	**	**	1.1	**	**	2.6	**	**	**	24.9
Metal goods not elsewhere specified	59.6	59.0	118.6	6.5	18.3	165.1	29.3	70.2	49.2	14.8	20.4	27.2	519.4
Engineers' small tools and gauges	6.0	9.7	15.7	**	3.5	15.3	4.1	12.7	4.2	**	0.8	2.8	60.2
Hand tools and implements	**	**	2.3	**	**	5.3	0.9	8.1	1.3	**	**	**	18.9
Cutlery, spoons, forks and plated tableware, etc.	**	**	2.4	**	**	1.1	**	6.8	**	**	**	**	12.5
Bolts, nuts, screws, rivets, etc.	1.6	2.4	4.0	**	0.2	20.5	1.4	2.1	2.0	**	1.3	1.8	33.7
Wire and wire manufactures	2.7	2.0	4.7	0.5	0.4	5.0	2.3	9.0	6.6	2.4	1.9	4.2	37.1
Cans and metal boxes	4.4	2.0	6.4	**	1.5	1.7	**	**	5.7	**	**	1.3	29.3
Jewellery and precious metals	8.0	1.6	9.6	**	0.7	7.1	**	**	**	**	1.4	0.4	21.3
Metal industries not elsewhere specified	33.9	39.6	73.4	4.2	11.7	109.1	15.8	27.5	28.7	8.3	11.6	16.2	306.4
Textiles	10.2	10.1	20.3	3.0	11.6	23.7	107.9	102.2	118.9	20.6	14.3	57.2	479.7
Production of man-made fibres	**	**	**	**	**	**	4.7	7.8	118.9	20.6	14.3	57.2	479.7
Spinning and doubling on the cotton and flax systems	**	**	**	**	**	1.4	3.0	3.2	32.8	2.9	**	4.8	51.2
Weaving of cotton, linen and man-made fibres	0.5	0.6	1.1	0.8	**	**	0.4	3.7	29.3	**	**	2.2	40.0
Woollen and worsted	0.4	0.5	0.9	**	1.9	1.3	1.5	56.3	4.7	3.1	0.9	10.9	81.6
Jute	**	**	**	**	**	**	**	**	**	**	**	6.7	7.6
Rope, twine and net	0.5	0.5	1.1	**	**	**	**	0.7	1.0	**	**	0.7	5.6
Hosiery and other knitted goods	1.1	2.9	4.0	**	**	3.2	73.7	3.9	6.5	5.0	2.3	14.0	113.8
Lace	**	**	**	**	**	3.6	**	**	**	**	**	0.9	4.9
Carpets	0.2	0.7	0.9	**	1.4	9.8	**	10.9	4.5	1.1	**	6.6	35.6
Narrow fabrics (not more than 30 cm wide)	0.6	0.2	0.9	0.2	0.5	2.0	3.7	1.4	2.9	**	**	0.5	12.8
Made-up textiles	1.6	1.2	2.9	0.9	1.1	1.2	1.3	1.4	8.9	1.0	0.7	2.8	22.2
Textile finishing	1.8	1.3	3.1	**	**	**	12.8	8.6	13.1	1.2	**	5.4	46.2
Other textile industries	2.2	1.9	4.1	**	1.3	**	**	4.0	8.8	0.9	**	0.3	24.0

Table 1 Employees in employment at June 1976: regional analysis by industry (continued) THOUSANDS

Industry (Standard Industrial Classification 1968)	REGION												
	South East††			East Anglia	South West ††	West Midlands	East Midlands ††	Yorkshire and Humberside††	North West ††	North ††	Wales	Scotland	Great Britain
	Greater London	Rest of South East	Total										
Leather, leather goods and fur	6.6	3.4	10.0	1.1	3.3	4.4	4.1	5.4	6.4	1.7	0.9	2.5	39.7
Leather (tanning and dressing) and fellmongery	1.1	1.9	2.9	0.5	2.8	**	3.1	3.4	2.8	**	**	1.7	18.6
Leather goods	3.1	1.3	4.4	0.6	0.3	3.8	0.9	1.8	3.4	0.9	0.5	0.4	17.3
Fur	2.5	0.2	2.7	**	0.2	**	**	0.2	0.2	**	**	0.3	3.9
Clothing and footwear	51.7	25.3	77.1	10.0	20.8	16.8	58.2	40.9	63.8	30.5	14.6	30.9	363.6
Weatherproof outerwear	0.9	0.9	1.9	**	**	**	**	**	9.1	2.2	**	2.1	18.0
Men's and boys' tailored outerwear	5.5	3.4	8.8	2.1	2.1	4.7	4.6	22.6	9.2	8.8	3.7	6.9	73.5
Women's and girls' tailored outerwear	13.6	4.7	18.3	**	**	1.1	1.4	2.9	5.5	2.0	2.3	5.1	39.5
Overalls and men's shirts, underwear, etc.	3.6												

Labour costs in Great Britain

THE RESULTS of this enquiry for Great Britain as a whole were published in the September and November issues of the *Employment Gazette* (pp 927-940 and pp 1221-1238). The first gave the results for all employees combined, while the second gave separate analyses for manual and non-manual workers.

The purpose of these inquiries is to measure the costs, both statutory and voluntary, which are incurred by employers because they employ labour. The article in the

September 1977 issue described the background to the survey, its scope and the methods used, and also drew attention to certain factors that had a bearing on the interpretation of the figures. Reference should therefore be made to that article, as the information given there applies equally to the further analyses now provided. In particular, it needs to be borne in mind that not all employees would be affected by every type of labour cost. Also the averages for different industries will be affected by variations in the structure of the labour force. The proportions of non-manual

Table 18 Composition of labour force in the sample: 1975

Industry (Standard Industrial Classification 1968)	GREAT BRITAIN		SOUTH EAST		EAST ANGLIA		SOUTH WEST		WEST MIDLANDS		EAST MIDLANDS	
	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (1)	Female workers as percentage of total employees per cent (2)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (3)	Female workers as percentage of total employees per cent (4)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (5)	Female workers as percentage of total employees per cent (6)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (7)	Female workers as percentage of total employees per cent (8)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (9)	Female workers as percentage of total employees per cent (10)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (11)	Female workers as percentage of total employees per cent (12)
All manufacturing industries	27.8	29.7	34.4	29.0	27.7	32.1	31.3	26.3	25.5	27.6	26.3	35.1
Food, drink and tobacco	22.6	42.0	28.8	38.2	21.6	39.1	26.0	36.8	21.2	34.9	23.4	41.4
Chemicals and allied industries	41.3	27.3	50.4	34.7	**	**	32.7	22.4	40.0	20.4	39.7	38.4
Metal manufacture	26.2	11.2	35.0	21.5	**	**	25.4	10.7	23.2	14.2	20.4	7.8
Mechanical engineering	34.1	15.3	41.0	18.5	32.9	12.2	33.9	14.9	32.6	18.1	35.0	12.3
Instrument engineering	38.5	36.8	42.9	34.4	**	**	34.0	29.7	**	**	**	**
Electrical engineering	34.5	39.6	40.2	36.6	36.8	41.7	37.2	39.3	30.6	41.5	36.1	27.1
Shipbuilding and marine engineering	23.5	6.8	33.1	9.7	**	**	**	**	**	**	—	—
Vehicles	30.4	12.1	32.5	11.1	**	**	48.2	10.5	25.0	12.8	36.4	13.0
Metal goods not elsewhere specified	23.0	29.6	26.6	24.4	**	**	24.0	19.1	22.2	35.2	21.6	28.8
Textiles	17.4	45.6	26.4	50.6	**	**	21.7	30.3	21.6	45.5	18.2	61.2
Clothing and footwear	15.3	76.1	18.2	73.1	14.3	67.4	20.3	65.0	15.7	79.4	15.2	68.7
Bricks, pottery, glass, cement, etc.	22.5	21.4	27.8	12.1	**	**	29.5	24.0	16.6	41.4	20.5	15.9
Timber, furniture, etc.	24.3	19.2	24.9	18.3	**	**	21.5	22.9	24.2	22.0	27.3	15.3
Paper, printing and publishing	31.8	30.7	35.8	29.3	30.8	29.8	25.2	29.2	39.4	36.3	29.4	31.4
Other manufacturing industries	24.3	37.2	25.8	42.8	16.9	57.5	25.6	27.3	24.5	29.7	24.8	36.1

** Number of returns too few to provide separate figures.
— Nil or negligible.

1975: regional analyses

and of female workers in firms covered by the inquiry are shown in table 18.

Tables 19 to 28 give analyses of total labour costs for manufacturing industries in each standard region. The results for Great Britain as a whole are also given for purposes of comparison (table 29). Regional information is not available for the other industries covered by the 1975 survey, that is, mining and quarrying, construction and gas, electricity and water. The enquiry in these industries was made on an enterprise basis and the returns received

frequently covered establishments in more than one region.

In examining the regional tables it must be borne in mind that the variety of industries present and their relative importance can differ significantly from one region to another and that this will affect the averages for all manufacturing industries combined. Likewise the composition of the industry groups for which separate figures are given can differ from one region to another, both with regard to the individual industries represented and their relative importance and this too can affect the averages shown.

Table 18 Composition of labour force in the sample: 1975 (continued)

Industry (Standard Industrial Classification 1968)	YORKSHIRE AND HUMBERSIDE		NORTH WEST		NORTH		WALES		SCOTLAND	
	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (13)	Female workers as percentage of total employees per cent (14)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (15)	Female workers as percentage of total employees per cent (16)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (17)	Female workers as percentage of total employees per cent (18)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (19)	Female workers as percentage of total employees per cent (20)	Non-manual (administrative, technical and clerical) workers as percentage of total employees per cent (21)	Female workers as percentage of total employees per cent (22)
All manufacturing industries	23.6	30.6	26.1	31.3	24.5	25.3	24.2	25.0	23.7	32.8
Food, drink and tobacco	19.2	49.3	20.0	41.8	16.7	47.8	17.9	45.7	19.8	48.3
Chemicals and allied industries	36.1	27.7	40.0	24.4	34.6	15.5	32.1	22.9	31.8	29.6
Metal manufacture	28.9	10.0	23.5	14.0	25.3	8.2	27.6	6.6	25.8	11.0
Mechanical engineering	30.5	12.0	33.3	15.8	27.9	11.4	26.1	16.8	29.9	12.7
Instrument engineering	29.4	38.2	38.1	37.4	**	**	**	**	**	**
Electrical engineering	29.4	42.6	31.9	41.1	25.0	39.6	24.3	55.9	31.5	45.2
Shipbuilding and marine engineering	**	**	**	**	21.8	6.9	**	**	21.1	5.4
Vehicles	25.2	13.3	29.6	12.8	23.6	16.6	19.4	18.1	23.8	8.7
Metal goods not elsewhere specified	21.5	31.2	21.7	29.2	**	**	25.2	25.6	21.3	26.3
Textiles	17.5	37.4	15.6	40.6	15.4	37.4	17.7	23.3	16.1	56.3
Clothing and footwear	12.2	80.4	15.8	78.2	12.7	83.9	7.6	88.8	13.4	85.9
Bricks, pottery, glass, cement, etc.	20.4	13.3	26.7	13.1	26.7	15.9	**	**	19.2	10.7
Timber, furniture, etc.	23.4	15.9	22.6	23.3	20.2	21.5	16.4	15.4	27.1	20.9
Paper, printing and publishing	27.1	38.1	26.1	27.7	28.0	32.0	33.9	24.7	29.2	35.5
Other manufacturing industries	20.7	47.5	25.0	28.8	21.6	43.8	22.1	44.2	22.9	31.5

Table 22 Analysis of total labour costs in 1975 (average hourly amount per employee*)

Region: WEST MIDLANDS

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS			WAGES AND SALARIES‡		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM§		PROVISION FOR REDUNDANCY (net)||		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As percent of col (1) (3)	pence per hour (4)	As percent of col (1) (5)	pence per hour (6)	As percent of col (1) (7)	pence per hour (8)	As percent of col (1) (9)	pence per hour (10)	As percent of col (1) (11)		
All manufacturing industries	160.62	140.95	87.8	10.54	6.6	—	—	1.01	0.6	0.55	0.3		
Food, drink and tobacco	142.54	124.90	87.6	9.42	6.6	—	—	0.28	0.2	0.31	0.2		
Chemicals and allied industries	168.54	143.84	85.3	10.86	6.4	—	—	1.27	0.8	0.43	0.3		
Metal manufacture	174.84	152.16	87.0	11.22	6.4	—	—	0.96	0.6	1.04	0.6		
Mechanical engineering	160.69	142.15	88.5	10.75	6.7	—	—	0.74	0.5	0.62	0.4		
Instrument engineering	**	**	**	**	**	—	—	**	**	**	**		
Electrical engineering	152.20	134.21	88.2	10.45	6.9	—	—	0.82	0.5	0.30	0.2		
Shipbuilding and marine engineering	**	**	**	**	**	—	—	**	**	**	**		
Vehicles	187.03	163.22	87.3	11.74	6.3	—	—	2.50	1.3	0.49	0.3		
Metal goods not elsewhere specified	148.01	130.79	88.4	9.88	6.7	—	—	0.62	0.4	0.56	0.4		
Textiles	144.88	128.05	88.4	9.94	6.9	—	—	0.84	0.6	0.39	0.3		
Clothing and footwear	118.69	105.54	88.9	8.14	6.9	—	—	0.32	0.3	0.10	0.1		
Bricks, pottery, glass, cement, etc.	137.71	123.07	89.4	9.57	7.0	—	—	0.50	0.4	0.35	0.3		
Timber, furniture, etc.	132.90	118.74	89.3	9.17	6.9	—	—	0.25	0.2	0.55	0.4		
Paper, printing and publishing	156.82	138.64	88.4	10.18	6.5	—	—	0.20	0.1	0.30	0.2		
Other manufacturing industries	162.21	141.21	87.1	10.49	6.5	—	—	0.77	0.5	0.84	0.5		

Table 23 Analysis of total labour costs in 1975 (average hourly amount per employee*)

Region: EAST MIDLANDS

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS			WAGES AND SALARIES‡		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM§		PROVISION FOR REDUNDANCY (net)||		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As percent of col (1) (3)	pence per hour (4)	As percent of col (1) (5)	pence per hour (6)	As percent of col (1) (7)	pence per hour (8)	As percent of col (1) (9)	pence per hour (10)	As percent of col (1) (11)		
All manufacturing industries	147.80	130.69	88.4	9.86	6.7	—	—	0.56	0.4	0.41	0.3		
Food, drink and tobacco	154.49	134.47	87.0	9.78	6.3	—	—	0.52	0.3	0.31	0.2		
Chemicals and allied industries	162.63	138.75	85.3	10.55	6.5	—	—	0.17	0.1	0.40	0.2		
Metal manufacture	186.67	163.53	87.6	11.64	6.2	—	—	0.55	0.3	1.17	0.6		
Mechanical engineering	160.25	141.58	88.4	10.63	6.6	—	—	0.33	0.2	0.51	0.3		
Instrument engineering	**	**	**	**	**	—	—	**	**	**	**		
Electrical engineering	158.80	140.69	88.6	10.71	6.7	—	—	0.63	0.4	0.52	0.3		
Shipbuilding and marine engineering	—	—	—	—	—	—	—	—	—	—	—		
Vehicles	187.01	163.62	87.5	12.19	6.5	—	—	1.98	1.1	0.36	0.2		
Metal goods not elsewhere specified	145.73	128.71	88.3	9.79	6.7	—	—	0.38	0.3	0.70	0.5		
Textiles	118.85	107.26	90.3	8.33	7.0	—	—	0.25	0.2	0.25	0.2		
Clothing and footwear	110.88	99.90	90.1	7.94	7.2	—	—	0.31	0.3	0.14	0.1		
Bricks, pottery, glass, cement, etc.	152.83	134.92	88.3	9.97	6.5	—	—	1.29	0.8	0.63	0.4		
Timber, furniture, etc.	135.25	121.40	89.8	9.35	6.9	—	—	0.60	0.4	0.39	0.3		
Paper, printing and publishing	143.60	127.58	88.8	9.52	6.6	—	—	0.15	0.1	0.29	0.2		
Other manufacturing industries	133.48	118.77	89.0	9.13	6.8	—	—	0.14	0.1	0.39	0.3		

Table 24 Analysis of total labour costs in 1975 (average hourly amount per employee*)

Region: YORKSHIRE AND HUMBERSIDE

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS			WAGES AND SALARIES‡		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM§		PROVISION FOR REDUNDANCY (net)||		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As percent of col (1) (3)	pence per hour (4)	As percent of col (1) (5)	pence per hour (6)	As percent of col (1) (7)	pence per hour (8)	As percent of col (1) (9)	pence per hour (10)	As percent of col (1) (11)		
All manufacturing industries	153.43	134.44	87.6	10.09	6.6	-0.10	-0.1	0.49	0.3	0.61	0.4		
Food, drink and tobacco	137.93	120.56	87.4	9.05	6.6	-0.28	-0.2	0.22	0.2	0.34	0.2		
Chemicals and allied industries	191.46	160.13	83.6	11.54	6.0	—	—	0.95	0.5	0.56	0.3		
Metal manufacture	192.17	163.03	84.8	11.86	6.2	—	—	0.65	0.3	1.26	0.7		
Mechanical engineering	159.30	141.11	88.6	10.54	6.6	-0.09	-0.1	0.38	0.2	0.74	0.5		
Instrument engineering	127.50	115.24	90.4	8.66	6.8	—	—	0.05	—	0.14	0.1		
Electrical engineering	142.89	127.91	89.5	9.71	6.8	-0.32	-0.2	1.19	0.8	0.33	0.2		
Shipbuilding and marine engineering	**	**	**	**	**	**	**	**	**	**	**		
Vehicles	160.69	142.49	88.7	10.94	6.8	-0.28	-0.2	0.50	0.3	0.52	0.3		
Metal goods not elsewhere specified	144.59	128.04	88.6	9.87	6.8	—	—	0.49	0.3	0.59	0.4		
Textiles	140.81	124.41	88.4	9.60	6.8	-0.03	—	0.66	0.5	0.44	0.3		
Clothing and footwear	101.09	91.91	90.9	7.05	7.0	-0.22	-0.2	0.14	0.1	0.14	0.1		
Bricks, pottery, glass, cement, etc.	167.98	147.68	87.9	10.71	6.4	—	—	0.78	0.5	0.68	0.4		
Timber, furniture, etc.	142.32	128.51	90.3	9.48	6.7	-0.23	-0.2	0.21	0.1	0.63	0.4		
Paper, printing and publishing	149.76	132.90	88.7	9.94	6.6	—	—	0.19	0.1	0.47	0.3		
Other manufacturing industries	138.78	121.87	87.8	9.45	6.8	-0.08	-0.1	0.22	0.2	0.58	0.4		

Table 22 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

Region: WEST MIDLANDS

Industry (Standard Industrial Classification 1968)	PRIVATE SOCIAL WELFARE PAYMENTS		PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡ (excluding wage and salary elements)		TRAINING‡ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)	pence per hour (20)	As per cent of col (1) (21)
All manufacturing industries	5.48	3.4	0.11	0.1	1.52	0.9	0.46	0.3	2.22	1.4
Food, drink and tobacco	4.82	3.4	0.51	0.4	1.83	1.3	0.47	0.3	0.79	0.6
Chemicals and allied industries	9.05	5.4	0.03	—	2.77	1.6	0.29	0.2	1.62	1.0
Metal manufacture	6.77	3.9	0.05	—	1.96	1.1	0.68	0.4	2.33	1.3
Mechanical engineering	4.30	2.7	0.04	—	1.57	1.0	0.52	0.3	3.33	2.1
Instrument engineering	**	**	**	**	**	**	**	**	**	**
Electrical engineering	4.50	3.0	0.03	—	1.36	0.9	0.53	0.3	2.55	1.7
Shipbuilding and marine engineering	**	**	**	**	**	**	**	**	**	**
Vehicles	7.47	4.0	0.02	—	1.39	0.7	0.20	0.1	1.69	0.9
Metal goods not elsewhere specified	4.37	2.9	0.04	—	1.36	0.9	0.39	0.3	1.99	1.3
Textiles	4.50	3.1	0.04	—	0.94	0.6	0.18	0.1	1.20	0.8
Clothing and footwear	2.57	2.2	0.07	0.1	1.61	1.4	0.33	0.3	1.25	1.1
Bricks, pottery, glass, cement, etc.	2.65	1.9	0.09	0.1	1.03	0.7	0.45	0.3	2.34	1.7
Timber, furniture, etc.	3.21	2.4	0.01	—	0.60	0.5	0.36	0.3	4.02	3.0
Paper, printing and publishing	5.59	3.6	0.03	—	1.28	0.8	0.60	0.4	4.29	2.7
Other manufacturing industries	6.20	3.8	0.11	0.1	1.63	1.0	0.96	0.6	2.54	1.6

Table 23 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

Region: EAST MIDLANDS

Industry (Standard Industrial Classification 1968)	PRIVATE SOCIAL WELFARE PAYMENTS		PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡ (excluding wage and salary elements)		TRAINING‡ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)	pence per hour (20)	As per cent of col (1) (21)
All manufacturing industries	4.35	2.9	0.14	0.1	1.39	0.9	0.40	0.3	2.37	1.6
Food, drink and tobacco	5.34	3.5	0.69	0.4	3.01	2.0	0.37	0.2	0.64	0.4
Chemicals and allied industries	9.13	5.6	0.40	0.2	2.80	1.7	0.43	0.3	2.32	1.4
Metal manufacture	7.38	4.0	0.01	—	1.83	1.0	0.56	0.3	2.32	1.2
Mechanical engineering	5.21	3.3	0.06	—	1.33	0.8	0.60	0.4	3.72	2.3
Instrument engineering	**	**	**	**	**	**	**	**	**	**
Electrical engineering	3.47	2.2	0.02	—	1.90	1.2	0.86	0.5	4.07	2.6
Shipbuilding and marine engineering	—	—	—	—	—	—	—	—	—	—
Vehicles	7.07	3.8	0.07	—	1.08	0.6	0.64	0.3	2.94	1.6
Metal goods not elsewhere specified	4.28	2.9	0.02	—	1.50	1.0	0.35	0.2	2.75	1.9
Textiles	1.77	1.5	0.07	—	0.81	0.7	0.11	0.1	1.31	1.1
Clothing and footwear	1.71	1.5	0.04	—	0.70	0.6	0.14	0.1	1.41	1.3
Bricks, pottery, glass, cement, etc.	4.47	2.9	0.02	—	1.20	0.8	0.33	0.2	1.59	1.0
Timber, furniture, etc.	2.30	1.7	0.09	0.1	0.75	0.6	0.37	0.3	4.22	3.1
Paper, printing and publishing	4.35	3.0	0.14	0.1	0.99	0.7	0.57	0.4	4.28	3.0
Other manufacturing industries	3.18	2.4	0.06	—	1.51	1.1	0.30	0.2	1.08	0.8

Table 24 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

Region: YORKSHIRE AND HUMBERSIDE

Industry (Standard Industrial Classification 1968)	PRIVATE SOCIAL WELFARE PAYMENTS		PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡ (excluding wage and salary elements)		TRAINING‡ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)	pence per hour (20)	As per cent of col (1) (21)
All manufacturing industries	5.67	3.7	0.10	0.1	1.73	1.1	0.40	0.3	2.61	1.7
Food, drink and tobacco	4.92	3.6	0.26	0.2	2.60	1.9	0.26	0.2	0.54	0.4
Chemicals and allied industries	13.97	7.3	0.07	—	3.69	1.9	0.56	0.3	1.76	0.9
Metal manufacture	12.03	6.3	0.02	—	2.37	1.2	0.95	0.5	2.91	1.5
Mechanical engineering										

Table 25 Analysis of total labour costs in 1975 (average hourly amount per employee*)

Region: NORTH WEST

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS		WAGES AND SALARIES†		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM‡		PROVISION FOR REDUNDANCY (net)¶		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As per cent of col (1) (3)	pence per hour (4)	As per cent of col (1) (5)	pence per hour (6)	As per cent of col (1) (7)	pence per hour (8)	As per cent of col (1) (9)	pence per hour (10)	As per cent of col (1) (11)	
All manufacturing industries	158.97	140.15	88.2	10.37	6.5	-1.75	-1.1	0.97	0.6	0.56	0.3	
Food, drink and tobacco	146.14	128.74	88.1	9.83	6.7	-2.27	-1.6	0.49	0.3	0.36	0.3	
Chemicals and allied industries	209.71	176.14	84.0	11.75	5.6	-2.82	-1.3	1.79	0.9	0.57	0.3	
Metal manufacture	172.07	148.48	86.3	11.27	6.6	-2.34	-1.4	2.38	1.4	1.07	0.6	
Mechanical engineering	164.08	144.94	88.3	10.92	6.7	-0.61	-0.4	0.61	0.4	0.69	0.4	
Instrument engineering	141.73	124.73	88.0	9.78	6.9	-0.35	-0.2	0.87	0.6	0.18	0.1	
Electrical engineering	163.49	145.68	89.1	10.99	6.7	-2.43	-1.5	1.42	0.9	0.40	0.2	
Shipbuilding and marine engineering	**	**	**	**	**	**	**	**	**	**	**	
Vehicles	178.80	158.50	88.7	11.16	6.2	-2.50	-1.4	2.00	1.1	0.56	0.3	
Metal goods not elsewhere specified	140.50	126.86	90.3	9.54	6.8	-1.58	-1.1	0.36	0.3	0.69	0.5	
Textiles	131.42	117.37	89.3	9.15	7.0	-0.33	-0.3	0.39	0.3	0.60	0.5	
Clothing and footwear	105.33	95.44	90.6	7.53	7.1	-0.81	-0.8	0.27	0.3	0.17	0.2	
Bricks, pottery, glass, cement, etc.	176.76	157.26	89.0	12.06	6.8	-3.92	-2.2	1.91	1.1	0.66	0.4	
Timber, furniture, etc.	143.99	131.35	91.2	9.88	6.9	-1.37	-1.0	0.16	0.1	0.63	0.4	
Paper, printing and publishing	170.83	150.93	88.3	10.94	6.4	-1.55	-0.9	1.07	0.6	0.69	0.4	
Other manufacturing industries	149.73	132.09	88.2	9.94	6.6	-1.60	-1.1	0.64	0.4	0.54	0.4	

Table 26 Analysis of total labour costs in 1975 (average hourly amount per employee*)

Region: NORTH

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS		WAGES AND SALARIES†		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM‡		PROVISION FOR REDUNDANCY (net)¶		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As per cent of col (1) (3)	pence per hour (4)	As per cent of col (1) (5)	pence per hour (6)	As per cent of col (1) (7)	pence per hour (8)	As per cent of col (1) (9)	pence per hour (10)	As per cent of col (1) (11)	
All manufacturing industries	164.81	149.51	90.7	10.87	6.6	-6.63	-4.0	0.62	0.4	0.79	0.5	
Food, drink and tobacco	129.68	118.07	91.0	8.97	6.9	-5.08	-3.9	0.21	0.2	0.35	0.3	
Chemicals and allied industries	218.97	190.49	87.0	12.65	5.8	-7.50	-3.4	0.87	0.4	0.70	0.3	
Metal manufacture	188.91	167.09	88.4	11.64	6.2	-7.54	-4.0	1.05	0.6	1.64	0.9	
Mechanical engineering	157.79	145.34	92.1	10.77	6.8	-6.82	-4.3	0.40	0.3	0.76	0.5	
Instrument engineering	**	**	**	**	**	**	**	**	**	**	**	
Electrical engineering	150.20	140.21	93.3	10.68	7.1	-6.59	-4.4	0.76	0.5	0.39	0.3	
Shipbuilding and marine engineering	179.99	166.10	92.3	11.90	6.6	-6.84	-3.8	0.18	0.1	1.18	0.7	
Vehicles	161.68	148.78	92.0	10.92	6.8	-5.70	-3.5	0.78	0.5	0.69	0.4	
Metal goods not elsewhere specified	**	**	**	**	**	**	**	**	**	**	**	
Textiles	133.91	123.07	91.9	9.80	7.3	-6.72	-5.0	1.27	0.9	0.48	0.4	
Clothing and footwear	99.84	94.03	94.2	7.64	7.7	-5.01	-5.0	0.91	0.9	0.13	0.1	
Bricks, pottery, glass, cement, etc.	145.18	133.77	92.1	9.87	6.8	-5.86	-4.0	0.48	0.3	0.76	0.5	
Timber, furniture, etc.	124.04	117.85	95.0	9.35	7.5	-6.24	-5.0	0.37	0.3	0.74	0.6	
Paper, printing and publishing	177.01	160.33	90.6	11.73	6.6	-6.51	-3.7	0.26	0.1	0.87	0.5	
Other manufacturing industries	136.33	125.43	92.0	9.67	7.1	-6.22	-4.6	1.18	0.9	0.58	0.4	

Table 27 Analysis of total labour costs in 1975 (average hourly amount per employee*)

WALES

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS		WAGES AND SALARIES†		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM‡		PROVISION FOR REDUNDANCY (net)¶		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As per cent of col (1) (3)	pence per hour (4)	As per cent of col (1) (5)	pence per hour (6)	As per cent of col (1) (7)	pence per hour (8)	As per cent of col (1) (9)	pence per hour (10)	As per cent of col (1) (11)	
All manufacturing industries	172.54	152.59	88.4	11.08	6.4	-5.45	-3.2	1.69	1.0	0.87	0.5	
Food, drink and tobacco	127.58	117.13	91.8	9.01	7.1	-4.21	-3.3	0.06	—	0.39	0.3	
Chemicals and allied industries	182.30	153.40	84.1	11.16	6.1	-6.17	-3.4	0.45	0.2	0.46	0.3	
Metal manufacture	211.55	181.89	86.0	12.70	6.0	-5.04	-2.4	2.90	1.4	1.43	0.7	
Mechanical engineering	155.55	140.85	90.6	10.55	6.8	-5.09	-3.3	0.71	0.5	1.02	0.7	
Instrument engineering	**	**	**	**	**	**	**	**	**	**	**	
Electrical engineering	136.60	124.63	91.2	9.57	7.0	-4.55	-3.3	0.47	0.3	0.36	0.3	
Shipbuilding and marine engineering	**	**	**	**	**	**	**	**	**	**	**	
Vehicles	176.91	160.45	90.7	11.45	6.5	-7.06	-4.0	2.76	1.6	0.60	0.3	
Metal goods not elsewhere specified	153.90	139.33	90.5	10.61	6.9	-5.76	-3.7	0.66	0.4	0.86	0.6	
Textiles	167.76	150.67	89.8	11.38	6.8	-5.30	-3.2	1.62	1.0	0.63	0.4	
Clothing and footwear	96.85	89.72	92.6	7.24	7.5	-4.66	-4.8	1.79	1.8	0.13	0.1	
Bricks, pottery, glass, cements, etc.	**	**	**	**	**	**	**	**	**	**	**	
Timber, furniture, etc.	154.46	147.35	95.4	9.89	6.4	-5.47	-3.5	0.10	0.1	0.69	0.4	
Paper, printing and publishing	161.87	144.91	89.5	10.77	6.7	-5.44	-3.4	3.69	2.3	0.81	0.5	
Other manufacturing industries	136.98	125.77	91.8	9.51	6.9	-6.03	-4.4	0.64	0.5	0.52	0.4	

Table 25 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

Region: NORTH WEST

PRIVATE SOCIAL WELFARE PAYMENTS	PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡¶ (excluding wage and salary elements)		TRAINING‡¶ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))		Industry (Standard Industrial Classification 1968)	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)		
6.26	3.9	0.11	0.1	1.84	1.2	0.46	0.3	2.52	1.6	All manufacturing industries
5.75	3.9	0.32	0.2	2.70	1.8	0.22	0.2	0.72	0.5	Food, drink and tobacco
17.41	8.3	0.06	—	3.83	1.8	0.97	0.5	2.26	1.1	Chemicals and allied industries
8.11	4.7	0.06	—	2.14	1.2	0.90	0.5	2.16	1.3	Metal manufacture
5.49	3.3	0.08	0.1	1.36	0.8	0.60	0.4	4.54	2.8	Mechanical engineering
4.90	3.5	0.06	—	1.05	0.7	0.52	0.4	1.77	1.3	Instrument engineering
5.10	3.1	0.10	0.1	1.74	1.1	0.49	0.3	2.31	1.4	Electrical engineering
**	**	**	**	**	**	**	**	**	**	Shipbuilding and marine engineering
6.69	3.7	0.25	0.1	1.80	1.0	0.34	0.2	3.82	2.1	Vehicles
3.00	2.1	0.05	—	1.14	0.8	0.44	0.3	2.53	1.8	Metal goods not elsewhere specified
2.56	1.9	0.03	—	1.42	1.1	0.23	0.2	1.38	1.1	Textiles
1.55	1.5	0.06	0.1	0.94	0.9	0.18	0.2	2.05	2.0	Clothing and footwear
6.51	3.7	0.02	—	1.89	1.1	0.37	0.2	1.29	0.7	Bricks, pottery, glass, cement, etc.
2.39	1.7	0.06	—	0.75	0.5	0.14	0.1	3.86	2.7	Timber, furniture, etc.
6.44	3.8	0.04	—	1.64	1.0	0.63	0.4	3.25	1.9	Paper, printing and publishing
5.93	4.0	0.09	0.1	1.55	1.0	0.55	0.4	1.45	1.0	Other manufacturing industries

Table 26 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

Region: NORTH

PRIVATE SOCIAL WELFARE PAYMENTS	PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡¶ (excluding wage and salary elements)		TRAINING‡¶ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))		Industry (Standard Industrial Classification 1968)	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)		
6.88	4.2	0.08	—	1.85	1.1	0.83	0.5	3.99	2.4	All manufacturing industries
4.36	3.4	0.35	0.3	1.96	1.5	0.49	0.4	1.25	1.0	Food, drink and tobacco
17.26	7.9	0.11	0.1	3.30	1.5	1.09	0.5	3.60	1.6	Chemicals and allied industries
12.28	6.5	—	—	1.26	0.7	1.49	0.8	5.14	2.7	Metal manufacture
4.52	2.9	0.06	—	1.98	1.3	0.78	0.5	4.88	3.1	Mechanical engineering
**	**	**	**	**	**	**	**	**	**	Instrument engineering
2.86	1.9	—	—	1.42	0.9	0.47	0.3	2.73	1.8	Electrical engineering
3.60	2.0	0.11	0.1	1.67	0.9	2.09	1.2	9.58	5.3	Shipbuilding and marine engineering
5.25	3.3	0.14	0.1	1.25	0.8	-0.43	-0.3	2.74	1.7	Vehicles
**	**	**	**	**	**	**	**	**	**	Metal goods not elsewhere specified
3.43	2.6	0.01	—	2.39	1.8	0.17	0.1	0.90	0.7	Textiles
0.82	0.8	0.02	—	1.21	1.2	0.09	0.1	2.68	2.7	Clothing and footwear
4.83	3.3	0.05	—	0.92	0.6	0.35	0.2	0.99	0.7	Bricks, pottery, glass, cement, etc.
1.45	1.2	—	—	0.42	0.3	0.10	0.1	4.69	3.8	Timber, furniture, etc.
7.30	4.1	0.04	—	2.40	1.4	0.59	0.3	4.04	2.3	Paper, printing and publishing
3.31	2.4	—	—	1.90	1.4	0.47	0.3	1.39	1.0	Other manufacturing industries

Table 27 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

WALES

PRIVATE SOCIAL WELFARE PAYMENTS	PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡¶ (excluding wage and salary elements)		TRAINING‡¶ (including wages and salaries of apprentices and full-time trainees which are also included in col (2))		Industry (Standard Industrial Classification 1968)
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour				

Table 28 Analysis of total labour costs in 1975 (average hourly amount per employee*)

SCOTLAND

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS			WAGES AND SALARIES†		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM‡		PROVISION FOR REDUNDANCY (net)¶		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As per cent of col (1) (3)	pence per hour (4)	As per cent of col (1) (5)	pence per hour (6)	As per cent of col (1) (7)	pence per hour (8)	As per cent of col (1) (9)	pence per hour (10)	As per cent of col (1) (11)		
All manufacturing industries	153.38	140.22	91.4	10.46	6.8	-6.51	-4.2	0.59	0.4	0.66	0.4		
Food, drink and tobacco	139.18	124.13	89.2	9.44	6.8	-5.72	-4.1	0.35	0.3	0.43	0.3		
Chemicals and allied industries	181.61	156.80	86.3	11.06	6.1	-5.57	-3.1	0.50	0.3	0.35	0.2		
Metal manufacture	191.08	170.21	89.1	11.99	6.3	-7.32	-3.8	1.23	0.6	1.72	0.9		
Mechanical engineering	170.60	158.86	93.1	11.16	6.5	-7.14	-4.2	0.64	0.4	0.74	0.4		
Instrument engineering	**	**	**	**	**	**	**	**	**	**	**		
Electrical engineering	157.13	142.14	90.5	10.50	6.7	-6.12	-3.9	1.64	1.0	0.27	0.2		
Shipbuilding and marine engineering	175.24	162.75	92.9	11.41	6.5	-7.48	-4.3	0.07	—	1.50	0.9		
Vehicles	171.72	162.19	94.4	11.37	6.6	-7.78	-4.5	0.41	0.2	0.38	0.2		
Metal goods not elsewhere specified	153.18	142.01	92.7	10.60	6.9	-7.07	-4.6	0.58	0.4	0.81	0.5		
Textiles	116.92	109.07	93.3	8.46	7.2	-6.07	-5.2	0.56	0.5	0.39	0.3		
Clothing and footwear	100.07	93.96	93.9	7.18	7.2	-4.97	-5.0	0.20	0.2	0.23	0.2		
Bricks, pottery, glass, cement, etc.	143.91	133.84	93.0	10.37	7.2	-6.52	-4.5	0.48	0.3	0.94	0.7		
Timber, furniture, etc.	132.11	122.84	93.0	9.07	6.9	-6.15	-4.7	0.26	0.2	0.67	0.5		
Paper, printing and publishing	156.82	141.74	90.4	10.67	6.8	-6.30	-4.0	0.77	0.5	0.61	0.4		
Other manufacturing industries	145.16	133.92	92.3	10.54	7.3	-6.57	-4.5	0.37	0.3	0.86	0.6		

Table 29 Analysis of total labour costs in 1975 (average amount per hourly employee*)

GREAT BRITAIN

Industry (Standard Industrial Classification 1968)	TOTAL LABOUR COSTS			WAGES AND SALARIES†		STATUTORY NATIONAL INSURANCE CONTRIBUTIONS (excluding Redundancy Fund contributions)		REGIONAL EMPLOYMENT PREMIUM‡		PROVISION FOR REDUNDANCY (net)¶		EMPLOYERS' LIABILITY INSURANCE	
	pence per hour (1)	pence per hour (2)	As per cent of col (1) (3)	pence per hour (4)	As per cent of col (1) (5)	pence per hour (6)	As per cent of col (1) (7)	pence per hour (8)	As per cent of col (1) (9)	pence per hour (10)	As per cent of col (1) (11)		
All manufacturing industries	161.68	142.51	88.1	10.49	6.5	-1.51	-0.9	0.94	0.6	0.55	0.3		
Food, drink and tobacco	148.08	129.49	87.4	9.62	6.5	-1.56	-1.0	0.67	0.5	0.35	0.2		
Chemicals and allied industries	195.53	165.84	84.8	11.48	5.9	-2.22	-1.1	1.04	0.5	0.49	0.3		
Metal manufacture	188.98	163.76	86.7	11.73	6.2	-2.52	-1.3	1.40	0.7	1.27	0.8		
Mechanical engineering	165.69	146.72	88.6	10.81	6.5	-1.40	-0.8	0.61	0.4	0.68	0.4		
Instrument engineering	151.44	134.16	88.6	9.96	6.6	-0.94	-0.6	0.70	0.5	0.19	0.1		
Electrical engineering	157.71	140.05	88.8	10.59	6.7	-1.43	-0.9	0.90	0.6	0.31	0.2		
Shipbuilding and marine engineering	179.70	165.13	91.9	11.57	6.4	-5.50	-3.1	0.22	0.1	1.21	0.7		
Vehicles	186.81	164.18	87.9	11.77	6.3	-1.16	-0.6	2.26	1.2	0.50	0.3		
Metal goods not elsewhere specified	149.62	133.30	89.1	10.05	6.7	-0.93	-0.6	0.54	0.4	0.62	0.4		
Textiles	132.70	118.97	89.7	9.22	6.9	-1.36	-1.0	0.56	0.4	0.44	0.3		
Clothing and footwear	108.42	98.32	90.7	7.71	7.1	-1.07	-1.0	0.40	0.4	0.17	0.2		
Bricks, pottery, glass, cement, etc.	155.53	138.45	89.0	10.40	6.7	-1.52	-1.0	0.93	0.6	0.60	0.4		
Timber, furniture, etc.	144.50	130.98	90.6	9.71	6.7	-1.16	-0.8	0.31	0.2	0.59	0.4		
Paper, printing and publishing	174.25	153.49	88.1	11.03	6.3	-1.21	-0.7	1.32	0.8	0.51	0.3		
Other manufacturing industries	146.59	129.52	88.4	9.77	6.7	-1.21	-0.8	0.73	0.5	0.56	0.4		

* The averages relate to all employees taken together, namely males and females, full-time and part-time workers, manual (operatives) and non-manual (administrative, technical and clerical) workers. Not all employees, however, would have been affected by every type of expenditure. The variations in the composition of the labour force (see table 18) must be borne in mind when figures for different industries are compared.
 † Wages and salaries paid to persons administering subsidised services and training and to trainers, apprentices and full-time trainees are included under total wages and salaries and not in the separate items for "Subsidised services" and "Training (excluding wage and salary elements)". A further entry shows training costs including the wages and salaries of apprentices and full-time trainees, this latter amount, of course, being also included in total wages and salaries.

‡ Amounts received as regional employment premium (payable to manufacturing industries in development areas) represented a negative labour cost.
 ¶ The net cost, namely, statutory contributions under the Redundancy Payments Act, plus statutory and voluntary payments made to redundant employees less rebates received under the Redundancy Payments Act.
 § Figures for training include levies paid to, less grants received from, industrial training boards.
 ** Number of returns too few to provide separate figures.
 — Nil or negligible.

Table 28 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

SCOTLAND

PRIVATE SOCIAL WELFARE PAYMENTS	PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡† (excluding wage and salary elements)		TRAINING‡† (including wages and salaries of apprentices and full-time trainees which are also included in col (2))		Industry (Standard Industrial Classification 1968)	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)		
5.81	3.8	0.10	0.1	1.56	1.0	0.48	0.3	3.46	2.3	All manufacturing industries
7.21	5.2	0.47	0.3	2.43	1.7	0.45	0.3	1.19	0.9	Food, drink and tobacco
13.80	7.6	0.06	—	4.08	2.2	0.52	0.3	2.58	1.4	Chemicals and allied industries
11.71	6.1	0.03	—	0.98	0.5	0.54	0.3	3.10	1.6	Metal manufacture
4.27	2.5	0.01	—	1.24	0.7	0.82	0.5	4.84	2.8	Mechanical engineering
**	**	**	**	**	**	**	**	**	**	Instrument engineering
6.27	4.0	0.01	—	1.96	1.2	0.47	0.3	3.15	2.0	Electrical engineering
3.84	2.2	0.10	0.1	1.98	1.1	1.06	0.6	10.51	6.0	Shipbuilding and marine engineering
4.34	2.5	0.01	—	0.69	0.4	0.11	0.1	3.67	2.1	Vehicles
4.75	3.1	0.03	—	1.14	0.7	0.33	0.2	3.25	2.1	Metal goods not elsewhere specified
3.19	2.7	0.03	—	1.09	0.9	0.21	0.2	1.71	1.5	Textiles
2.24	2.2	0.07	0.1	1.06	1.1	0.09	0.1	1.81	1.8	Clothing and footwear
3.35	2.3	0.04	—	1.22	0.8	0.18	0.1	3.19	2.2	Bricks, pottery, glass, cement, etc.
4.35	3.3	0.01	—	0.97	0.7	0.09	0.1	5.64	4.3	Timber, furniture, etc.
7.14	4.6	0.06	—	1.50	1.0	0.63	0.4	3.59	2.3	Paper, printing and publishing
4.02	2.8	0.08	0.1	1.61	1.1	0.33	0.2	1.28	0.9	Other manufacturing industries

Table 29 Analysis of total labour costs in 1975 (average hourly amount per employee*) (continued)

GREAT BRITAIN

PRIVATE SOCIAL WELFARE PAYMENTS	PAYMENTS IN KIND		SUBSIDISED SERVICES‡ (excluding wages and salaries for administration)		TRAINING‡† (excluding wage and salary elements)		TRAINING‡† (including wages and salaries of apprentices and full-time trainees which are also included in col (2))		Industry (Standard Industrial Classification 1968)	
	pence per hour (12)	As per cent of col (1) (13)	pence per hour (14)	As per cent of col (1) (15)	pence per hour (16)	As per cent of col (1) (17)	pence per hour (18)	As per cent of col (1) (19)		
6.24	3.9	0.12	0.1	1.83	1.1	0.50	0.3	2.61	1.6	All manufacturing industries
5.99	4.0	0.44	0.3	2.74	1.9	0.35	0.2	0.82	0.6	Food, drink and tobacco
14.33	7.3	0.13	—	3.67	1.9	0.77	0.4	2.09	1.1	Chemicals and allied industries
10.64	5.6	0.03	—	1.85	1.0	0.83	0.4	2.81	1.5	Metal manufacture
5.96	3.6	0.07	—	1.60	1.0	0.63	0.4	4.00	2.4	Mechanical engineering
5.20	3.4	0.05	—	1.56	1.0	0.56	0.4	2.51	1.7	Instrument engineering
4.90	3.1	0.04	—	1.80	1.1	0.54	0.3	2.61	1.7	Electrical engineering
3.65	2.0	0.09	0.1	1.80	1.0	1.52	0.8	8.35	4.6	Shipbuilding and marine engineering
7.10	3.8	0.11	0.1	1.67	0.9	0.37	0.2	2.84	1.5	Vehicles
4.15	2.8	0.06	—	1.40	0.9	0.42	0.3	2.45	1.6	Metal goods not elsewhere specified
3.33	2.5	0.04	—	1.32	1.0	0.19	0.1	1.32	1.0	Textiles
1.73	1.6	0.05	—	0.95	0.9	0.15	0.1	1.91	1.8	Clothing and footwear
4.70	3.0	0.05	—	1.51	1.0	0.41	0.3	2.03	1.3	Bricks, pottery, glass, cement, etc.
2.95	2.0	0.09	0.1	0.79	0.5	0.23	0.2	3.81	2.6	Timber, furniture, etc.
6.76	3.9	0.10	—	1.70	1.0	0.56	0.3	3.46	2.0	Paper, printing and publishing
4.83	3.3	0.09	—	1.81	1.2	0.52	0.3	1.44	1.0	Other manufacturing industries

Labour turnover: manufacturing industries: September 1977

The table completes the information relating to the numbers of engagements and discharges (and other losses) per 100 employees in manufacturing industries for the four-week period ended September 10, 1977.

Note: See November issue *Employment Gazette* pp 1264-5.

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Mechanical engineering	VII	2.4	2.0	2.3	1.8	2.3	1.8
Agricultural machinery (excluding tractors)	331	1.9	2.1	2.0	2.0	1.2	1.9
Metal-working machine tools	332	2.1	1.2	1.9	1.3	1.7	1.4
Pumps, valves and compressors	333	2.4	2.0	2.3	1.9	2.1	1.9
Industrial engines	334	1.9	1.5	1.8	0.9	1.1	0.9
Textile machinery and accessories	335	1.6	1.1	1.5	1.5	1.6	1.5
Construction and earth-moving equipment	336	2.4	2.4	2.4	1.4	2.3	1.5
Mechanical handling equipment	337	2.2	2.6	2.2	1.2	2.2	1.3
Office machinery	338	1.6	2.6	1.9	1.4	1.9	1.5
Other machinery	339	2.3	2.0	2.2	1.6	2.4	1.8
Industrial (including process) plant and steel-work	341	3.0	2.4	2.9	2.4	3.7	2.6
Ordnance and small arms	342	2.2	3.5	2.4	0.8	3.0	1.2
Other mechanical engineering not elsewhere specified	349	2.6	1.8	2.5	2.0	2.1	2.0
Instrument engineering	VIII	2.2	2.6	2.3	2.3	2.8	2.5
Photographic and document copying equipment	351	1.7	1.9	1.8	1.9	3.6	2.3
Watches and clocks	352	3.3	2.0	2.6	3.1	0.8	1.9
Surgical instruments and appliances	353	2.6	3.6	3.0	3.2	5.7	4.3
Scientific and industrial instruments and systems	354	2.1	2.4	2.2	2.1	2.2	2.1
Electrical engineering	IX	2.2	2.4	2.3	2.1	2.6	2.2
Electrical machinery	361	3.0	2.2	2.8	2.6	2.4	2.6
Insulated wires and cables	362	1.5	1.7	1.6	1.7	2.0	1.8
Telegraph and telephone apparatus and equipment	363	1.4	2.0	1.6	2.0	2.6	2.2
Radio and electronic components	364	1.9	2.3	2.1	2.0	2.8	2.4
Broadcast receiving and sound reproducing equipment	365	2.6	3.8	3.2	3.2	2.8	3.0
Electronic computers	366	1.7	2.5	1.9	1.0	2.4	1.3
Radio, radar and electronic capital goods	367	2.5	2.4	2.5	1.6	2.4	1.8
Electric appliances primarily for domestic use	368	2.6	2.9	2.7	2.2	2.9	2.5
Other electrical goods	369	2.0	1.9	1.9	2.0	2.3	2.1
Shipbuilding and marine engineering	X	3.0	2.0	2.9	2.0	2.4	2.1
Vehicles	XI	2.0	2.3	2.0	1.1	1.6	1.2
Wheeled tractor manufacturing	380	1.8	1.7	1.8	1.1	0.9	1.1
Motor vehicle manufacturing	381	2.1	2.5	2.1	1.2	1.6	1.2
Motor cycle, tricycle and pedal cycle manufacturing	382	3.4	3.4	3.4	2.7	3.9	3.0
Aerospace equipment manufacturing and repairing	383	1.7	1.9	1.7	0.8	1.6	1.0
Locomotives and railway track equipment	384	2.8	1.1	2.7	1.3	1.8	1.3
Railway carriages and wagons and trams	385	1.5	0.9	1.5	0.8	0.8	0.8
Metal goods not elsewhere specified	XII	3.1	3.0	3.1	2.5	2.8	2.6
Engineers' small tools and gauges	390	3.3	2.3	3.1	2.4	2.3	2.4
Hand tools and implements	391	4.3	3.7	4.1	3.9	2.8	3.5
Cutlery, spoons, forks and plated tableware, etc	392	2.4	4.1	3.1	1.9	3.3	2.5
Bolts, nuts, screws, rivets, etc	393	2.0	1.6	1.9	2.0	2.1	2.0
Wire and wire manufactures	394	1.9	3.5	2.3	2.0	3.1	2.2
Cans and metal boxes	395	3.0	2.8	2.9	2.7	3.6	3.1
Jewellery and precious metals	396	3.0	3.5	3.2	1.2	2.6	1.7
Metal industries not elsewhere specified	399	3.2	3.1	3.2	2.6	2.9	2.7
Textiles	XIII	2.0	2.4	2.1	2.6	2.9	2.8
Production of man-made fibres	411	0.6	1.0	0.6	1.1	1.9	1.2
Spinning and doubling on the cotton and flax systems	412	2.0	1.5	1.8	2.8	3.2	3.0
Weaving of cotton, linen and man-made fibres	413	2.1	2.4	2.2	2.6	3.3	2.9
Woolen and worsted	414	2.6	3.0	2.8	3.4	3.5	3.4
Jute	415	2.9	4.2	3.4	3.7	4.2	3.9
Rope, twine and net	416	4.0	2.6	3.2	1.8	3.2	2.5
Hosiery and other knitted goods	417	1.9	2.7	2.4	2.4	3.0	2.8
Lace	418	0.7	1.5	1.2	3.6	1.9	2.6
Carpets	419	0.7	1.2	0.8	1.8	1.7	1.8
Narrow fabrics (not more than 30cm wide)	421	1.2	1.7	1.5	3.4	2.8	3.1
Made-up textiles	422	3.0	2.5	2.7	4.2	2.2	2.9
Textile finishing	423	2.1	1.9	2.0	2.5	2.0	2.3
Other textiles industries	429	2.8	1.5	2.5	2.9	2.9	2.9
Leather, leather goods and fur	XIV	2.0	2.1	2.0	2.0	3.2	2.6
Leather (tanning and dressing) and fellmongery	431	1.4	2.0	1.5	1.4	2.3	1.6
Leather goods	432	2.6	2.1	2.3	1.8	3.0	2.6
Fur	433	4.1	2.1	3.1	6.9	6.3	6.6
Clothing and footwear	XV	2.7	3.2	3.1	2.8	2.9	2.9
Weatherproof outerwear	441	3.2	2.5	2.6	3.7	3.3	3.4
Men's and boys' tailored outerwear	442	2.1	2.8	2.7	2.9	3.0	3.0
Women's and girls' tailored outerwear	443	3.9	4.3	4.2	4.0	3.7	3.8
Overalls and men's shirts, underwear, etc	444	2.7	3.7	3.5	2.2	2.5	2.5
Dresses, lingerie, infants' wear, etc	445	3.9	3.3	3.4	3.7	3.1	3.1
Hats, caps and millinery	446	6.4	5.9	6.0	1.8	4.3	3.6
Dress industries not elsewhere specified	449	2.2	2.1	2.2	2.3	2.1	2.2
Footwear	450	2.0	2.8	2.5	2.1	2.4	2.2
Bricks, pottery, glass, cement, etc	XVI	2.1	2.1	2.1	3.0	2.4	2.9
Bricks, fireclay and refractory goods	461	1.5	1.4	1.5	2.8	2.9	2.8
Pottery	462	2.4	2.1	2.3	3.0	2.5	2.7
Glass	463	2.4	1.6	2.2	2.2	2.3	2.2
Cement	464	0.8	1.1	0.8	1.3	1.6	1.4
Abrasives and building materials etc, not elsewhere specified	469	2.4	3.1	2.5	4.2	2.2	3.9
Timber, furniture, etc.	XVII	3.0	2.8	3.0	2.4	2.6	2.4
Timber	471	2.6	2.3	2.6	2.4	1.6	2.3
Furniture and upholstery	472	2.5	2.9	2.6	2.1	2.7	2.2
Bedding, etc	473	3.0	1.9	2.5	3.0	3.6	3.3
Shop and office fitting	474	5.8	2.5	5.3	2.0	2.7	2.1
Wooden containers and baskets	475	2.8	3.2	2.9	3.1	2.1	2.9
Miscellaneous wood and cork manufacturers	479	2.4	5.2	3.1	3.7	2.8	3.5
Paper, printing and publishing	XVIII	1.9	2.7	2.2	2.0	2.6	2.2
Paper and board	481	1.6	1.8	1.6	1.8	1.9	1.8

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Packaging, products of paper, board and associated materials	482	1.9	2.5	2.1	2.4	2.8	2.5
Manufactured stationery	483	1.8	1.8	1.8	2.2	2.0	2.1
Manufactures of paper and board not elsewhere specified	484	2.8	3.0	2.9	2.5	3.1	2.8
Printing and publishing of newspapers	485	0.7	2.7	1.2	0.8	2.2	1.1
Printing, publishing of periodicals	486	1.9	3.1	2.3	1.8	3.4	2.3
Other printing, publishing, bookbinding, engraving, etc	489	2.4	3.1	2.6	2.4	2.5	2.4
Other manufacturing industries	XIX	2.4	3.3	2.7	2.7	4.3	3.3
Rubber	491	1.8	2.7	2.0	1.6	2.7	1.8

Industry (Standard Industrial Classification 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Males	Females	Total	Males	Females	Total
Linoleum, plastics floor-covering, leather cloth, etc	492	1.4	0.8	1.3	1.7	2.6	1.8
Brushes and brooms	493	2.0	2.9	2.5	1.6	2.6	2.2
Toys, games, children's carriages and sports equipment	494	3.0	5.0	4.2	6.2	5.9	6.0
Miscellaneous stationers' goods	495	4.5	3.2	3.8	3.7	7.1	5.4
Plastics products not elsewhere specified	496	3.1	3.1	3.1	3.1	4.4	3.6
Miscellaneous manufacturing industries	499	1.9	1.8	1.9	4.8	3.8	4.3
TOTAL, ALL MANUFACTURING INDUSTRIES		2.3	2.7	2.4	2.1	3.0	2.4

Administrative, technical and clerical workers in manufacturing industries

At October 1977, 27.6 per cent of the total number of employees in employment in manufacturing industries in Great Britain were administrative, technical or clerical workers. Details of the estimates for October 1977 are given in the table below.

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

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

Administrative, technical and clerical workers in manufacturing industries, mid-October 1977

Industry (Standard Industrial Classification 1968)	Number of operatives	Number of administrative, technical and clerical staff	Total employees in employment	Administrative, technical and clerical staff as percentage of total employees in employment
	(Thousands)			(Per cent)
Males				
Food, drink and tobacco	316	103	419	24.7
Coal and petroleum products	25	9	34	27.1
Chemicals and allied industries	196	114	310	36.8
Metal manufacture	335	92	427	21.5
Mechanical engineering	558	229	787	29.0
Instrument engineering	56	39	95	41.3
Electrical engineering	276	194	469	41.3
Shipbuilding and marine engineering	128	32	160	19.9
Vehicles	498	172	670	25.6
Metal goods not elsewhere specified	308	82	390	20.9
Textiles	208	55	263	20.9
Leather, leather goods and fur	18	4	23	18.9
Clothing and footwear	66	24	90	26.7
Bricks, pottery, glass, cement, etc	165	39	204	19.3
Timber, furniture, etc	170	38	209	18.4
Paper, printing and publishing	265	97	362	26.7
Other manufacturing industries	162	51	213	24.0
Total, all manufacturing industries	3,751	1,374	5,126	26.8

Administrative, technical and clerical workers in manufacturing industries, mid-October 1977 (cont)

Industry (Standard Industrial Classification 1968)	Number of operatives	Number of administrative, technical and clerical staff	Total employees in employment	Administrative, technical and clerical staff as percentage of total employees in employment
	(Thousands)			(Per cent)
Females				
Food, drink and tobacco	220	68	288	23.5
Coal and petroleum products	1	3	4	69.1
Chemicals and allied industries	67	56	123	45.5
Metal manufacture	26	28	54	51.4
Mechanical engineering	57	88	145	60.5
Instrument engineering	37	17	54	31.4
Electrical engineering	207	70	276	25.2
Shipbuilding and marine engineering	5	7	12	56.2
Vehicles	49	44	93	47.0
Metal goods not elsewhere specified	110	45	155	29.1
Textiles	186	35	221	15.8
Leather, leather goods and fur	15	3	18	17.5
Clothing and footwear	261	30	291	10.2
Bricks, pottery, glass, cement, etc	44	19	63	30.4
Timber, furniture, etc	28	22	50	43.9
Paper, printing and publishing	104	72	177	40.9
Other manufacturing industries	96	27	123	22.1
Total, all manufacturing industries	1,514	633	2,147	29.5

Industry (Standard Industrial Classification 1968)	Number of operatives	Number of administrative, technical and clerical staff	Total employees in employment	Administrative, technical and clerical staff as percentage of total employees in employment
	(Thousands)			(Per cent)
Total males and females				
Food, drink and tobacco	536	171	707	24.2
Coal and petroleum products	26	12	38	31.7
Chemicals and allied industries	263	170	434	39.3
Metal manufacture	361	120	481	24.8
Mechanical engineering	616	316	932	33.9
Instrument engineering	93	56	149	37.7
Electrical engineering	482	263	746	35.3
Shipbuilding and marine engineering	134	39	173	22.5
Vehicles	548	215	763	28.2
Metal goods not elsewhere specified	418	127	545	23.3
Textiles	393	90	483	18.6
Leather, leather goods and fur	33	7	41	18.3
Clothing and footwear	328	54	381	14.1
Bricks, pottery, glass, cement, etc	208	59	267	21.9
Timber, furniture, etc	198	60	259	23.4
Paper, printing and publishing	369	169	538	31.4
Other manufacturing industries	258	78	336	23.3
Total, all manufacturing industries	5,266	2,007	7,273	27.6

Note: Because the figures have been rounded independently, rounded totals may differ from the sum of the rounded components.

Disabled people

Returns of Unemployed Disabled People at October 13, 1977

Section I	Males	Females	Total
Registered	55,689	8,219	63,908
Unregistered	54,025	13,590	67,615
Section II	Males	Females	Total
Registered	9,063	1,752	10,815
Unregistered	3,240	841	4,081

Placings of unemployed disabled people from September 3, 1977 to October 7, 1977

	Males	Females	Total	
Registered disabled people	2,546	499	3,045	
	Section I	177	61	238
Unregistered* disabled people	1,745	525	2,270	
Total of placings	4,468	1,085	5,553	

* Only Registered disabled people are placed in sheltered (Section II) employment.
Notes: (a) Section I classifies those disabled people suitable for ordinary or open employment.
Section II classifies those disabled people unlikely to obtain employment other than under special or sheltered conditions.
(b) At April 18, 1977, the number of persons registered under the 'Disabled Persons (Employment) Act, 1944 and 1958 was 532,402.
(c) Unregistered disabled people are those who satisfy the eligibility conditions for registration, but have chosen not to register under the Disabled Persons (Employment) Act, 1944 (registration is voluntary)

Deaths and diseases

Fatal accidents	September 1977	October 1977
Factories Act		
Factory processes	12	18
Building operations	8	10
Works of engineering construction	1	3
Docks and warehouses	2	1
Total Factories Act	23	32
Fatalities reported under other Acts		
Explosives	—	—
Mines and Quarries*		
Coal mines		
(i) Underground	2	2
(ii) Surface	—	—
Other stratified mines	—	—
Miscellaneous mines	1	—
Quarries	1	2
Total Mines and Quarries Act	4†	4
Railway Service	3	1
Seamen		
(i) Trading vessels	—	3
(ii) Fishing vessels	—	5
Agricultural employees	3	6
Total of above	33	51

* Figures relate to a period of four weeks in September and five weeks in October.
† Revised figure.

Notified diseases	September 1977	October 1977
Aniline	1	3
Anthrax	1	—
Arsenical	—	—
Beryllium	—	—
Cadmium	—	—
Carbon bisulphide	—	—
Chrome ulceration	11	3
Chronic benzene	—	—
Compressed air	—	—
Epitheliomatous ulceration	1	2
Lead poisoning	—	(1)
Manganese	—	—
Mercurial	—	—
Phosphorus	—	—
Toxic anaemia	—	—
Toxic jaundice	—	—
Total of above	14	8

Note: Fatalities, if any, included in these figures are shown in brackets.

Manpower in the local authorities—Scotland

INFORMATION ABOUT the numbers of employees in local authorities at mid June each year was published annually in the *Employment Gazette* up to June 1974. These figures had been collected and compiled by the Department of Employment since 1952 with the co-operation of local authorities in England, Scotland and Wales. From March 1975, local authorities in England and Wales, jointly with central government, began a new quarterly series for the purposes of the joint manpower watch. In Scotland under a similar joint arrangement a new series began in March 1976.

The figures for the surveys are compiled by the National Joint Council for Local Authority Services (Scottish Councils) on behalf of central government and the local authority

associations. Provisional figures for June 1977 are published in this issue together with revised figures for June 1976 and March 1977. The survey results for the latest six quarters will continue to be published quarterly. The Scottish figures appeared for the first time in the August 1977 issue. The responsibilities of local authorities in Scotland differ in a number of respects from those in England and Wales, for example in Scotland local authorities discharge responsibilities for water management which in England and Wales are the province of Regional Water Authorities.

Employees engaged by local authorities under the Government's Job Creation Programme (JCP) are now separately identified and excluded from the grand total.

Service	March 13, 1976			June 12, 1976			September 11, 1976		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	58,957	9,343	62,601	59,626	8,210	62,828	61,153	4,754	63,007
—Others (i)	28,945	34,014	44,940	29,951	33,588	45,723	29,659	32,751	45,037
Construction	22,503	255	22,621	22,874	248	22,990	22,842	222	22,945
Transport	10,592	84	10,632	10,604	65	10,635	10,467	75	10,503
Social Services	16,449	21,752	26,578	15,891	21,472	25,888	15,983	21,777	26,127
Public libraries and museums	2,813	1,229	3,464	2,842	1,219	3,486	3,011	1,221	3,658
Recreation, leisure and tourism	10,926	1,883	11,808	12,292	2,379	13,414	12,424	2,167	13,455
Environmental health	2,473	320	2,622	2,353	403	2,541	2,227	453	2,438
Cleansing	10,094	319	10,241	10,193	289	10,326	10,282	344	10,441
Housing	4,138	352	4,307	3,892	340	4,056	3,891	372	4,069
Physical Planning	1,541	31	1,557	1,581	25	1,594	1,669	26	1,683
Fire service—Regular	3,823	—	3,823	3,830	—	3,830	3,888	—	3,888
—Others (j)	455	164	531	458	163	534	369	146	437
Miscellaneous services (k)	32,297	2,966	33,764	32,060	2,744	33,403	32,095	3,240	33,676
Total of above	206,006	72,712	239,489	208,447	71,145	241,248	209,960	67,548	241,364
Police service—Police (all ranks)	12,918	—	12,918	12,859	—	12,859	12,761	—	12,761
—Others (l)	3,186	2,288	4,259	3,381	2,348	4,477	3,361	2,580	4,565
Administration of District Courts	75	17	84	71	22	84	74	22	85
Total (including JCP)	222,185	75,017	256,750	224,758	73,515	258,668	226,156	70,150	258,775
Job Creation Programme (JCP)	—	—	—	1,520	—	1,520	2,838	—	2,838
Grand total (excluding JCP)	222,185	75,017	256,750	223,238	73,515	257,148	223,318	70,150	255,937

Service	December 11, 1976			March 12, 1977			June 18, 1977		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	61,532	6,000	63,872	61,776	5,402	63,883	61,438	4,921	63,357
—Others (i)	29,502	33,774	45,389	29,000	33,449	44,713	26,076	35,595	42,772
Construction	21,679	218	21,780	21,244	165	21,321	19,901	170	19,980
Transport	10,367	75	10,403	10,186	73	10,221	9,790	74	9,826
Social Services	16,710	20,700	26,359	16,532	20,347	26,022	16,204	20,239	25,640
Public libraries and museums	2,934	1,239	3,586	2,898	1,243	3,555	2,981	1,255	3,643
Recreation, leisure and tourism	11,763	1,932	12,682	11,666	1,877	12,559	13,165	2,235	14,225
Environmental health	2,145	456	2,357	2,143	451	2,353	2,136	503	2,369
Cleansing	9,731	270	9,855	9,593	259	9,713	9,755	238	9,865
Housing	3,894	385	4,078	3,883	373	4,040	3,930	416	4,133
Physical Planning	1,657	25	1,670	1,672	24	1,685	1,978	25	1,991
Fire service—Regular	3,868	—	3,868	3,877	—	3,877	3,879	—	3,879
—Others (j)	394	150	464	389	143	456	372	145	440
Miscellaneous services (k)	32,228	3,159	33,774	31,522	3,086	33,038	32,355	4,302	33,893
Total of above	208,404	68,383	240,137	206,381	66,892	237,436	203,960	70,118	236,013
Police service—Police (all ranks)	12,698	—	12,698	12,732	—	12,732	12,488	—	12,488
—Others (l)	3,336	2,296	4,409	3,271	2,287	4,360	3,173	1,023	4,196
Administration of District Courts	84	21	95	83	14	89	86	14	94
Total (including JCP)	224,522	70,700	257,339	222,467	69,193	254,617	219,707	71,155	252,791
Job Creation Programme (JCP)	3,636	—	3,636	3,966	—	3,966	4,712	—	4,712
Grand total (excluding JCP)	220,886	70,700	253,703	218,501	69,193	250,651	214,995	71,155	248,079

Notes: (g) Figures are based on Surveys undertaken on behalf of central and local government by the National Joint Council for Local Authority Services (Scottish Councils).
 (h) Includes only those part-time staff employed in vocational FE (that is courses of an academic nature or those leading to a qualification).
 (i) Includes school-crossing patrols.
 (j) Includes administrative, clerical and cleaning staff employed by the fire service.
 (k) Covers central services departments (for example engineers, treasurers and water employees) and others not included in listed departments or services.

(l) Includes civilian employees of police, traffic wardens and police cadets.
 (m) Based on the following factors to convert part-time employees to approximate full-time equivalents: for lecturers and teachers 0.39; non-manual staff (excluding Police, Teachers and Firemen) 0.59; manual employees 0.46.
 Definitions: Full-time includes all employees with full-time engagements. Part-time includes employees normally working for not more than 30 hours per week. FT equivalent is the total of full-time and full-time equivalents of part-time employment converted by the factors at note (m). These derive from analyses of hours and earnings of local authority employees as reported in surveys.

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

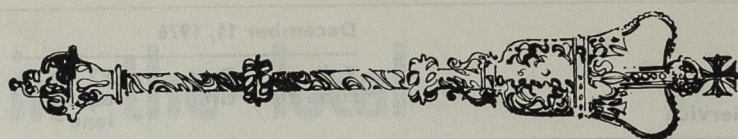
THE Factories Act 1961 and related legislation place restrictions on the employment of women and young people under 18 years of age in factories and other workplaces. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions, to grant exemptions from these restrictions for women and young people aged 16 and over, by making special exemption orders for employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on October 31, 1977, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young people of 16 but under 18	Female young people of 16 but under 18	Total
Extended hours†	20,945	1,086	1,732	23,763
Double day shifts‡	40,321	3,073	2,462	45,856
Long spells	10,316	364	1,237	11,917
Night shifts	55,061	1,895	129	57,085
Part-time work§	14,947	45	138	15,130
Saturday afternoon work	5,309	261	217	5,787
Sunday work	44,925	1,301	1,465	47,691
Miscellaneous	6,985	308	137	7,430
Total	198,809	8,333	7,517	214,659

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

‡ Includes 16,841 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.
 § Part-time work outside the hours of employment allowed by the Factories Act.

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of the *Gazette* between November 8 and December 6 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.

Pay policy

Mr James Kilfedder (North Down) asked whether any increase in the number of days of paid holiday in the period from July 31, 1977 to July 31, 1978, if not counted against the allowable 10 per cent increase, would be regarded as an infringement of Government pay policy.

Mr Walker: The cost of improvements in paid holidays must be taken into account in assessing whether the total level of settlements is within the terms of Government pay policy. (November 10)

Mr Arthur Lewis (Newham North West) asked the Secretary of State for Employment, whether an investigation would be made to ascertain how and why, in view of the trades unions' acceptance of the Government's wages policy, so many strikes and objections are being made by workers in industry generally and the motor car, steel, coal mining, civil service, police, electricity and power and fire services in particular.

Mr Walker: No. I think that the aims of the pay policy and the difficulties to which it inevitably gives rise are widely appreciated both within the trade union movement and by the public at large. (November 14)

Mr Lewis asked, for the longest and most convenient period of time, the number of occasions that he has taken action to prevent company directors, lawyers and other groups as stated to prevent them receiving salary increases in excess of the Government's various wage and salary incomes' programmes and policies; and with what results.

Mr Walker: Since the introduction of the £6 policy in July 1975 my predecessor and I have constantly urged all concerned with determining pay of any kind to follow the Government's voluntary guidelines; we have vigorously followed up,

with available back-up powers as necessary, any particular problems that have been drawn to attention; where these involved the pay of groups such as those referred to they have generally been satisfactorily resolved; fees charged by the self-employed are dealt with under the Price Code and are a matter for the Secretary of State for Prices and Consumer Protection. (November 16)

Mr Lewis further asked what legal or other actions the Government may take where a private or public company awards its workers increases in pay above the Government's 10 per cent norm and where the business concerned have no Government assistance in the way of finance or contracts.

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

Mr Walker: As I have previously indicated, the great majority of employees who have settled since August 1 have observed the Government's pay policy. If settlements come to notice which are in breach of the policy, my Department seeks their re-negotiation to bring them into line with the policy. This procedure is followed whether or not discretionary powers are available. (November 28)

Small firms

Mr Geraint Morgan (Denbigh) asked the Secretary of State for Employment, whether he would consider the possibility of extending the scope of the small firms employment subsidy in Special Development Areas to include such firms engaged in building and/or construction work.

Mr Golding: No. It is not intended to alter the conditions during the life of the experimental scheme which has now been extended to March 31, 1978, but a full review of the operation of the scheme, and its future, will be carried out during the next few months. (November 17)

Questions in Parliament

Voluntary organisation grant

Mrs Lynda Chalker (Wallasey) asked the Secretary of State for Employment what was the total sum granted to voluntary organisations in each of the years 1973-74, 1974-75, 1975-76, 1976-77; what is the size of the grants budgeted for 1977-78, 1978-79 and

1979-80; and if he would detail these.

Mr Golding: The services for which the Department of Employment and the Manpower Services Commission make grants to voluntary bodies and the expenditure or estimated expenditure from 1973-74 to 1979-80 is as follows.

Community Industry							£000
1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	
743	1,673	3,224	5,878	10,704	12,204	12,204	

Grants paid to the voluntary body which administers, on behalf of the MSC, the scheme to provide temporary employment projects for disadvantaged young people.

Sheltered Employment

Running costs:

384	508	674	797	876	882	895
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Capital grants:

68	147	189	67	275	743	1,700
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Grants paid for the provision of employment under special conditions for registered disabled people whose disablement prevents normal employment. In some cases where the grant for running costs by the Employment Service Agency is paid *via* a local authority it represents up to 75 per cent of the payment to the voluntary body by the local authority.

Industrial Rehabilitation

195	237	450	412	398	345	401
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Grants paid by the Employment Service Agency to cover running costs of voluntary body centres which undertake the industrial rehabilitation of blind people, spastics and mentally disabled people.

Residential Training

847	1,083	1,485	1,800	1,941	2,142	2,410
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Grants paid by the Training Services Agency towards running and capital costs of voluntary body centres which provide vocational training and residential accommodation for people whose disabilities are such as to require the special facilities available at these centres.

Job Creation and Special Temporary Employment

The MSC pays grants to sponsors of projects under the Job Creation Programme and will do so for the Special Temporary Employment Programme which is to follow it. The actual amount paid to voluntary bodies who sponsor projects is not readily available but experience of the Job Creation Programme is that 35 per cent of projects are run by voluntary bodies. Total expenditure or estimated expenditure under these programmes is shown below. Voluntary bodies will also be invited to run projects under the Youth Opportunities Programme but it is not yet possible to estimate how much may be paid to them by way of grants under the Programme.

							£000
1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	
—	—	1,023	33,662	57,000	38,072	1,995	
—	—	—	—	—	9,780	66,600	

(November 11)

Asbestos

Mr Max Madden (Sowerby) asked the Secretary of State for Employment when he expected the Advisory Committee on Asbestos, being conducted by the Health and Safety Commission, to report.

Mr Grant: The Committee is making

good progress. The question of the precise quantitative relationship between asbestos exposure and the incidence of asbestos-related diseases is complex, and the Committee does not intend to report on this until its medical working group have finished their careful consideration of the evidence. But the Com-

mittee is mindful of my request that any interim recommendations on which it is agreed should be submitted to the Health and Safety Commission and to me in advance of its final report. They are currently preparing recommendations for dealing with certain activities involving asbestos which present clear evidence of substantial risk, and the chairman expects the Committee to be able to submit a report to the Health and Safety Commission and to me on this in the near future. (November 21)

Mr Madden then asked how many workers had been examined in the Employment Medical Advisory Service survey of asbestos workers; how many had been found to have early diagnosable asbestosis; and what action was taken to notify such workers and their doctors.

Mr Grant: Some 24,000 persons have so far been examined. The latest available figures show that 949 cases of early diagnosable asbestosis have been identified. All chest x-ray films and reports from radiologists and chest physicians are checked by Employment Medical Advisers within 24 hours of receipt. Wherever there are any abnormal clinical indications, whether of early diagnosable asbestosis or of other conditions which might call for further investigation or treatment, the workers concerned are referred to their general practitioners. The x-rays are subsequently referred to a panel of readers who provide three independent assessments of the films, details of which are returned to the Employment Medical Adviser. (November 21).

Mr Madden also asked how many workers, examined in the Employment Medical Advisory Service Survey of asbestos workers, had been diagnosed as having very early diagnosable asbestosis; and if all such workers had been told of their condition.

Mr Grant: As I said in my reply to my hon. friend on November 21, some 24,000 persons have so far been examined and the latest available figures show that 949 cases of early diagnosable asbestosis have been identified. For the purposes of the survey early diagnosable asbestosis

Questions in Parliament

Asbestos (contd)

is equated with Category I of the ILO U/C Classification of Radiographs of Pneumoconioses (1971). Because of the work history of the men concerned it is likely that the majority have symptoms of early asbestosis but this cannot be confirmed until the workers have been clinically examined. When any abnormality is detected in the examination of the chest radiograph, standing instructions require Employment Medical Advisers to refer workers to their general practitioners. (November 25)

EMAS survey

Mr Max Madden (Sowerby) asked the Secretary of State for Employment when the Employment Medical Advisory Service survey of asbestos would be published.

Mr Grant: The survey is long-term and information about it is published from time to time. The latest position of the survey will be detailed in the EMAS Report of Work for 1975/76 which will be published early in 1978 (November 21).

Health and safety

Mr Laurie Pavitt (Brent South) asked the Secretary of State for Employment if he would now introduce legislation to provide sanctions against any employer who exposed his workforce to sound levels exceeding 85 dba.

Mr Grant: I am informed by the chairman of the Health and Safety Commission that the Commission has agreed in principle that occupational noise legislation is needed.

The Health and Safety Executive is preparing proposals for noise legislation taking account of the views of the Noise Working Party whose membership includes TUC, CBI and independent members who are authorities in the field.

At this stage, I cannot say what noise limit the Commission will propose to the Secretary of State. (November 8)

Toxic fumes

Mr Robert Woof (Blaydon) asked the Secretary of State for Employment in view of the chest ailments from the effects of toxic fumes in the boiler-making industry he would list the amount of medical research being carried out by Government establishments which are designed to combat such ailments.

Mr Grant: I understand from the chairman of the Health and Safety Commission that the Employment Medical Advisory Service is beginning a local study of welders in the North East region. Studies of dockyard workers are also being undertaken under the auspices of the Institute of Naval Medicine. (November 21)

Unfair dismissals

Mr John Watkinson (West Gloucestershire) asked whether employers could claim costs in cases in which unfair dismissal was not proven.

Mr Walker: Parties to industrial tribunal cases must normally bear their own costs whatever the outcome. The tribunal may however award costs if it considers that either party has acted frivolously or vexatiously; or if a party has requested a postponement of the proceedings. (November 10)

Mr Bruce George (Walsall South) asked the Secretary of State for Employment for a statement on his policy on the payment of costs in relation to unsuccessful applications to a tribunal in cases of unfair dismissal, in the light of the need not to discourage potential applicants by the possibility of an award of costs against them.

Mr Walker: The award of costs in a tribunal hearing does not depend on the outcome of the case. Costs may only be awarded if in the opinion of the tribunal a party has acted frivolously or vexatiously, or if a party has requested a postponement of the proceedings. These arrangements are designed to deter only applicants who have no serious case. (November 21).

Bruce George further asked what was the average award for workers unfairly dismissed made by industrial tribunals.

Mr Walker: The median awards given by industrial tribunals in unfair dismissal cases are calculated on a quarterly basis and are as follows for the periods requested:

first quarter 1975	£200
second quarter 1975	£171
first quarter 1976	£195
second quarter 1976	£210
first quarter 1977	£350
second quarter 1977	£355

The figures for 1977 comprise awards made under the provisions of the Employment Protection Act, i.e. awards consisting of both a basic and a compensatory element. No information is available for earlier years. (November 30)

Training

Mr David Hunt (Wirral) asked the Secretary of State for Employment, to what use the result of the National Training Survey will be put; and how he believed the survey would benefit the future policy of his department.

Mr Golding: The National Training Survey was initially sponsored by the Training Services Agency to help it understand the significance of training in the context of the Government's wider manpower policies, and to formulate the role that it and the Industrial Training Boards ought to be playing in the national training system.

Valuable use has already been made of the first results both in the Report on Young People and Work, and by the National Economic Development Council's Economic Development Committees on Building and Civil Engineering in their studies of particular trades in the construction industry. The Survey data enabled them to examine such topics as the consequences of insecurity of employment and the effect of shortages of skilled labour in the industry—a report is due to be published shortly. Extensive further analysis of the Survey results is now proceeding.

The Survey will be of particular value for the determination of training policies. (November 21)

Max Madden (Sowerby) asked the Secretary of State for Employment to list those training courses and schemes, training grants and conditions of eligibility for training, where widows were at a disad-

Training (contd)

vantage as compared with other women, including married women.

Mr Golding: Eligibility conditions for acceptance for training under the Training Opportunities Scheme are the same for widows as for women in general. Widows are entitled to receive the basic training allowance which is payable to all TOPS trainees plus, if appropriate, children's allowances. However, if a widow is in receipt of a National Insurance benefit, this may be affected because of the principle that a double payment of a maintenance allowance may not be made from public funds.

The National Insurance benefit of a widow without dependants is normally replaced by the more favourable rate of training allowance.

A widow who is in receipt of a widowed mother's allowance under the National Insurance Scheme with increases for children may, if this is more advantageous to her, choose to continue to draw her full widowed mother's allowance, in which case an abated training allowance of £7.25 a week is payable. (November 29)

Trade union education

Mr Michael Brotherton (Louth) asked the Secretary of State for Employment which trade unions received the £400,000 grant made available by his Department for trade union education and training in 1976-77; and how much each received.

Mr Walker: Grant to the TUC and affiliated independent trade unions for trade union education and training is made available jointly by my Department and by the Department of Education and Science. It is administered by the TUC in accordance with the terms and conditions of an agreed Memorandum of Arrangements.

Admissible categories of expenditure are defined within the Memorandum. They include fees to LEAs for courses they run, course research and development and the provision of courses at the TUC training college and in unions own colleges. Grant is paid quarterly in arrears on certification by the TUC that the expenditure has been incurred within the terms of the Memorandum.

The TUC is required to produce annual audited accounts showing how the grant has been spent. The accounts are open to inspection by the Internal Audit Divisions of my Department and the Department of Education and Science. Itemised accounts identifying individual unions, colleges and tutors are not maintained by either department.

Courses at colleges and conference centres owned by trade unions are eligible for grant aid provided that the courses are within the terms of the Memorandum which expressly precludes expenditure in connection with the function of full-time trade union officers and officials. (November 21)

Devolution

Mr Malcolm Rifkind (Edinburgh, Pentlands) asked the Secretary of State for Employment, which of the matters for which he was currently responsible in England he was not responsible for in Scotland; for which matters he was responsible in Scotland; and which matters for which he was currently responsible in Scotland will become the responsibility of the Scottish Assembly and executive under the terms of the Scotland Bill.

Mr Booth: The Secretary of State for Scotland is currently responsible in Scotland for the activities of the Manpower Services Commission and its executive arms the Employment Service Agency and the Training Services Agency and for oversight of the careers service, for which I am responsible in England. I am currently responsible for the administration in Scotland of the Government's programme of temporary employment measures, including the Temporary Employment Subsidy and the Small Firms Employment Subsidy; wages inspection; employment agency licensing; notification of redundancies, redundancy payments, insolvency payments and the Maternity Pay Fund; and unemployment benefit. Schedule 10 was all the matters for which legislative competence is devolved to the Scottish Assembly. None of my responsibilities is devolved by that schedule.

Schedule 11 devolves to the Scottish Executive executive competence in relation to certain matters in Scotland for which I am responsible. (November 22)

EEC Council of Ministers

Mr George Rodgers (Chorley) asked if the Secretary of State for Employment would make a statement on the meeting held by the EEC Council of Ministers (Social Affairs) on October 28 at which the Government was represented.

Questions in Parliament

Mr Grant: I represented the United Kingdom Government at the meeting of the EEC Council of Ministers (Social Affairs) held at Luxembourg on October 28.

One of the two main items on the agenda was the review of the European Social Fund on which full agreement was reached. The Council settled outstanding administrative and other issues which remained following the agreement reached at the meeting of the Council on June 28. It also agreed on certain transitional arrangements. A proposal to extend the scope of the Fund to provide an immediate new aid for job creation was not agreed but this subject was further discussed in the context of the Commission's paper on youth employment (see below). One outstanding issue is agreement on proposals for an Article 4 scheme for women. Subject then to this point and to possible use of the conciliation procedure involving the European Assembly, the Review of the Social Fund has been completed.

The second major item was the Commission communication on youth employment, which was the subject of a preliminary discussion. I welcomed in particular the Commission's recognition of the value of work experience schemes, which should be eligible for assistance from the Social Fund, and also the proposal for some increase in resources for the existing scheme of assistance to the young unemployed under Article 4 of the Social Fund. I suggested that the Council might consider declaring an intention that Member States would seek to ensure that every school leaver has the opportunity of a job, training or further education. The Council asked the Commission to submit proposals for a new category of aid under the Social Fund which would be likely to promote employment—centering on employment for young workers—at the present time and which would not fall into the existing categories of aid for vocational training or occupational mobility.

In addition, the Council agreed to extend the present programme of pilot schemes to combat poverty until 1980, and approved regulations amending the existing regulations concerning the application of social security schemes in the Member States to migrant workers and their families. It also took note of three progress reports: on the activities of the Social Fund in 1976, on the implementation of the poverty programme, and on the work of the Advisory Committee on Safety, Health and Hygiene at work. (November 18)

Questions in Parliament

Special measures to reduce unemployment register

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment, if he would publish a table for each year since 1970 showing: (a) the total number of registered unemployed and (b) his estimate of the number taken off the register as a result of job creation, community industry, work experience, youth employment subsidy, temporary employment subsidy and training

opportunity scheme sponsored training centres.

Mr Golding: Set out in the table below, for each year since 1970, are the numbers of people registered as unemployed and the estimated numbers of people taken off the register as a result of the Job Creation and Work Experience Programmes, Community Industry, the Youth

Employment and Temporary Employment Subsidies, and the Training Opportunities Scheme.

The table does not include measures such as the Job Release Scheme, the Small Firms Employment Subsidy and the support of training places in industry which are also reducing the numbers on the unemployed register. (December 5)

Year	Registered unemployed (annual averages)	Estimated numbers taken off the unemployed register by:						Thousands
		Job Creation Programme (started Oct 1975)	Community Industry (started Jan 1973)	Work Experience Programme (started Sept 1976)	Youth Employment Subsidy (started Oct 1976)	Temporary Employment Subsidy (started Aug 1975)	Training Opportunities Scheme	
1970	576.8	—	—	—	—	—	15.7	
1971	751.7	—	—	—	—	—	16.2	
1972	835.0	—	—	—	—	—	32.4	
1973	587.7	—	2.2	—	—	—	40.1	
1974	585.2	—	2.2	—	—	—	46.7	
1975	935.6	5.0	2.5	—	—	7.4	61.4	
1976	1,304.0	52.8	4.2	2.8	0.6	94.0	84.4	
1977*	1,422.9	55.4	4.8	37.2	3.8	132.0	71.5	

* To mid-November.

Training for vital skills

Mr George Rodgers (Chorley) asked the Secretary of State for Employment, when the report of the Manpower Services Commission's Task Group on Vital Skills was to be published; and if he would make a statement on whether the Government accepted the approach proposed by the Task Group.

Mr Booth: Last year the Government and the Manpower Services Commission jointly published a consultative document which proposed a scheme of collective funding of initial training in transferable skills as a means of improving the supply of skilled people which can act as a constraint on economic expansion. The comments received showed that the case for action was generally accepted but there was not sufficient agreement on the particular proposals to support their introduction. The Government and MSC therefore decided that the Commission should set up a Task Group, including representatives of the CBI, the TUC, the education service and industrial training boards to examine the problems.

The report of the Task Group is published today. It proposes an action programme to improve the amount and quality of training in skills needed by industry, to discourage a "stop-go" attitude to training and to prevent persistent shortages in skills from building up.

Under the programme each sector of industry and commerce would assess its future manpower needs and take action to prevent possible serious skill imbalances from developing; the Commission would co-ordinate action where shortages in a particular skill would affect several industries; Industrial Training Boards and other competent organisations would identify cases where they needed additional help; and the Commission would provide such help once satisfied that it was really required.

The general approach proposed by the Task Group has been approved by the Commission and by the Government including the Secretaries of State for Scotland and for Wales. The appropriate level of public support will not be clear until proposals have been developed and considered but I anticipate that up to £60m annually might be made available as the public contribution towards the cost of these schemes and other key training in industry.

The new programme will come into operation by the autumn of 1979 on the basis of proposals from industrial training boards and other organisations to be sent to the MSC by the autumn of 1978. In the meantime there will be a final programme of special training measures for 1978/79.

We believe that the new programme

marks an important advance in improving training arrangements both for young people and for adults and will help to ensure that industrial growth is not put at risk by shortages of skilled workers. It will now be important that all those concerned with recruitment and training in industry and elsewhere involve themselves fully and actively in drawing up and implementing plans under the new programme. (December 6)

Skillcentres

Mr David Madel (South Bedfordshire) asked how many young people under 19 years of age were currently studying draughtsmanship at Government skillcentres; and how many had done so in the past two years.

Mr Golding: Under the Training Opportunities Scheme skillcentre courses in draughtsmanship are open only to those aged 19 or over. Skillcentre facilities are also available for trainees sponsored by their employers but, although young people under the age of 19 are eligible under the Sponsored Training Scheme, none has attended a skillcentre draughtsmanship class during the past 2 years. (December 6)

Questions in Parliament

EEC unemployment rates

Mr James Sillars (South Ayrshire) asked the Secretary of State for Employment, ment figures and rates in each region of EEC countries.

Country	Region	Month to which data refer	Numbers unemployed	Percentage rate		
Belgium (1)		August 1977	258,571	9.6		
		June 1977	246,660	9.2		
		June 1977	130,541	9.2		
		June 1977	88,986	12.0		
	Flamande	June 1977	88,986	12.0		
		June 1977	27,133	9.4		
		Wallone	June 1977	88,986	12.0	
			June 1977	27,133	9.4	
Denmark (2)		August 1977	143,300	6.8		
		August 1977	1,063,877	5.9		
France (2)	Region Parisienne	August 1977	230,801			
		August 1977	175,031			
		August 1977	84,927			
		August 1977	81,784			
		August 1977	133,487			
		August 1977	113,945			
		August 1977	104,133			
		August 1977	139,769			
		West Germany (2)	Schleswig-Holstein-Hamburg	August 1977	963,468	4.3
				August 1977	68,180	4.3
				August 1977	144,087	5.1
				August 1977	306,409	5.0
August 1977	78,147			3.8		
August 1977	83,786			5.0		
August 1977	95,492			2.7		
August 1977	78,779			4.5		
August 1977	77,053			3.4		
August 1977	31,535			4.0		
Ireland (1)	Nord Ouest			August 1977	80,916	11.7
				August 1977	1,445,483	7.1
		September 1977	1,484,264	7.3		
		September 1977	100,006			
		September 1977	103,471			
		September 1977	101,137			
		September 1977	71,010			
		September 1977	92,848			
		September 1977	130,085			
		September 1977	327,351			
		September 1977	48,374			
		September 1977	229,550			
September 1977	225,654					
September 1977	54,778					
Luxembourg (1)		August 1977	825	0.6		
		August 1977	208,676	5.4		
Netherlands (2)	Noord-Nederland	October 1977	203,543	5.3		
		October 1977	23,888			
		October 1977	37,060			
		October 1977	73,672			
		October 1977	3,850			
		October 1977	65,073			
		United Kingdom (2)	South East	August 1977	1,685,832	6.9
				November 1977	1,499,094	6.4
November 1977	339,782			4.5		
November 1977	37,219			5.4		
November 1977	115,987			7.3		
November 1977	131,696			5.7		
November 1977	79,235			5.2		
November 1977	122,742			6.0		
November 1977	215,940			7.7		
November 1977	119,023			8.9		
November 1977	91,149			8.7		
November 1977	185,190			8.5		
November 1977	61,131	11.5				

(1) Insured unemployed. Rates are calculated as percentages of total insured population.

(2) Numbers registered at employment offices. Rates are calculated as percentages of total employees (employed and unemployed).

(December 6)

employment figures are shown below, with regional rates where available. National figures for August are provided in all cases to assist comparability as far as possible; however, the figures are not directly comparable between countries owing to differences in the concepts, coverage and methods of collection.

Comparative weekley earnings

Mr James Sillars (South Ayrshire) asked the Secretary of State for Employment, from the latest available figures, what were the average weekly earnings of adult male manual workers in manufacturing in Scotland when compared with England and Northern Ireland.

Mr Golding: The "New Earnings Survey" estimates for April 1977 of the average gross weekly earnings in manufacturing industries of full time manual men, aged 21 and over, whose pay for the survey pay-period was not affected by absence are:

Scotland	£75.00
England	£74.00
Northern Ireland	not yet available

These estimates are subject to sampling error and are rounded to the nearest pence. They are to be published in New Earnings Survey, 1977, Part C.

Earlier estimates for October 1976 obtained from the Department's annual enquiry, including all who receive some pay for the reference week, were

Scotland	£68.00
England	£67.70
Northern Ireland	£66.00

Differences in average earnings between regions include the effects of different industrial and occupational structures: they do not therefore give a precise indication of differences in earnings for comparable work. (December 5)

News and notes

New programme to tackle skill shortage

The Government and the Manpower Services Commission (MSC) have decided on a new programme to tackle skill shortages based on a report published by the Commission.

A four stage approach is proposed to ensure that industry's skill needs are fully met and future expansion is not held up by manpower bottlenecks:

- each sector of industry and commerce should assess its future manpower needs realistically, and take action to prevent serious skill imbalances developing;
- the Commission should co-ordinate action where imbalances in a particular skill would affect several industries;
- Industrial Training Boards (ITBs) and other competent organisations should identify cases where they need additional help;
- the Commission should provide such help once satisfied that it is really required.

In a joint statement the Department of Employment and the Commission said a high priority would be given to setting in hand immediately an industry-by-industry review of skills provision. Later, industry would be provided with extra help where this was essential to secure adequate training. Special attention would be given to supporting the Government's industrial strategy.

Proposals by autumn

The Government will give full support and financial backing to the programme which will be carried out by the Manpower Services Commission. Industrial Training Boards and other appropriate organisations in industry and commerce will be invited to submit to the MSC—by the autumn of 1978—proposals for action. The new programme will come into full effect not later than autumn 1979.

The report *Training for Skills: A programme for Action*, examines how skill shortages occur and concludes that much needs to be done to make the labour

market work more effectively—the main obligation to do this resting with employers and trade unions, who have it in their power to reach agreement on industrial practices whether at plant, company or industry level. The MSC should intervene only where it is clear that this is the only way of securing important aims.

Discourage "stop-go"

The recommendations of the report aim to improve the amount and quality of training in skills needed by industry, discourage a "stop-go" attitude to training—which has a severe impact on training opportunities for young people—and prevent persistent shortages in skills from building up.

It suggests criteria which ITBs, other appropriate bodies and the Commission should adopt when preparing manpower and training plans. These include:

- the need for training schemes to take account of how they are to apply to both young people and adults, whether in employment or not;
- all training should lead to agreed standards;
- the recruitment of young people for occupations which require lengthy training should be system-

atically planned and adequate for future needs—there should not be "substantial discontinuities" from year to year;

- in craft and technician training the length of training should be related to what has to be taught and on the rate of learning of the individual—with incentives to qualify as quickly as possible;
- there should be flexibility on age of entry into training;
- opportunities should be available for the later acquisition or updating of skills.

Where these criteria have been observed but key training objectives cannot be met without additional support, the report recommends that the MSC should contribute. "Priority should be given to proposals which support the Government's industrial strategy or otherwise provide for opportunities to train in skills of importance from a national point of view." The appropriate level of public support will not be clear until proposals have been developed and considered—but up to £60m annually might be made available towards the costs of these schemes and other key training in industry and commerce. In the meantime there will be a final programme of Special Training Measures for 1978/79.

Community vocational training aid

Since July 1975, the European Social Fund has allocated well over £100 million as aid to vocational training programmes for the young unemployed. But in the same period applications for assistance for such programmes totalled nearly three times that amount. Because of the shortage of resources the Commission gave priority to young persons seeking their first job.

The Commission considers that all member States should be in a position

to offer to young job seekers either the possibility of working or the opportunity of undertaking training. It therefore suggests two types of action:

- the extension of financial assistance either from the Social Fund or otherwise.
- more general measures aimed at widening or increasing the commitments of member States to the promotion of the employment of young people, with the assistance of the Commission.

European Community

News and notes

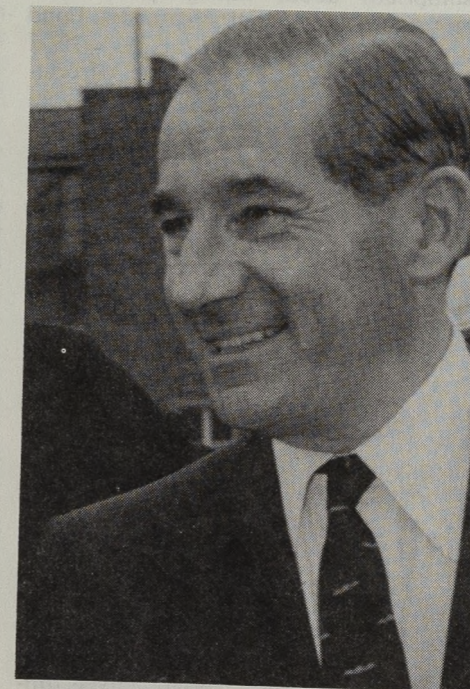
Record sales level by Rempoy's disabled workers

Rempoy, the Government-backed company which provides full-time jobs for disabled people in a wide range of commercial activities reports that sales reached record levels in the financial year to March 1977. At £24,923,000 they represented an increase of over £2.6 million or 12 per cent on the previous year's figure.

Despite this, Mr A. H. C. Greenwood says, in his first annual report since becoming chairman, that Rempoy's expenditure exceeded income by £16,904,000—£1,833,000 up on the previous year. The increase, says Mr Greenwood, "was mainly due to general inflation, difficult trading conditions, and the pressure of much higher wages than in the past." The wages bill rose by £3.8 million or 35 per cent in 1975/76, largely due to the consolidation of pay awards in the previous financial year.

Government subsidy

Rempoy's excess of expenditure over income is met by a subsidy from the Government. But there is an estimated £14.5 million flow back arising from



Allen Greenwood, chairman, Rempoy Ltd.

savings in social security payments, payments of income tax and national insur-

ance and from VAT arising from the company's trading operations.

Export achievements

Reviewing Rempoy's export achievements in the year, the chairman says they continued to expand both in product range and geographical distribution, showing a 30 per cent increase on the previous year.

At the beginning of the financial year under review 8,484 disabled people were employed by Rempoy, whose commercial activities cover furniture manufacture, leather and textile products, and packaging and assembly work. New recruits amounted to 734 during the year and 1,246 people left the company for various reasons so that at the end of the year 7,972 disabled people were employed. Rempoy plans to start increasing the total number of disabled people employed in the current financial year. The chairman points out that despite the Government's policy of cash limits, there have been no redundancies at Rempoy and any reductions in the numbers employed have been achieved through natural wastage.

Social security benefits increased

Unemployment and sickness benefit went up last month as part of a £1,500 million improvement in pensions and other social security benefits.

The new rates are now £14.70 per week for single people and £23.80 per week for married couples. This represents a 14 per cent increase over the previous rates which were £12.90 for a single person and £20.90 for married couples.

In addition the earnings limit for retirement pensioners, their wives and invalidity pensioners has been increased from £35 to £40 per week.

Main industrial injuries benefit rates have also been increased (see table).

All the improvements have been made to take account of the effects of inflation since the last increases. Announcing the new rates in a joint statement, Mr David Ennals, the Secretary of State for the Social Services and Mr Stanley Orme, the Minister for Social Security, said: "When we announced last May that the uprating would be 14.4 per cent, our forecast was

that inflation would fall over the next six months and that the increases would be sufficient to protect the position of our beneficiaries."

Main industrial injuries benefit rates

	New weekly rate	Old rate
Injury benefit*†	£17.45	£15.65
Disablement benefit (100 per cent assessment)*	£28.60	£25.00
Unemployability supplement‡	£17.50	£15.30
Special hardship allowance (maximum)	£11.44	£10.00
Constant attendance allowance (normal maximum)	£11.40	£10.00
Exceptionally severe disablement allowance	£11.40	£10.00

* The rates for beneficiaries not over the age of 18 will also be increased.

† Increases for adult dependants and children will be the same as those payable with unemployment and sickness benefits.

‡ Invalidity allowances and increases for adult dependants and children will be the same as those payable with invalidity pensions.

Training board reconstituted

The Footwear, Leather and Fur Skin Industry Training Board has been reconstituted for three years from November 27, 1977.

The Employment Secretary Mr Booth has reappointed Mr J R Tusting, OBE, MA, as chairman and has named fifteen other members: Mr J A Eyton-Jones, Mr M W Goold, Mr M J R Heron, Mr A E Lewis, Mr A P Partridge, Mr R H Prince, Mr A C Smith, Mr S F Clapham, Mr H Comerford, Mr V Eglajs, Mr E Mallon, Mr G G Stewart, Mr R W Beeby, Mr J Hall, Mr E George.

One employer member, three employee members and one educational member have still to be appointed.

New contribution rates explained by minister

New rates and levels of national insurance contributions for April 1978, when the Government's new earnings-related pension scheme starts, have been announced by Mr Stanley Orme, Minister for Social Security. Under this scheme, provided for in the Social Security Pensions Act 1975, people will be able to qualify for earnings-related additional pensions on top of the present flat-rate. Rights to additional pensions will build up from next April. The additional pensions will be protected against inflation; and the first full pensions will become payable for those who retire with 20 years of contributions under the new scheme. A married man on average earnings will then be able to retire on more than half-pay.

Answering a question in Parliament Mr Orme said, "After the scheme reaches maturity in 20 years' time, additional pension will be calculated from the 20 best years of earnings. This will be of particular benefit to people like manual workers, whose earnings tend to fall as they get older. There will be no loss of pension rights under the scheme on a change of job.

Women equal rights

"Women will not only have equal rights to an earnings-related pension under the new scheme but will have their right to a basic pension protected if they give up work to look after their children. And a woman who is widowed will be able to receive the new earnings-related pension on her husband's contributions on top of her flat-rate widow's pension.

"People can be contracted-out of the new State scheme if their occupational pension scheme provides benefits at least as good as those provided by the State scheme. They will then receive their additional pension from their occupational scheme and will pay smaller national insurance contributions.

Turning to the contributions required Mr Orme said, "The Social Security Pensions Act 1975 recognised that Class 1 contribution rates for employees and employers who were not contracted out would need to be increased at the start of the new scheme under which greatly improved benefits will be earned; and there is power to set their contributions at rates which are not higher than 6.5 per cent and 10 per cent respectively. As the Government Actuary's report shows

(Cmnd 7036), on the basis of given assumptions about unemployment and earnings, the (National Insurance) Fund will show a small deficit for 1978/79 if the Class 1 rates are at these percentages and other rates and levels of contributions are as now proposed. The Secretary of State has therefore concluded that the standard Class 1 rates should be 6.5 per cent for employees, and 10 per cent for employers, in place of the present rates of 5.75 per cent and 8.75 per cent respectively.

"In line with the requirements of the Pensions Acts, the lower earnings limit for Class I contributions is to be increased to £17.50 a week, the current level of the basic retirement pension, and the upper earnings limit is to be increased to £120, or about 7 times the pension rate. These new earnings limits replace the existing limits of £15 and £105 a week respectively.

"The effect of these changes is to increase by 60p a week the contribution paid by an employee on £80 a week, which is approximately the amount of average earnings for males employed full-time. The corresponding increase for his employer is £1.

"Where an employee is contracted out, the contribution rates will be reduced, as already provided for in the Pensions Act, in recognition of the provision by his occupational pension scheme of part of the new state scheme benefits. On the first £17.50 of weekly earnings the rates will be as for other employees but between that limit and the upper earnings limit the rates will be 4 per cent for employees and 5.5 per cent for employers. The effect will be to reduce the weekly contribution of the contracted-out employee earning £80 a week by 96p and his employer's contribution by £1.81.

Self-employed

"The self-employed will not come within the scope of the new earnings-related pension scheme and their contributions have been adjusted to take account of this. Thus, the levels of self-employed contribution have been assessed on a similar basis to that used for assessing contracted-out contributions, but allowance has also been made for the benefits not available to the self-employed for which contracted-out employees can qualify.

"Calculations made on this basis result in contribution rates for the self-employed

which, initially, are much lower than at present but which, like the contributions of the contracted-out, will rise progressively in real terms over the years. Initially, the self-employed will pay a Class 2 contribution of £1.90 a week, in place of the present £2.66 (£2.55 for women) a week, and a Class 4 contribution of 5 per cent on annual profits between the limits of £2,000 and £6,250 a year, in place of 8 per cent between limits of £1,750 and £5,500. It should be possible to hold this level of liability for the first 5 years of the new scheme, apart from changes to the Class 2 rate and Class 4 limits to take account of increases in the general level of earnings. The changes in Classes 2 and 4 contributions will mean a reduction in contribution liability at any given level of annual profits."

In consequence of changes, the rate of the Class 3 (voluntary) contribution will be reduced from £2.45 to £1.80.

Disabled people register

The Supplementary Benefits Commission has decided to remove the requirement to register as unemployed for certain people who receive supplementary allowances only and are considered to have no reasonable prospect of employment, mainly on account of disability.

During the three months ending on 30 November 1977 139 people accepted the opportunity to discontinue their registration and are now automatically excluded from subsequent unemployment counts. The number of such people ceasing to register will be monitored quarterly until the end of the review, but the overall total is not expected to be large.

An apology

We regret that due to distribution difficulties beyond our control some subscribers to the November issue of the *Employment Gazette* will have received their copies late.

Health and Safety Executive spend £6 million on research in 1976

Six million pounds were spent on research, testing and scientific support services in 1976 by the Health and Safety Executive (HSE) according to a report* published recently. It covers a wide range of topics from mining, to nuclear installations and testing.

Expenditure on extramural contracts accounted for 37 per cent of the overall cost and gave access to expertise and facilities not immediately available in the Executive.

The Safety in Mines Research Establishment (SMRE) was the largest of the research facilities to become part of Research and Laboratory Services Division (RLSD) and the report includes accounts of long term studies of mine safety problems, for example; the ignition of methane by frictional heating, electrical equipment or mining explosives; and the engineering and metallurgical problems associated with coal.

A study is being made of the feasibility of the personnel of the mines rescue service wearing a full facemask with their closed-circuit liquid-oxygen breathing apparatus, says the report. At present this apparatus is worn with a noseclip and mouthpiece assembly and communication is via a code of signals on a hand hooter. The report points out that full facemasks with speech diaphragms or microphones could greatly help communications.

Work on improved design methods for mine winding gear components is being carried out in collaboration with the NCB. The report gives an account of a new device for the non-destructive testing of mining ropes which gives clear, quantitative indications of the cross-sectional area of steel and hence the actual strength of a stranded wire rope.

Flour explosion

Dust explosion work, started in mining, has been extended to cover the explosion hazard in large silos used for storing such products as grain and sugar, the objects being to recommend safe working practices. The work was begun with a series of experiments in which pre-formed clouds of flour were ignited. The clouds were formed by blowing ordinary domestic flour through an aperture at the closed end of a tube and were ignited by an electric heating element. Experiments so far have shown that flour explosions, once started, are similar to coal dust explosions.



Specialists check the effects of wearing new breathing apparatus for mines.

Work carried out on the safe guarding of machinery reflects the increasing number of requests for advice being received by the Factory Inspectorate. The first need identified is often for an assessment of the degree of risk and measurements and observations at factories during the course of normal work with textile warping and beaming machines have been made, says the report. The measurements have concerned machine characteristics, particularly running speed, deceleration and time to stop. The observations covered safety aspects of the operations and the lay-out of machine controls. The information obtained is being made available through Joint Standing Committees and other bodies to all the various people concerned in order to improve the safety of working on these machines.

A large part of engineering research concerns the mining industry but work has been extended to projects outside this industry, says the report. These include the development of a testing rig for tall mobile cranes and of safe working platforms and associated structures to reduce the numbers of accidents by men falling from steelwork under construction.

The report describes 39 investigations

of actual or suspected equipment failure, including eight involving cranes. Five of the crane investigations revealed poor detailed design features which contributed to failure; poor operating practice which resulted in overloading accounted for three failures; and in addition there were instances where maintenance was inadequate and where repairs involving welding were inadequate in both concept and execution.

A substantial section of the report is concerned with the development of methods of analysing the concentration of a wide range of contaminants in the working environment.

In the field of occupational medicine the report gives an account of some of the contracts carried out for the Employment Medical Advisory Service (EMAS), including studies of human population exposed to hazardous substances, and the biological effects of toxic substances. More than 29,000 samples of blood or urine were analysed by the laboratory by the occupational medicine laboratory at Cricklewood in 1976.

* "Health and Safety Research 1976" HMSO £2.50 plus postage.

News and notes

New directors for streamlined regional manpower organisation

Seven new-style Regional Manpower Services Directors were appointed by the Manpower Services Commission with the approval of the Secretary of State for Employment, in England on December 1 as part of the streamlining of regional manpower services throughout the country. This followed a recommendation by a recent management review of the Department of Employment Group. The reorganisation of the responsibilities of the Department of Employment and the Manpower Services Commission in Scotland and Wales has already been announced, together with the appointment of two new Manpower Services Directors for Scotland and Wales from October 1, 1977.

Existing posts abolished

The existing regional director posts of the Department of Employment were abolished on December 1 to make way for the new Regional Manpower Services Directors who will have important responsibilities on behalf of the Secretary of State for Employment as well as in a new regional organisation for the Manpower Services Commission (MSC).

The new Directors in England will represent both the Secretary of State and the MSC in their contacts with local authorities, Economic Planning Councils, employers, unions and the regional representatives of other Government departments. They will have general oversight of the development and operation of the Manpower Services Commission's services in their regions and will take direct control of its special programmes for young people and adults who would otherwise be unemployed. Each will chair a Regional Manpower Services Board with the task of co-ordinating MSC activities including the employment service, the training services and the special programmes. They will be responsible for the collection and publication of the monthly unemployment and vacancy statistics and the provision of advice and information on manpower matters on behalf of the Secretary of State for Employment. In Scotland and Wales the Manpower Services Directors will have a similar role and will provide the Secretaries of State for Scotland and Wales with information on manpower matters for the purposes of economic planning.

The Department of Employment in Scotland and Wales and at regional level in England will continue to administer the unemployment benefit service as well as the Temporary Employment Subsidy, the Youth Employment Subsidy, the Small Firms Employment Subsidy and the Job Release Scheme; notification of redundancies, redundancy and insolvency payments, the Maternity Pay Fund; wages inspection; the Race Relations Employment Advisory Service and private employment agency licensing. In England the Department will exercise central Government responsibility in relation to the Local Education Authority Careers Service. In Scotland and Wales this is carried out by the Secretaries of State for Scotland and Wales.

The new Directors are:

Northern	Mr D. W. G. Hill
North West	Mr D. Rees
Yorkshire and Humberside	Mr D. G. Knight
South West	Mr L. R. Frost
Midlands	Mr G. S. Forrest
London	Mr M. Hanson
South East and East Anglia	Mr M. J. Porter

News and notes

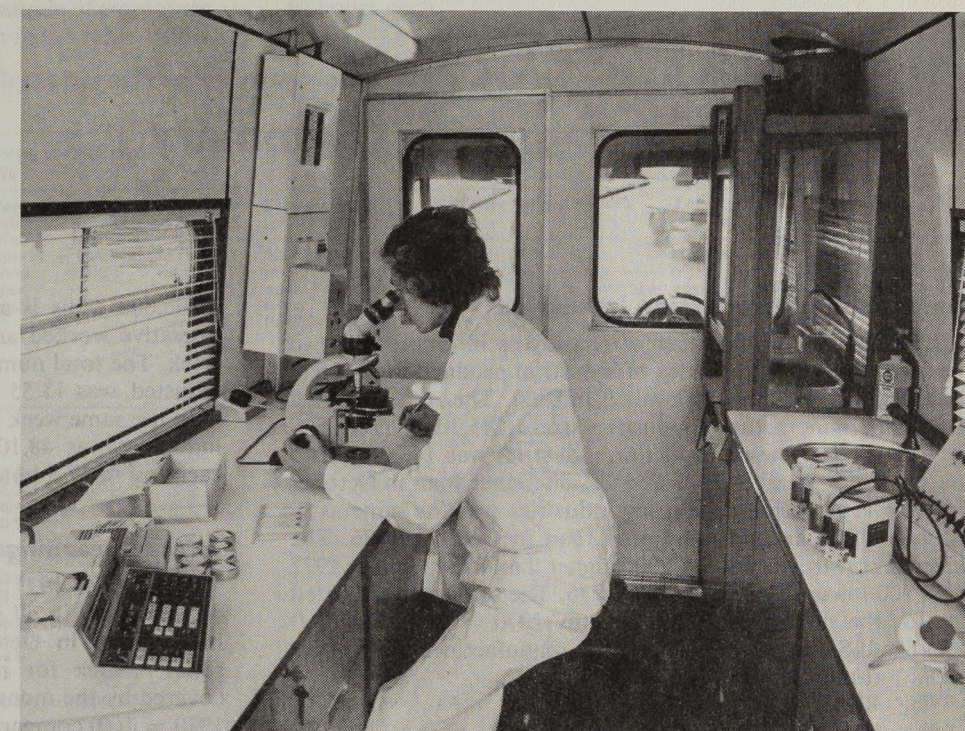
"Flying squad" to aid factory inspectors

Three more Field Consultant Groups—the Health and Safety Executive's "flying squad"—are to start operating in the first three months of 1978. They will bring the number of these specialist groups, providing scientific and technical expertise to factory inspectors in the field, to six.

The Field Consultant Groups have been set up as part of the nationwide reorganisation of the Factory Inspectorate. They are already operating out of Edinburgh, Manchester and Birmingham and the three new groups will work from Cardiff, Leeds and Hitchin. A further group is planned to operate from East Grinstead when specialist training is completed and premises are available.

Each group consists of between fifteen and twenty five chemists, mechanical, electrical and civil engineers, fire specialists and other scientific support staff. Their primary function is to provide inspectors in the 21 areas of the Factory Inspectorate with rapid technical advice. They have their own laboratory facilities and can even provide on-the-spot analyses using mobile laboratories.

Answering a question in Parliament from Mr Eddie Loyden MP (Liverpool Garston) who asked about the coverage of the country by the Field Specialist Groups, Mr John Golding, the employment spokesman on safety matters, told



On-the-spot testing in a "flying squad" mobile laboratory.

him that he was satisfied that the proposed coverage of Great Britain by the groups represented a reasonable proportion of total Factory Inspectorate activity: "The groups respond to demands made

on them by inspectors working in the areas they serve and have been staffed to meet this demand. No individual allocation of activities is therefore made to individual areas served".

EEC aid for youth unemployment

Concerned by the worsening unemployment situation of young people, the European Commission, has suggested new EEC aid for job creation premiums, and employment programmes in the public sector. These are among the suggestions contained in a communication to the Council of Ministers on the problem of youth unemployment. Other measures which the Commission suggests are: an increase in aid from the European Social Fund for training school leavers, a special priority for training schemes which include practical courses, and the development of labour market services such as guidance, placement and training.

Youth unemployment, which now stands at two million, has more than quadrupled since 1969 and the proportion of young people among the unemployed has risen in the same period from 24 per cent to 37 per cent.

The Commission also points out that matching young job seekers to the type of jobs offered them has become more difficult. Over the last fifteen to twenty years, a contrast has arisen, between the development of education and the availability of higher education in the one hand the relative stagnation of working conditions and responsibilities offered to young people on the other.

The Commission's analysis concludes that the solution depends on measures to:

- re-establish a form of growth more favourable to employment;
- adjust the education and training to the needs of modern society;
- improve working conditions to meet the needs of workers and increase motivation.

Redundancy fund

Redundancy Fund transactions totalling £43,376,000 for the period July 1 to September 30, 1977 were received by 66,684 employees of which 550 were government employees. Employers liable to make payments contributed £19,645,000 net of rebate, and the cost to the Fund in rebates to employers and direct payments to employees was £23,731,000. The Fund in general is financed by contributions from employers.

Analysis of the figures for all payments made during the quarter shows that industries in which the highest numbers were recorded are (figures to the nearest 100) construction (11,800) distributive trades (7,300) mechanical engineering (4,900) miscellaneous services (4,000) electrical engineering (3,800) transport and communication (2,900) mining and quarrying (2,800).

Your 1978 *Employment Gazette*
Starting with the January issue,
readers will find News and notes at
the beginning of their *Employment Gazette*.
Look for the new glossy cover too.

Monthly Statistics

Summary

Employment in production industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-October 1977 was 9,160,900. The total included 7,235,400 in manufacturing industries, and 1,245,300 in construction. The total in these production industries was 14,000 higher than that for September 1977 and 21,500 higher than in October 1976. The total in manufacturing industries was the same as in September 1977 and 42,100 higher than in October 1976. The number in construction was 13,900 higher than in September 1977 and 14,700 lower than in October 1976. The seasonally adjusted index for the production industries (av 1970 = 100) was 89.0 (88.9 at mid-September 1977) and for manufacturing industries 87.9 (88.1 at mid-September 1977).

Unemployment

The number of unemployed, excluding school leavers, in Great Britain on November 10, 1977 was 1,369,384. After adjustment for normal seasonal variations, the number was 1,376,500, representing 6.0 per cent of all employees, compared with 1,377,100 in October 1977. In addition, there were 68,579 unemployed school leavers so that the total number unemployed was 1,437,963, a fall of 18,620 since October 1977. This total represents 6.2 per cent of all employees. Of the number unemployed in November 1977, 415,791 (28.9 per cent) had been on the register for up to 8 weeks, 229,911 (16.0 per cent) for up to 4 weeks, and 120,565 (8.4 per cent) for up to 2 weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on November 4, 1977 was 157,926; 9,018 lower than on October 7, 1977. After adjustment for normal seasonal variations, the number was 153,600, compared with 151,400 in October. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on November 4, 1977 was 17,996; 818 lower than on October 7, 1977.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on November 10, 1977 was 16,392, a fall of 6,747 since October 13, 1977.

Overtime and short-time

In the week ended October 15, 1977 the estimated number of operatives working overtime in manufacturing industries was

1,886,000. This is about 35.8 per cent of all operatives. Each operative worked an average of 8.7 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted, was 15.55 millions (15.16 millions in September 1977).

In the same week the estimated number on short-time in these industries was 48,100 or about 0.9 per cent of all operatives, each losing 17.5 hours on average.

Average earnings

In October 1977 the "new series" index of average earnings of employees in all industries in Great Britain was 8.7 per cent higher than in October 1976. The seasonally adjusted "older series" index for manufacturing and those other industries covered by the monthly enquiry before 1976 was 294.6 (January 1970 = 100) compared with 290.1 in September 1977 and was 9.5 per cent higher than in October 1976.

Basic rates of wages

At November 30, 1977, the index of basic weekly rates of wages of manual workers was 4.5 per cent higher than at November 30, 1976: this increase reflects that normally-negotiated rates for engineering workers have not changed since February 1976. The index was 229.2 (July 31, 1972 = 100).

An article on recent movements in these indices was published in the May 1977 *Gazette*, page 463.

Index of retail prices

At November 15, 1977, the official retail prices index was 187.4 (prices at January 15, 1974 = 100) compared with 186.5 at October 18, 1977. The index for food was 192.9 compared with 192.3 at October 18, 1977.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in November which came to the notice of the Department of Employment was 190, involving approximately 138,100 workers. During the month approximately 204,200 workers were involved in stoppages, including some which had continued from the previous month, and 1,558,000 working days were lost, including 761,000 lost through stoppages which had continued from the previous month.

Note: The table giving the detailed industrial analysis of employees in employment, which normally appears in this monthly section, has been held over pending revisions incorporating information from the census of employment. See note on page 1276 of the November 1977 *Gazette*.

Overtime and short-time in manufacturing industries

In the week ended October 15, 1977 it is estimated that the total number of operatives working overtime in manufacturing industries was 1,886,000 or about 35.8 per cent of all operatives, each working 8.7 hours on average.

In the same week, the estimated number on short-time was 48,100 or 0.9 per cent of all operatives, each losing 17.5 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 October 15, 1977

Industry	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME									
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of 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 number of hours lost (000's)	Number of operatives (000's)	Hours lost	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost			
Great Britain analysis by industry (Standard Industrial Classification 1968)														
Food, drink and tobacco	197.8	36.9	1,991.5	10.1	0.9	34.4	0.5	6.5	13.2	1.4	0.3	41.0	30.2	
Food industries (211-229)	150.9	35.3	1,544.1	10.2	0.8	33.7	0.4	5.5	15.6	1.2	0.3	39.2	32.8	
Drink industries (231-239)	40.0	46.4	384.2	9.6	—	0.7	0.1	1.1	7.4	0.2	0.2	1.8	10.9	
Tobacco (240)	6.8	30.1	63.1	9.2	—	—	—	—	—	—	—	—	—	
Coal and petroleum products	9.9	38.1	108.7	10.9	—	—	—	—	—	—	—	—	—	
Chemical and allied industries	87.0	33.1	851.4	9.8	1.3	51.6	0.1	1.1	8.9	1.4	0.5	52.7	37.2	
General chemicals (271)	28.0	33.1	296.9	10.6	1.2	47.6	—	0.3	28.6	1.2	1.4	47.9	39.9	
Metal manufacture	145.8	40.3	1,412.2	9.7	—	0.4	3.4	37.8	11.1	3.4	0.9	38.2	11.2	
Iron and steel (general) (311)	49.8	29.0	479.2	9.6	—	—	0.9	7.2	8.3	0.9	0.5	7.2	8.3	
Other iron and steel (312-313)	56.4	54.8	563.7	10.0	—	0.4	2.5	29.9	12.1	2.5	2.4	30.2	12.2	
Non-ferrous metals (321-323)	39.6	45.5	369.3	9.3	—	—	0.1	0.7	11.2	0.1	0.1	0.7	11.2	
Mechanical engineering	298.6	48.5	2,465.7	8.3	2.0	80.8	2.0	20.8	10.2	4.1	0.7	101.6	25.0	
Instrument engineering	31.3	33.8	216.1	6.9	—	0.1	—	0.7	14.9	0.1	0.1	0.9	16.3	
Electrical engineering	151.6	31.4	1,200.1	7.9	0.2	7.8	2.3	19.2	8.3	2.5	0.5	27.0	10.8	
Electrical machinery (361)	34.1	38.2	262.3	7.7	—	0.8	—	0.3	6.0	0.1	0.1	1.1	17.1	
Shipbuilding and marine engineering	58.0	43.4	618.5	10.7	—	—	0.1	3.7	25.1	0.1	0.1	3.7	25.1	
Vehicles	225.8	41.2	1,702.1	7.5	2.7	108.4	6.1	81.8	13.3	8.8	1.6	190.1	21.5	
Motor vehicle manufacturing (381)	154.6	41.2	1,162.9	7.5	2.2	87.7	6.1	81.8	13.3	8.3	2.2	169.5	20.4	
Aerospace equipment manufacturing and repairing (383)	33.5	33.5	247.5	7.4	0.5	20.6	—	—	—	0.5	0.5	20.6	40.0	
Metal goods not elsewhere specified	171.3	40.9	1,382.6	8.1	0.4	14.1	1.6	17.0	10.6	2.0	0.5	31.1	15.9	
Textiles	97.1	24.7	795.7	8.2	3.0	118.7	8.3	73.8	8.9	11.3	2.9	192.4	17.1	
Production of man-made fibres (411)	6.2	26.3	59.4	9.6	—	0.3	—	—	—	—	—	0.3	40.0	
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	14.6	18.4	116.4	8.0	0.1	2.2	2.5	21.6	8.8	2.5	3.2	23.8	9.5	
Woollen and worsted (414)	23.4	32.8	202.8	8.7	0.1	2.8	1.6	14.6	9.0	1.7	2.4	17.4	10.3	
Hosiery and other knitted goods (417)	13.0	13.1	85.1	6.5	1.0	38.4	2.3	20.8	8.9	3.3	3.3	59.2	18.0	
Leather, leather goods and fur	8.5	25.5	64.9	7.6	—	1.2	—	—	1.0	0.1	0.2	1.2	20.5	
Clothing and footwear	26.1	8.0	139.0	5.3	0.1	3.4	7.3	44.8	6.1	7.4	2.3	48.2	6.5	
Clothing industries (441-449)	18.5	7.0	105.8	5.7	0.1	3.4	1.8	14.1	7.9	1.9	0.7	17.5	9.4	
Footwear (450)	7.6	11.8	33.2	4.4	—	—	5.5	30.7	5.6	5.5	8.6	30.7	5.6	
Bricks, pottery, glass, cement, etc	79.5	38.1	772.4	9.7	1.4	57.4	1.1	9.4	8.3	2.6	1.2	66.9	26.0	
Timber, furniture, etc	75.6	38.1	610.2	8.1	0.4	16.2	0.7	9.6	13.3	1.1	0.6	25.8	22.9	
Paper, printing and publishing	142.3	38.5	1,285.1	9.0	—	1.1	1.0	9.7	9.4	1.1	0.3	10.7	10.2	
Paper and paper manufactures (481-484)	58.2	35.9	563.5	9.7	—	1.1	1.0	9.6	9.4	1.0	0.6	10.7	10.2	
Printing and publishing (485-489)	84.1	40.6	721.6	8.6	—	—	—	0.1	6.4	—	—	0.1	6.4	
Other manufacturing industries	79.8	31.0	707.6	8.9	0.1	4.5	0.8	4.1	5.5	0.9	0.3	8.6	9.9	
Rubber (491)	27.7	32.3	247.0	8.9	—	0.5	—	—	1.0	—	—	0.5	34.8	
Total, all manufacturing industries	1,886.0	35.8	16,323.7	8.7	12.5	500.2	35.6	340.1	9.6	48.1	0.9	840.3	17.5	
Analysis by region														
South East and East Anglia	559.9	40.5	4,946.6	8.8	1.1	42.4	8.3	98.9	11.9	9.4	0.7	141.4	15.1	
South West	117.0	39.0	976.6	8.3	0.1	4.8	1.3	8.4	6.5	1.4	0.5	13.3	9.4	
West Midlands	244.1	32.2	1,943.6	8.0	2.3	93.3	4.2	36.8	8.7	6.6	0.9	130.1	19.9	
East Midlands	155.5	34.5	1,275.8	8.2	1.9	77.3	8.0	68.2	8.6	9.9	2.2	145.5	14.7	
Yorkshire and Humberside	202.6	36.2	1,769.1	8.7	0.8	32.6	4.2	42.7	10.2	5.0	0.9	75.3	15.0	
North West	268.9	35.1	2,357.4	8.8	2.6	102.5	3.4	23.9	7.1	5.9	0.8	126.4	21.3	
North	103.4	30.8	927.9	9.0	3.4	134.0	2.2	17.9	8.1	5.6	1.7	151.9	27.3	
Wales	62.6	25.9	545.5	8.7	0.1	3.7	1.8	14.1	7.6	1.9	0.8	17.8	9.2	
Scotland	171.9	36.5	1,581.1	9.2	0.2	9.5	2.2	29.2	13.5	2.4	0.5	38.7	16.1	

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. The figures are based on provisional employment estimates which do not take account of the results of the June 1976 Census of Employment, published on pages 1206-1213 of the November 1977 *Gazette*.

Unemployment on November 10, 1977

The number unemployed, excluding school leavers, in Great Britain on November 10, 1977, was 1,369,384, 5,403 more than on October 13, 1977. The seasonally adjusted figure was 1,376,500 (6.0 per cent of employees). This figure fell by 600 between the October and November counts, and by an average of 6,700 per month between August and November.

Between October and November the number unemployed fell by 18,620. This change included a fall of 24,023 school-leavers.

The proportions of the number unemployed, who on November 10, 1977 had been registered for up to 2, 4 and 8 weeks were 8.4 per cent, 16.0 per cent, and 28.9 per cent respectively. The corresponding proportions in October were 9.3 per cent, 17.3 per cent, and 29.5 per cent respectively.

Total unemployed in Great Britain: duration analysis: November 10, 1977

Duration in weeks	Males	Females	Total
One or less	37,073	15,753	52,826
Over 1, up to 2	47,125	20,614	67,739
Over 2, up to 3	38,904	17,673	56,577
Over 3, up to 4	35,917	16,852	52,769
Over 4, up to 5	33,728	16,346	50,074
Over 5, up to 8	91,191	44,615	135,806
Over 8	737,516	284,656	1,022,172
Total	1,021,454	416,509	1,437,963

Regional analysis of unemployment: November 10, 1977

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland†	Total United Kingdom†
Unemployed, excluding school-leavers														
Actual	329,661	157,793	35,839	111,293	124,317	76,543	116,871	202,445	111,392	85,271	175,752	1,369,384	56,259	1,425,643
Seasonally adjusted														
Number	332,100	—	36,400	109,900	124,500	77,600	117,000	204,200	111,700	85,300	176,900	1,376,500	56,500	1,432,900
Percentage rates*	4.4	—	5.3	6.9	5.4	5.1	5.7	7.3	8.3	8.1	8.1	6.0	10.6	6.1
School leavers (included in unemployed)														
Males	4,753	2,298	652	2,169	2,796	1,168	2,523	6,814	3,340	2,735	5,011	31,961	2,573	34,534
Females	5,368	2,239	728	2,525	4,583	1,524	3,348	6,681	4,291	3,143	4,427	36,618	2,299	38,917
Unemployed														
Total	339,782	162,330	37,219	115,987	131,696	79,235	122,742	215,940	119,023	91,149	185,190	1,437,963	61,131	1,499,094
Males	249,688	122,191	27,305	82,666	91,371	57,109	87,870	153,935	82,640	63,410	125,460	1,021,454	41,749	1,063,203
Females	90,094	40,139	9,914	33,321	40,325	22,126	34,872	62,005	36,383	27,739	59,730	416,509	19,382	435,891
Married females†	29,918	11,817	3,854	11,157	13,880	7,994	12,864	22,479	14,693	11,570	28,037	156,446	9,636	166,082
Percentage rates*														
Total	4.5	4.2	5.4	7.3	5.7	5.2	6.0	7.7	8.9	8.7	8.5	6.2	11.5	6.4
Males	5.6	5.3	6.4	8.6	6.5	6.1	6.9	9.1	9.9	9.6	9.7	7.3	13.1	7.5
Females	2.9	2.6	3.7	5.3	4.6	3.7	4.4	5.5	7.2	7.1	6.8	4.6	9.1	4.7
Length of time on register														
Males														
up to 2 weeks	23,653	11,324	2,653	6,584	6,649	4,475	7,537	10,488	6,426	4,890	10,843	84,198	..	..
over 2 and up to 4 weeks	20,157	9,677	2,227	6,386	6,197	4,183	6,362	9,710	5,791	4,264	9,544	74,821	..	..
over 4 and up to 8 weeks	33,075	15,369	3,580	11,679	9,951	6,885	10,832	17,138	9,359	7,617	14,803	124,919	..	..
over 8 weeks	172,803	85,821	18,845	58,017	68,574	41,566	63,139	116,599	61,064	46,639	90,270	737,516	..	..
Total	249,688	122,191	27,305	82,666	91,371	57,109	87,870	153,935	82,640	63,410	125,460	1,021,454	41,749	1,063,203
Females														
up to 2 weeks	9,754	4,374	977	3,187	2,923	1,801	2,856	4,974	2,555	2,087	5,253	36,367	..	..
over 2 and up to 4 weeks	9,144	4,094	933	3,235	2,810	1,791	2,707	4,522	2,384	2,014	4,985	34,525	..	..
over 4 and up to 8 weeks	15,131	6,356	1,709	6,180	5,159	3,235	5,080	8,284	4,441	3,906	7,836	60,961	..	..
over 8 weeks	56,065	25,315	6,295	20,719	29,433	15,299	24,229	44,225	27,003	19,732	41,656	284,656	..	..
Total	90,094	40,139	9,914	33,321	40,325	22,126	34,872	62,005	36,383	27,739	59,730	416,509	19,382	435,891
Adult students (excluded from unemployed)														
Males	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Females	—	—	—	—	—	—	—	—	—	—	—	—	—	—

* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1975.
 † Included in females.
 ‡ Figures for Northern Ireland (and therefore the United Kingdom) showing the length of time on the register are available only quarterly in respect of March, June, September and December.

Industrial analysis of unemployed people at November 10, 1977

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Total, all industries and services	1,021,454	416,509	1,437,963	1,063,203	435,891	1,499,094
Total, index of production industries	475,404	96,397	571,801	496,982	101,955	598,937
Total, manufacturing industries	246,356	91,016	337,372	253,597	96,294	349,891
Agriculture, forestry, fishing	22,294	3,566	25,858	24,220	3,658	27,878
Agriculture and horticulture	18,312	3,480	21,792	20,061	3,572	23,633
Forestry	746	46	792	791	46	837
Fishing	3,236	38	3,274	3,368	40	3,408
Mining and quarrying	21,817	385	22,202	22,018	391	22,409
Coal mining	19,508	213	19,721	19,513	213	19,726
Stone and slate quarrying and mining	561	38	599	725	42	767
Chalk, clay, sand and gravel extraction	325	34	359	343	35	378
Petroleum and natural gas	920	60	980	924	60	984
Other mining and quarrying	503	40	543	513	41	554
Food, drink and tobacco	28,137	13,542	41,679	29,390	14,287	43,677
Grain milling	710	148	858	751	156	907
Bread and flour confectionery	6,838	2,164	9,002	7,170	2,232	9,402
Biscuits	1,198	1,076	2,274	1,207	1,091	2,298
Bacon curing, meat and fish products	4,541	2,662	7,203	4,847	2,825	7,672
Milk and milk products	2,106	781	2,887	2,281	851	3,132
Sugar	608	186	794	608	189	797
Cocoa, chocolate and sugar confectionery	1,662	1,456	3,118	1,677	1,465	3,142
Fruit and vegetable products	2,091	1,761	3,852	2,156	1,819	3,975
Animal and poultry foods	1,711	378	2,089	1,811	399	2,210
Vegetable and animal oils and fats	378	54	432	382	54	436
Food industries not elsewhere specified	1,037	681	1,718	1,045	695	1,740
Brewing and malting	1,903	380	2,283	1,942	394	2,336
Soft drinks	1,923	619	2,542	1,996	639	2,635
Other drink industries	727	654	1,381	743	654	1,397
Tobacco	704	549	1,253	774	824	1,598
Coal and petroleum products	1,974	252	2,226	2,008	257	2,265
Coke ovens and manufactured fuel	271	18	289	272	18	290
Mineral oil refining	1,535	196	1,731	1,567	201	1,768
Lubricating oils and greases	168	38	206	169	38	207
Chemicals and allied industries	12,150	4,360	16,510	12,369	4,404	16,773
General chemicals	4,199	900	5,099	4,245	905	5,150
Pharmaceutical chemicals and preparations	1,352	859	2,211	1,373	870	2,243
Toilet preparations	519	689	1,208	521	691	1,212
Paint	1,086	232	1,318	1,105	235	1,340
Soap and detergents	592	305	897	599	307	906
Synthetic resins and plastics materials and synthetic rubber	2,159	513	2,672	2,206	521	2,727
Dyestuffs and pigments	385	72	457	391	73	464
Fertilizers	337	36	373	397	40	437
Other chemical industries	1,521	754	2,275	1,532	762	2,294
Metal manufacture	21,755	1,953	23,708	21,876	1,967	23,843
Iron and steel (general)	12,085	839	12,924	12,129	843	12,972
Steel tubes	1,426	138	1,564	1,433	138	1,571
Iron castings, etc	3,958	360	4,318	4,000	364	4,364
Aluminium and aluminium alloys	1,783	276	2,059	1,794	276	2,070
Copper, brass and other copper alloys	1,357	172	1,529	1,369	174	1,543
Other base metals	1,146	168	1,314	1,151	172	1,323
Mechanical engineering	34,173	5,336	39,509	34,995	5,493	40,488
Agricultural machinery (excluding tractors)	825	144	969	847	149	996
Metal-working machine tools	1,829	243	2,072	1,852	247	2,099
Pumps, valves and compressors	2,207	441	2,648	2,225	448	2,673
Industrial engines	783	134	917	792	144	936
Textile machinery and accessories	1,063	130	1,193	1,246	168	1,414
Construction and earth-moving equipment	680	89	769	698	90	788
Mechanical handling equipment	1,719	220	1,939	1,747	225	1,972
Office machinery	1,036	438	1,474	1,101	465	1,566
Other machinery	9,782	1,769	11,551	10,004	1,799	11,803
Industrial (including process) plant and steelwork	7,529	557	8,086	7,604	566	8,170
Ordnance and small arms	399	68	467	403	71	474
Other mechanical engineering not elsewhere specified	6,321	1,103	7,424	6,476	1,121	7,597
Instrument engineering	2,677	1,710	4,387	2,744	1,761	4,505
Photographic and document copying equipment	382	131	513	386	132	518
Watches and clocks	286	457	743	289	461	750
Surgical instruments and appliances	515	384	899	553	426	979
Scientific and industrial instruments and systems	1,494	738	2,232	1,516	742	2,258
Electrical engineering	17,141	10,822	27,963	17,584	11,240	28,824
Electrical machinery	2,929	947	3,876	2,972	957	3,929
Insulated wires and cables	1,211	456	1,667	1,289	482	1,771
Telegraph and telephone apparatus and equipment	2,176	1,985	4,			

Industrial analysis of unemployed people at November 10, 1977 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Metal goods not elsewhere specified	26,987	7,235	34,222	27,310	7,305	34,615
Engineers' small tools and gauges	1,619	376	1,995	1,676	383	2,059
Hand tools and implements	788	203	991	799	205	1,004
Cutlery, spoons, forks and plated tableware, etc.	451	236	687	455	243	698
Bolts, nuts, screws, rivets, etc.	1,003	251	1,254	1,009	253	1,262
Wire and wire manufactures	1,299	285	1,584	1,311	285	1,596
Cans and metal boxes	683	401	1,084	694	408	1,102
Jewellery and precious metals	702	368	1,070	707	371	1,078
Metal industries not elsewhere specified	20,442	5,115	25,557	20,659	5,157	25,816
Textiles	17,341	9,825	27,166	18,705	11,087	29,792
Production of man-made fibres	1,266	393	1,659	1,531	517	2,048
Spinning and doubling on the cotton and flax systems	2,257	905	3,162	2,691	1,177	3,868
Weaving of cotton, linen and man-made fibres	1,630	677	2,307	1,782	838	2,620
Woolen and worsted	3,542	1,540	5,082	3,584	1,596	5,180
Jute	756	265	1,021	759	271	1,030
Rope, twine and net	271	219	490	305	250	555
Hosiery and other knitted goods	1,881	2,844	4,725	2,040	3,097	5,137
Lace	141	121	262	143	124	267
Carpets	1,290	556	1,846	1,378	621	1,999
Narrow fabrics (not more than 30 cm wide)	385	308	693	413	337	750
Made-up textiles	799	803	1,602	831	962	1,793
Textile finishing	2,267	1,010	3,277	2,383	1,110	3,493
Other textile industries	856	184	1,040	865	187	1,052
Leather, leather goods and fur	2,097	1,066	3,163	2,140	1,088	3,228
Leather (tanning and dressing) and fellmongery	1,214	260	1,474	1,240	272	1,512
Leather goods	697	694	1,391	713	702	1,415
Fur	186	112	298	187	114	301
Clothing and footwear	6,357	16,211	22,568	6,640	18,177	24,817
Weatherproof outerwear	343	763	1,106	351	780	1,131
Men's and boys' tailored outerwear	1,434	3,831	5,265	1,490	4,190	5,680
Women's and girls' tailored outerwear	931	2,100	3,031	933	2,131	3,064
Overalls and men's shirts, underwear, etc.	421	2,270	2,691	515	3,248	3,763
Dresses, lingerie, infants' wear, etc.	1,204	4,677	5,881	1,247	5,027	6,274
Hats, caps and millinery	116	196	312	125	233	358
Dress industries not elsewhere specified	363	935	1,298	376	1,012	1,388
Footwear	1,545	1,439	2,984	1,603	1,556	3,159
Bricks, pottery, glass, cement, etc.	10,232	2,029	12,261	10,603	2,089	12,692
Bricks, fireclay and refractory goods	2,715	196	2,911	2,822	203	3,025
Pottery	1,447	792	2,239	1,466	815	2,281
Glass	2,763	726	3,489	2,823	741	3,564
Cement	371	36	407	383	37	420
Abrasives and building materials, etc. not elsewhere specified	2,936	279	3,215	3,109	293	3,402
Timber, furniture etc.	12,182	2,073	14,255	12,480	2,114	14,594
Timber	3,864	431	4,295	3,955	442	4,397
Furniture and upholstery	5,013	715	5,728	5,171	735	5,906
Bedding, etc.	688	441	1,129	697	446	1,143
Shop and office fitting	945	166	1,111	966	168	1,134
Wooden containers and baskets	739	101	840	744	101	845
Miscellaneous wood and cork manufactures	933	219	1,152	947	222	1,169
Paper, printing and publishing	12,649	5,916	18,565	12,870	6,144	19,014
Paper and board	2,536	640	3,176	2,570	654	3,224
Packaging products of paper, board and associated materials	1,877	1,275	3,152	1,945	1,360	3,305
Manufactured stationery	499	342	841	510	351	861
Manufactures of paper and board not elsewhere specified	722	345	1,067	726	352	1,078
Printing, publishing of newspapers	1,612	585	2,197	1,657	634	2,291
Printing, publishing of periodicals	1,431	597	2,028	1,439	603	2,042
Other printing, publishing, bookbinding, engraving, etc.	3,972	2,132	6,104	4,023	2,190	6,213
Other manufacturing industries	13,031	5,676	18,707	13,520	5,796	19,316
Rubber	3,300	794	4,094	3,610	837	4,447
Linoleum, plastics floor-covering, leathercloth, etc.	555	115	670	564	116	680
Brushes and brooms	207	186	393	217	198	415
Toys, games, children's carriages, and sports equipment	1,525	1,563	3,088	1,535	1,567	3,102
Miscellaneous stationers' goods	261	194	455	265	195	460
Plastics products not elsewhere specified	5,546	2,061	7,607	5,664	2,105	7,769
Miscellaneous manufacturing industries	1,637	763	2,400	1,665	778	2,443
Construction	199,188	3,889	203,077	213,176	4,105	217,281
Gas, electricity and water	8,043	1,107	9,150	8,191	1,165	9,356
Gas	2,699	452	3,151	2,742	460	3,202
Electricity	4,231	523	4,754	4,325	573	4,898
Water supply	1,113	132	1,245	1,124	132	1,256
Transport and communication	54,388	7,487	61,875	55,922	7,705	63,627
Railways	5,805	620	6,425	5,882	630	6,512
Road passenger transport	9,024	1,321	10,345	9,307	1,337	10,644
Road haulage contracting for general hire or reward	13,906	698	14,604	14,426	728	15,154
Other road haulage	1,318	140	1,458	1,367	145	1,512
Sea transport	6,092	590	6,682	6,242	603	6,845
Port and inland water transport	3,103	160	3,263	3,205	164	3,369
Air transport	2,115	543	2,658	2,136	557	2,693
Postal services and telecommunications	8,754	1,875	10,629	9,015	1,964	10,979
Miscellaneous transport services and storage	4,271	1,540	5,811	4,342	1,577	5,919
Distributive trades	81,095	56,888	137,983	83,887	59,320	143,207
Wholesale distribution of food and drink	10,834	3,077	13,911	11,443	3,260	14,703
Wholesale distribution of petroleum products	721	160	881	730	165	895
Other wholesale distribution	10,153	4,532	14,685	10,452	4,716	15,168
Retail distribution of food and drink	17,150	14,806	31,956	17,738	15,420	33,158
Other retail distribution	28,837	32,395	61,232	29,599	33,746	63,345
Dealing in coal, oil, builders' materials, grain and agricultural supplies	4,457	744	5,201	4,713	789	5,502
Dealing in other industrial materials and machinery	8,943	1,174	10,117	9,212	1,224	10,436
Insurance, banking, finance and business services	19,023	11,794	30,817	19,388	12,172	31,560
Insurance	4,871	2,514	7,385	4,959	2,624	7,583
Banking and bill discounting	3,157	2,020	5,177	3,195	2,131	5,326
Other financial institutions	1,349	1,070	2,419	1,376	1,125	2,501
Property owning and managing, etc.	2,313	1,096	3,409	2,375	1,141	3,516
Advertising and market research	858	599	1,457	863	604	1,467
Other business services	6,290	4,388	10,678	6,432	4,439	10,871
Central offices not allocable elsewhere	185	107	292	188	108	296

Industrial analysis of unemployed people at November 10, 1977 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Professional and scientific services	27,543	30,820	58,363	28,354	32,884	61,238
Accountancy services	1,133	800	1,933	1,152	840	1,992
Educational services	13,500	11,792	25,292	13,964	12,474	26,438
Legal services	933	1,794	2,727	947	1,901	2,848
Medical and dental services	7,793	14,635	22,428	8,056	15,807	23,863
Religious organisations	530	203	733	541	216	757
Research and development services	905	357	1,262	908	360	1,268
Other professional and scientific services	2,749	1,239	3,988	2,786	1,286	4,072
Miscellaneous services	97,756	65,738	163,494	100,107	67,540	167,647
Cinemas, theatres, radio, etc.	6,593	3,055	9,648	6,671	3,084	9,755
Sport and other recreations	5,507	1,974	7,481	5,611	2,016	7,627
Betting and gambling	3,756	2,261	6,017	3,892	2,311	6,203
Hotels and other residential establishments	27,842	24,526	52,368	28,223	25,024	53,247
Restaurants, cafes, snack bars	6,680	7,056	13,736	6,775	7,257	14,032
Public houses	5,770	3,633	9,403	5,757	3,718	9,475
Clubs	3,046	1,479	4,525	3,100	1,493	4,593
Catering contractors	1,815	1,510	3,325	1,837	1,555	3,392
Hairdressing and manicure	1,355	4,467	5,822	1,373	4,581	5,954
Private domestic service	1,134	2,971	4,105	1,155	3,152	4,307
Laundries	1,930	2,295	4,225	1,985	2,376	4,361
Dry cleaning, job dyeing, carpet beating, etc.	621	641	1,262	631	685	1,316
Motor repairers, distributors, garages and filling stations	17,624	4,178	21,802	18,259	4,313	22,572
Repair of boots and shoes	262	104	366	270	106	376
Other services	13,821	5,588	19,409	14,189	5,869	20,058
Public administration and defence	59,281	19,178	78,459	61,859	20,304	82,163
National government service	21,862	8,021	29,883	23,210	8,790	32,000
Local government service	37,419	11,157	48,576	38,649	11,514	50,163
Ex-service personnel not classified by industry	3,985	654	4,639	4,067	658	4,725
Other persons not classified by industry	180,685	123,989	304,674	188,417	129,695	318,112

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 and the figures shown are on this revised basis. 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 the Gazette. An article on page 578 of the June 1977 issue of the Gazette describes the changes which took effect on April 14.

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at November 10, 1977

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS†									
South Western DA	13,871	5,357	19,228	11.9	Maidstone	2,512	930	3,442	4.4
Hull and Grimsby DA	15,706	4,582	20,288	8.0	*Newport (IoW)	2,520	1,052	3,572	9.0
Whitby and Scarborough DA	2,054	762	2,816	9.2	*Oxford	4,657	2,907	7,564	4.4
Merseyside SDA	61,703	26,638	88,341	11.7	*Portsmouth	8,305	3,625	11,930	6.5
Northern DA	82,640	36,383	119,023	8.9	*Ramsgate	1,653	483	2,136	7.8
North East SDA	56,964	23,697	80,661	9.8	*Reading	5,468	1,944	7,412	4.7
West Cumberland SDA	3,221	1,961	5,182	8.8	*Slough	2,384	822	3,206	2.7
Welsh DA	54,334	23,812	78,146	8.7	*Southampton	7,116	2,737	9,853	5.6
North West Wales SDA	4,374	1,770	6,144	13.3	*Southend-on-Sea	10,816	3,800	14,616	7.6
South Wales SDA	13,305	6,764	20,069	8.9	*St. Albans	1,842	749	2,591	2.9
Scottish DA	122,292	58,464	180,756	8.8	*Stevenage	1,097	567	1,664	4.2
Dundee and Arbroath SDA	6,060	3,052	9,112	8.7	*Tunbridge Wells	2,204	763	2,967	3.8
Girvan SDA	428	142	570	13.1	*Watford	2,856	957	3,813	3.1
Glenrothes SDA	757	584	1,341	8.1	*Weybridge	2,000	696	2,696	2.9
Leven and Methil SDA	1,283	419	1,702	9.9	*Worthing	2,027	616	2,643	4.7
Livingston SDA	923	636	1,559	9.9	East Anglia				
West Central Scotland SDA	66,855	31,302	98,157	10.1	Cambridge	1,848	822	2,670	3.3
Total all Development Areas	352,600	155,998	508,598	9.3	Great Yarmouth	2,125	675	2,800	7.6
Of which, Special Development Areas	215,873	96,965	312,838	10.3	*Ipswich	3,383	1,286	4,669	4.8
Northern Ireland	41,749	19,382	61,131	11.5	Lowestoft	1,363	484	1,847	6.6
INTERMEDIATE AREAS†					*Norwich	4,821	1,444	6,265	5.0
South Western	7,403	3,652	11,055	9.0	Peterborough	2,404	1,016	3,420	5.2
Oswestry	790	305	1,095	8.4	South West				
High Peak	1,005	461	1,466	3.2	Bath	2,050	760	2,810	6.0
North Lincolnshire	2,594	918	3,512	9.3	*Bournemouth	6,315	2,013	8,328	6.7
North Midlands	7,064	2,461	9,525	5.3	*Bristol	15,899	5,422	21,321	6.7
Yorks and Humberside	70,110	29,528	99,638	5.6	Cheltenham	2,538	984	3,522	5.6
North West	92,232	35,367	127,599	6.2	*Exeter	3,351	1,076	4,427	6.1
North Wales	3,382	1,335	4,717	12.2	Gloucester	2,486	1,185	3,671	5.7
South East Wales	5,694	2,592	8,286	7.7	*Plymouth	7,145	3,557	10,702	9.0
Aberdeen	3,168	1,266	4,434	3.8	*Salisbury	1,453	876	2,329	5.8
Total all intermediate areas	193,442	77,885	271,327	6.1	Swindon	3,432	1,800	5,232	6.9
LOCAL AREAS (by region)					Taunton	1,442	491	1,933	4.9
South East					*Torbay	5,340	1,897	7,237	10.9
*Aldershot	1,073	481	1,554	3.5	*West Wiltshire	1,566	729	2,295	4.4
*Aylesbury	839	434	1,273	3.0	*Yeovil	1,546	762	2,308	5.7
*Basingstoke	1,281	535	1,816	4.4	West Midlands				
*Bedford	2,131	955	3,086	4.3	Birmingham	31,422	12,323	43,745	6.4
*Braintree	7,564	2,344	9,908	7.3	Burton-upon-Trent	1,058	488	1,546	4.3
*Canterbury	1,955	688	2,643	6.8	Cannock	1,373	525	1,898	7.3
*Chatham	3,780	1,866	5,646	6.9	*Coventry	10,636	5,928	16,564	6.8
*Chelmsford	1,833	782	2,615	3.9	*Dudley	4,709	1,766	6,475	4.2
*Chichester	2,096	742	2,838	5.9	Hereford	1,418	626	2,044	5.8
*Colchester	2,184	1,033	3,217	5.7	*Kidderminster	1,682	791	2,473	6.1
*Crawley	2,678	1,056	3,734	2.6	Leamington	1,542	911	2,453	4.9
*Eastbourne	1,484	403	1,887	5.1	*Oakengates	2,608	1,593	4,201	8.5
*Gravesend	2,932	997	3,929	5.7	Redditch	1,262	563	1,825	5.7
*Guildford	1,309	446	1,755	2.8	Rugby	1,070	698	1,768	5.7
*Harlow	1,880	993	2,873	4.2	Shrewsbury	1,455	554	2,009	4.9
*Hastings	2,523	773	3,296	8.3	*Stafford	1,238	681	1,919	3.7
*Hertford	629	228	857	2.3	*Stoke-on-Trent	5,763	2,061	7,824	3.9
*High Wycombe	1,607	571	2,178	2.4	*Tamworth	1,795	934	2,729	7.7
*Letchworth	1,101	508	1,609	3.6	*Walsall	4,532	2,007	6,539	5.6
*Luton	4,874	2,354	7,228	5.7	*West Bromwich	4,364	2,012	6,376	4.6
					*Wolverhampton	5,725	2,847	8,572	6.1
					Worcester	2,000	760	2,760	5.2
					East Midlands				
					*Chesterfield	3,272	1,292	4,564	5.7
					Coalville	665	214	879	2.6
					Corby	1,494	881	2,375	7.6
					Derby	4,454	1,826	6,280	4.8
					Kettering	887	313	1,200	4.0
					Leicester	8,769	3,525	12,294	5.4
					Lincoln	2,463	1,347	3,810	6.4
					Loughborough	1,104	474	1,578	3.7
					Mansfield	2,478	898	3,376	5.7
					*Northampton	2,818	986	3,804	4.3
					*Nottingham	12,320	3,680	16,000	5.5
					Sutton-in-Ashfield	1,143	256	1,399	4.3
					Yorkshire and Humberside				
					*Barnsley	3,686	1,362	5,048	6.5
					*Bradford	8,516	2,908	11,424	6.9
					*Castleford	2,987	1,087	4,074	6.7
					*Dewsbury	2,708	864	3,572	5.5
					*Doncaster	4,860	2,929	7,789	7.3
					Grimsby	3,782	1,042	4,824	6.5
					*Halifax	1,981	742	2,723	4.3
					Harrrogate	1,063	412	1,475	4.4
					Huddersfield	2,374	1,326	3,700	4.1
					*Hull	11,924	3,540	15,464	8.6
					Keighley	1,072	454	1,526	5.1
					*Leeds	12,995	4,851	17,846	9.7
					*Mexborough	1,963	1,015	2,978	7.2
					Rotherham	3,046	1,422	4,468	7.2
					*Scunthorpe	1,995	1,376	3,371	5.3
					*Sheffield	9,388	3,669	13,057	4.6
					Wakefield	1,759	709	2,468	4.1
					York	2,571	1,148	3,719	4.7
					North West				
					*Accrington	1,221	567	1,788	5.9
					*Ashton-under-Lyne	3,824	1,426	5,250	5.5

Unemployment in development areas, special development areas, intermediate areas, counties and certain local areas at November 10, 1977 (continued)

	Males	Females	Total	Percentage rate		Males	Females	Total	Percentage rate
LOCAL AREAS (by region)—continued					COUNTIES (by region)‡				
*Blackburn	2,984	1,186	4,170	6.2	South East				
*Blackpool	5,946	2,304	8,250	7.9	Bedfordshire	6,971	3,349	10,320	5.1
*Bolton	4,855	1,663	6,518	5.9	Berkshire	8,793	3,159	11,952	4.0
*Burnley	1,563	659	2,222	4.7	Buckinghamshire	4,194	1,969	6,163	3.5
*Bury	2,159	978	3,137	5.1	East Sussex	11,353	3,497	14,850	7.1
*Chester	2,492	1,150	3,642	6.3	Essex	21,031	8,114	29,145	6.1
*Crewe	1,372	874	2,246	4.3	Greater London	122,191	40,139	162,330	4.2
*Lancaster	2,572	1,095	3,667	7.8	Hampshire	20,973	8,523	29,496	5.4
*Leigh	1,869	850	2,719	5.0	Hertfordshire	9,628	3,741	13,369	3.2
*Liverpool	54,948	22,885	77,833	12.1	Isle of Wight	2,520	1,052	3,572	9.0
*Manchester	34,282	10,176	44,458	6.3	Kent	22,578	8,467	31,045	6.1
*Nelson	1,006	448	1,454	5.7	Oxfordshire	5,642	3,500	9,142	4.6
*Northwich	1,524	649	2,173	5.7	Surrey	7,319	2,328	9,647	2.9
*Oldham	3,579	1,095	4,674	4.9	West Sussex	6,495	2,256	8,751	3.7
*Preston	5,115	2,583	7,698	5.4	East Anglia				
*Rochdale	2,336	752	3,088	6.0	Avon	6,904	2,801	9,705	4.5
Southport	1,025	3,197	4,222	10.1	Cambridgeshire	11,989	3,990	15,979	6.2
St. Helens	3,295	1,697	4,992	8.4	Norfolk	8,412	3,123	11,535	5.2
*Warrington	2,775	1,676	4,451	5.7	South West				
*Widnes	3,460	2,056	5,516	10.2	Avon	20,492	7,125	27,617	6.8
*Wigan	4,452	2,190	6,642	9.2	Cornwall	11,459	4,488	15,947	12.3
North					Devon	20,875	8,359	29,234	9.0
*Bishop Auckland	2,762	1,378	4,140	8.5	Dorset	9,626	3,456	13,082	6.9
Carlisle	2,166	958	3,124	6.2	Gloucestershire	7,359	3,522	10,881	5.5
*Chester-le-Street	2,737	1,128	3,865	10.1	Somerset	6,024	2,586	8,610	5.8
*Consett	2,253	1,011	3,264	10.5	Wiltshire	7,131	3,785	10,916	5.8
*Darlington	2,319	1,340	3,659	6.0	<				

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on November 10, 1977 was 16,392.

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 November 10, 1977: regional analysis

Region	Males	Females	Total
South East	6,493	483	6,976
Greater London	230	66	296
East Anglia	153	24	177
South West	1,270	40	1,310
West Midlands	803	254	1,057
East Midlands	732	78	810
Yorkshire and Humberside	1,001	488	1,489
North West	495	70	565
North	1,779	536	2,315
Wales	202	185	387
Scotland	1,256	50	1,306
Great Britain	14,184	2,208	16,392

Number of temporarily stopped workers claiming benefits on November 10, 1977: industrial analysis

Industry Order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on November 10, 1977		
	Males	Females	Total
Total, all industries and services	14,184	2,208	16,392
Total, index of production industries	10,964	2,034	12,998
Total, all manufacturing industries	10,514	2,027	12,541
Agriculture, forestry, fishing	2,893	56	2,949
Mining and quarrying	5	—	5
Food, drink and tobacco	105	147	252
Coal and petroleum products	1	—	1
Chemicals and allied industries	6	—	6
Metal manufacture	491	5	496
Mechanical engineering	1,425	349	1,774
Instrument engineering	9	166	175
Electrical engineering	705	260	965
Shipbuilding and marine engineering	9	—	9
Vehicles	6,480	374	6,854
Metal goods not elsewhere specified	790	475	1,265

Industry Order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on November 10, 1977		
	Males	Females	Total
Textiles	228	74	302
Leather, leather goods and fur	10	6	16
Clothing and footwear	32	59	91
Bricks, pottery, glass, cement, etc.	40	8	48
Timber, furniture, etc.	114	26	140
Paper, printing and publishing	22	7	29
Other manufacturing industries	47	71	118
Construction	443	7	450
Gas, electricity and water	2	—	2
Transport and communication	55	9	64
Distributive trades	81	39	120
Insurance, banking, finance and business services	17	4	21
Professional and scientific services	7	6	13
Miscellaneous services	158	57	215
Public administration	9	3	12

Notified vacancies

THE number of vacancies notified to employment offices and remaining unfilled in Great Britain on November 4, 1977 was 157,926; 9,018 lower than on October 7, 1977.

The seasonally adjusted figure of notified vacancies at employment offices on November 4, 1977 was 153,600; 2,200 higher than that for October 7, 1977 and 1,700 higher than on August 5, 1977.

The number of vacancies notified to careers offices and remaining unfilled on November 4, 1977 was 17,996; 818 lower than on October 7, 1977.

Tables 1 and 2 give figures of notified vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to local employment offices and careers offices by employers and remaining unfilled on November 4, 1977 and are not a measure of total vacancies. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Table 1 Notified vacancies remaining unfilled on November 4: regional analysis

Region	Number of notified vacancies remaining unfilled on November 4, 1977	
	At employment offices*	At careers offices*
South East	69,244	9,437
Greater London	38,722	5,863
East Anglia	4,836	546
South West	8,152	719
West Midlands	10,148	2,034
East Midlands	10,578	1,314
Yorkshire and Humberside	12,390	1,209
North West	12,562	923
North	8,763	647
Wales	5,810	372
Scotland	15,443	795
Great Britain	157,926	17,996

Table 2 Notified vacancies remaining unfilled on November 4, 1977: industrial analysis

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on November 4, 1977		Industry group (Standard Industrial Classification 1958)	Number of notified vacancies remaining unfilled on November 4, 1977	
	At employment offices*	At careers offices*		At employment offices*	At careers offices*
Total, all industries and services	157,926	17,996	Clothing and footwear	5,375	887
Total, index of production industries	71,088	6,816	Bricks, pottery, glass, cement, etc	1,208	173
Total, all manufacturing industries	56,020	5,862	Timber, furniture, etc	2,263	347
Agriculture, forestry, fishing	893	292	Paper, printing and publishing	2,091	479
Mining and quarrying	1,698	31	Paper, cardboard and paper goods	893	106
Coal mining	1,525	21	Printing and publishing	1,198	373
Food, drink and tobacco	3,416	264	Other manufacturing industries	2,574	342
Coal and petroleum products	150	23	Construction	12,104	833
Chemicals and allied industries	2,883	258	Gas, electricity and water	1,266	90
Metal manufacture	2,766	252	Transport and communication	7,649	386
Mechanical engineering	10,204	594	Distributive trades	21,165	4,346
Instrument engineering	1,686	161	Insurance, banking, finance and business services	7,402	1,351
Electrical engineering	6,565	555	Professional and scientific services	12,022	939
Shipbuilding and marine engineering	685	35	Miscellaneous services	26,493	2,260
Vehicles	4,737	209	Entertainments, sports, etc	1,748	363
Metal goods not elsewhere specified	6,277	740	Catering (MLH 884-888)	11,458	452
Textiles	2,609	385	Laundries, dry-cleaning, etc	550	90
Cotton linen and man-made fibres (spinning and weaving)	345	36	Public administration	11,214	1,606
Woollen and worsted	403	64	National government service	4,047	1,001
Leather, leather goods and fur	531	158	Local government service	7,167	605

* 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.

Retail prices, November 15, 1977

At November 15, 1977 the general* retail prices index was 187.4 (prices at January 15, 1974 = 100) compared with 186.5 at October 18, 1977 and with 165.8 at November 16, 1976. The index for November 1977 was published on December 16, 1977.

The rise in the index during the month was due to increases in transport costs (particularly in the prices of cars); to smaller increases in the prices of many articles of clothing and footwear, household and horticultural goods and some foods; and to increases in charges for some services and for meals bought and consumed outside the home.

The index for items of food whose prices show significant seasonal variations, namely home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit, was 166.9, and that for all other items of food was 197.5. The index for all items except items of food the prices of which show significant seasonal variations was 188.2.

The principal changes in the groups in the month were:

Food: The food index rose by rather less than one half of one per cent to 192.9, compared with 192.3 in October. Prices of some fruits and vegetables fell, particularly those of oranges and brussels sprouts, and there were also lower prices for tea, eggs and bacon. These reductions however, were more than offset by rises in the prices of tomatoes, coffee, fish, butter, sweets and chocolates. The index for foods whose prices show significant seasonal variations fell by rather more than one half of one per cent to 166.9, compared with 168.1 in October.

Fuel and light: Small increases in the prices of solid fuels were more than offset by a fall in the level of prices charged for electricity due to the initial phased effects of the special discount scheme for certain consumers in receipt of supplementary benefit or family income supplement. The group index fell slightly to 220.3, compared with 220.8 in October.

Durable household goods: There were increases in the levels of prices of all categories of household goods causing the group index to rise by almost one per cent to 173.8, compared with 172.2 in October.

Transport and vehicles: A slight fall in the level of petrol prices was more than offset by increases in the prices of cars, scooters, cycles, batteries and tyres; by increases in labour charges for servicing motor vehicles; and by increases in some provincial bus fares. The group index rose by rather more than one half of one per cent to 195.6, compared with 194.3 in October.

Miscellaneous goods: There were increases in the prices of autumn plants and shrubs and in some household cleaning materials, causing the index to rise by rather more than one half of one per cent to 196.9, compared with 195.6 in October.

Services: Increases in charges for hairdressing and entertainment and in average telephone charges, caused the group index to rise by about two per cent to 180.6, compared with 176.9 in October.

Meals bought and consumed outside the home: Increases in the prices of meals at cafes and restaurants caused the group index to rise by rather less than one per cent to 197.4, compared with 195.9 in October.

Detailed figures for various groups and sub-groups:

Group and sub-group Index figure

I Food: Total	192.9
Bread, flour, cereals, biscuits and cakes	190
Meat and bacon	161
Fish	180
Butter, margarine, lard and other cooking fat	223
Milk, cheese and eggs	179
Tea, coffee, cocoa, soft drinks, etc	292
Sugar, preserves and confectionery	247
Vegetables, fresh, canned and frozen	190
Fruit, fresh, dried and canned	218
Other food	201
II Alcoholic drink	188.3
III Tobacco	218.2
IV Housing: Total	163.3
Rent	152
Owner-occupiers' mortgage interest	118†
Rates and water charges	194
Charges for repairs and maintenance, and materials for home repairs and decorations	206
V Fuel and light: Total (including oil)	220.3
Coal and coke	221
Gas	176
Electricity	246
VI Durable household goods: Total	173.8
Furniture, floor coverings and soft furnishings	176
Radio, television and other household appliances	166
Pottery, glassware and hardware	190
VII Clothing and footwear: Total	164.4
Men's outer clothing	167
Men's underclothing	195
Women's outer clothing	154
Women's underclothing	179
Children's clothing	175
Other clothing, including hose, haberdashery, hats and materials	157
Footwear	162
VIII Transport and vehicles: Total	195.6
Motoring and cycling	192
Fares	221
IX Miscellaneous goods: Total	196.9
Books, newspapers and periodicals	220
Medicines, surgical, etc, goods and toilet requisites	177
Soap and detergents, soda, polishes and other household goods	218
Stationery, travel and sports goods, toys, photographic and optical goods, etc	185
X Services: Total	180.6
Postage and telephones	188
Entertainment	155
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	203
XI Meals bought and consumed outside the home	197.4
All items	187.4

* The description "general" index of retail prices is used to differentiate from the two indices for pensioner households. These "pensioner" indices are given in tables 132(a) and 132(b) in the Gazette.

† January 14, 1975 = 100. From January 1974 to January 1975 the indicator for owner-occupiers' housing costs was the rent index, which showed an increase over this period of 3 per cent. Accordingly, if a link back to January 1974 is required for owner-occupiers' housing costs the index for mortgage interest should be multiplied by 1.03.

Average retail prices of items of food

Average retail prices on November 15, 1977 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in 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 are subject to sampling error, and some indication of the potential size of this error was given on page 161 of the February 1977 issue of the Gazette.

Average prices (per lb unless otherwise stated) of certain foods

Item	Number of quotations November 15, 1977	Average price November 15, 1977	Price range within which 80 per cent of quotations fell	Item	Number of quotations November 15, 1977	Average price November 15, 1977	Price range within which 80 per cent of quotations fell
Beef: Home-killed		P	P	Fresh vegetables—continued		P	P
Chuck	713	86.0	78 - 94	Cabbage, greens	432	7.1	4 - 10
Sirloin (without bone)	689	140.1	116 - 170	Cabbage, hearted	555	5.9	3 - 8
Silverside (without bone)*	733	115.4	104 - 130	Cauliflower or broccoli	507	13.5	8 - 20
Back ribs (with bone)*	481	80.9	68 - 98	Brussels sprouts	595	9.8	8 - 12
Fore ribs (with bone)	581	79.4	68 - 90	Carrots	658	5.9	4 - 8
Brisket (without bone)	649	80.5	68 - 94	Onions	674	7.8	5 - 10
Rump steak*	737	156.6	130 - 170	Mushrooms, per ½ lb	627	15.5	14 - 18
Lamb: Home-killed				Fresh fruit			
Loin (with bone)	602	106.0	88 - 120	Apples, cooking	663	18.2	15 - 22
Breast*	591	34.8	25 - 42	Apples, dessert	697	24.3	18 - 30
Best end of neck	522	79.1	50 - 106	Pears, dessert	613	23.5	20 - 28
Shoulder (with bone)	583	72.2	60 - 80	Oranges	550	19.4	14 - 24
Leg (with bone)	615	99.6	89 - 110	Bananas	668	21.3	18 - 24
Lamb: Imported				Bacon			
Loin (with bone)	412	82.3	74 - 90	Collar*	366	69.2	58 - 80
Breast*	420	26.1	20 - 32	Gammon*	442	95.4	82 - 106
Best end of neck	402	66.2	48 - 80	Middle cut*, smoked	298	83.1	72 - 98
Shoulder (with bone)	437	58.5	52 - 65	Back, smoked	297	93.0	72 - 98
Leg (with bone)	441	87.5	80 - 94	Back, unsmoked	365	90.6	72 - 110
Pork: Home-killed				Streaky, smoked	220	71.4	60 - 88
Leg (foot off)	709	74.1	60 - 90	Ham (not shoulder)	571	121.5	96 - 144
Belly*	706	55.7	48 - 62	Pork luncheon meat, per 12 oz can	515	31.6	25 - 38
Loin (with bone)	738	90.3	80 - 96	Canned (red) salmon, per half-size can	563	89.0	80 - 99
Pork sausages	731	46.1	40 - 52	Milk, ordinary, per pint	—	11.5	—
Beef sausages	591	41.1	36 - 48	Butter			
Roasting chicken (broiler), frozen (3lb)	554	40.8	36 - 45	Home-produced	489	52.4	45 - 57
Roasting chicken, fresh or chilled				New Zealand	596	51.4	47 - 54
4lb oven ready	440	48.6	42 - 56	Danish	630	58.4	54 - 62
Fresh and smoked fish				Margarine			
Cod fillets	392	93.4	84 - 102	Standard quality, per ½ lb	147	15.8	15 - 17
Haddock fillets	410	94.3	84 - 110	Lower priced, per ½ lb	120	14.7	13½ - 15½
Haddock, smoked whole	325	88.1	75 - 100	Lard	733	24.7	21 - 28
Plaice fillets	373	100.5	88 - 120	Cheese, cheddar type	678	68.1	60 - 76
Halibut cuts	63	153.6	116 - 200	Eggs			
Herrings	283	52.2	45 - 60	Large/size 2, per dozen	597	52.9	48 - 57
Kippers, with bone	436	64.5	54 - 75	Standard/size 4, per dozen	604	46.0	42 - 51
Bread				Medium/size 6, per dozen	285	38.2	32 - 41
White, per 1½ lb wrapped and sliced loaf	653	22.0	19 - 25	Sugar, granulated, per kg	740	26.6	25 - 28
White, per 1½ lb unwrapped loaf	426	24.6	22 - 27	Coffee instant, per 4 oz	511	136.1	117 - 160
White, per 14 oz loaf	476	16.1	14½ - 18	Tea			
Brown, per 14 oz loaf	547	17.2	17 - 19	Higher priced, per ½ lb	244	33.4	30 - 35
Flour				Medium priced, per ½ lb	1,684	28.4	26 - 31
Self-raising, per 1.5 kg	633	31.8	27 - 38	Lower priced, per ½ lb	612	26.7	25 - 30
Fresh vegetables							
Potatoes, old loose							
White	512	4.2	3½ - 5				
Red	296	4.8	4 - 5½				
Potatoes, new loose	—	—	—				
Tomatoes	673	38.1	30 - 45				

* Or Scottish equivalent.

UNEMPLOYMENT

unemployed persons by entitlement to benefit: Great Britain

TABLE 112 THOUSANDS

		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973	February	236	75	261	145	718
	May	186	55	223	126	591
	November	150	41	180	122	494
1974	February*	..	..	..	..	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

Notes: (1) The analysis by entitlement to benefit is made on the first Monday in the month. Estimates based on this analysis are made for a date later in the month, currently the second Thursday, when the numbers unemployed are counted.
 (2) The group "others registered for work" includes those who at the operative date had been unemployed for only a short time and whose claims were still being examined. 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
international comparisons

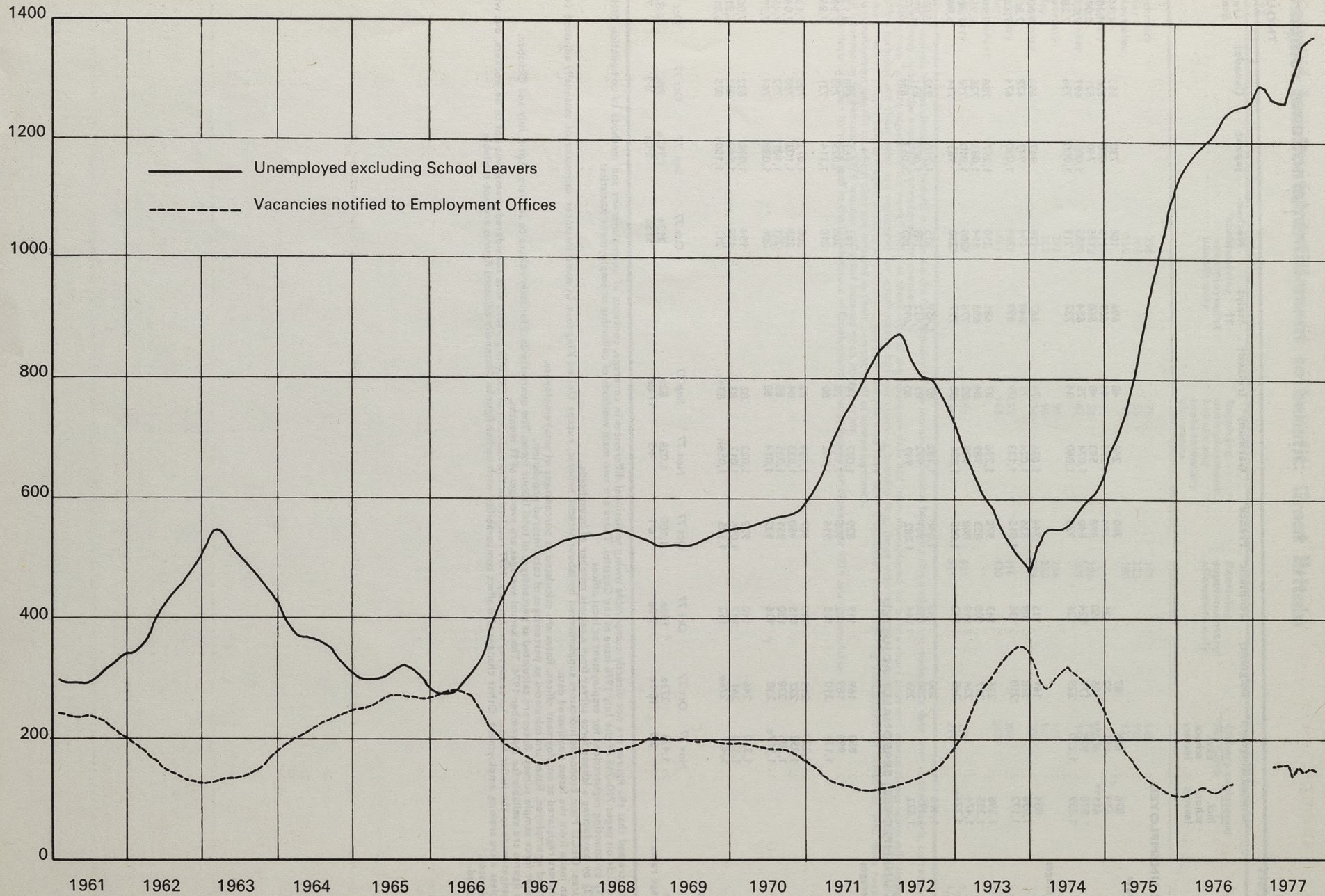
TABLE 113 THOUSANDS

	United Kingdom*		Belgium†	Denmark*	France*	Germany*	Ireland‡	Italy‡	Nether-lands*	Japan‡	Canada‡	United States‡
	Incl. school leavers	Excl. school leavers						††				
NUMBERS UNEMPLOYED												
Annual averages												
1972	876	855	87	..	380	246	48	696	108	730	555	4,840
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
Quarterly averages												
1975												
2nd	854	161	115	744	1,036	74	667	178	947	693	8,004	
3rd	1,096	178	109	836	1,024	75	648	194	943	678	7,809	
4th	1,172	218	136	1,015	1,133	79	699	214	1,030	674	7,223	
1976												
1st	1,298	226	143	978	1,296	87	681	230	1,257	786	7,911	
2nd	1,295	217	108	853	989	84	693	194	1,083	726	6,950	
3rd	1,474	224	111	868	928	82	776	209	1,010	718	7,309	
4th	1,374e	248	142	1,035	1,006	82	777	210	963	714	6,983	
1977												
1st	1,418	260	163	1,048	1,182	87	1,459	215	1,210	922	7,838	
2nd	1,395	250	142	981	972	83	1,432	185	1,087	851	6,724	
3rd	1,622	259	144	1,082	949	80	1,692	205	1,053	838	6,712R	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1975												
2nd	853	169	119	829	1,077	74	191	963	698	8,126		
3rd	998	189	122	915	1,128	78	205	1,025	715	7,998		
4th	1,131	210	123	916	1,142	80	210	1,114	721	7,855		
1976												
1st	1,220	213	119	907	1,139	82	208	1,072	705	7,130		
2nd	1,252	227	115	950	1,033	84	208	1,102	730	7,043		
3rd	1,306	238	120	951	1,035	85	221	1,101	752	7,457		
4th	1,317e	238	126	932	1,014	83	206	1,038	764	7,578		
1977												
1st	1,330	246	140	973	1,022	82	194	1,032	822	7,068		
2nd	1,330	261	147	1,096	1,017	83	198	1,110	853	6,816		
3rd	1,421	276e	152	1,185	1,058R	83e	217	1,150e	875	6,814		
1977 latest data												
Month	Nov 77	Oct 77	Oct 77	Oct 77	Nov 77	Sep 77	Oct 77	Sep 77	Oct 77	Oct 77		
Number	1,433	273e	148e	1,100	1,028	82e	213e	1,117e	886	6,872R		
Percentage rates	6.0	10.1e	7.0e	6.1	4.5	11.8e	515e	2.0e	8.3	7.0R		

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.
 ** No figures are available for December 1974. The annual averages are averages of 11 months.
 †† Changes made to the Italian labour force survey in January, 1977 resulted in the inclusion of 587,000 persons who considered themselves not to be workers, but who nevertheless were seeking employment. Other changes also affect comparability with earlier figures. Seasonally adjusted figures are not available.
 R Revised.

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



The moving averages for November and December 1974, January 1975 and October to December 1976 have been calculated from interpolated data

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

TABLE 117

THOUSANDS

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

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

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

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

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

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

** Because of industrial action by some staff in the Department of Employment Group, figures are not available for the period November 1976 to March 1977.

EARNINGS AND HOURS

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

TABLE 126

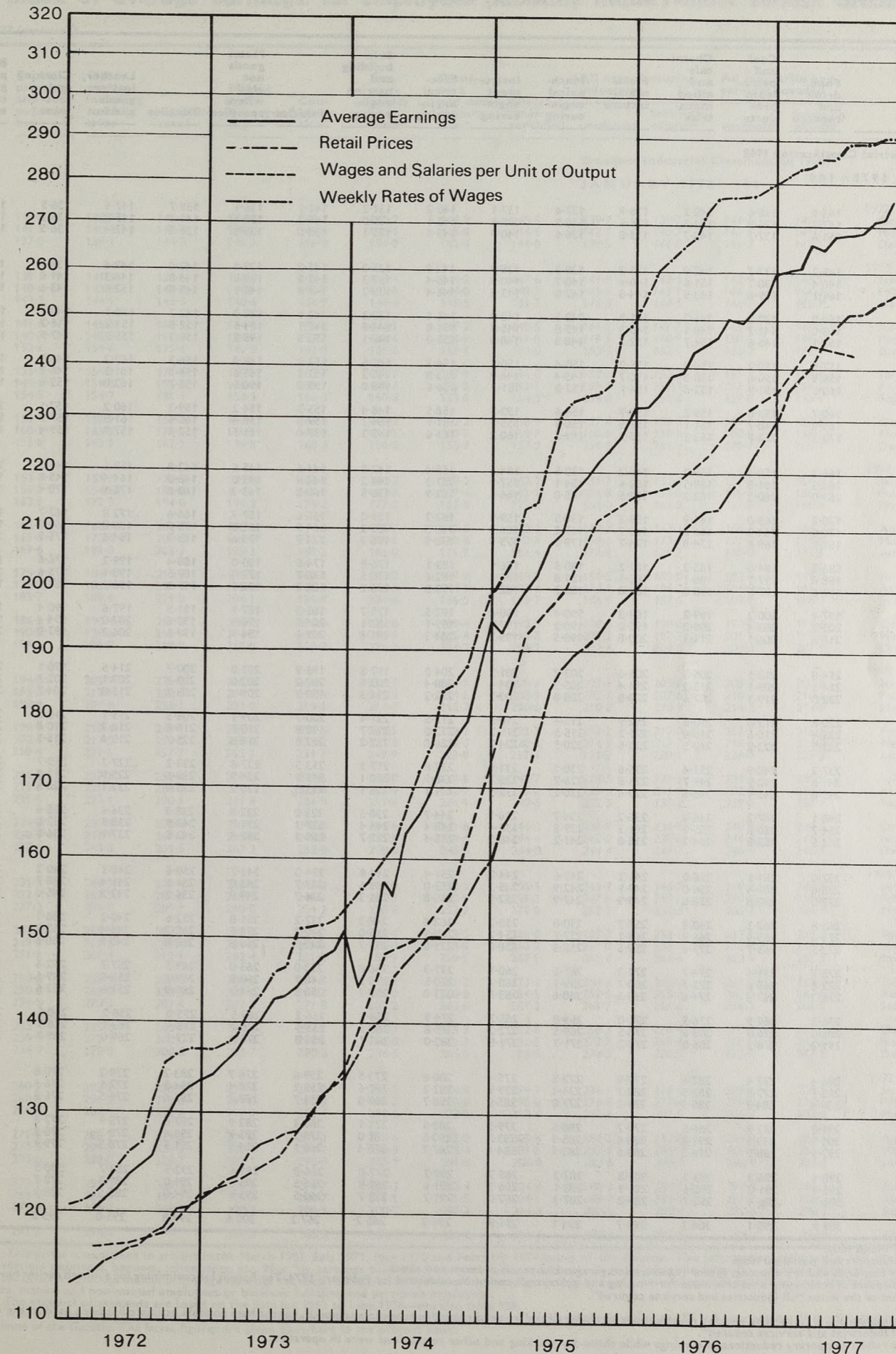
	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours		Average hourly earnings	Average weekly earnings		Average hours		Average hourly earnings
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence			including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours
£	£	P	P	£	£	£	£	P	P	
FULL-TIME MEN, 21 years and over										
Manual occupations										
April 1972	33.6	34.5	45.6	75.8		32.1	32.8	46.0	71.3	69.1
April 1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7	79.2
April 1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
April 1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
April 1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
April 1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
Non-manual occupations										
April 1972	43.7	43.8	38.9	111.3		43.4	43.5	38.7	110.7	110.8
April 1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6	121.7
April 1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
April 1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
April 1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
April 1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
All occupations										
April 1972	36.2	37.1	43.9	83.7		36.0	36.7	43.4	83.7	83.3
April 1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7
April 1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
April 1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
April 1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
April 1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
April 1972	17.0	17.7	40.0	44.4		16.6	17.1	39.9	43.0	42.6
April 1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1
April 1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
April 1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
April 1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
April 1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
Non-manual occupations										
April 1972	19.4	19.5	37.3	52.3		22.1	22.2	36.8	59.9	59.8
April 1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1
April 1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
April 1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
April 1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
April 1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
All occupations										
April 1972	17.8	18.4	39.0	47.0		20.1	20.5	37.8	54.0	53.9
April 1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
April 1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
April 1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
April 1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
April 1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
FULL-TIME ADULTS										
(a) MEN, 21 years and over and WOMEN, 18 years and over										
All occupations										
April 1972	31.7	32.7	42.6	76.4		31.4	32.0	41.8	75.8	75.0
April 1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1
April 1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
April 1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
April 1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
April 1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
April 1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9
April 1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
April 1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
April 1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
April 1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1

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

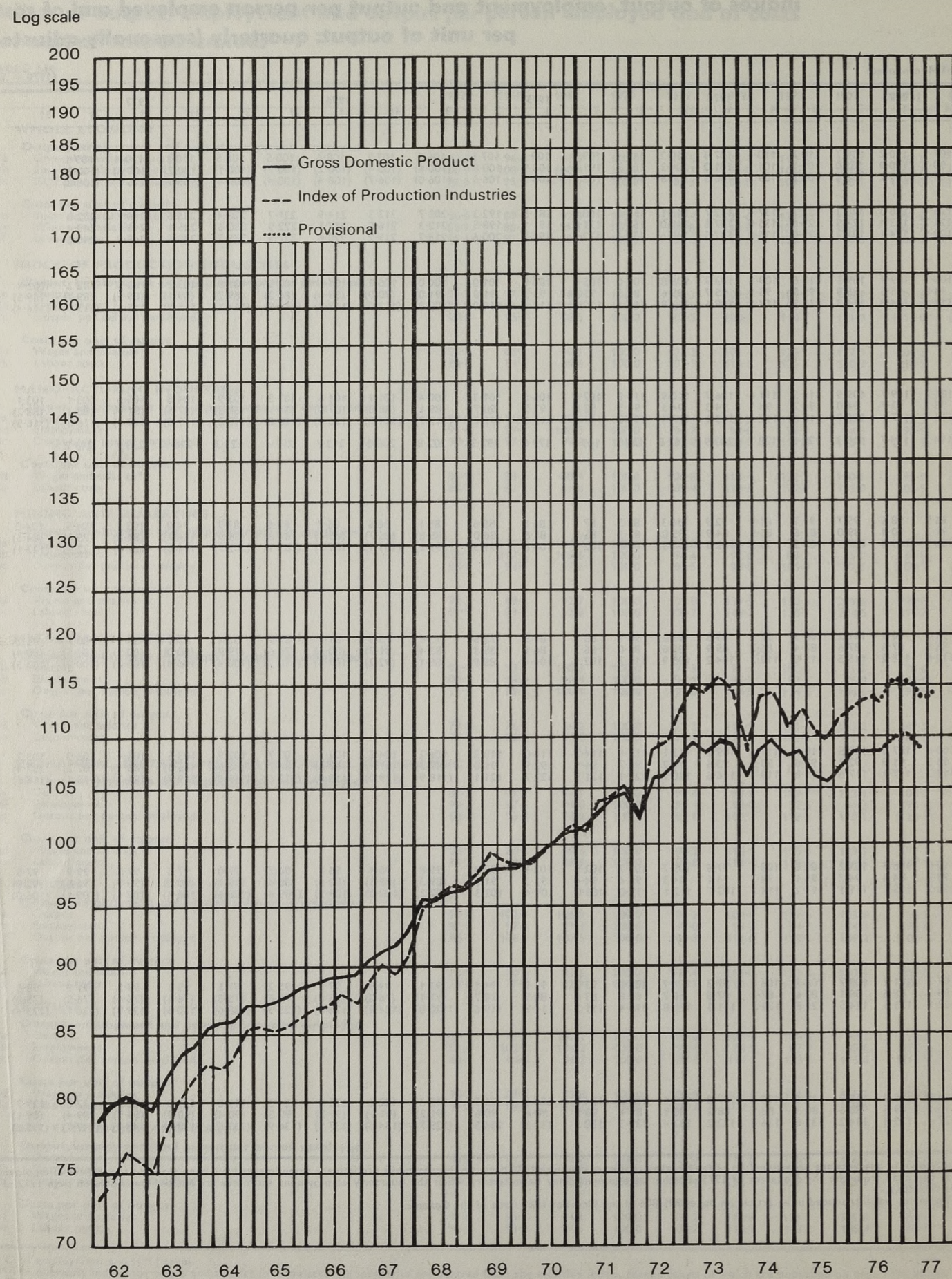
Earnings, wage rates, retail prices, wages and salaries per unit of output

AVERAGE 1970 = 100

Log scale



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



DEFINITIONS

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

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| WORKING POPULATION
All employed and registered unemployed persons. | SEASONALLY ADJUSTED
Adjusted for normal seasonal variations. |
| HM FORCES
Serving UK members of HM Armed Forces and Women's Services, including those on release leave. | MEN
Males aged 18 years and over, except where otherwise stated. |
| EMPLOYED LABOUR FORCE
Working population less the registered unemployed. | WOMEN
Females aged 18 years and over. |
| TOTAL IN CIVIL EMPLOYMENT
Employed labour force less HM Forces. | ADULTS
Men and women. |
| EMPLOYEES IN EMPLOYMENT
Total in civil employment less self-employed. | BOYS
Males under 18 years of age, except where otherwise stated. |
| TOTAL EMPLOYEES
Employees in employment plus the unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 and pages 5-7 of the January 1973 issues of this Gazette). | GIRLS
Females under 18 years of age. |
| UNEMPLOYED
Persons registered for employment at a local employment office or careers service office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled persons, and adult students registered for vacation employment, are excluded). | YOUNG PERSONS
Boys and girls. |
| UNEMPLOYED SCHOOL-LEAVERS
Unemployed persons under 18 years of age who have not entered employment since terminating full-time education. | YOUTHS
Males aged 18-20 years (used where men means males aged 21 and over). |
| UNEMPLOYED TEENAGERS
Unemployed young people under 20, including school-leavers, but excluding adult students. | OPERATIVES
Employees, other than administrative, technical and clerical employees in manufacturing industries. |
| ADULT STUDENTS
Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed. | MANUAL WORKERS
Employees, other than administrative and clerical employees, in industries covered by earnings enquiries. |
| UNEMPLOYED PERCENTAGE RATE
The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year. | PART-TIME WORKERS
Persons normally working for not more than 30 hours a week except where otherwise stated. |
| TEMPORARILY STOPPED
Persons registered at the date of the count who are suspended by their employers on the understanding that they will shortly resume work, and register to claim benefit. These people are not included in the unemployment figures. | NORMAL WEEKLY HOURS
Recognised weekly hours fixed in collective agreements, etc. |
| VACANCY
A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly count. | WEEKLY HOURS WORKED
Actual hours worked during the week. |
| | OVERTIME
Work outside normal hours. |
| | SHORT-TIME WORKING
Arrangements made by an employer for working less than normal hours. |
| | STOPPAGES OF WORK—INDUSTRIAL DISPUTES
Stoppages of work due to disputes connected with terms and conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100. |

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