

DEPARTMENT OF EMPLOYMENT GAZETTE

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Manpower planning

Recent trends in apprenticeship training

A MAJOR method of entry to various skilled jobs has traditionally been through craft apprenticeships, entered on leaving school at about the age of 16 years. Although an increasing number of workers are obtaining skills through up-grading and training within companies, such training rarely provides a skill transferable between different employers such as that acquired through a craft apprenticeship.

This article discusses changes over the past few years in the numbers being engaged and trained as apprentices, particularly in engineering and related industries*, and in construction. These industries, taken together, are entered by about half the boys aged under 18 who obtain apprenticeships as their first job on leaving school. Very few girls obtain apprenticeships in these industries and the numbers have been fairly constant over recent years. The article, therefore, concentrates on the changes as reflected in the figures for boys.

Steady proportion

Statistics on the first employment of young people aged under 18 distinguished between five broad categories, one of which is apprenticeship†. Table 1 shows for each year from 1960 to 1974 the total number of boy school-leavers entering employment, together with the numbers taking up apprenticeships.

Table 1 New entrants to employment

Year	Boys under 18 years old		
	Boys entering apprenticeship to skilled craft (1)	Total entrants Boys (2)	Column 1 as percentage of Column 2
1960	103,004	286,311	36.0
1961	114,729	302,525	37.9
1962	121,517	335,951	36.2
1963	101,708	303,956	33.5
1964	114,492	314,813	36.4
1965	118,107	291,226	40.6
1966	114,448	270,197	42.4
1967	107,682	252,836	42.6
1968	109,980	255,815	43.0
1969	108,239	254,061	42.6
1970	104,901	248,177	42.3
1971	95,632	242,121	39.5
1972	100,156	258,874	38.7
1973	66,044	140,532	47.0
1974	118,185	274,801	43.0

Source: Statistics of new entrants to employment (EDS 80).

Table 2 Numbers entering four industrial sectors as apprentices on leaving school
Boys under 18 years old

Year	Engineering and related industries including shipbuilding	Construction	Motor repairers distributors, garage and filling stations	Paper printing & publishing
1960	32,004	22,321	8,311	3,792
1961	35,192	26,163	9,471	4,286
1962	32,892	31,473	10,492	3,960
1963	25,512	26,827	9,056	2,918
1964	31,211	29,416	11,147	2,987
1965	33,191	27,194	12,033	3,312
1966	33,556	24,942	11,799	3,186
1967	31,393	23,722	10,155	2,414
1968	30,978	25,132	12,457	2,907
1969	31,529	21,553	12,196	2,967
1970	30,934	19,445	11,649	3,131
1971	23,740	20,363	11,034	2,445
1972	20,956	27,388	11,641	2,356
1973	18,361	16,040	6,693	2,425
1974	30,865	28,854	12,241	3,636

Source: Statistics of new entrants to employment (EDS 80).

The low number of new entrants in 1973 and the relatively high proportion who obtained apprenticeships are, of course, a reflection of the immediate effects of raising the school leaving age. The Table shows that though the absolute number of boys obtaining apprenticeships has fallen, their proportion of all new entrants has remained fairly steady at around 35-45 per cent with a slight tendency to rise.

Table 2 shows the numbers of boys obtaining apprenticeships in the four sectors which employ the largest numbers of male apprentices.‡

* Industry Orders VII-XII

† The statistics were based on information obtained by careers officers when issuing National Insurance cards to young people aged under 18 on their first entry to employment. They were published regularly in the *Gazette*—those for 1973 were in the May 1974 issue, and those for 1974 will be published in the December 1975 issue of the *Gazette*. (As a result of the abolition of National Insurance cards, the statistics will not be available for 1975 or subsequent years. Alternative methods of collecting similar information are being tested but it will be some time before they can be implemented on a national basis.)

‡ More detailed statistics of the industries entered by new entrants to employment are published regularly in the *Gazette*. (see footnote†).

Manpower planning

Since an unknown number of boys obtain apprenticeships as their second or subsequent jobs, and as, for various reasons, there is some wastage during training, the new entrant statistics are not an exact measure of changes in the volume of apprenticeship training. Information about the numbers of apprentices being trained in establishments with 11 or more employees in engineering and allied industries is available from occupational inquiries that are carried out by the department in May of each year*. Table 3 compares the numbers of apprentices in these industries with the numbers

of skilled craftsmen†. The Department of the Environment collects statistics of the numbers of apprentices and of craftsmen in the construction industry in the autumn of each year. The available figures are summarised in table 4.

* The results of these inquiries are published in the *Gazette*, the May 1974 figures for example are on pages 206-218 of the March 1975 issue.
† Some of these craftsmen will, of course, have obtained their skills through other means than apprenticeship, for example, training in skillcentres.

Table 3 Engineering craft apprentices and skilled men in firms employing 11 or more workers (at May each year)

Date	Engineering and related industries (except shipbuilding)*			Shipbuilding and ship-repairing†			Total		
	Apprentices in training	Skilled men	Ratio of Apprentices to skilled men†	Apprentices in training	Skilled men	Ratio of Apprentices to skilled men	Apprentices in training	Skilled men	Ratio of Apprentices to skilled men
May									
1964	130,190	830,280	1:6.4	10,260	50,170	1:4.9	140,450	880,450	1:6.3
1965	133,170	837,760	1:6.3	10,020	54,400	1:5.4	143,190	893,160	1:6.2
1966§	132,510	856,370	1:6.5	9,810	55,910	1:5.7	142,320	912,280	1:6.4
1967	130,550	797,700	1:6.1	10,070	56,780	1:5.6	140,620	854,480	1:6.1
1968	128,340	794,280	1:6.2	10,210	57,690	1:5.7	138,550	851,970	1:6.1
1969	120,530	777,310	1:6.4	9,360	56,230	1:6.0	129,890	833,540	1:6.4
1970||	112,260	801,600	1:7.1	8,900	57,110	1:6.4	121,160	858,710	1:7.1
1971	108,960	787,860	1:7.2	8,070	57,460	1:7.1	117,030	845,320	1:7.2
1972	95,460	753,780	1:7.9	9,350	56,580	1:6.1	104,810	810,360	1:7.7
1973¶	80,090	692,120	1:8.6	8,750	52,950	1:6.1	88,840	745,070	1:8.4
1974	72,260	687,840	1:9.5	7,680	52,450	1:6.8	79,940	740,290	1:9.3

Source: Occupational survey of engineering and related industries Great Britain—DE Gazette.

* SIC 1968 Orders VII-XII excluding MLH 370.1

† MLH 370.1 Figures for shipbuilding and ship-repairing are less complete than for engineering generally, but the greater part of the industry is covered.

‡ Ratios vary between the different sectors within industries.

§ For this year columns headed "skilled men" include non-apprentice trainees who for technical reasons could not be separately identified from the 1966 survey results. In the remaining years the number of non-apprentice male trainees for skilled occupations ranged (in total) between 13,070 in 1974 and 24,350 in 1967.

|| Change of SIC 1958 to SIC 1968 from June 1969, effective from the 1970 enquiry.

¶ After 1972 the basis for grossing up the sample was changed from estimates derived from National Insurance Card counts to estimates derived from the Annual Censuses of Employment figures. The use of the Census information tended to reduce figures—see Note preceding Table 1 p234 of March 1974, DE Gazette.

Table 4 Number of apprentices and skilled craftsmen in the construction industry

Year	Private contractors			Public sector (include government departments, local government and public utilities)*			Totals		
	Number of apprentices	Number of skilled craftsmen	Ratio of apprentices to craftsmen	Number of apprentices	Number of skilled craftsmen	Ratio of apprentices to craftsmen	Number of apprentices	Number of skilled craftsmen	Ratio of apprentices to craftsmen
Sept.									
1964	113,900	704,400	1:6.2	15,700	130,900	1:8.3	129,700	835,300	1:6.4
1965	119,000	630,700	1:5.3	16,100	151,900	1:9.4	135,100	782,600	1:5.8
1966	111,700	610,600	1:5.5	16,000	156,300	1:9.8	127,700	766,900	1:6.0
1967	103,500	601,700	1:5.8	16,500	167,300	1:10.1	120,000	769,000	1:6.4
1968	95,100	594,600	1:6.3	15,600	168,500	1:10.8	110,700	763,100	1:6.9
1969	86,300	556,100	1:6.4	14,000	156,500	1:11.2	100,300	712,600	1:7.1
1970	75,200	506,700	1:6.7	12,700	157,200	1:12.4	87,900	663,900	1:7.6
Oct.									
1971	68,300	489,200	1:7.2	12,100	152,100	1:12.6	80,400	641,300	1:8.0
1972	72,700	486,500	1:6.7	12,300	154,900	1:12.6	85,000	641,400	1:7.5
1973 (a)	73,000	492,600	1:6.7	12,000	151,200	1:12.6	85,300	643,800	1:7.5
1973 (b)	79,300	520,700	1:6.6				91,300	671,900	1:7.4
1974 (Prov.)	80,700	498,000	1:6.2	12,700	155,100	1:12.2	93,400	653,100	1:7.0

Source: Department of the Environment—Occupational survey of the construction industry. Figures from 1973(b) are based on an extended register which includes about 25,000 (mainly small) additional private contractors.

* Many apprentices and craftsmen employed by local authorities, government departments and public utilities (mainly gas, electricity and water) are likely to be included in Department of Employment statistics for industries other than construction.

Manpower planning

Table 5 *Trainees leaving government training centres or skillcentres for skilled trades, 1965-1974

Year	Engineering Courses	Construction Courses
1965	2,570	2,065
1966	3,314	2,869
1967	3,926	3,761
1968	4,522	4,074
1969	4,820	3,990
1970	5,079	3,406
1971	5,259	3,196
1972	6,841	4,147
1973	5,978*	5,013
1974	5,354†	5,490

* Includes a small number of women
† The reduction in 1973 and 1974 in the number of trainees completing engineering courses is attributable to a decline in the number of applicants for such courses, not in the number of trainee places.

Table 1 shows that the number of boys obtaining apprenticeships in the early 1970s was lower than in previous years although the total increased in 1974. As can be seen from table 2, the reduction was most marked in engineering. Table 2 also shows appreciable falls in 1973 in the number of boys starting apprenticeships in construction which, however had a relatively large number of new apprentices in 1972, and in motor repair.

Table 3 shows that the reduction in the number of boys obtaining an apprenticeship in engineering as their first job has not been offset by an increase in the number who did so as a second or subsequent job and that both the number of apprentices in engineering and the ratio of apprentices to skilled men have fallen considerably.

For construction, however, table 4 shows that although between 1965 and 1971 the number of apprentices (and the ratio to skilled craftsmen) fell, this trend was reversed between 1971 and 1974. In comparing the figures in tables 2 and 4 and the trend in engineering and construction it must be borne in mind that the statistics relate to different months, which may straddle the main period of school-leavers entering the labour market in any particular year.

Scope for debate

There is scope for considerable debate on the underlying causes, and long term significance, of the decline in the numbers and proportions of apprenticeships in any sector. Whether the trends are of longer term significance depends on the view taken of the influence of such factors as technological change and the proper utilization of skilled manpower on the demand for people with various levels of skill.

While statistics of notified vacancies and registered unemployment suggest frequent shortages of labour in some skills and/or some regions, there is evidence that technical change particularly in engineering is leading to increased demand for technicians and semi-skilled people. Moreover, there have been numerous studies and reports suggesting that improved utilization could eliminate any apparent skills shortages.

Whatever view is taken on these longer term issues, in the early 1970's demographic trends, changes in the educational system and economic conditions combined to reduce the number of apprentices in many areas. This will undoubtedly influence the numbers of newly qualified skilled men in the period 1975 to 1978.

The government, the Training Services Agency and the individual training boards, have already taken some action to offset that reduction, and other steps are being considered. As Table 5 shows, the number of people trained in skillcentres (previously government training centres) has increased greatly over the past ten years.

In 1971/72 and 1972/73 certain industrial training boards and the government together financed a special scheme to provide first year apprenticeships training for young people who were unable to obtain apprenticeships in the normal way with employers and to help meet future needs for skilled workers. The boards concerned—those for Engineering, construction, road transport, hotel and catering, rubber and plastics and the foundry industry training committee trained over 7,000 first year apprentices under these schemes, most of whom subsequently continued their training with employers.

Improving training

In their discussion paper *Vocational Preparation for Young People*, published in June this year, the Training Services Agency suggested what it considered the best means of securing an increase in the volume and improvement in the quality of training for long term transferable skills. This would be through measures which enabled individual employers to be refunded the full cost of all training off the job, at any rate in the first year, through some form of collective funding arrangement. The measures would also provide for decisions about numbers to be influenced by views which looked beyond the short-term outlook of individual employers. The agency will shortly be assessing comments on these and other proposals from employers, trade unions, educationists and others and will be making recommendations to the Manpower Services Commission and through it to the government.

Membership of trade unions in 1974

THE total membership of trade unions in the United Kingdom at the end of 1974 was about 11,755,000. This was about 311,000 more than the total at the end of 1973, and about 406,000 more than the total at the end of 1972. The total of 491 trade unions at the end of 1974 compared with 508 at the end of 1973.

The statistics given in this article have been compiled by the Department of Employment from data supplied directly by trade unions and from other sources including the Registrar of Friendly Societies. They relate to all organisations of employees—including those of salaried and professional workers, as well as those of manual wage-earners—which are known to include in their objects that of negotiating with employers with a view to regulating the wages and working conditions of their members. The figures cover the total membership (including members in branches overseas) of all such organisations known to the department to have their head offices situated in the United Kingdom. They do not include members of organisations which have their head offices outside the United Kingdom.

Changes since 1973

All figures given in this article are provisional and subject to revision. The figures previously published for earlier years have been revised as necessary in accordance with the latest information. The total of 491 trade unions at the end of 1974 (which included 18 unions with headquarters in Northern Ireland) showed a decrease of 17 compared with 1973. Thirty-four unions were merged into

Table 2 Changes in membership 1964-74

Year	Number of unions at end of year	Membership at end year (to nearest thousand)			Percentage change in membership since previous year
		Males (000's)	Females (000's)	Total (000's)	
1964	641	8,043	2,174	10,218	+1.5
1965	629	8,084	2,241	10,325	+1.0
1966	621	8,006	2,256	10,262	-0.6
1967	602	7,905	2,286	10,190	-0.7
1968	582	7,831	2,362	10,193	+0.0
1969	561	7,967	2,505	10,472	+2.7
1970	538	8,438	2,741	11,179	+6.8
1971	520	8,377	2,751	11,127	-0.5
1972	499	8,446	2,904	11,349	+2.0
1973	508	8,442	3,002	11,444	+0.8
1974	491	8,581	3,174	11,755	+2.7

Table 1 Membership of trade unions at end-1974

Number of members	Number of unions	Total membership (to nearest thousand)	Percentage of	
			Total number of unions	Total membership of all unions
Under 100	77	4,000	15.7	0.0
100-499	128	33,000	26.1	0.3
500-999	50	35,000	10.2	0.3
1,000-2,499	70	109,000	14.2	0.9
2,500-4,999	50	168,000	10.2	1.4
5,000-9,999	31	201,000	6.3	1.7
10,000-14,999	11	135,000	2.2	1.1
15,000-24,999	18	343,000	3.7	2.9
25,000-49,999	17	609,000	3.4	5.2
50,000-99,999	14	948,000	2.9	8.1
100,000-249,999	14	1,958,000	2.9	16.7
250,000 and more	11	7,213,000	2.2	61.4
Totals	491	11,755,000	100	100

other unions or otherwise ceased to function. At the end of 1974 the total membership of all unions included in the statistics was approximately 11,755,000, compared with 11,444,000 at the end of 1973, an increase of 2.7 per cent. The number of males at the end of 1974 was 8,581,000, an increase of 139,000 or 1.6 per cent compared with the previous year. The number of females was 3,174,000, an increase of 172,000 or 5.7 per cent.

Numerical details

The sub-division of the total membership into males and females is not exact, as estimates have been made in respect of some trade unions which were unable to state precisely the numbers of males and of females among their members.

The total membership at the end of 1974 included 69,000 members in branches in the Irish Republic and 13,000 in other branches outside the United Kingdom. Excluding the members of these overseas branches, the total membership in the United Kingdom was thus about 11,673,000, of which the membership in Northern Ireland accounted for 263,000.

The total memberships given above represent the aggregate of the memberships of the individual unions, and people who are members of more than one union are, therefore, counted more than once in the totals. The precise extent of the duplication is not known, but it is believed to be relatively insignificant.

Size of unions

In table 1 the unions are grouped according to their total membership at the end of 1974.

At the end of 1974 there were 255 unions each with fewer than 1,000 members, including 205 with under 500 members. These 255 smaller unions together accounted for under one per cent of the total membership of all unions. In contrast, the 25 largest unions, each with 100,000 or more members, together accounted for 78.0 per cent of the total membership of all unions.

Totals for 1964-74

Table 2 shows the number of trade unions and their aggregate membership at the end of each of the past 11 years.

This table shows that, while over the last 10 years trade union membership has increased by about 15.0 per cent, the number of separate unions has declined by 23.4 per cent. The average membership per union has therefore increased from 16,000 in 1964 to 24,000 in 1974.

Table 3 Number of trade unions analysed by size of union

	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974
Under 100 members	124	127	126	125	113	110	107	99	82	82	77
100-499	155	148	146	134	136	133	131	127	132	131	128
500-999	65	64	67	69	63	66	58	59	44	51	50
1,000-2,499	103	95	89	85	87	73	65	65	66	75	70
2,500-4,999	64	66	66	64	60	58	55	53	56	49	50
5,000-9,999	31	32	30	31	32	32	33	33	32	35	31
10,000-14,999	24	21	22	21	18	12	14	11	13	11	11
15,000-24,999	20	18	18	18	19	24	22	19	18	18	18
25,000-49,999	19	20	19	18	15	14	13	16	18	18	17
50,000-99,999	18	20	20	18	20	17	17	15	13	14	14
100,000-249,999	10	8	9	10	10	13	14	12	14	13	14
250,000 and more	8	10	9	9	9	9	9	11	11	11	11
Number of unions at end of year	641	629	621	602	582	561	538	520	499	508	491

Table 4 Membership of trade unions analysed by size of union

	THOUSANDS										
	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974
Under 100 members	6	6	6	6	5	5	5	5	4	4	4
100-499	37	37	37	33	34	32	32	30	34	33	33
500-999	44	45	48	48	43	46	41	41	30	37	35
1,000-2,499	166	150	146	141	141	120	110	108	99	115	109
2,500-4,999	221	227	230	221	205	203	189	176	181	165	168
5,000-9,999	210	225	206	214	216	218	221	227	216	232	201
10,000-14,999	295	261	274	265	226	145	166	130	150	129	135
15,000-24,999	388	337	332	333	343	447	419	342	333	335	343
25,000-49,999	706	708	666	647	512	492	452	540	609	624	609
50,000-99,999	1,275	1,394	1,379	1,274	1,434	1,205	1,202	1,101	912	997	948
100,000-249,999	1,687	1,189	1,477	1,539	1,539	1,875	2,188	1,718	1,879	1,810	1,958
250,000 and more	5,182	5,746	5,461	5,469	5,495	5,684	6,155	6,709	6,901	6,963	7,213
Total at end of year	10,218	10,325	10,262	10,190	10,193	10,472	11,179	11,127	11,349	11,444	11,755
Males	8,043	8,084	8,006	7,905	7,831	7,967	8,438	8,377	8,446	8,442	8,581
Females	2,174	2,241	2,256	2,286	2,362	2,505	2,741	2,751	2,904	3,002	3,174
Average membership per union	16	16	17	17	18	19	21	21	23	23	24

Figures rounded to nearest thousand.

Table 3 shows an analysis of the number of trade unions by size of union, while table 4 gives an analysis of membership by size of union over an 11-year period.

Federations of trade unions

At the end of 1974 there were 46 federations of trade unions in the United Kingdom, three less than at the end of 1973. Although a large proportion of trade unions are affiliated to federations, some are not affiliated and others are affiliated in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

Directory

The "Directory of Employers' Associations, Trade Unions, Joint Organisations, etc" is published by HM Stationery Office; a fourth of the directory is brought up to date and reprinted each quarter.

Employment rehabilitation, 1974-75

ON October 1, 1974 responsibility for running the rehabilitation services was transferred from the Department of Employment to the Employment Service Agency. In its review of the service, the agency recognised the need to expand the scope of the facilities in order to provide for people in the commercial and professional fields. As a first indication of the intention to widen the services it was decided to change the title "industrial rehabilitation unit" with its connotation of manual work, to "employment rehabilitation centre (ERC)". At the same time a start was made in installing more sophisticated modern business equipment in the "office" sections. The intention is also to update the equipment in the workshops as soon as possible.

The main function of the centres continued to be the provision of courses designed to make people as fit as possible within the limits of their disability, preparation for return to work and assessment about the form of work likely to provide permanent resettlement. The facilities were also available for people who had no obvious disablement, but who had been unemployed for a long time, workers displaced through changes in the structure of industry, and other redundant workers who needed assessment for work and a degree of preparation for the change of employment.

Meeting people's needs

There is no set syllabus for ERC courses, which are arranged to meet individual needs, and usually last about seven or eight weeks; the maximum length is 26 weeks. They are planned and controlled by a case conference team made up of a rehabilitation manager in charge of the ERC, an Employment Medical Advisory Service doctor, an occupational psychologist, a social worker, a technical officer in charge of the workshops and workshop supervisors, and a resettlement officer responsible for liaison with the placing officers of local employment offices and Jobcentres. The medical officer is assisted by a nurse, and in some units by a remedial gymnast; consultant psychiatric advice is available when necessary.

The sections simulate industrial conditions and commercial environments, so that rehabilitation and assessment can be carried out in conditions similar to those which the men and women are likely to meet when they start work again. They are mostly engaged on production work sub-contracted from government departments and local firms, and cover a variety of activities such as machine operating, bench engineering, woodwork, assembly and light bench work, commercial and clerical work, and heavy work, gardening or concreting.

Restoring confidence

With vocational guidance from the occupational psychologist, aided by psychological tests, and the practical assistance of the workshop and commercial section supervisors, who are selected for their ability to deal with people who need this kind of help, each person's physical capacity is improved, confidence is restored and the most suitable form of work is established. At the end of the course the case conference sends a report, which has been discussed with the individual concerned, to the local employment office or jobcentre in the home area for a placing to be arranged in accordance with the ERC recommendation.

If the ERC recommendation is for training for a skilled occupation, such training is arranged to follow at a Skillcentre or other training establishment.

Up to June 1975 a total of 308,742 people had entered courses of employment rehabilitation since the opening of the first unit at Egham in December 1943.

Of the 12,385 who finished their courses during the 12 months up to the end of June 1975, 6,501 were recommended by hospitals, general practitioners or others; 1,788 were people recently discharged from hospital or who had come from a course of medical treatment by their own doctors—these people were identified at employment exchanges or jobcentres; 3,414 were people with long standing disabilities who were registered for employment with local disablement



Two men injured in accidents do gardening work as part of a special programme designed to test their ability for different kinds of work.

resettlement officers; and 682 were people without an apparent disability or were referred to the centres by skillcentres because of their inability to cope with a particular training course. Table 1 shows the source of referrals for years ended June 30.

Table 1 Where people needing rehabilitation came from

Year ended	June 30, 1975 %	June 30, 1974 %	June 30, 1973 %
1 People needing rehabilitation because of recent sickness or injury			
A Recommended by medical and other outside agencies	52.5	55.5	54.0
B Recommended by local officers of the Employment Service Agency	14.4	9.3	9.7
C Total A and B	66.9	64.8	63.7
2 Other people with disabilities	27.6	28.5	29.6
3 Nominally able-bodied people with employment difficulties and people referred by Skillcentres	5.5	6.7	6.7

Medical categories of disabilities

Table 2 gives details of the disabilities of the people who finished their course at ERCs in 1974 and their resettlement position within three months of completing their courses.

Table 2 Details of disabilities

Disability group	Number ending courses			Resettlement position within 3 months of completion of course as a % of col 4		
	Number during calendar year 1974	Number in each group as a % of total	Number who completed the course	EMPLOYMENT	TRAINING	TOTAL
1 No obvious disability	2 674	3 5.6	4 483	5 40.4	6 19.2	7 59.6
Amputations	231	1.9	186	41.9	26.4	68.3
Arthritis and rheumatism	374	3.1	325	44.0	20.9	64.9
Diseases of:						
Digestive system	283	2.4	218	40.4	23.4	63.8
Heart and circulatory system	1,173	9.8	985	41.3	19.9	61.2
Respiratory system (other than TB)	636	5.3	472	37.3	20.8	58.1
Ear Defects	196	1.6	174	45.4	23.6	69.0
Eye Defects	272	2.3	218	47.2	17.9	65.1
Injuries of head and trunk	262	2.2	205	35.1	18.1	53.2
Injuries, diseases and deformities of:						
Lower Limb	798	6.6	651	40.1	26.4	66.5
Upper Limb	532	4.4	422	41.5	25.3	66.8
Spine (including paraplegia)	1,466	12.2	1,161	39.0	27.3	66.3
Psychoneurosis	1,641	13.6	1,249	45.0	16.8	61.8
Psychosis	962	8.0	695	39.9	11.6	51.5
Mental subnormality	398	3.3	343	42.0	2.9	44.9
Epilepsy	630	5.2	511	42.7	13.7	56.4
Other organic nervous diseases	696	5.8	601	38.9	12.6	51.5
Respiratory TB	84	0.7	64	50.0	21.9	71.9
TB other forms	37	0.3	28	35.7	17.9	53.6
Other diseases	681	5.7	528	41.5	20.6	62.1
TOTAL 1974	12,026	100.0	9,519	41.2	19.4	60.6
TOTAL 1973	12,682	100.0	10,284	46.2	18.7	64.9

Results of courses

The percentage of entrants who completed their courses at ERCs was 79.2 per cent in 1974 compared with 81.1 per cent in 1973. The average length of stay was eight and a half



A former wood machinist, partially paralysed after an illness, trains at the drawing board as part of a course on commercial and clerical work.

weeks. Of those who completed the course 3,926 took up employment within three months of leaving the centre and 1,843 had either begun or been accepted for training. Letters of inquiry about progress are sent after six months to people who completed courses. Table 3 gives the results of the inquiries for the 12-month periods ended December 1972, 1973 and 1974.

Table 3 Results of follow-up inquiries

12 months ended	Dec 1972 per cent	Dec 1973 per cent	Dec 1974 per cent
Regarded as satisfactorily resettled in employment but not to their satisfaction	54.6	55.8	54.2
Not in employment but some work since leaving the ERC	6.0	6.1	5.2
Not in employment and no work since leaving the ERC	11.0	12.5	11.6
	28.4	25.6	29.0

Young people's work preparation courses were held at 11 centres in Bellshill, Billingham, Coventry, Garston Manor, Hull, Killingworth, Leeds, Long Eaton, Manchester, Port Talbot and Sheffield.

Employment rehabilitation by other agencies

The Employment Service Agency gives financial assistance to organisations providing workshop facilities directed at preparing people for return to ordinary employment. The financial assistance includes the payment of allowances. Such organisations are regarded as providing employment rehabilitation as agents of the ESA. They fall into two groups—voluntary, dealing with people with specific disablements for which the organisation is registered as a charity, and local authorities operating workshops as part of their community welfare services. People who are blind or who suffer from cerebral palsy or who have mental disablements and who cannot for some reason attend an ERC are catered for in this way.

Blind people

Courses are provided for blind people by the Royal National Institute for the Blind at the Queen Elizabeth Homes of Recovery for the Newly Blind, Torquay, and by the Edinburgh and South East of Scotland Society for the Welfare and Teaching of the Blind at Alwyn House, Ceres, Fife. In the year ended June 2 1975, 303 people completed courses at the centres, compared with 294 in the 12 months ended June 3 1974 and 284 in the corresponding period in 1972/73. A total of 8,562 blind people have been admitted to courses of rehabilitation at these two centres since 1948.

People with cerebral palsy

In the year ended June 2 1975 the average occupancy at the centres operated by the Spastics Society at Lancaster and Welwyn Garden City was 55.7 per cent, this compares with 69.3 per cent in 73/74 and 76.6 per cent in 1972/73.

Courses at these centres are only available to people who have had cerebral palsy from birth or early childhood and who appear likely to be able to take up employment if given the right preparation and are assessed for the employment most suitable for them. The courses are initially for six months, but can be extended to 12 months if progress is slower than expected.

People with mental and psychiatric disablement

Although between 2,500 and 3,000 people with mental and psychiatric disablements enter employment rehabilitation centres each year, some people need a longer and less sophisticated course and need to be removed from the environment of a hospital therapy unit.

To meet this situation, the voluntary bodies of Industrial Therapy Organisation (Thames) Ltd, Industrial Therapy Organisation (Epsom), Birmingham Industrial Therapy Association, and the local authority rehabilitation and assessment centres (LARAC) of the London Boroughs of Croydon and Redbridge set up workshops. The workshops cater mainly for hospital long-stay mental patients who need a period of preparation for work before going on to employment.

The agency schemes for the mentally disabled began in 1964. Up to September 22, 1975 there had been 4,514 admissions to the workshops, 1,931 placings and 2,248 departures for other reasons. During the 12 months ended September 22 1975, 415 people passed through the centres; of these, 134 were placed in employment, 36 entered ERCs for more advanced courses and 203 did not complete the course.

Average occupancy at the centres during the year was—Birmingham ITA—67, Industrial Therapy Organisation (Thames)—43, Industrial Therapy Organisation (Epsom)—60, Local Authority and Rehabilitation Centre, Croydon—25, Local Authority and Rehabilitation Centre, Redbridge—9. Epsom ITO closed in July 1975 because of financial difficulties resulting from loss of production contracts withdrawn by firms affected by the trade recession.

Further information

During the year there were further increases in allowances, to take account of the general rise in the cost of living and social security benefits. The opportunity was also taken to give a greater lead over basic unemployment and sickness benefits. The improved scale of allowances came into effect on April 10 1975.

The pattern of pay, April 1975: key results of the New Earnings Survey

THIS ARTICLE gives a wide range of information on earnings and hours in April 1975. It relates to employees in Great Britain and is obtained from the Department of Employment New Earnings Survey. These results correspond to those for April 1974 published in the November 1974 issue of the *Gazette*.

There are two sets of analyses:

A Summary analyses—tables 1 and 14 to 21—which give general results for very broad categories of workers irrespective of their particular industries, occupations, regions or age-groups;

B Streamlined analyses—tables 2 to 13—which give a selection of key results for full-time adult workers affected by particular major collective wage agreements or wages boards or councils; for those in each major industry and in each major occupation; for those in each age-group; and for those in each region.

The topics covered are:

- average gross weekly earnings and their make-up in terms of overtime pay; payments-by-results and other incentive payments; and shift and similar premium payments;
- average gross hourly earnings;
- the distributions of weekly and hourly earnings of members of each group around the averages;
- average weekly hours and overtime hours;
- the distributions of hours around the averages;
- increases in average earnings between April 1974 and April 1975.

It is hoped that this compact form of presentation will give general readers of the *Gazette* most, if not all, of the information they need from the survey without delay and in a convenient way. As last year, the full detailed results of the survey are being given in a six-part publication—*New Earnings Survey 1975 Parts A to F*. Part B is already available, giving detailed results for collective agreements and wages boards and councils. Part A will be available in mid-December, including the streamlined analyses and a fuller set of summary analyses together with a detailed account of the survey method, classifications, definitions and so on.

New arrangements

An article in the February 1975 issue of the *Gazette* described various changes in the survey arrangements this year. Some changes are of a general and permanent nature, mainly as a consequence of national insurance contribution cards being discontinued. Others were made for 1975 only, in

order to obtain additional information, relating to employees of wholesale and retail distribution companies, banks and other financial institutions and insurance companies, required for an EEC survey in those sectors. The present article does not include any results based on that section of the survey, nor on the new information obtained about the employee's length of service with the company.

The new procedures which had to be introduced for identifying the current employers of people in the survey sample have had important effects on the coverage of the survey. The 1975 survey covered only those employees who were members of Pay-as-you-earn (PAYE) schemes and for whom Inland Revenue tax offices held deduction cards, in March 1975, incorporating national insurance reference numbers. Consequently, the survey no longer covers those with earnings below the deduction card limits for tax purposes. These are mostly young people and women with part-time jobs.

On the other hand, someone who is a member of more than one PAYE scheme may appear more than once in the sample. The part-time employees covered by the survey are therefore no longer representative of all part-time workers. The full-time adult employees covered are, however, representative of virtually all full-time adults.

Fewer returns

The numbers on which the results are based are nevertheless not as large as expected: in their first year of operation, the new arrangements were probably subject to temporary shortcomings. For example, 1975 returns were received for about one in every 133 of all full-time employees in employment in Great Britain. In comparison, in 1974 when employees of local authorities in England and Wales and of the National Health Service were unavoidably under-represented, returns were received for about one in every 130 of all full-time employees; returns for about one in every 124 of full-time employees were received in 1973.

An important consequence of the changed specification of the sample is that the matched sample for whom returns were obtained in both the 1974 and 1975 survey was only 28,000 persons. These included 19,000 full-time adult workers whose pay was affected by absence in neither relevant pay-period. The estimates of changes in average earnings between April 1974 and April 1975 are based on smaller numbers of men and women than usual. These estimates are subject to wider margins of sampling error than in previous years and are sufficiently reliable for publication for a smaller number of groups. This reduction in matching only affects this one year.

Survey method

The New Earnings Survey is a sample survey which covers all those employees in Great Britain whose national insurance numbers end in a certain combination of digits. A sample selected by this method is representative of employees in the whole of the economy, in all industries, and in all occupations, both manual and non-manual. The data on earnings are obtained not from the employees but from their employers, under the authority of the Statistics of Trade Act 1947. The information obtained in this way is treated as strictly confidential and is used only for the statistical purposes of the survey. The men and women about whom information is obtained are regarded simply as representatives of the industries, occupations, regions, age and sex groups, and so on, to which they belong. The name of the employee is on a perforated slip which the employer is asked to detach from the completed return, so that the name cannot be seen by anyone handling the completed return. The data extracted from the returns for computer processing include neither the name nor the address of either the employee or the employer.

The resulting analyses show no information about identifiable people or private businesses. Where results are given for groups of employees of specific employers in the public sector, such as the Post Office or the National Coal Board, the employer's consent to publication has been obtained.

From the information given on the survey returns, the gross weekly earnings (before deductions) of the employees in the sample for a particular pay-period in April 1975 were derived, and also the make-up of their pay in terms of overtime pay, payment-by-results and other incentive payments, and shift and similar premium payments. Where pay had not been affected by absence, this was combined with information on hours to calculate hourly earnings (both including and excluding the effects of overtime). The survey showed the industry, occupation, and age-group of the employees concerned; the region in which they worked; and whether they were affected by one of the main national collective wage agreements or wages boards or councils.

Results of the survey

Table 1 is a summary of the results of the survey for all full-time adult workers in all industries and occupations combined. There are separate results for each of four categories: men aged 21 and over and women aged 18 and over distinguishing those in manual and those in non-manual occupations. For each category, the table shows first the information, obtained from the survey, on gross weekly earnings for April 1975, and the contributions which overtime payments, payments-by-results and shift premium payments made to total average earnings. It then shows the distribution of earnings (the proportions of employees who earned less or more than certain amounts) and gives corresponding information on hourly earnings and on hours. The percentages of employees who received overtime pay, payment-by-results and shift premium and the average amounts which they received are also shown. Finally, the table gives the increases in average earnings between April 1974 and April 1975 in the "matched sample" of employees who were included in the survey in both years.

Tables 2 to 13 show some corresponding key results for particular national collective agreements, wages boards and

councils, industries, occupations, age-groups and regions. These tables are self-explanatory. They relate only to full-time employees whose pay for the survey pay-period was not affected by absence and to adults (except for the analyses by age-group, which also give results for juveniles).

Tables 14 to 20 give further general results. Table 14 shows the grossed-up estimates of the numbers of full-time adults whose weekly earnings were less than certain amounts in April 1975 and also the percentages with earnings in particular ranges. (It should be noted that an article in the *Gazette* in April 1973 showed that there are large up-and-down fluctuations in earnings, particularly for men manual workers, so that many of those whose earnings for a particular week are below certain levels are not permanently below these levels.)

Spread of earnings

Tables 15 and 16 show how the dispersion or spread of earnings in April 1975 compares with the corresponding overall figures in 1970 to 1974. More detailed information about the dispersion of earnings in April 1975 is given later in tables 19 and 20. Table 17 shows the average earnings for all full-time men and women workers in the April 1975 survey and how these compare with the corresponding averages for all full-time men and women workers in the April 1974 survey. Table 18 shows something slightly different: the increase in average earnings of those individuals in the "matched sample", which consists of those in the April 1975 survey who were also included in the April 1974 survey. The increases in earnings given in tables 1 to 11 are also based on matched samples.

Usually, estimates based on matched samples are more reliable than those obtained by comparing the average earnings of a sample of employees in one April with the average earnings of a different sample of employees in the following April. However, this year, when the extent of matching is temporarily reduced, the estimates of the increases in average earnings based on the matched sample have relatively wider margins of sampling error. Consequently they are generally somewhat less reliable than those obtained by comparing the April 1974 and 1975 averages for complete samples; for some groups of employees the matched sample estimates are more reliable; for many groups the difference in reliability of the matched and complete sample estimates (as indicated by the size of the sampling errors) is not large. Where the matched sample estimates are considered sufficiently reliable for publication, they are given in tables 2 to 11, in preference to those based on complete samples; this continues the practice adopted last year.

There is a further reason for giving increases in earnings based on matched samples for particular collective agreements in tables 2 and 3. The extent to which those affected by an agreement are identified in the survey is liable to be incomplete; it may vary from year to year and, unless based on a matched sample, part of an observed increase of earnings would be attributable to such variations.

Sample and sampling errors

The results are based on 157,000 returns which were received by the department, satisfactorily completed, in time for processing. This total includes 135,000 for full-time

employees or about one in every 133 of the estimated total in full-time employment in Great Britain in April 1975—about one in every 129 male workers and about one in every 143 female workers. Many of the results relate to the 80,000 full-time men workers aged 21 and over and 33,000 full-time women workers aged 18 and over, whose pay for the survey reference period was not reported to have been affected by absence. Details of the composition of the sample are given in table 21.

Because the estimates of earnings from the survey are based on such limited samples, they may not have quite the same values as would have been obtained if the survey had covered every individual employee in the entire working population of Great Britain. In other words, they are subject to sampling errors. The potential margins of error due to the limited size of the sample can, however, be indicated by a measure which is known as the standard error. Estimates of the standard error are given in some of the summary analyses—tables 17 to 20. Information on the standard errors of the detailed results (including those given in the streamlined analyses) of the 1975 survey is being given in the various booklets of results, being published separately.

Results for particular collective agreements, wages boards and councils, industries, occupations, age-groups and regions have been included in tables 2 to 13 only if based on survey information relating to at least 100 employees in the sample and if the percentage standard error of the estimate of average gross weekly earnings was not more than 2.0 per cent. Estimates of increases in average earnings between April 1974 and 1975 are given in tables 2 to 11 only if based on a matched sample of at least 50 employees and if the standard error of the increase is not more than 4.0 per cent of the April 1974 estimate of average earnings; where this percentage exceeds 2.0 per cent, the estimated increase is bracketed.

An employee's age was measured in completed years at the beginning of 1975, or, within the matched sample, at the beginning of 1974.

Survey reference period

The survey information related to the pay-week (or other pay-period if the employee was paid less frequently) which included Wednesday, April 16, 1975. The results are therefore not necessarily representative of pay over a longer period. They do not take account of subsequent changes in rates of pay which have become effective since April or changes which have been introduced with retrospective effect since the survey returns were completed.

General results—some examples

The survey's main purpose and usefulness is in the wealth of detail it gives about, for instance, the spread of earnings within particular industries and occupations. This article does not attempt to provide any detailed commentary on the figures—many different observations can be made, according to the topics which interest particular readers. There is space here to mention only a few of the general results as examples of what the 1975 survey shows.

Manual workers (table 1)

In April 1975 the average gross weekly earnings of full-time manual men workers aged 21 and over were about

£55.70; those of full-time manual women workers aged 18 and over were about £32.10. The make-up of these totals was:

	Men 21 and over	Women 18 and over
Overtime pay	£7.90	£0.90
Payments-by-results, bonus, commission etc.	£4.70	£3.10
Shift etc. premium	£1.70	£0.50
Remainder	£41.30	£27.60
TOTAL per week	£55.70	£32.10

Half the men manual workers earned more than £53.20 per week, ten per cent more than £76.90 and ten per cent under £36.80. Half the men earned between £44.10 and £64.50. About two per cent earned over £100 and about two per cent under £30. Earnings averaged about £1.22 per hour; ten per cent earned over £1.64 per hour and ten per cent under 86p per hour. About 24 per cent earned less than £1 per hour and 17 per cent more than £1.50 per hour.

Among the women manual workers, half earned more than £31.00 per week, ten per cent more than £43.80 and ten per cent under £21.20. Half earned between £25.80 and £37.10. About four per cent earned over £50 and about seven per cent under £20. Earnings averaged about 82p per hour; ten per cent earned over £1.08 per hour and ten per cent under 56p per hour. About 17 per cent earned more than £1 per hour and about four per cent less than 50p per hour.

Average weekly hours (excluding main meal breaks) were about 40 basic hours plus about 5½ hours overtime for men, and about 38½ basic hours and about one hour of overtime for women.

The average overtime pay of men manual workers receiving such pay was £14.10 for just over 9½ hours. About 57 per cent received some overtime pay for the survey reference period.

The average PBR etc payment to men receiving such payments was £11.40; about 41 per cent received such payments.

The average shift etc premium payment to men receiving such payments was £7.50. About 23 per cent received such premia.

The average PBR etc payment to women receiving such payments was £9.90; about 31 per cent received such payments.

Non-manual workers (table 1)

The average gross weekly earnings in April 1975 of full-time non-manual men workers aged 21 and over were about £68.40; about £64.50 if overtime etc, payments are excluded. Full-time non-manual women workers aged 18 and over earned, on average, about £39.60; £38.70 excluding overtime etc payments. Relatively few non-manual workers received overtime pay, PBR, bonus or commission or shift etc premium payments. Average hours of the non-manual men workers were about 37¼ basic hours per week plus about 1½ overtime hours; those of non-manual women workers were about 36¼ basic hours plus about half an hour of paid overtime. Overtime hours were reported only if they resulted in additional pay.

Half the men non-manual workers earned more than £61.80 per week, ten per cent more than £103.10 and ten per cent under £38.70. Half the men earned between £47.90 and £80.20. About two per cent earned over £150 per week and two per cent under £30. Among the women non-manual workers, half earned more than £35.90 per week, ten per cent more than £61.60 and ten per cent under £23.90. Half earned between £28.80 and £45.70. About three per cent earned more than £80 and three per cent under £20.

Annual increases (table 1)

The matched sample allows comparisons to be made of increases in average earnings for specific groups of workers from April to April over the years. Increases between 1972 and 1973 were affected by the "Standstill" on pay increases and those between 1973 and 1974 by Stage 2 of the Government's counter-inflation policy (£1 plus 4 per cent) and by Stage 3 (£2.25 or 7 per cent etc) and removal of anomalies created by the timing of the "standstill". Increases between 1974 and 1975 were affected by Stage 3 and settlements made under the terms of the Social Contract.

The 1975 survey shows increases in weekly earnings between April 1974 and April 1975 for the matched samples of 31.9 per cent for full-time manual men workers, 27.8 per cent for full-time non-manual men workers, 37.7 per cent for full-time manual women workers and 38.8 per cent for full-time non-manual women workers. These figures exclude the effect of overtime, which varies in amount with cyclical movements in the economy.

In the previous two years, up to April 1974 and up to April 1973, the equivalent increases were 14.2 per cent and 15.1 per cent respectively for manual men workers, 15.0 per cent and 12.8 per cent for non-manual men workers, 19.9 per cent and 16.2 per cent for manual women workers and 19.3 per cent and 13.7 per cent for non-manual women workers.

In all three 12 month periods, but particularly in the last two women's average percentage increases were greater than those for the corresponding group of men. This reflects progress towards equal pay.

The figures also reflect the tendency for the earnings of manual workers to increase more rapidly than those of non-manual workers in recent years.

Distribution of earnings (table 14)

The estimated total numbers of full-time workers in April 1975 whose pay was not affected by absence, were 10.3 million men aged 21 and over and 4.7 million women aged 18 and over. Of these, 0.2 million (2 per cent) men and 1.6 million (33 per cent) women had weekly earnings under £30 in April; if overtime is excluded, the numbers were 0.3 million (3 per cent) men, and 1.6 million (35 per cent) women. About 4.3 million (41 per cent) men and 0.4 million (8 per cent) women earned more than £60 per week: about half a million (6 per cent) men earned over £100 per week.

Regional earnings (tables 12 and 13)

Regional differences in average earnings are relatively small compared with differences between occupations and age-groups. Earnings in Greater London had a large influence on the figures for the South East; and the figures for the South East had a large influence on the national averages. For example, only in the South East region (or

more particularly in Greater London) were the average earnings of non-manual men and women workers above the average for Great Britain.

Earnings of **manual men workers** were generally relatively highest in the North of England and lowest in South West England. Average **weekly earnings** of full-time manual men workers ranged from £50.90 in South West England to £57.90 in the North of England. In the lower part of the earnings distribution, the lowest decile ranged from £34.00 in East Anglia to £38.20 in the North (this means that 10 per cent of men manual workers earned less than these amounts). In the upper part of the distribution, the highest decile ranged from £69.60 in the South West to £79.90 in Scotland (10 per cent earned above these amounts). At the time of the survey, overtime hours were lowest in Wales and highest in the South East. Average **hourly earnings**, excluding the effect of overtime, ranged from £1.08 in East Anglia to £1.25 in the North of England.

The patterns for **non-manual workers** were different. Average weekly earnings of full-time non-manual men workers varied from £63.70 in South West England to £73.70 in South East England. The lowest decile ranged from £36.40 in East Anglia to £40.80 in the South East. The highest decile ranged from £93.30 in the West Midlands to £112.60 in the South East.

Average earnings of **manual women workers** ranged from £30.60 per week in the East Midlands and 78p per hour in Yorkshire and Humberside to £34.20 per week and 86p per hour in South East England. The lowest decile ranged from £20.30 in the East Midlands to £21.60 in the South East and in the North of England. The highest decile ranged from £41.30 in Yorkshire and Humberside to £48.50 in the South East. For **non-manual women workers** average earnings ranged from £36.40 in East Anglia; to £43.00 in the South East. The lowest decile ranged from £22.10 in East Anglia to £26.20 in the South East and the highest decile from £56.20 in the West Midlands to £65.20 in the South East.

Age pattern (tables 10 and 11)

Among male manual workers, average earnings were highest, about £59 per week, in the 30 to 39 age group and this group also earned more overtime pay than any other. Above 40, earnings declined gradually with age to £50.50 in the 60 to 64 age-group and £43.50 for those aged 65 and over.

Among the non-manual male workers, peak earnings of £77.20 per week were not reached until a higher age—in the 40 to 49 age group. They then declined with age to £63.30 in the 60 to 64 age-group.

Below the age of 25, manual male workers were, on average, earning more than non-manual workers—£51.30 per week in the 21 to 24 age group, compared with £46.20 for the non-manual workers. The non-manual average overtook that of manual workers in the 25 to 29 age-group.

Among women manual workers, peak average earnings were at a lower age than among men—£33.30 per week in the 25 to 29 age group, but the earnings varied much less between age-groups. They were £32.60 per week in the 21 to 24 age-group and £32.10 in the 50 to 59 age-group. Overtime pay was a much smaller element in women's pay than in men's. Among women non-manual workers also there was less variation of earnings with age than among men—earnings were £41.90 per week in the 25 to 29 age-group and £43.00 in each age-group from 30 to 60.

Index to tables

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Notes on the tables: Brackets () denote that the percentage increase is either based on fewer than 50 individuals or has a high standard error.

A dash — means that the amount is not nil but is less than 0.5.

Quantiles—In a group, 10 per cent earn less than the decile earnings, 25 per cent less than the lower quartile, 50 per cent less than the median, 75 per cent less than the upper quartile and 90 per cent less than the highest decile.

"SIC" means Standard Industrial Classification.

"MLH" means a minimum list heading in the SIC.

"nie" means not identified elsewhere in the occupational classification.

"nes" means not elsewhere specified.

"PBR etc payments" means payments by results, bonuses, commission and other incentive payments.

"Shift etc premium payments" means premium payments for shift, night and weekend work not treated as overtime.

"36 to 40" hours means over 36 but not over 40 hours.

The hours and hourly earnings results exclude those without specified normal basic hours.

* London Transport states that their "shift etc premium" figure includes a London allowance of £5.18 per week, which should not have been reported under this heading.

Special factors affecting comparison with 1974 survey results

As explained in the November 1974 issue of the Gazette, page 989, and in *New Earnings Survey 1974, Part A*, page 41, employees of local authorities in England and Wales and of the National Health Service were under-represented in the 1974 survey. This affected the results for several industries, occupations and agreements and, consequently,

the 1974 general results for broad categories of workers. Comparisons with 1974 survey results should therefore be made with caution, particularly for non-manual women workers, teachers, local government services, medical and dental services and educational services.

An order form for the six parts of the full *New Earnings Survey 1974* will be found on page 1240. The subscription, including postage, is £5.37, and a special binder for the series can also be bought from HMSO, price £1.25 (£1.67 by post).

Table 2 Collective agreements and wages councils (continued) NES Streamlined analysis

FULL-TIME MEN, aged 21 and over, whose pay for the survey pay-period was not affected by absence APRIL 1975

Table with 16 columns: Collective agreement, Wages board or council, Average gross weekly earnings (Total of which, Overt-time pay, PBR etc pay, Shift etc premium pay), Distribution of weekly earnings (Percentage earning under £30, £50, £80, 10 per cent earned less than amount below, more than amount below), Average hourly earnings excl. effect of over-time (pence), Average weekly hours (Total incl. over-time, Overt-time), Increase in average earnings April 1974 to April 1975 (Weekly earnings incl. overtime pay, Hourly earnings excl. effect of overtime).

Table 3 Collective agreements and wages councils NES Streamlined analysis

FULL-TIME WOMEN, aged 18 and over, whose pay for the survey pay-period was not affected by absence APRIL 1975

Table with 16 columns: Collective agreement, Wages board or council, Average gross weekly earnings (Total of which, Overt-time pay, PBR etc pay, Shift etc premium pay), Distribution of weekly earnings (Percentage earning under £25, £30, £40, 10 per cent earned less than amount below, more than amount below), Average hourly earnings excl. effect of over-time (pence), Average weekly hours (Total incl. over-time, Overt-time), Increase in average earnings April 1974 to April 1975 (Weekly earnings incl. overtime pay, Hourly earnings excl. effect of overtime).

Table 17 Average earnings in April 1975 and increases since April 1974 NES Summary analysis

FULL TIME MEN, aged 21 and over, and FULL TIME WOMEN, aged 18 and over

APRIL 1975

Table with columns: WEEKLY EARNINGS, HOURLY EARNINGS, Standard error. Rows include: (a) AVERAGE GROSS EARNINGS: APRIL 1975, (b) INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1974 TO APRIL 1975, (c) PERCENTAGE INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1974 TO APRIL 1975.

Notes: 1. The standard errors in this column relate to the estimates for gross weekly earnings excluding those whose pay was affected by absence. The standard errors of the corresponding estimates including those whose pay was affected by absence are similar. 2. The standard errors in this column relate to the estimates for gross hourly earnings including the effect of overtime pay and overtime hours. The standard errors of the corresponding estimates excluding the effect of overtime pay and overtime hours are similar.

Table 18 Increases in earnings since April 1974 NES Summary analysis

MATCHED 1974 AND 1975 SAMPLE

FULL-TIME MEN, aged 21 and over, and FULL-TIME WOMEN, aged 18 and over, whose pay for either survey pay-period was not affected by absence

Table with columns: INCREASE IN AVERAGE EARNINGS BETWEEN APRIL 1974 AND APRIL 1975, Standard error of the increase (note 1), Number in the matched sample (note 2). Rows include: (a) INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1974 TO APRIL 1975, (b) PERCENTAGE INCREASES IN AVERAGE GROSS EARNINGS: APRIL 1974 TO APRIL 1975.

Notes: 1. The standard errors given in these columns relate to the estimated increases in average earnings including overtime pay (and overtime hours). The standard errors of the corresponding estimates excluding overtime pay (and overtime hours) are similar. 2. This column gives (a) the numbers in the matched sample to whom the estimated increases in weekly earnings relate and (b) these numbers as percentages of the numbers in the complete 1975 sample whose pay was not affected by absence (see table 21). The numbers on which the estimated increases in hourly earnings are based are a little lower.

Table 2 Quarterly series of employees in employment: regional analysis

THOUSANDS

Table with 10 columns: Total, all industries and services; Males; Females, including part-time; Females part-time; Agriculture, forestry and fishing; Mining and quarrying; Food, drink and tobacco; Coal, petroleum and chemical products; Metal manufacture. Rows include regional data for South East and East Anglia, South West, West Midlands, East Midlands, Yorkshire and Humberside, North West, North, Wales, and Scotland, plus GREAT BRITAIN totals for June 1974, September 1974, December 1974, March 1975, and June 1975.

See notes to table 1. The figures in brackets are estimates: see page 892 of the September 1975 issue of this Gazette.

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

Table with 11 columns: Engineering and allied industries; Textiles, leather and clothing; Other manufacturing; Construction; Gas, electricity and water; Transport and communication; Distributive trades; Financial, professional and miscellaneous services; Public administration and defence. Rows include regional data for South East and East Anglia, South West, West Midlands, East Midlands, Yorkshire and Humberside, North West, North, Wales, and Scotland, plus GREAT BRITAIN totals for June 1974, September 1974, December 1974, March 1975, and June 1975.

See notes to table 1. The figures in brackets are estimates: see page 892 of the September 1975 issue of this Gazette.

Table 1 Quarterly series of employees in employment: Great Britain
(continued from page 1155)

Industry (Standard Industrial Classification 1968)	THOUSANDS											
	Census of Employment			Quarterly series								
	June 1974			March 1975*			June 1975*					
	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females	Males	Females	Total, males and females
Miscellaneous services†	919.5	1,168.5	613.7	2,088.0	873.0	1,126.0	576.7	1,999.0	907.1	1,212.3	626.4	2,119.5
Cinemas, theatres, radio, etc	56.4	43.4	17.3	99.8	56.4	44.9	19.3	101.3	55.5	44.1	19.1	99.5
Sport and other recreations	48.0	32.4	20.0	80.4	45.9	31.7	19.8	77.6	47.4	32.8	20.4	80.2
Betting and gambling	35.2	56.0	31.4	91.3	33.8	54.0	28.6	87.9	35.2	58.3	34.3	93.4
Hotels and other residential establishments	101.4	151.1	61.2	252.5	80.3	120.2	48.3	200.5	100.7	154.9	64.0	255.6
Restaurants, cafes, snack bars	57.7	105.2	62.3	162.9	53.1	96.6	51.8	149.7	56.2	107.4	58.9	163.5
Public houses	76.5	144.9	103.8	221.4	70.6	141.9	103.9	212.6	71.1	148.9	110.5	220.0
Clubs	37.3	57.2	43.5	94.5	38.3	59.3	43.7	97.7	38.9	58.7	43.5	97.6
Catering contractors	15.5	48.7	17.1	64.2	16.0	53.7	17.8	69.7	16.6	68.8	24.2	85.4
Hairdressing and manicure	9.8	79.0	22.1	88.8	9.8	76.5	23.3	86.3	9.6	79.9	24.7	89.5
Laundries	15.7	43.0	18.0	58.7	14.9	40.1	14.7	55.1	15.8	41.2	16.0	57.0
Dry cleaning, job dyeing, carpet beating, etc	6.3	20.7	9.0	27.0	5.9	21.1	9.5	27.0	5.9	20.9	9.6	26.8
Motor repairers, distributors, garages and filling stations	330.4	95.6	31.4	426.0	324.5	95.1	32.5	419.6	330.4	95.5	32.6	425.9
Repair of boots and shoes	3.1	1.8	0.9	4.9	3.1	1.8	1.1	4.9	3.3	2.1	1.3	5.4
Other services	126.1	289.4	175.8	415.5	120.3	288.9	162.3	409.3	120.7	298.9	167.5	419.6
Public administration**	965.1	585.7	168.8	1,550.9	973.0	619.1	182.1	1,592.1	991.3	632.5	188.3	1,623.8
National government service**	331.7	241.7	24.8	573.4	337.3	251.7	26.4	589.0	340.5	256.3	26.5	596.8
Local government service	633.5	344.0	144.0	977.5	635.7	367.4	155.7	1,003.1	650.8	376.2	161.8	1,027.0

Notes:
 1. Because the figures have been rounded independently rounded totals may differ from the sum of the rounded components.
 2. Detailed footnotes relating to the census of employment figures are given on page 525 of the June 1975 issue of this Gazette.
 * Estimates for March 1975 and June 1975 are provisional and are subject to revision when the results of the June 1975 census of employment become available.
 † Part-time female workers are defined as those normally employed for not more than 30 hours per week (excluding main meals and overtime), but in the case of agriculture the definition of part-time is that used in censuses of agriculture.
 ‡ Excludes private domestic service.
 § The industries included in the Index of Production total are orders II-XXI of the SIC (1968). The service industries comprise orders XXII-XXVII.
 ¶ At present only combined figures are available for "printing, publishing of newspapers" and "printing, publishing of periodicals". The figures for "sea transport" and "port and inland water transport" are also combined and those for "accountancy services", "legal services" and "religious organisations" are included in "other professional and scientific services".
 ** Excluding members of HM Forces.

Work permit statistics: July-September 1975

Quarterly summary of work permits issued and applications refused

Commonwealth workers

	Permits issued or permissions given			Applications refused		
	Men	Women	Total	Men	Women	Total
Permits						
Long-term	537	203	740	878	90	968
Short-term	243	70	313	4	—	4
Total	780	273	1,053	882	90	972
Permissions						
Long-term	321	501	822	72	33	105
Short-term	170	145	315	13	13	26
Total	491	646	1,137	85	46	131
Total						
Long-term	858	704	1,562	950	123	1,073
Short-term	413	215	628	17	13	30
Grand total	1,271	919	2,190	967	136	1,103
Commonwealth trainees	257	39	296	33	7	40

Foreign workers (Non EEC)

	Permits issued or permissions given			Applications refused		
	Men	Women	Total	Men	Women	Total
Permits						
Long-term	2,038	1,181	3,219	323	298	621
Short-term	1,524	465	1,989	12	10	22
Total	3,562	1,646	5,208	335	308	643
Permissions						
Long-term	234	261	495	97	119	216
Short-term	149	80	229	25	28	53
Total	383	341	724	122	147	269
Total						
Long-term	2,272	1,442	3,714	420	417	837
Short-term	1,673	545	2,218	37	38	75
Grand total	3,945	1,987	5,932	457	455	912
Foreign student employees	592	113	705	—	—	—

Notes:
 1. Permits are issued for overseas workers resident abroad. Permissions are given to those already in this country.
 2. Long-term permits or permissions are those issued for the maximum period of 12 months. Short-term permits or permissions are those issued for shorter periods and include, for instance, entertainers who come for engagements of short duration.
 3. Permits and permissions for Commonwealth workers include a small number of UK passport holders who qualify for work permits because of their skill or experience.
 4. Permits issued are not all taken up by overseas workers. The totals will differ from the Home Office figures also because some work permit holders will arrive in a subsequent quarter.
 5. Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.
 6. Student employees are young foreigners who come for employment in industry and commerce in a supernumerary capacity in order to improve their English and widen their occupational experience.

Monthly index of wages and salaries per unit of output

THIS series was introduced in an article on page 360 of the April 1971 issue of this Gazette. The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of this Gazette, page 1235.

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

1970 = 100

Year	January	February	March	April	May	June	July	August	September	October	November	December
1969	86.1	86.4	86.7	86.8	86.5	86.8	87.6	89.0	90.3	91.1	91.9	92.9
1970	94.1	95.6	96.7	98.1	99.1	99.9	100.7	101.6	102.3	103.2	104.0	104.9
1971	105.7	107.3	107.8	107.6	106.9	107.5	108.3	109.0	109.9	110.6	110.8	110.7
1972	111.1	—	113.0	113.5	113.9	114.5	115.3	116.3	116.8	117.3	116.7	116.0
1973	114.9	114.9	116.1	117.9	119.4	120.2	120.8	122.0	123.2	125.1	128.3	130.3
1974	130.6	131.6	132.2	134.9	137.0	141.3	145.0	149.3	154.1	160.0	166.1	168.8
1975	170.3	172.0	176.4	181.1	184.2	188.0	191.7	—	—	—	—	—

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

Unemployment and vacancies by occupation and region, United Kingdom

Occupational analysis of unemployed persons and unfilled vacancies at employment offices* by region: September 1975

THE following table gives an analysis by standard region of the figures incorporated in the table for Great Britain on pages 1164-1174 of this *Gazette*, together with those for Northern Ireland and the United Kingdom.

Occupational analysis of unemployed persons and unfilled vacancies at employment offices* by region: September 1975

Occupational group	South East		East Anglia		South West		West Midlands		East Midlands		Yorkshire and Humberside	
	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies
MALES												
I Managerial (general management)	609	16	48	5	122	—	159	1	72	—	83	4
II Professional and related supporting management and administration	3,974	1,383	198	81	822	202	1,061	165	410	127	607	223
III Professional and related in education, welfare and health	2,145	549	159	38	551	126	546	175	259	49	408	117
IV Literary, artistic and sports	4,333	165	97	3	418	18	403	15	167	14	302	14
V Professional and related in science, engineering, technology and similar fields	4,484	2,501	308	123	1,365	390	1,484	203	586	208	968	214
VI Managerial (excluding general management)	4,916	1,051	428	63	1,589	145	1,413	166	722	129	1,249	203
VII Clerical and related	27,292	2,494	2,861	157	9,349	368	6,545	188	4,281	223	5,254	385
VIII Selling	5,477	2,759	565	222	1,957	547	1,977	426	940	274	1,368	481
IX Security and protective service	1,035	1,074	65	82	210	111	423	49	164	146	250	144
X Catering, cleaning, hairdressing and other personal service	8,184	3,853	479	262	1,724	832	1,147	305	828	328	1,049	462
XI Farming, fishing and related	2,052	455	920	114	1,109	89	779	58	622	85	1,139	50
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	1,192	510	110	48	266	156	520	90	532	193	1,558	215
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	7,083	2,510	706	139	1,830	271	1,748	292	1,126	286	1,365	317
XIV Processing, making, repairing and related (metal and electrical) (Iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	17,729	7,688	1,653	685	5,346	1,247	13,968	1,280	4,387	1,366	6,266	1,538
XV Painting, repetitive assembling, product inspecting, packaging and related	6,523	2,120	498	126	1,530	230	3,411	162	1,092	165	1,155	171
XVI Construction, mining and related not identified elsewhere	14,344	1,334	1,462	117	5,109	277	5,557	285	2,944	507	4,513	348
XVII Transport operating, materials moving and storing and related	18,648	2,808	1,926	187	5,316	373	9,111	276	3,922	320	6,059	371
XVIII Miscellaneous	66,004	1,460	8,176	183	26,308	319	38,048	327	25,912	458	40,373	273
TOTAL, MALES	196,024	34,730	20,659	2,635	64,921	5,701	88,300	4,463	48,966	4,878	73,966	5,530

Occupational group	North West		North		Wales		Scotland		Northern Ireland		United Kingdom	
	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies
MALES												
I Managerial (general management)	167	11	50	6	39	1	84	4	40	2	1,473	50
II Professional and related supporting management and administration	984	409	415	187	370	99	757	180	168	51	9,766	3,107
III Professional and related in education, welfare and health	600	112	277	79	268	32	291	171	278	5	5,782	1,453
IV Literary, artistic and sports	516	23	141	13	157	2	351	21	75	1	6,960	289
V Professional and related in science, engineering, technology and similar fields	1,428	488	712	428	630	105	1,215	333	365	60	13,545	5,053
VI Managerial (excluding general management)	1,894	344	747	158	732	152	1,199	231	293	33	15,182	2,675
VII Clerical and related	9,265	441	3,757	389	4,256	319	4,833	398	4,472	41	82,165	5,403
VIII Selling	2,307	808	762	292	880	229	1,369	507	485	60	18,087	6,605
IX Security and protective service	513	164	311	530	163	59	574	391	551	31	4,259	2,781
X Catering, cleaning, hairdressing and other personal service	1,910	644	796	348	588	298	1,719	805	830	69	19,254	8,206
XI Farming, fishing and related	497	50	347	39	426	29	1,210	72	1,354	28	10,455	1,069
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	1,509	294	305	119	172	68	781	365	623	79	7,568	2,137
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	3,464	278	1,914	235	790	161	2,019	529	1,372	178	23,417	5,196
XIV Processing, making, repairing and related (metal and electrical) (Iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	12,373	1,406	6,790	1,774	4,864	533	8,796	2,351	3,320	467	85,492	20,335
XV Painting, repetitive assembling, product inspecting, packaging and related	2,263	442	1,528	210	769	75	1,467	297	680	47	20,916	4,045
XVI Construction, mining and related not identified elsewhere	10,349	145	4,623	228	4,323	271	4,671	541	3,652	145	61,547	4,198
XVII Transport operating, materials moving and storing and related	10,826	422	4,663	465	4,536	177	7,754	808	3,806	96	76,567	6,303
XVIII Miscellaneous	72,057	345	37,633	354	26,903	218	50,861	620	10,703	202	402,978	4,759
TOTAL, MALES	132,922	6,826	65,771	5,854	50,866	2,828	89,951	8,624	33,067	1,595	865,413	83,664

Occupational analysis of unemployed persons and unfilled vacancies at employment offices* by region: September 1975

Occupational group	South East		East Anglia		South West		West Midlands		East Midlands		Yorkshire and Humberside	
	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies
FEMALES												
I Managerial (general management)	19	1	1	—	4	—	4	—	1	—	—	—
II Professional and related supporting management and administration	615	33	33	1	153	6	194	8	62	2	147	—
III Professional and related in education, welfare and health	2,206	1,809	186	150	847	401	749	511	416	167	591	405
IV Literary, artistic and sports	1,674	58	30	3	171	25	167	7	102	7	116	6
V Professional and related in science, engineering, technology and similar fields	380	48	35	4	111	4	92	13	65	—	89	3
VI Managerial (excluding general management)	380	187	32	8	118	27	124	25	62	14	99	27
VII Clerical and related	17,626	6,628	1,926	340	5,533	945	8,392	555	3,883	453	4,329	751
VIII Selling	3,603	1,408	511	108	1,859	314	2,603	139	1,287	137	1,600	254
IX Security and protective service	39	326	—	1	4	3	8	14	5	2	5	35
X Catering, cleaning, hairdressing and other personal service	5,239	7,002	670	705	2,206	2,197	2,466	696	1,429	775	1,869	1,453
XI Farming, fishing and related	327	69	102	20	153	17	127	4	101	35	182	55
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	60	112	10	174	39	32	71	22	48	115	408	126
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	903	2,447	72	146	185	273	560	254	566	891	325	345
XIV Processing, making, repairing and related (metal and electrical) (Iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	240	324	7	11	32	20	1,468	70	33	10	73	38
XV Painting, repetitive assembling, product inspecting, packaging and related	1,493	1,244	167	69	346	176	2,241	151	546	158	551	161
XVI Construction, mining and related not identified elsewhere	5	1	—	1	—	—	—	—	—	—	—	—
XVII Transport operating, materials moving and storing and related	347	138	57	5	141	31	373	15	113	15	142	69
XVIII Miscellaneous	12,376	646	1,409	195	5,096	114	8,414	85	5,633	165	8,016	125
TOTAL, FEMALES	47,532	22,481	5,248	1,941	16,998	4,585	28,053	2,569	14,352	2,946	18,542	3,853

Occupational group	North West		North		Wales		Scotland		Northern Ireland		United Kingdom	
	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies	Unemployed	Unfilled vacancies
FEMALES												
I Managerial (general management)	25	—	5	—	2	—	2	—	2	—	65	1
II Professional and related supporting management and administration	192	20	104	6	90	1	156	8	48	—	1,794	85
III Professional and related in education, welfare and health	823	347	576	266	548	85	707	851	822	13	8,471	5,005
IV Literary, artistic and sports	198	13	70	5	65	2	158	14	38	4	2,789	144
V Professional and related in science, engineering, technology and similar fields	125	4	66	6	63	3	127	5	28	2	1,181	92
VI Managerial (excluding general management)	124	57	109	36	57	13	133	63	49	2	1,287	459
VII Clerical and related	10,690	1,310	5,241	1,048	5,924	786	7,492	1,404	6,473	138	77,509	14,358
VIII Selling	3,178	515	2,397	290	2,439	151	3,503	719	1,403	32	24,383	4,067
IX Security and protective service	20	16	3	14	2	6	7	23	21	12	114	452
X Catering, cleaning, hairdressing and other personal service	2,425	1,710	2,104	1,462	1,375	911	3,241	3,427	2,055	186	25,079	20,524
XI Farming, fishing and related	52	10	46	3	47	8	103	6	21	—	1,261	227
XII Materials processing (excluding metal) (Hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	309	185	46	32	16	12	299	251	325	43	1,631	1,104
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	713	903	371	369	261	163	896	778	1,364	498	6,216	7,067
XIV Processing, making, repairing and related (metal and electrical) (Iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	148	52	21	4	15	1	135	20	45	2	2,217	552
XV Painting, repetitive assembling, product inspecting, packaging and related	1,106	449	281	196	139	45	1,303	213	1,012	73	9,185	2,935
XVI Construction, mining and related not identified elsewhere	—	—	—	—	—	—	3	14	1	—	9	16
XVII Transport operating, materials moving and storing and related	171	28	138	37	81	16	190	53	17	1	1,770	408
XVIII Miscellaneous	13,041	225	6,040	145	3,195	99	9,081	428	1,745	43	74,046	2,270
TOTAL, FEMALES	33,340	5,844	17,618	3,919	14,319	2,302	27,536	8,277	15,469	1,049	239,007	59,766

Notes:
The occupational groups used in this table are those used in the *List of Key Occupations for Statistical Purposes* which was introduced in November 1972. (See Department of Employment Gazette, September 1972, page 799). More detailed summaries are available on request from the Director of Statistics, Department of Employment HQ, Statistics Branch C1, Orphanage Road, Watford WD1 1PJ.

- The following points have a bearing on the interpretation of the table:
- (a) at any one time some of the unemployed will be under submission to some of the unfilled vacancies;
 - (b) the vacancy statistics relate only to notified vacancies and are not a measure of total vacancies. The extent to which vacancies are notified to local employment offices varies from different occupations, for example, there are special arrangements for seamen;
 - (c) there may be wide variations between different parts of a region in the state of the labour market for particular occupations.
 - (d) care needs to be taken in comparing the analyses of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will however be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.

* This table does not include unemployed persons and unfilled vacancies at Careers offices.

Unemployment, vacancies and placings by occupation, Great Britain

Occupational analysis of unemployed persons and of notified vacancies and placings at employment offices, June 1975 to September 1975

THE following tables show (1) a broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at September 1975 and (2) a detailed occupational analysis of unemployed persons and of notified vacancies and placings in the third quarter of 1975. The analysis is based on the List of Key Occupations for Statistical Purposes (KOS) which was introduced in November 1972 (see this *Gazette*, September 1972, page 799).

The following points have a bearing on the interpretation of the tables:

- (1) At any one time some of the unemployed will be under submission to some of the unfilled vacancies.
- (2) The vacancy statistics relate only to notified vacancies and are not a measure of total vacancies. The extent to which vacancies are notified to local offices of the Employment Service Agency can vary for different occupations.
- (3) The tables relate to Great Britain as a whole and there may be wide variations in the state of the labour

market in different parts of the country for particular occupations.

(4) Care needs to be taken in comparing the analyses of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will however be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.

Note: the headings to table 2 have been shortened, to fit into one line. The table does not include unemployed persons, notified vacancies and placings at careers offices.

Table 1 Broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at September 1975, Great Britain

	Numbers unemployed and registered at employment offices		Notified vacancies unfilled at employment offices	
	Males	Females	Males	Females
Managerial and professional	51,489	14,600	12,475	5,765
Clerical and related*	76,294	70,924	5,075	14,186
Other non-manual occupations†	19,248	22,523	8,322	4,118
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	112,510	5,270	26,769	6,605
General labourers	377,729	65,968	4,153	2,164
Other manual occupations§	195,076	44,253	25,275	25,879
Total: all occupations	832,346	223,538	82,069	58,717

* CODOT (and key list) group VII except postmen, mail sorters, messengers and their supervisors.
 † CODOT (and key list) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.
 ‡ Selected occupations in CODOT (and key list) groups XII to XVI and XVIII.
 § This group includes a wide range of manual occupations with varying degrees of skills.

Table 2 Occupational analysis of unemployed, notified vacancies and placings,* Great Britain: June to September 1975

Key occupation	Unemployed at June 9, 1975	Notified vacancies remaining unfiled at June 4, 1975	Vacancies notified June 5, 1975 to September 3, 1975	Placings June 5, 1975 to September 3, 1975	Vacancies cancelled June 5, 1975 to September 3, 1975	Notified vacancies remaining unfiled at September 3, 1975	Unemployed at September 8, 1975
GRAND TOTAL, MALES	661,864	92,381	307,674	204,833	113,153	82,069	832,346
Group I Managerial (general management)	1,216	56	34	9	33	48	1,433
Top managers—national government and other non-trading organisations	73	12	5	1	14	2	121
General, central, divisional managers—trading organisations	1,143	44	29	8	19	46	1,312
Group II Professional and related supporting management and administration	7,982	3,600	2,119	539	2,124	3,056	9,598
Judges, barristers, advocates and solicitors	190	13	6	3	6	10	255
Company secretaries	135	38	28	11	16	39	143
Town clerks and other clerks to local authorities	31	1	4	—	4	1	28
Secretaries of trade associations, trade unions, professional bodies and charities	50	7	10	3	6	8	56
Accountants	1,108	1,173	674	203	726	918	1,352
Estimators, valuers and assessors	306	265	108	23	146	204	357
Finance, investment, insurance and tax specialists	357	84	11	8	23	64	387
Personnel and industrial relations officers and managers	599	201	187	42	138	208	735
Organisation and methods, work study and operational research officers	493	469	280	68	270	411	576
Economists, statisticians, actuaries	106	18	23	17	3	21	192
Systems analysts and computer programmers	626	764	272	58	360	618	893
Marketing and sales managers and executives	1,677	222	146	36	113	219	1,915
Advertising and public relations managers and executives	463	31	31	5	17	40	503
Purchasing officers and buyers	629	201	166	41	141	185	658
Property and estate managers	208	15	—	5	7	3	215
Librarians and information officers	121	20	21	1	28	12	210
Public health inspectors	56	6	8	1	7	6	60
Other statutory and similar inspectors	111	10	33	8	19	16	131
Civil servants (administrative and executive functions) not identified elsewhere	73	—	5	1	1	3	88
Local government officers (administrative and executive functions) not identified elsewhere	64	2	25	—	15	12	107
All other professional and related supporting management and administration	579	60	81	19	64	58	737
Group III Professional and related in education, welfare and health	3,378	1,828	1,053	489	944	1,448	5,504
University academic staff	421	5	7	1	5	6	563
Teachers in establishments for further and higher education	239	17	3	4	4	12	376
Secondary teachers	614	20	3	6	3	14	1,361
Primary teachers	170	2	12	3	8	3	449
Pre-primary teachers	9	—	1	1	—	—	22
Special education teachers	19	5	3	1	1	6	49
Vocational/industrial trainers	226	243	122	26	141	198	284
Directors of education, education officers, school inspectors	33	8	3	4	5	2	40
Social and behavioural scientists	97	2	49	9	4	38	166
Welfare workers (social, medical, industrial, educational and moral)	593	222	362	110	246	228	877
Clergy, ministers of religion	30	4	—	1	—	—	24
Medical practitioners	165	5	—	3	2	—	190
Dental practitioners	28	5	—	3	—	—	40
Nurse administrators and nurse executives	52	81	—	35	27	19	65
State registered and state enrolled nurses and state certified midwives	142	454	82	47	111	378	209
Nursing auxiliaries and assistants	100	160	102	104	100	58	167
Pharmacists	54	19	4	2	7	14	53
Medical radiographers	11	1	5	1	4	1	11
Ophthalmic and dispensing opticians	21	13	4	2	10	5	14
Remedial therapists	31	30	23	7	28	18	43
Chiropodists	3	1	1	—	—	2	3
Medical technicians and dental auxiliaries	30	11	26	6	16	15	31
Veterinarians	22	—	—	—	—	—	28
All other professional and related in education, welfare and health	268	525	241	116	219	431	439
Group IV Literary, artistic and sports	5,663	250	397	128	231	288	6,885
Authors, writers and journalists	633	115	67	14	50	118	853
Artists, commercial artists	878	16	55	20	25	25	1,198
Industrial designers	266	24	22	4	17	17	391
Actors, musicians, entertainers, stage managers	2,921	13	23	14	9	13	3,084
Photographers and cameramen	502	14	33	13	24	10	743
Sound and vision equipment operators	214	24	75	29	34	36	258
Window dressers	67	12	32	7	19	18	91
Professional sportsmen, sports officials	126	23	46	14	37	18	195
All other literary, artistic and sports	56	9	44	13	7	33	72
Group V Professional and related in science, engineering, technology and similar fields	9,907	5,916	3,122	954	3,091	4,993	13,180
Biological scientists and biochemists	302	36	14	3	10	37	557
Chemical scientists	437	215	71	25	84	177	616
Physical and geological scientists and mathematicians	247	108	—	9	34	65	393
Civil, structural and municipal engineers	348	172	79	13	99	139	469
Mining, quarrying and drilling engineers	70	8	7	1	2	12	84
Mechanical engineers	869	413	164	55	188	334	1,080
Aeronautical engineers	93	87	6	3	7	83	175
Electrical engineers	821	883	267	87	303	760	1,050
Electronic engineers	—	—	—	—	—	—	—
Electrical/electronic engineers	112	89	17	6	33	67	197
Chemical engineers	182	190	55	30	79	136	279
Production engineers	405	294	137	33	155	243	461
Planning and quality control engineers	42	36	42	4	13	61	127
Heating and ventilating engineers	172	92	50	24	39	79	207
General and other engineers	68	48	20	3	30	35	104
Metallurgists	197	90	26	10	43	63	228
All other technologists	1,626	1,457	633	218	827	1,045	1,943
Engineering draughtsmen	176	53	65	26	52	40	238
Architectural and other draughtsmen	940	353	536	147	384	358	1,380
Laboratory technicians (scientific and medical)	—	—	—	—	—	—	—

Community Industry scheme expands

The areas to benefit from the first allocation of the extra 1,000 places for Community Industry cover Cleveland, Liverpool, Manchester, North Humberside and South and West Yorkshire. The extra 1,000 places, authorised on August 5, brought the total capacity of the scheme to 3,000. About 1,850 young people are currently employed and over 6,000 have passed through the scheme.

Details of the allocation are set out below. The Community Industry national manage-

ment board is preparing recommendations for further allocations.

A new unit of 50 places at Dunfermline has also been authorised.

Community Industry is quite distinct from the job creation programme announced on October 9 this year. Community Industry is a permanent scheme and its clients are likely to need special help even when the employment situation for young people in general is favourable.

Area	Present capacity	Additional places
Cleveland	150	30
Liverpool	100	50
Manchester	50	50
North Humberside	60	40
South and West Yorks	150	100

Employment protection

(continued from page 1175)

to an industrial tribunal for an interim order which will, in effect, hold up any dismissal until the unfair dismissal complaint has been decided. This is designed to reduce the likelihood of strikes over such cases.

● Posthumous provisions. If either an employer or employee dies before a complaint to an industrial tribunal has been heard, the case may be carried on by the personal representative of the dead employee or, where the employer has died, by the employee against the personal representative of the dead employer.

● Picketing. The original declaration on picketing included in the Bill has been deleted. The government is giving further consideration to the problems involved in picketing practice, especially where lorries and other vehicles are concerned.

Timing

Most of the provisions of the Act will be implemented by stages in the course of 1976.

Sex, jobs and CODOT

The Classification of Occupations and Directory of Occupational Titles (CODOT) was prepared before the Sex Discrimination Act was passed and the Employment Service Agency, now responsible for the classification, wishes to emphasise that although some of the occupational titles and phrases or individual words used in the classification refer to a worker of a particular sex, nothing in the classification should be taken to imply that an occupation (unless it is one excluded from the general provisions of the legislation) is restricted to one sex.

Redundancy fund

Redundancy fund transactions for the period July 1 to September 30, 1975 concerned 100,840 employees, including 345 government employees. They received payments totalling £55,959,000. Employers liable to make payments contributed £26,727,000 net of rebate, and the cost to the fund in rebates to employers and guarantee payments to employees was

Industrial tribunal cases

Applications to the Industrial Tribunals under the Redundancy Payments Act 1965, Contracts of Employment Act 1972 and the Trade Union and Labour Relations Act 1974 jurisdictions from June 30 to September 26, 1975, totalled 9,310 in England and Wales and 1,097 in Scotland. Of these applications 13 per cent were made under the Redundancy Payments Act, 74 per cent were made under the Trade Union and Labour Relations Act and 11 per cent were made under both Acts; 2 per cent were made under the Contracts of Employment Act.

During the same period, in England and Wales, 2,993 cases were heard by the tribunals under these jurisdictions, and 3,661 cases were disposed of without hearings; while in Scotland, 351 cases were heard, and 360 disposed of without hearings. In England and Wales, 8,143 cases, and in Scotland, 738 cases were outstanding on September 26, 1975.

Training boards

The Clothing and allied products industry training board has been reconstituted for a further three years, from October 9, 1975. Mr W. C. Beattie has been appointed to succeed Mr N. Shuttleworth as chairman of the board.

Mr Beattie, who qualified as a certified accountant in 1949, is a member of the board of the Carrington Viyella Group and the economic development council for clothing.

Nineteen members of the reconstituted board have also been named.

Road transport

The Road transport industry training board has also been reconstituted for a further three years from September 15, 1975.

Mr K. Turner has been reappointed as chairman and 25 other members have been named.

£29,232,000. The fund is financed by contributions from employers in general.

Analysis of the figures for all payments made during the quarter shows that industries in which the highest numbers were recorded are: vehicles (12,100), construction (10,300), mechanical engineering (8,900), electrical engineering (8,500), distributive trades (8,300), textiles (4,800), metal goods (4,600), (figures to the nearest 100).

News on careers guidance

The first issue of the restyled *Newscheck*, prepared by the Careers and Occupational Information Centre (COIC), pronounced "quick", has just been published. It aims to provide a monthly round-up of careers information, news and developments, for those engaged in careers guidance work.

The bulletin was previously issued in a straightforward, duplicated format mainly within the careers service. In its extended and redesigned format it will be regularly distributed, free, to all careers staff in schools as well as to careers officers in the careers service and to other staff in the Employment Service Agency.

Each month the publication will cover

three main topics:

● a check on urgent, factual news about particular occupations and industries and developments generally in education and training as they affect careers and occupations.

● reviews and advance notices of new careers material.

● a list of careers literature which has been distributed by COIC to careers libraries in schools, careers offices and occupational guidance units.

Among the news featured in this first issue, there are items on a comprehensive report on the veterinary profession, and on the changes in training regulations for solicitors.

Training levies

Mr Michael Foot, Secretary of State for Employment, has approved proposals by three industry training boards, Wool, jute and flax, Rubber and plastics processing, and Construction.

From December 1, 1975, all employers within the scope of the Wool, jute and flax industry training board will be liable to a levy equal to 0.5 per cent of their payroll in the year ended March 31, 1975. Employers in the jute industry are to pay an additional 0.13 per cent of their payroll.

Employers with 25 or fewer employees will not be levied, and those who satisfy the board's training criteria may obtain exemption from the levy.

From November 28, 1975, employers within the scope of the Rubber and plastics

processing industry training board will be liable to a levy equal to 0.75 per cent of their payroll in the year ended April 5, 1975. Employers with less than 26 employees will not be assessed for levy.

Employers within the scope of the Construction industry training board will, from November 28, 1975, be liable to a levy at a rate of from £4 to £35 per employee in eight different occupational categories and one per cent of all net payments in respect of labour-only sub-contracting.

Firms with payrolls of less than £15,000 are to be exempt. Those employers not exempt will receive a rebate of the first £20 of levy.

Employers may appeal to an independent tribunal against assessment.

Disabled people

At April 21, 1975, the number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 557,217, compared with 574,640 at April 15, 1974.

At September 9, 1975, there were 70,742 disabled persons on the register who were placed in ordinary employment. They included 2,180 males, and 521 females. In addition 54 placings were made of registered disabled persons in sheltered employment.

classified as unlikely to obtain employment other than under special conditions. These severely disabled persons are excluded from the monthly unemployment figures given elsewhere in the *Gazette*.

In the four weeks ended September 3, 1975, 2,701 registered disabled persons were placed in ordinary employment. They included 2,180 males, and 521 females. In addition 54 placings were made of registered disabled persons in sheltered employment.

Deaths and diseases

August

In August, 32 fatalities were reported under the Factories Act, compared with 43 in July. This total included 18 arising from factory processes, 13 from building operations and works of engineering construction, and one in docks and warehouses.

Fatalities in industries outside the scope of the Factories Act included eight in mines and quarries reported in the five weeks ended August 30, compared with five in the four weeks ended July 26. These eight included five underground coal mine-workers and two in quarries, compared with three and two a month earlier.

In the railway service there were four fatal accidents in August and five in the previous month.

In August, two seamen employed in ships registered in the United Kingdom were fatally injured, compared with four in July.

In August, 15 cases of industrial diseases were reported under the Factories Act. These comprised one case of lead poisoning, seven of aniline poisoning, one of compressed air illness, two of epitheliomatous ulceration and four of chrome ulceration.

September

In September, 47 fatalities were reported under the Factories Act, compared with 32 in August. This total included 22 arising from factory processes, 24 from building operations and works of engineering construction, and one in docks and warehouses.

Fatalities in industries outside the scope of the Factories Act included six in mines and quarries reported in the four weeks ended September 27, compared with eight in the five weeks ended August 30. These six included five underground coal mine-workers and none in quarries, compared with five and two a month earlier.

In the railway service there were four fatal accidents in September and four in the previous month.

In September, ten seamen employed in ships registered in the United Kingdom were fatally injured, compared with two in August.

In September, 15 cases of industrial diseases were reported under the Factories Act. These comprised four cases of lead poisoning, one of cadmium poisoning, six of aniline poisoning and four of chrome ulceration.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on October 9, 1975 was 37,843.

From October, the day of the count of the temporarily stopped was changed from Monday to Thursday.

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 October 9, 1975: Regional analysis

Region	Males	Females	Total
South East	2,250	510	2,760
Greater London	519	215	734
East Anglia	230	93	323
South West	1,429	399	1,828
West Midlands	12,482	2,702	15,184
East Midlands	1,642	1,340	2,982
Yorkshire and Humberside	1,621	1,068	2,689
North West	5,377	2,423	7,800
North	402	253	655
Wales	653	132	785
Scotland	2,113	724	2,837
Great Britain	28,199	9,644	37,843

Number of temporarily stopped workers claiming benefits on October 9, 1975: Industrial analysis

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on October 9, 1975		
	Males	Females	Total
Total, all industries and services	28,199	9,644	37,843
Total, index of production industries	25,798	9,427	35,225
Total, all manufacturing industries	25,366	9,421	34,787
Agriculture, forestry, fishing	1,870	33	1,903
Mining and quarrying	35	1	36
Food, drink and tobacco	99	130	229
Coal and petroleum products	1	—	1
Chemicals and allied industries	514	265	779
Metal manufacture	3,802	300	4,102
Mechanical engineering	2,350	335	2,685
Instrument engineering	51	15	66
Electrical engineering	696	508	1,204
Shipbuilding and marine engineering	127	—	127
Vehicles	3,591	339	3,930
Metal goods not elsewhere specified	5,558	1,024	6,582

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on October 9, 1975		
	Males	Females	Total
Textiles	4,254	3,534	7,788
Leather, leather goods and fur	21	87	108
Clothing and footwear	261	1,137	1,398
Bricks, pottery, glass, cement, etc	1,280	766	2,046
Timber, furniture, etc	543	114	657
Paper, printing and publishing	1,117	202	1,319
Other manufacturing industries	1,101	665	1,766
Construction	395	5	400
Gas, electricity and water	2	—	2
Transport and communication	152	2	154
Distributive trades	217	84	301
Insurance, banking, finance and business services	19	6	25
Professional and scientific services	18	3	21
Miscellaneous services	104	84	188
Public administration	21	5	26

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on October 3, 1975 was 129,424; 11,362 lower than on September 3, 1975.

The seasonally adjusted figure of notified vacancies at employment offices on October 3, 1975, was 123,700; 11,100 lower than that for September 3, 1975, and 5,100 lower than on July 9, 1975.

The number of vacancies notified to careers offices and remaining unfilled on October 3, 1975, was 25,604; 1,203 lower than on September 3, 1975.

Tables 1 and 2 give figures of unfilled vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to local employment offices and youth employment service careers offices by employers and remaining unfilled on October 3, 1975, 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.

Commencing in October 1975, the day for counting unfilled vacancies was changed from Wednesday to Friday.

Table 1

Region	Number of notified vacancies remaining unfilled on October 3, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
South East	34,110	20,326	54,436	5,355	5,043	10,398
Greater London	17,362	11,256	28,618	2,880	2,754	5,634
East Anglia	2,492	1,666	4,158	455	457	912
South West	4,911	3,640	8,551	911	905	1,816
West Midlands	3,886	2,419	6,305	1,370	683	2,053
East Midlands	4,575	3,034	7,609	800	746	1,546
Yorkshire and Humberside	5,255	3,412	8,667	1,275	930	2,205
North West	6,383	4,917	11,300	1,103	1,225	2,328
North	4,997	3,376	8,373	603	524	1,127
Wales	2,530	1,998	4,528	465	431	896
Scotland	8,334	7,163	15,497	1,062	1,261	2,323
Great Britain	77,473	51,951	129,424	13,399	12,205	25,604

† See footnote* to table 119.

Table 2

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on October 3, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
Total, all industries and services	77,473	51,951	129,424	13,399	12,205	25,604
Total, index of production industries	41,586	15,971	57,557	5,504	4,554	10,058
Total, all manufacturing industries	31,621	15,109	46,730	4,344	4,320	8,664
Agriculture, forestry fishing	638	272	910	401	93	494
Mining and quarrying	1,023	38	1,061	31	4	35
Coal mining	802	11	813	17	2	19
Food, drink and tobacco	1,971	1,649	3,620	312	372	684
Coal and petroleum products	80	15	95	14	8	22
Chemicals and allied industries	1,541	496	2,037	218	163	381
Metal manufacture	1,240	157	1,397	245	41	286
Mechanical engineering	6,883	687	7,570	630	164	794
Instrument engineering	1,139	325	1,464	145	78	223
Electrical engineering	4,613	1,464	6,077	335	292	627
Shipbuilding and marine engineering	1,132	49	1,181	39	11	50
Vehicles	2,997	224	3,221	188	25	213
Metal goods not elsewhere specified	2,961	601	3,562	545	194	739
Textiles	1,064	1,659	2,723	270	512	782
Cotton, linen and man-made fibres (spinning and weaving)	262	207	469	37	53	90
Woolen and worsted	119	108	227	48	57	105
Leather, leather goods and fur	198	293	491	108	179	287

† See footnote* to table 119.

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on October 3, 1975					
	At Employment offices†			At Careers offices†		
	Males	Females	Total	Males	Females	Total
Clothing and footwear	1,315	5,543	6,858	339	1,648	1,987
Bricks, pottery, glass, cement, etc	649	253	902	130	65	195
Timber, furniture, etc	1,605	369	1,974	313	123	436
Paper, printing and publishing	1,103	561	1,664	288	229	517
Paper, cardboard and paper goods	507	197	704	81	74	155
Printing and publishing	596	364	960	207	155	362
Other manufacturing industries	1,130	764	1,894	225	216	441
Construction	8,595	594	9,189	1,067	174	1,241
Gas, electricity and water	347	230	577	62	56	118
Transport and communication	3,405	726	4,131	276	182	458
Distributive trades	8,372	7,433	15,805	3,366	2,406	5,772
Insurance, banking, finance and business services	4,508	1,706	6,214	623	658	1,281
Professional and scientific services	4,059	7,812	11,871	953	957	1,910
Miscellaneous services	10,277	15,457	25,734	1,676	2,915	4,591
Entertainment, sports, etc	714	1,069	1,783	103	113	216
Catering (MLH 884-888)	4,807	8,254	13,061	535	691	1,226
Laundries, dry-cleaning, etc	210	478	688	58	157	215
Public administration	4,628	2,574	7,202	600	440	1,040
National government service	2,147	1,416	3,563	287	262	549
Local government service	2,481	1,158	3,639	313	178	491

Retail prices, October 14, 1975

At October 14, 1975 the general* retail prices index was 142.5 (prices at January 15, 1974 = 100) compared with 140.5 at September 16 and with 113.2 at October 15, 1974. The index for October 1975 was published on November 14.

The rise in the index during the month was due to higher charges for telephone and postal services, higher rents, and higher prices for domestic coal and coke, some fresh vegetables and some other goods and services.

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 137.9, and that for all other items of food was 138.9. The index for all items except items of food the prices of which show significant seasonal variations was 142.8.

The principal changes in the groups in the month were:

Food: Rises in the average prices of tomatoes, cauliflowers, bacon, pork, butter, cheese and potato products were partly offset by falls in the average prices of sugar, apples and chicken. The index for the food group as a whole rose by rather less than one per cent to 138.4, compared with 137.3 in September. The index for foods whose prices show significant seasonal variations rose by about 3 per cent to 137.9, compared with 133.8 in September.

Alcoholic drink: The principal changes in this group were rises in the prices of spirits. The group index rose by rather less than one-half of one per cent to 144.3, compared with 143.8 in September.

Housing: Rises in the average levels of rents of dwellings let unfurnished, mortgage interest payments and costs of repair and maintenance of dwellings caused the group index to rise by 1½ per cent to 133.1, compared with 131.1 in September.

Fuel and light: Rises in the average levels of prices of domestic coal, coke and gas were largely responsible for the rise of about 2½ per cent in the group index which was 159.6, compared with 155.6 in September.

Durable household goods: There were rises in the average levels of prices of most items included in this group, and the group index rose by rather less than 2 per cent to 138.8, compared with 136.3 in September.

Transport and vehicles: Rises in the average levels of prices for second-hand cars, car maintenance costs and bus fares in some areas were partly offset by a fall in the average price of petrol. The group index rose by rather more than one-half of one per cent to 150.8, compared with 149.8 in September.

Miscellaneous goods: There were rises in the average levels of prices of many items in this group, including newspapers, photographic films, travel and sports goods. The group index rose by nearly 2½ per cent to 146.9, compared with 143.5 in September.

Services: The rise of rather more than 7½ per cent in the group index was due mainly to higher charges for postal and telephone services. The group index was 150.4, compared with 139.6 in September.

Meals bought and consumed outside the home: There was a rise of about one per cent in the group index which was 140.8, compared with 139.2 in September.

Detailed figures for various groups and sub-groups: Group and sub-group Index figure

I Food: Total	138.4
Bread, flour, cereals, biscuits and cakes	138
Meat and bacon	121
Fish	114
Butter, margarine, lard and other cooking fat	146
Milk, cheese and eggs	118
Tea, coffee, cocoa, soft drinks, etc	146
Sugar, preserves and confectionery	188
Vegetables, fresh, canned and frozen	182
Fruit, fresh, dried and canned	132
Other food	154
II Alcoholic drink	144.3
III Tobacco	160.7
IV Housing: Total	133.1
Rent	117
Owner-occupiers' mortgage interest	106†
Rates and water charges	159
Charges for repairs and maintenance, and materials for home repairs and decorations	161
V Fuel and light: Total (including oil)	159.6
Coal and coke	157
Gas	123
Electricity	185
VI Durable household goods: Total	138.8
Furniture, floor coverings and soft furnishings	135
Radio, television and other household appliances	142
Pottery, glassware and hardware	141
VII Clothing and footwear: Total	129.6
Men's outer clothing	132
Men's underclothing	143
Women's outer clothing	128
Women's underclothing	136
Children's clothing	134
Other clothing, including hose, haberdashery, hats and materials	125
Footwear	124
VIII Transport and vehicles: Total	150.8
Motoring and cycling	151
Fares	153
IX Miscellaneous goods: Total	146.9
Books, newspapers and periodicals	161
Medicines, surgical, etc goods and toilet requisites	135
Soap and detergents, soda, polishes and other household goods	161
Stationery, travel and sports goods, toys, photographic and optical goods, etc	139
X Services: Total	150.4
Postage and telephones	201
Entertainment	126
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	147
XI Meals bought and consumed outside the home	140.8
All Items	142.5

* 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 this 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 October 14, 1975 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 139 of the February 1975 issue of this Gazette.

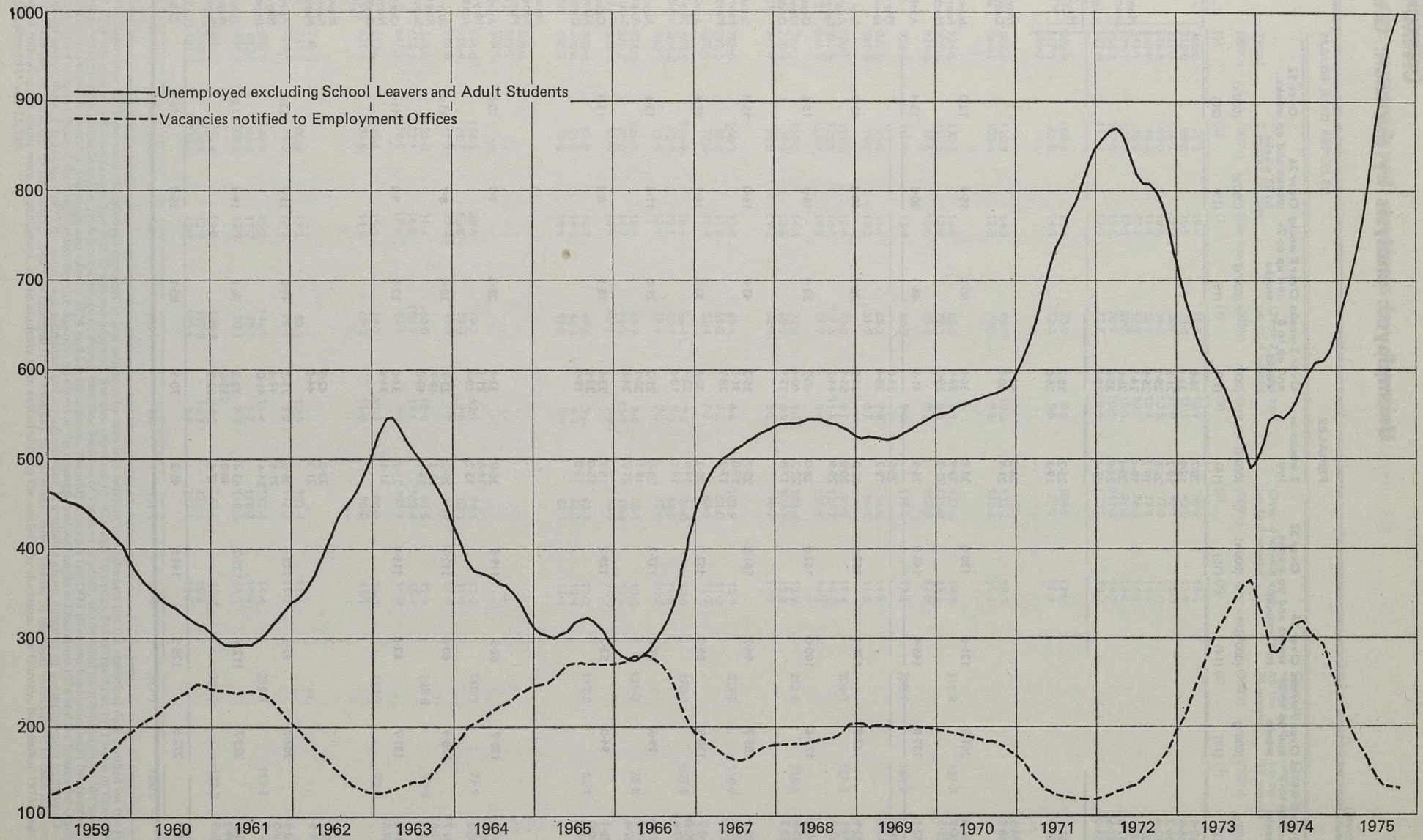
Average prices (per lb unless otherwise stated) of certain foods

Item	Number of quotations October 14, 1975	Average price October 14, 1975	Price range within which 80 per cent of quotations fell	Item	Number of quotation October 14, 1975	Average price October 14, 1975	Price range within which 80 per cent of quotations fell
Beef: Home-killed			P				P
Chuck	739	61.7	54 - 68	Fresh vegetables—continued			
Sirloin (without bone)	708	96.4	78 - 120	Potatoes, new, loose	—	—	—
Silverside (without bone)*	760	82.4	74 - 90	Tomatoes	715	22.0	18 - 28
Back ribs (with bone)*	538	57.3	46 - 70	Cabbage, greens	513	9.3	6 - 12
Fore ribs (with bone)	617	55.4	46 - 66	Cabbage, hearted	533	8.5	5 - 12
Brisket (without bone)	680	55.1	45 - 66	Cauliflower or broccoli	519	17.4	10 - 25
Rump steak*	765	114.2	90 - 130	Brussels sprouts	548	14.7	12 - 18
Beef: Imported, chilled				Carrots	698	7.2	5 - 10
Chuck	23	59.1	49 - 68	Onions	736	9.5	8 - 12
Silverside (without bone)*	35	76.7	68 - 84	Mushrooms, per ¼ lb	661	10.8	9 - 13
Rump steak*	43	93.0	75 - 110	Fresh fruit			
Lamb: Home-killed				Apples, cooking	700	12.3	10 - 15
Loin (with bone)	694	69.4	60 - 80	Apples, dessert	728	13.2	10 - 18
Breast*	676	20.3	14 - 30	Pears, dessert	648	15.8	12 - 20
Best end of neck	637	51.4	32 - 68	Oranges	628	13.6	10 - 18
Shoulder (with bone)	673	45.0	38 - 55	Bananas	711	15.7	14 - 18
Leg (with bone)	696	65.5	58 - 74	Bacon			
Lamb: Imported				Collar*	464	57.7	50 - 65
Loin (with bone)	411	55.2	48 - 62	Gammon*	521	79.0	68 - 88
Breast*	410	15.2	10 - 20	Middle cut,* smoked	364	72.4	64 - 82
Best end of neck	393	45.6	34 - 56	Back, smoked	329	80.5	66 - 92
Shoulder (with bone)	422	38.5	34 - 42	Back, unsmoked	385	77.8	59 - 90
Leg (with bone)	425	59.3	56 - 64	Streaky, smoked	305	59.8	52 - 70
Pork: Home-killed				Ham (not shoulder)	629	103.4	80 - 120
Leg (foot off)	722	62.0	52 - 74	Pork luncheon meat, 12 oz can	572	25.9	20 - 30
Belly*	716	44.5	38 - 52	Canned (red) salmon, ½-size can	540	58.1	50 - 69
Loin (with bone)	749	76.3	68 - 84	Milk, ordinary, per pint	—	7.0	—
Pork sausages	744	36.4	30 - 42	Butter			
Beef sausages	617	31.6	26 - 36	Home-produced	555	34.4	31 - 39
Roasting chicken (broiler) frozen (3 lb)	583	30.6	26 - 34	New Zealand	636	31.1	29 - 33
Roasting chicken, fresh or chilled (4 lb) oven ready	409	35.5	30 - 42	Danish	701	34.3	32 - 37
Fresh and smoked fish				Margarine, standard quality, per ½ lb	158	11.7	10½ - 13
Cod fillets	467	56.9	48 - 65	Margarine, lower priced, per ½ lb	118	11.0	10 - 12
Haddock fillets	484	60.8	50 - 72	Lard	772	19.6	16 - 24
Haddock, smoked, whole	375	57.0	48 - 66	Cheese, cheddar type	756	45.8	39 - 50
Plaice fillets	428	74.8	60 - 88	Eggs, large, per doz	671	42.4	38 - 48
Halibut cuts	114	98.9	75 - 126	Eggs, standard, per doz	664	37.2	34 - 42
Herrings	348	29.1	20 - 36	Eggs, medium, per doz	339	31.9	30 - 35
Kippers, with bone	497	38.3	30 - 46	Sugar, granulated, per 2 lb	775	22.6	20 - 25
Bread				Coffee, instant, per 4 oz	737	39.8	36 - 45
White, 1½ lb wrapped and sliced loaf	696	16.0	14½ - 17	Tea, per ¼ lb			
White, 1½ lb unwrapped loaf	497	16.5	15½ - 18	Higher priced	285	12.7	12 - 13
White, 14 oz loaf	537	10.7	9½ - 11½	Medium priced	1,792	10.5	9½ - 12
Brown, 14 oz loaf	610	11.5	11 - 12½	Lower priced	626	9.5	9 - 10
Flour							
Self-raising, per 3 lb	719	19.6	17 - 24				
Fresh vegetables							
Potatoes, old, loose							
White	537	6.7	6 - 8				
Red	307	7.2	6 - 8				

* Or Scottish equivalent.

Unemployed and vacancies: Great Britain

Three-month moving average: seasonally adjusted
THOUSANDS



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

NOTIFIED VACANCIES
vacancies notified and remaining unfilled: Great Britain

TABLE 119

THOUSANDS

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

	Notified to employment offices*						Notified to careers offices*
	Actual number			Seasonally adjusted			
	Males	Females	Total	Males	Females	Total	
1974‡	Monthly averages	181.9	116.9	298.8			94.6
1974	April 3	181.9	116.1	298.0	181.4	116.6	100.9
	May 8	196.6	127.0	323.6	192.9	122.4	106.2
	June 5	201.5	134.9	336.4	193.7	125.0	111.1
	July 3	199.1	131.1	330.2	193.6	122.9	121.8
	August 7	185.4	117.4	302.7	195.0	115.8	103.9
	September 4	186.9	120.3	307.2	185.6	115.5	91.7
	October 9†	182.9	116.1	299.1	180.1	113.4	76.5
	November 6†	167.6	103.3	270.9	165.4	107.1	65.8
	December 4†	..	..	..	..	..	..
1975	January 8†	..	..	..	..	..	..
	February 5†	111.6	69.0	180.6	116.8	75.6	41.2
	March 5	108.2	69.9	178.0	111.2	75.0	42.9
	April 9	104.0	69.4	173.4	103.4	69.9	40.9
	May 7	96.7	67.4	164.1	92.9	62.7	37.5
	June 4	92.4	66.6	159.0	84.5	56.8	34.8
	July 9	84.8	58.0	142.7	79.2	49.7	37.0
	August 6	81.7	54.1	135.8	81.4	52.6	27.2
	September 3	82.1	58.7	140.8	80.9	53.9	26.8
	October 3§	77.5	52.0	129.4	74.7	49.1	25.6

* Vacancies notified to employment offices include some that are suitable for young persons and those notified to careers offices include some that are suitable for adults. Because of possible duplication the two series should not be added together.
 † Due to industrial action at local offices of the Employment Service Agency, figures for December 1974 and January 1975 are not available and the figures for October and November 1974, and February 1975, include estimates.
 ‡ The figures for 1974 are averages of eleven months.
 § From October 1975 the day of the count was changed from Wednesday to Friday.

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

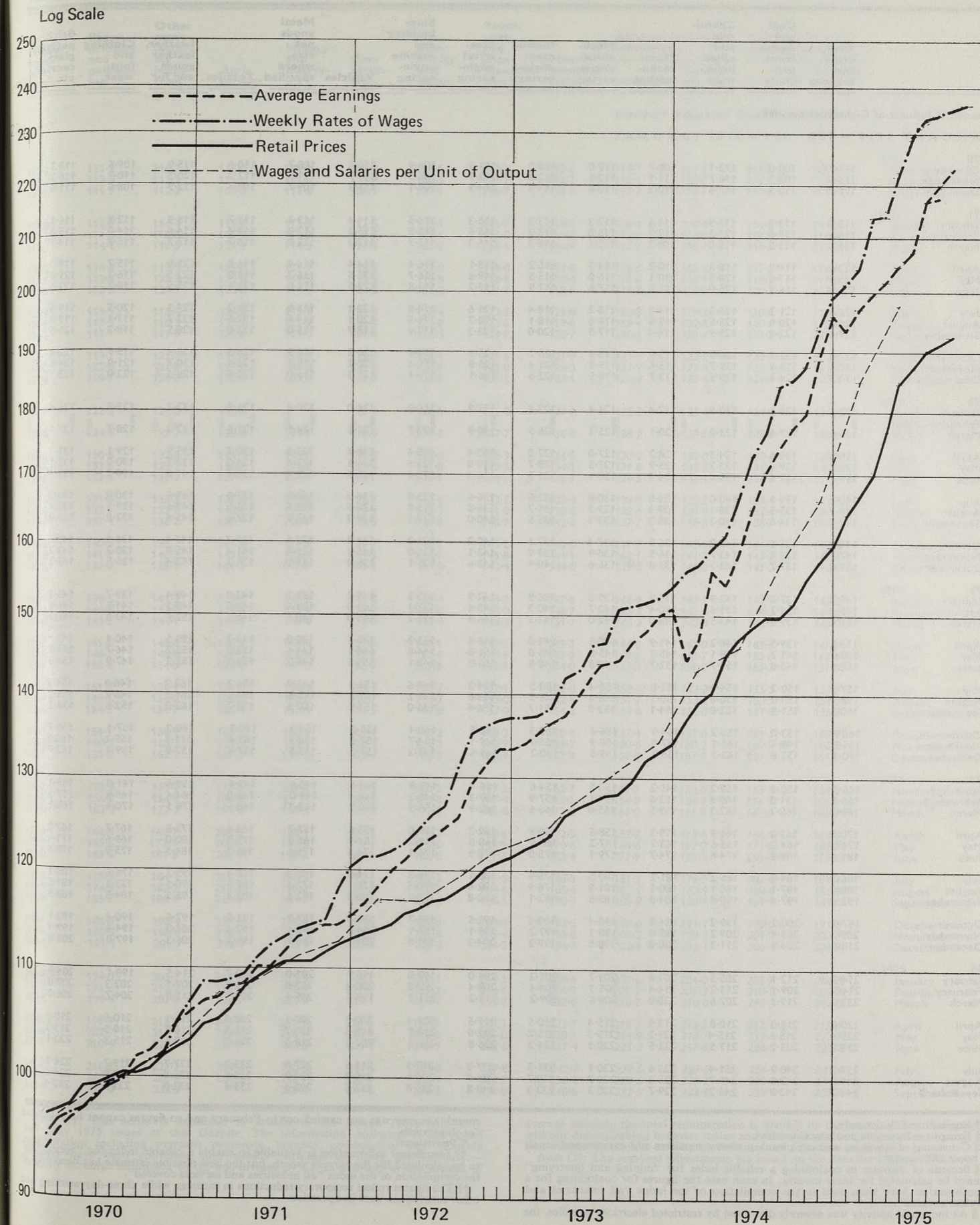
TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours		Average hourly earnings	Average weekly earnings		Average hours		Average hourly earnings
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence
	£	£	p	p	£	£	p	p		
Full-time manual men (21 years and over)										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	
Full-time non-manual men (21 years and over)										
April 1972	43.7	43.8	38.9	111.3	43.4	43.5	38.7	110.7	110.8	
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	
All full-time men (21 years and over)										
April 1972	36.2	37.1	43.9	83.7	36.0	36.7	43.4	83.7	83.3	
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	
Full-time manual women (18 years and over)										
April 1972	17.0	17.7	40.0	44.4	16.6	17.1	39.9	43.0	42.6	
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	
Full-time non-manual women (18 years and over)										
April 1972	19.4	19.5	37.3	52.3	22.1	22.2	36.8	59.9	59.8	
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	
All full-time women (18 years and over)										
April 1972	17.8	18.4	39.0	47.0	20.1	20.5	37.8	54.0	53.9	
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	
*Full-time youths and boys (under 21)										
April 1972	16.7	17.1			16.0	16.2				
April 1973	19.9	20.4	42.7	48.0	19.0	19.3	42.3	45.5	44.3	
April 1974	26.1	26.9	43.0	62.5	24.7	25.1	42.4	59.1	57.4	
April 1975	33.4	34.2	42.0	81.5	32.9	33.3	41.8	79.8	78.1	
*Full-time girls (under 18)										
April 1972	11.0	11.3			10.2	10.3				
April 1973	12.8	13.1	39.6	33.2	11.8	11.9	39.0	30.6	30.4	
April 1974	16.6	17.1	39.2	43.8	15.4	15.7	38.4	40.9	40.7	
April 1975	22.8	23.4	38.7	60.3	22.0	22.3	38.1	58.5	58.3	
*Part-time men (21 years and over)										
April 1972	10.4	10.5			12.1	12.2				
April 1973	12.8	13.0	20.4	56.0	15.0	15.2	18.9	64.6	64.4	
April 1974	14.0	14.3	20.2	66.0	14.8	15.1	19.0	72.2	72.0	
April 1975	20.1	20.3	20.2	89.4	17.9	18.3	18.2	93.9	93.6	
*Part-time women (18 years and over)										
April 1972	9.3	9.5			8.5	8.6				
April 1973	10.8	11.0	22.6	49.0	9.9	10.1	20.3	49.1	49.0	
April 1974	12.5	12.9	22.7	57.3	11.7	11.9	20.7	57.5	57.4	
April 1975	17.0	17.6	22.9	77.5	17.1	17.4	21.4	81.3	81.2	

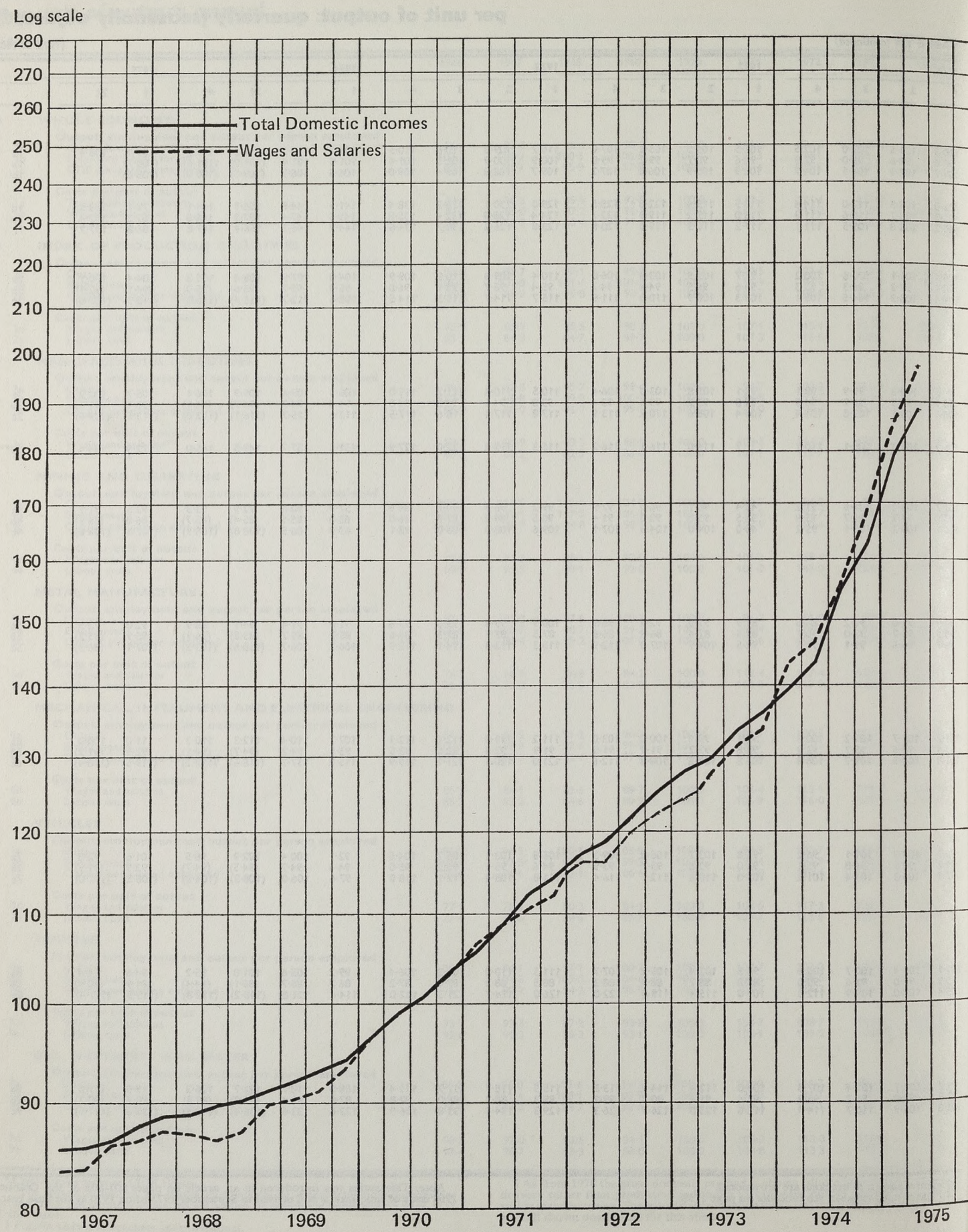
* From 1975 the New Earnings Survey only covers employees who are members of PAYE schemes; it therefore excludes substantial numbers of part-time workers and youths, boys and girls with low earnings working full-time. The survey estimates for these categories are therefore not directly comparable with those for earlier years.

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

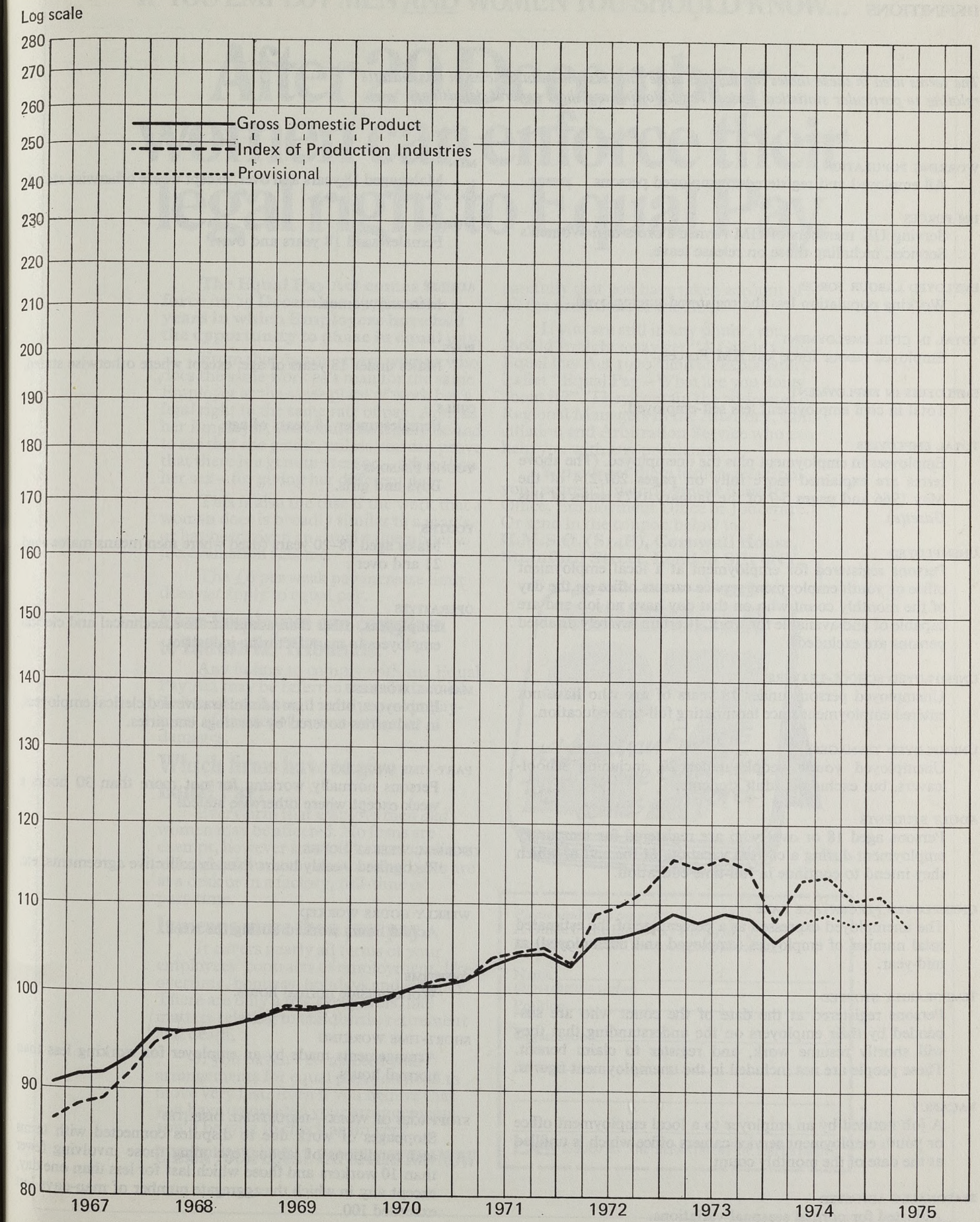
AVERAGE 1970 = 100



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



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



DEFINITIONS

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

WORKING POPULATION

All employed and registered unemployed persons.

HM FORCES

Serving UK members of HM Armed Forces and Women's Services, including those on release leave.

EMPLOYED LABOUR FORCE

Working population less the registered unemployed.

TOTAL IN CIVIL EMPLOYMENT

Employed labour force less HM Forces.

EMPLOYEES IN EMPLOYMENT

Total in civil employment less self-employed.

TOTAL EMPLOYEES

Employees in employment plus the unemployed. (The above terms are explained more fully on pages 207-214 of the May 1966 and pages 5-7 of the January 1973 issues of this Gazette).

UNEMPLOYED

Persons registered for employment at a local employment office or youth employment service careers office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled persons are excluded).

UNEMPLOYED SCHOOL-LEAVERS

Unemployed persons under 18 years of age who have not entered employment since terminating full-time education.

UNEMPLOYED TEENAGERS

Unemployed young people under 20, including school-leavers, but excluding adult students.

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.

UNEMPLOYED PERCENTAGE RATE

The unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-year.

TEMPORARILY STOPPED

Persons registered at the date of the count who are suspended by their employers on the understanding that they will shortly resume work, and register to claim benefit. These people are not included in the unemployment figures.

VACANCY

A job notified by an employer to a local employment office or youth employment service careers office which is unfilled at the date of the monthly count.

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

MEN

Males aged 18 years and over, except where otherwise stated.

WOMEN

Females aged 18 years and over.

ADULTS

Men and women.

BOYS

Males under 18 years of age, except where otherwise stated.

GIRLS

Females under 18 years of age.

YOUNG PERSONS

Boys and girls.

YOUTHS

Males aged 18-20 years (used where men means males aged 21 and over).

OPERATIVES

Employees, other than administrative, technical and clerical employees in manufacturing industries.

MANUAL WORKERS

Employees, other than administrative and clerical employees, in industries covered by earnings enquiries.

PART-TIME WORKERS

Persons normally working for not more than 30 hours a week except where otherwise stated.

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in collective agreements, etc.

WEEKLY HOURS WORKED

Actual hours worked during the week.

OVERTIME

Work outside normal hours.

SHORT-TIME WORKING

Arrangements made by an employer for working less than normal hours.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

Stoppages of work due to disputes connected with terms and conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100.

IF YOU EMPLOY MEN AND WOMEN YOU SHOULD KNOW...

After 29 December women can enforce their legal right to Equal Pay.

The Equal Pay Act comes into force on 29 December 1975 - after 5 years in which Employers have had the opportunity to phase in equal pay.

From that day on, every woman who does the same work as a man for the same Employer at the same place of work has a legal right to the same rate of pay. And, as her Employer, you would be legally bound to see that she gets it, unless you can prove that there is a genuine reason - other than her sex - for giving her different pay.

This is also the case if the work that a woman does is broadly similar to a man's or has been given an equal value under a job evaluation scheme.

The £6 per week pay increase limit does not apply to equal pay.

Your Employees can complain to Industrial Tribunals.

Any failure to comply with the Equal Pay Act may be referred to an Industrial Tribunal: this could involve you in payment of arrears of remuneration or damages.

Which firms have to give Equal Pay?

Every firm that employs men and women may be affected. No firms are exempt, however small. The Act applies to all kinds of workers, whether their jobs are at a desk or in a factory, full-time or part-time.

It means more than just pay.

It covers nearly all terms of your employees' contracts of employment, like overtime, bonuses, holidays and sick pay. There are only a few exceptions, like matters relating to childbirth, retirement and death.

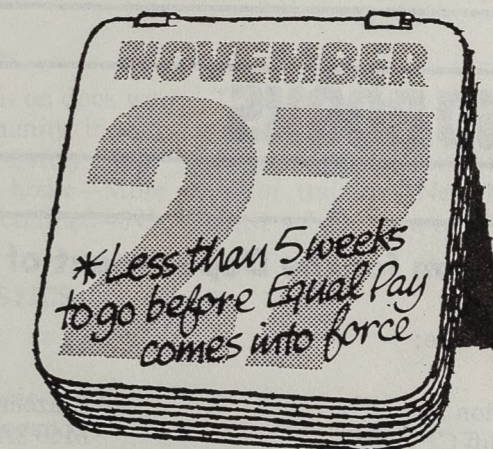
If you haven't completed your arrangements for equal pay, you need to move very fast. Even if you believe that you have completed your arrangements, you'd be wise to check again very

CHECK YOUR EQUAL PAY SITUATION NOW

carefully that you have taken account of all the provisions of the Act.

If you are still in any doubt, you should straight away get "A Guide to the Equal Pay Act 1970" and an explanatory leaflet "Equal Pay - What are you doing about it?". They contain the addresses of Regional Managers in the Advisory, Conciliation and Arbitration Service who can help you with any problems.

You can get these leaflets free from your nearest Unemployment Benefit Office, Employment Office or Jobcentre. Or send in the coupon below to:
H.M.S.O. (S14B), Cornwall House, Stamford Street, London SE1 9NY.



Please send me a copy of:
A Guide to the Equal Pay Act 1970...
Equal Pay - What are you doing about it?...

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(Block capitals please)

Position _____

Organisation _____

Address _____

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