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**Attack on inflation—2nd year:
White Paper in full
Questions and answers on the
guide-lines**

**'Elephant Jobs'—success in job creation
International unemployment statistics
Hospital manpower planning
Manpower planning literature
Census of employment, GB, 1975**

DEPARTMENT OF EMPLOYMENT GAZETTE

July 1976 (pages 697-824)

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Attack on inflation—second year

On June 30, 1976, the Government's White Paper, *The Attack on Inflation—the Second Year**, was published and presented to Parliament by the Chancellor of the Exchequer, Mr Denis Healey.

For the convenience of readers, the White Paper is reproduced here in full, and some questions and answers on the guidelines, and a note on the pay policy's effect on occupational pensions, follow on pages 705 and 706.

1 Britain needs a strong economy and a fair society. Achieving this is a task for the whole of our people. It will require a sustained effort of us all. But in the first year of the attack on inflation we have made a good start.

2 The damage done by rapid inflation is both human and economic. It eats into the living standards of those least able to protect themselves. The housewife, the pensioner and the saver suffer first. The struggles of more powerful individuals or groups to escape its ill effects only put more burden on to others. The inflation weakens mutual trust in our society and confidence in our institutions. Economic confidence too is threatened. Jobs are destroyed because industries cease to be profitable and their investment stops. These are the dangers which faced us last year. Since July 1975 we have begun to pull away from them.

3 Our aim must be to reduce unemployment and to maintain our social priorities. We can do this only by re-establishing our economy and our industry in the world. But as we make progress in putting the economy right, we must take every step we can to reduce the damage and waste that results from a high level of unemployment and, within the limits of our resources, we must protect the members of our society most in need.

4 So we must see that the British economy once again pays its way in the world as it did up to 1973. We must get rid of the vast balance of payments deficit which had hit us in that year largely through high oil and commodity prices, and again make British products competitive in world markets. This means seeing that the resources our industry needs for exports and investment are there when they are needed. The world economic recovery gives us the best opportunity we have had as a trading nation for many years. Now we have to seize it.

5 As part of this we must build up British industry, especially our manufacturing industry. We have to make it more efficient, more productive, better able to innovate and to respond to new opportunities. That means putting more into new productive investment. In order to create the conditions for future improvements in living standards and public services, that investment has to take priority over any increase in other public or private spending for the next few years.

6 The attack on inflation is fundamental to every part of this national enterprise. If we fail to control inflation we put every one of these objectives at risk. Thanks to the efforts of both sides of industry and of the whole British people, the first year of the attack on inflation is succeeding. The next section of this White Paper describes the progress we have made so far. This progress has been possible because the British people, including the millions of members of the trade union movement, have recognised the basic facts confronting the nation. The understanding which the British people have shown of the dangers we all face is the Government's greatest strength in tackling our difficulties.

The Government will continue to consult the trade unions, industry and the public generally and to take them fully into their confidence. As part of the Social Contract, the trade union movement has been more closely associated with economic management than ever before. Among the fruits of this have been the success of the first year of our attack on inflation, a dramatic improvement in industrial relations and the beginnings of a new spirit of co-operation in British industry.

Progress since July, 1975

7 Our inflation rate has been more than halved since last July. This is the measure of the achievement of the British people since the White Paper, *The Attack on Inflation*†, was published. And it has set Britain on the road to recovery.

8 Our inflation rate in the first six months of 1976 is likely to be well under half what it was in the same period last year. By May 1976 the year-on-year inflation rate had fallen below 15½ per cent. In his Budget Speech on April 6, the Chancellor of the Exchequer said that in order to end next year with an inflation rate at least in line with our foreign competitors we must aim at a further halving of our inflation rate by December 1977. Further progress in reducing inflation is the key to all our policies.

* Cmnd. 6507.

† Cmnd. 6151.

9 The achievements so far would not have been possible without the voluntary £6 pay policy put forward by the TUC last July and endorsed by the Government. Over the past year, this policy has been fully observed throughout the economy. It has greatly reduced not only the rate of price and cost increases, but also the inflationary expectations of a year ago. Although there is still a long way to go, it has put the country in a very strong position to benefit from the recovery of world trade, with exports as the main stimulus to renewed growth in output. All the signs are that exports are growing much faster than the 10 per cent annual rate which the Government expected at the time of the Budget.

10 The Government have used all the weapons available to them to reduce inflation. The growth of the money supply has been strictly controlled, and cash limits have been introduced across a wide range of public sector expenditure. These measures were foreshadowed in last year's White Paper. Together with continuing controls on prices and dividends, they have complemented and buttressed the £6 pay policy.

Tackling unemployment

11 The trend of unemployment in 1975 was sharply upwards. The £6 policy played a large part in checking it. For their part, the Government have acted throughout the period since the 1975 Budget to alleviate unemployment by new measures on jobs and training. In that time they have made available over £400 million in order to create or keep open 250,000 jobs or training places. Government measures have included a temporary employment subsidy, a recruitment subsidy for school-leavers, a job creation programme, an acceleration in the already fast-expanding programme for adult retraining and placement, increased allowances for training and employment transfer and special allocations to industry to maintain apprentice-training during the recession. The main emphasis in the whole programme has been on helping young people and particularly school-leavers. In addition to these programmes, Government assistance to industry under the Industry Acts and other measures, or through the National Enterprise Board, has helped to preserve or create jobs. These have included several hundred thousand jobs at risk in the motor vehicle industry, as well as about 70,000 jobs preserved or created through regional selective assistance. Several thousand other jobs have been preserved or created

The programme for the year beginning August 1, 1976: the pay policy

15 We are now entering a stage in our economic recovery in which world trade is increasing, and production the world over is growing to meet rising demand. This situation gives us the best opportunity the country has had since the war for export-led growth, with all that means in terms of higher UK output and employment. To get these benefits we have to maintain the momentum of the attack on inflation and consolidate the gains made in the last 12 months. Diverting resources into exports and investment requires both a high level of competitiveness in our industry and a basic change

through help to firms in temporary difficulty and through the accelerated projects scheme.

Pensions

12 The Government have substantially raised the living standards of retirement pensioners, widows, and the long-term sick and disabled. The National Insurance pension uprating in November last year brought the cash increase in the pension since the last uprating of the previous administration to some 70 per cent and the increase in real terms to 15 per cent. Over the same period the real value of the pay increases gained by the average man in employment were almost totally eroded by inflation. The Government have already announced further increases in National Insurance pensions to take effect in November 1976, which will bring the pension for a married couple up to £24.50 a week, and that for a single person to £15.30. The pension rates will then be practically double what they were when the Labour Government took up office. The increase this autumn will more than compensate pensioners for the rise in the cost of living over the preceding 12 months. It will also considerably exceed the likely movement in earnings between November 1975 and November 1976 and will take the pension to a new peak in real terms. The Government have fully met their commitment to raise pensions in line with earnings for the whole period since July 1974.

The immediate prospect

13 So the attack on inflation has made a great advance since last July; and at the same time the Government have been able to maintain their major social priorities. But there are still great difficulties to be faced. Unemployment is still much too high. Wage costs per unit of output are still rising more quickly in this country than in our main competitor countries. And in the last few months there has been the unexpectedly sharp depreciation of sterling—a problem intensified by an upturn in world commodity prices, which has increased the foreign exchange costs of essential UK imports.

14 Inevitably, recent exchange rate movements have delayed our progress in the fight against inflation. Last July, the Government set a target of reducing the year-on-year increase in prices to single figures by the end of this year. It is bound now to take us somewhat longer to reach this target, but we should still achieve the objective of a further halving of the inflation rate by the end of 1977.

in the structure of our economy.

This change is essential if we are to have a good prospect of rising living standards in future years; but we have to absorb its impact on our present living standards. If we try to improve our living standards by higher money earnings, we shall only get more inflation; it is just no good paying ourselves in confetti. The best prospect for seizing the opportunity of export-led growth, and achieving sustained improvement in our living standards, is to get our inflation rate at least down to that of our competitors, and to keep it there.

16 This was the objective to which this year's Budget proposals were addressed. For the first time, the Chancellor of the Exchequer offered to link substantial tax reliefs with a pay limit consistent with a further halving of the inflation rate. Following the Budget statement, Ministers embarked on intensive consultations about the next stage of counter-inflation policy: these culminated in the new agreement with the TUC on a pay limit for the next year equivalent to an increase of about 4½ per cent on average in wages and salaries.

The Government endorsed the TUC proposal, which limits increases to £2.50 for those earning up to £50 a week, to 5 per cent for those between £50 and £80, and to a maximum of £4 at all higher levels of earnings. Increases under the new pay limit, like those under its predecessor, will not be consolidated into basic rates. Because of the tight structure of this policy, the increase in average earnings to be expected over the next year is in line with that envisaged by the Chancellor when he proposed a pay limit in the area of 3 per cent coupled with tax reliefs.

The Government therefore made clear on May 5, that, once the proposed new pay limit had been ratified by the TUC Special Congress on June 16, they would implement in full the conditional tax reliefs outlined in the Budget.

17 People at work will benefit in three ways from the new pay policy and the tax reliefs associated with it:

- i They will benefit from the pay increase itself, as described in paragraph 16.
- ii They will benefit from the tax reliefs. By July or August, when all the reliefs will be operating, the average family will already have benefitted by as much as £30. The amount of benefit will vary with family circumstances and levels of income. The tax reliefs operate from April 1, 1976, and will be in payment by not later than August 1976. For most people this means that the tax relief operates very much earlier than the date for their pay increase under the new agreement.
- iii They will benefit because prices will rise more slowly than they would with a higher limit. By the end of 1977, this reduction in inflation is expected to be worth as much to the average family as a pay rise for the breadwinner of £2 a week.

Annex A shows the benefits under i and ii above for different families and income levels.

Living standards

18 The dramatic increase in oil and other commodity prices in 1973/74 reduced our real national income by 5 per cent, at a time when we were already living beyond it by running an external deficit. The impact of that fall in national income was cushioned for a period by increased borrowing abroad, but much of the unavoidable decline in living standards of people at work came through in the first half of 1975. We now have to face the effects of the fall in the exchange rate and the need to direct more resources to exports and investment, with the benefits which that will bring for employment.

The changes in the Price Code referred to later in this White Paper are part of this. But inflation will be lower, people at work will benefit from the tax reliefs linked with the new pay limit, and output and productivity will be recovering. Some further reduction in the real value of take-home pay (affecting single people more than families

with children) is a necessary condition for reducing unemployment and getting the balance of payments right; but the reduction in the real value of the average pay packet should be a good deal less than that experienced in the first half of 1975 before the £6 pay policy was introduced.

The pay limit for the next year

19 Annex B to this White Paper reproduces the TUC pay guidelines, endorsed by the Government, for the coming year. These guidelines were adopted by an overwhelming majority at the TUC Special Congress. The CBI, while not in agreement with all aspects of the programme, have welcomed the accord between the Government and the TUC, and are asking their employer members to do all they can to ensure the success of the policy.

20 Increases within these new limits, as under the current £6 policy, are to be applied as a cash supplement to earnings, and in general the interpretation of the policy in particular circumstances will be the same as in the current period. Like the £6, these are the limits within which the amounts of increases are to be negotiated. There are no transitional provisions; for all groups increases within these new limits may be implemented 12 months after the major increase which they received in the previous period. For those to whom the £8,500 cut-off applied in the previous period, increases may be implemented 12 months after the date on which an increase would otherwise have been allowable.

An increment which has been withheld solely because of the £8,500 cut-off may be paid with effect from a date 12 months after the date on which it would otherwise have been allowable; alternatively, an increment allowable on the later of these two dates may be paid, but not both. Increases in London weighing allowances, in line with Department of Employment indices of additional costs, which become due on or after August 1, 1976, must be contained within and offset against the new pay limit; those which became due in the previous 12 months can be paid only if contained within and offset against the £6 limit.

21 The Government attach the highest importance to maintaining the principle of a voluntary policy. They therefore welcome this further agreement with the TUC on guidance to negotiators within the framework of the Social Contract; and they are confident that it will secure the same measure of acceptance and support as the £6 limit. The TUC guidelines make it clear that they should be universally applied, and that the TUC will oppose any settlement in excess of them. The Government will ensure strict observance of the new policy throughout the public sector. The arrangements and sanctions in Cmnd. 6151 to secure compliance in both public and private sectors will continue to apply.

22 The present voluntary arrangements through which the Government now collect information about pay settlements and intended settlements will continue. So will the requirement to supply pay information to the Price Commission for the purposes of price control.

Prices

23 Even though the rate of inflation has been reduced, it remains a heavy burden on all sections of the community and especially the housewife. But the consumer can look forward to a lower rate of inflation in the next 12 months than in the past year.

24 During the last year we made a major and successful effort to reduce the pressure of wage costs on prices, and the new pay limit will mean a substantial further reduction in that pressure. But there will also be new factors at work. With the recovery of the economy from the recession, we can expect rising productivity to moderate the rate of increase in unit labour costs. On the other hand, we shall have to contend with substantial pressure from higher import prices, not only as a result of the depreciation of sterling, but also because of rising world demand for food and raw materials.

25 Nothing will help housewives more than a fall in the rate of inflation and this is the Government's overriding aim. Meanwhile a range of measures to help housewives has been introduced. "Price Check", a voluntary scheme agreed between manufacturers, retailers and the Government and limiting price increases on a wide range of consumer goods, was introduced in February 1976 to run for six months. Prices of goods in the scheme have moved very little, and in some cases have fallen.

The Government have also financed through a special Exchequer Grant many new consumer advice centres to assist and advise shoppers. By the end of this year over 120 will be operating. The Government have encouraged local price surveys, comparing prices of foodstuffs in local shops. Nearly 300 are expected to be working by the end of the year. A continuing effort will be made to maintain and improve consumer information.

The nationalised industries

26 The subsidies to the nationalised industries needed for price restraint have been phased out. The exceptional price rises caused by this have now happened and future

Public expenditure and monetary policy

30 Pay restraint and price control will not be effective in reducing the inflation rate unless other aspects of economic policy are also consistent with that objective. It is essential, therefore, that fiscal and monetary policy should contribute to the attack on inflation, and help the movement of resources into exports and investment. Failure to control public spending, or to ensure that the growth of the money supply does not stimulate inflation, would place the programme in jeopardy. The Government have already declared their determination to ensure that the planned public spending totals, including those for local authorities, are not exceeded. In addition, for the current year, cash limits have been extensively applied to individual public expenditure programmes. Within the strict limits which have to apply to public spending, the Government's priorities will accord with the objectives set out at the beginning of this White Paper.

increases should in general be lower. The British Railway Board have announced that they will not be seeking any further fare increase during 1976, and the Post Office Corporation have said that they do not intend to increase the main letter post rates in 1976, nor telephone charges during the rest of the present financial year.

Food subsidies

27 The Government have said that food subsidies will be progressively reduced as inflation is brought down and as social benefits are improved. But these subsidies still contribute substantially to the protection of people on low incomes: over £400 million will be spent on them in the year up to March 1977.

School meals

28 There will be an additional subsidy of £35 million so that the price of school meals will not have to go up in this financial year.

Price controls

29 The Government propose to extend for a further year from August 1, 1976 the powers to control prices through the Price Code. There will continue to be both cost control and profit control under the Price Code and the Price Commission will continue to enforce it. The Government are determined to ensure that the results of pay restraint by people at work are reflected in the price level and that a strict control is retained. Some changes in the Code are, however, needed in the interests of investment and jobs, and they are described in paragraph 33. They are essential to our success in building up industry and reducing unemployment.

31 In addition to exercising firm control of public expenditure, the Government are determined to see to it that the money supply does not grow too rapidly: the Chancellor of the Exchequer has said he will ensure that the growth of the money supply is consistent with the Government's plans for the growth of demand expressed in current prices.

The Government are equally determined that the expansion of productive capacity and exports should not be held back by competing public sector demands for finance. These policies will be reinforced if necessary by further action in the fiscal and monetary fields. Moreover, steps have been taken to ensure that the banks can fully meet the needs of manufacturing industry for finance: any expansion of the business has had to be directed to meeting industry's needs for the expansion of exports, import saving, investment and working capital.

Building up British industry: jobs and investment

32 The key element of the Government's longer-term programme for the British economy is the effort to build up British industry. The essential conditions for success are control of inflation, which destroys markets and jobs and undermines the confidence needed for investment; and the provision of sufficient resources, real and financial, to get industry moving.

On the one hand, public demands on resources have for the present to be kept within tight limits. On the other, industry has to be permitted (within the framework of the price control) to achieve sufficient profitability to generate the funds for investment and to offer the prospect of an adequate return on investment once undertaken. During the 1960s, the rate of return, after taking account of the need to replace fixed investment and stocks, was typically over 10 per cent. By 1974 it was down to 2.2 per cent. This has contributed to the recent slump in new productive investment and consequent loss of jobs. The downward trend in profitability must be reversed.

33 The Government therefore propose a number of changes in the Price Code to encourage investment and employment. The main changes are as follows:

- a An increase from 20 per cent to 35 per cent in the rate of investment relief (that is, the proportion of the costs of new investment which may be reflected in current prices).
- b Provisions relating to the depreciation of assets and to the appreciation of stocks which (in line with the general conclusions of the Sandilands Report accepted by the Government) recognise the effects of inflation.
- c Adjustment, principally to take account of inflation, of the categories which determine the price control procedures applying to particular firms.
- d Measures to mitigate aspects of the Code which discourage cost-saving and greater output. These include the abolition of the productivity deduction.
- e Other measures to reduce the administrative burden on companies of operating the Code.

34 The Price Commission monitors investment relief to ensure that relief is only claimed where investment is actually taking place. To qualify, investment must be in home-based industry, and in plant, machinery, commercial vehicles and the construction of industrial buildings, warehouses and shops.

35 The Government do not expect that the changes in the price controls will by themselves lead to any early or appreciable increase in the general price level. Market forces have ensured that the prices of many goods and services are now below the level which companies would be entitled to charge under the Price Code; but as economic recovery progresses, the Code will play an important part in keeping down the cost of living. By July 1977, when present powers to control prices expire, it is estimated that the proposed changes in the Code will probably have made a difference of about 1 per cent to the Retail Price Index.

36 It is essential for our economic and industrial recovery that the resources released by these changes should be channelled into the productive investment in fixed and working capital which British industry needs to correct present weaknesses and secure a greater share of markets at home

and abroad. This is also the objective of the Government's industrial strategy, now being developed in collaboration with both sides of industry.

A good start has been made in the first stage of the industrial strategy. The National Economic Development Council is about to consider the first reports of the tripartite groups which have been working to produce proposals for action in many sectors of manufacturing industry. Planning Agreements and the National Enterprise Board will also have a key contribution to make to the regeneration of British industry.

Legislative steps

37 The Government will ask Parliament to approve:

- i A draft Order in Council extending until July 31, 1977 the operation of the Remuneration, Charges and Grants Act 1975 and of certain sections of Part II of the Counter-Inflation Act 1973.
- ii A draft Order to add this White Paper to Cmnd. 6151 for the purposes of the Remuneration, Charges and Grants Act.
- iii Ways and Means Resolutions and amendments to the Finance Bill to give effect to the conditional tax reliefs.

The two draft Orders are being laid before Parliament today (June 30) and are subject to Affirmative Resolutions by both Houses.

38 Details of the proposed changes in the Price Code are published today in a consultative document by the Secretary of State for Prices and Consumer Protection. After the consultations have been completed, the Secretary of State will make an Order to implement the amendments to the Price Code, to take effect from August 1. The necessary Affirmative Resolutions will be placed before Parliament.

39 The present arrangements for the strict control of dividends will continue as before.

Realism and recovery

40 The programme set out in *The Attack on Inflation* was designed to avert a threat which gravely menaced the prospects of our country. Because all sections of the community acting together have adopted and implemented that programme, this threat is now less daunting. We have begun to build on Britain's fundamental strengths—our firm tradition of democratic government and peaceful social change, our educated and skilled workforce, and experienced and outward-looking financial and trading community, and our compassionate system of social services.

Above all, our people have shown that they have not lost the ability to work doggedly together in adversity; at a time of great economic difficulty they have raised the volume of our exports to the highest level ever achieved. So we can tackle with fresh hope the fundamental problems yet to be solved. We need to switch more resources away from con-

24 During the last year we made a major and successful effort to reduce the pressure of wage costs on prices, and the new pay limit will mean a substantial further reduction in that pressure. But there will also be new factors at work. With the recovery of the economy from the recession, we can expect rising productivity to moderate the rate of increase in unit labour costs. On the other hand, we shall have to contend with substantial pressure from higher import prices, not only as a result of the depreciation of sterling, but also because of rising world demand for food and raw materials.

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26 The subsidies to the nationalised industries needed for price restraint have been phased out. The exceptional price rises caused by this have now happened and future

Public expenditure and monetary policy

30 Pay restraint and price control will not be effective in reducing the inflation rate unless other aspects of economic policy are also consistent with that objective. It is essential, therefore, that fiscal and monetary policy should contribute to the attack on inflation, and help the movement of resources into exports and investment. Failure to control public spending, or to ensure that the growth of the money supply does not stimulate inflation, would place the programme in jeopardy. The Government have already declared their determination to ensure that the planned public spending totals, including those for local authorities, are not exceeded. In addition, for the current year, cash limits have been extensively applied to individual public expenditure programmes. Within the strict limits which have to apply to public spending, the Government's priorities will accord with the objectives set out at the beginning of this White Paper.

increases should in general be lower. The British Railways Board have announced that they will not be seeking any further fare increase during 1976, and the Post Office Corporation have said that they do not intend to increase the main letter post rates in 1976, nor telephone charges during the rest of the present financial year.

Food subsidies

27 The Government have said that food subsidies will be progressively reduced as inflation is brought down and as social benefits are improved. But these subsidies still contribute substantially to the protection of people on low incomes: over £400 million will be spent on them in the year up to March 1977.

School meals

28 There will be an additional subsidy of £35 million so that the price of school meals will not have to go up in this financial year.

Price controls

29 The Government propose to extend for a further year from August 1, 1976 the powers to control prices through the Price Code. There will continue to be both cost control and profit control under the Price Code and the Price Commission will continue to enforce it. The Government are determined to ensure that the results of pay restraint by people at work are reflected in the price level and that a strict control is retained. Some changes in the Code are, however, needed in the interests of investment and jobs, and they are described in paragraph 33. They are essential to our success in building up industry and reducing unemployment.

31 In addition to exercising firm control of public expenditure, the Government are determined to see to it that the money supply does not grow too rapidly: the Chancellor of the Exchequer has said he will ensure that the growth of the money supply is consistent with the Government's plans for the growth of demand expressed in current prices.

The Government are equally determined that the expansion of productive capacity and exports should not be held back by competing public sector demands for finance. These policies will be reinforced if necessary by further action in the fiscal and monetary fields. Moreover, steps have been taken to ensure that the banks can fully meet the needs of manufacturing industry for finance: any expansion of their business has had to be directed to meeting industry's needs for the expansion of exports, import saving, investment and working capital.

Building up British industry: jobs and investment

32 The key element of the Government's longer-term programme for the British economy is the effort to build up British industry. The essential conditions for success are control of inflation, which destroys markets and jobs and undermines the confidence needed for investment; and the provision of sufficient resources, real and financial, to get industry moving.

On the one hand, public demands on resources have for the present to be kept within tight limits. On the other, industry has to be permitted (within the framework of the price control) to achieve sufficient profitability to generate the funds for investment and to offer the prospect of an adequate return on investment once undertaken. During the 1960s, the rate of return, after taking account of the need to replace fixed investment and stocks, was typically over 10 per cent. By 1974 it was down to 2.2 per cent. This has contributed to the recent slump in new productive investment and consequent loss of jobs. The downward trend in profitability must be reversed.

33 The Government therefore propose a number of changes in the Price Code to encourage investment and employment. The main changes are as follows:

- a An increase from 20 per cent to 35 per cent in the rate of investment relief (that is, the proportion of the costs of new investment which may be reflected in current prices).
- b Provisions relating to the depreciation of assets and to the appreciation of stocks which (in line with the general conclusions of the Sandilands Report accepted by the Government) recognise the effects of inflation.
- c Adjustment, principally to take account of inflation, of the categories which determine the price control procedures applying to particular firms.
- d Measures to mitigate aspects of the Code which discourage cost saving and greater output. These include the abolition of the productivity deduction.
- e Other measures to reduce the administrative burden on companies of operating the Code.

34 The Price Commission monitors investment relief to ensure that relief is only claimed where investment is actually taking place. To qualify, investment must be in home-based industry, and in plant, machinery, commercial vehicles and the construction of industrial buildings, warehouses and shops.

35 The Government do not expect that the changes in the price controls will by themselves lead to any early or appreciable increase in the general price level. Market forces have ensured that the prices of many goods and services are now below the level which companies would be entitled to charge under the Price Code; but as economic recovery progresses, the Code will play an important part in keeping down the cost of living. By July 1977, when present powers to control prices expire, it is estimated that the proposed changes in the Code will probably have made a difference of about 1 per cent to the Retail Price Index.

36 It is essential for our economic and industrial recovery that the resources released by these changes should be channelled into the productive investment in fixed and working capital which British industry needs to correct present weaknesses and secure a greater share of markets at home

and abroad. This is also the objective of the Government's industrial strategy, now being developed in collaboration with both sides of industry.

A good start has been made in the first stage of the industrial strategy. The National Economic Development Council is about to consider the first reports of the tripartite groups which have been working to produce proposals for action in many sectors of manufacturing industry. Planning Agreements and the National Enterprise Board will also have a key contribution to make to the regeneration of British industry.

Legislative steps

37 The Government will ask Parliament to approve:

- i A draft Order in Council extending until July 31, 1977 the operation of the Remuneration, Charges and Grants Act 1975 and of certain sections of Part II of the Counter-Inflation Act 1973.
- ii A draft Order to add this White Paper to Cmnd. 6151 for the purposes of the Remuneration, Charges and Grants Act.
- iii Ways and Means Resolutions and amendments to the Finance Bill to give effect to the conditional tax reliefs.

The two draft Orders are being laid before Parliament today (June 30) and are subject to Affirmative Resolutions by both Houses.

38 Details of the proposed changes in the Price Code are published today in a consultative document by the Secretary of State for Prices and Consumer Protection. After the consultations have been completed, the Secretary of State will make an Order to implement the amendments to the Price Code, to take effect from August 1. The necessary Affirmative Resolutions will be placed before Parliament.

39 The present arrangements for the strict control of dividends will continue as before.

Realism and recovery

40 The programme set out in *The Attack on Inflation* was designed to avert a threat which gravely menaced the prospects of our country. Because all sections of the community acting together have adopted and implemented that programme, this threat is now less daunting. We have begun to build on Britain's fundamental strengths—our firm tradition of democratic government and peaceful social change, our educated and skilled workforce, and experienced and outward-looking financial and trading community, and our compassionate system of social services.

Above all, our people have shown that they have not lost the ability to work doggedly together in adversity; at a time of great economic difficulty they have raised the volume of our exports to the highest level ever achieved. So we can tackle with fresh hope the fundamental problems yet to be solved. We need to switch more resources away from con-

sumption towards exports and productive investment; to get our inflation down to international levels and keep it there; to conquer the social evil of high unemployment; to eliminate the current account deficit on the balance of payments; to adopt a new realism in our approach to public expenditure; and to accept that, for some time, living standards cannot increase in the way to which this country was accustomed in the years before 1973.

41 The £6 pay policy and the other policies set out in Cmnd. 6151 have given us a good start. We must build on these gains; we cannot risk throwing them away. The recent decision of the TUC Special Congress is a dramatic recognition of this. We shall have to maintain our policies of co-operation and restraint in pursuit of the objectives outlined at the beginning of this White Paper. If we do this, the opportunity is there for us to reassert our place in an expanding world economy as a leading industrial nation which can again offer its people a rising standard of living and of social provision. ■

Annex B TUC pay guidelines

The TUC's pay guidelines agreed with the Government are set out below. These guidelines should be universally applied and the TUC will oppose any settlement in excess of them.

1 It has been agreed that the guidelines for increases becoming operative in the period August 1, 1976 to July 31, 1977 should comprise a percentage increase of five per cent on total earnings for all hours worked with a cash minimum of £2.50 and an upper cash maximum of £4 per week. The figures will apply to all full-time adults (aged 18 and above) with *pro rata* payments for part-timers and juveniles.

2 This will be payable as an individual earnings supplement. It will entail employers each week calculating total earnings and adding five per cent to the result. If the answer is more than £4, £4 will be added. If less than £2.50 results, £2.50 is likewise added.

3 The 12 months' interval between major pay increases should continue to apply. Where no increase has been received since August 1, 1975 because of the cut-off requirements of the £6 policy, the normal negotiating date should apply.

4 All other improvements including non-wage benefits should be kept within the overall pay figure except as provided for in the current policy; improvements in (or the introduction of) occupational pensions schemes up to the contracting-out level provided for in the Social Security Pensions Act can also be implemented outside the pay figure.

5 Negotiators will be responsible for ensuring that earnings do not increase beyond these levels. Where unions experience difficulty in interpreting the guidelines in relation to their own negotiating situation, they should approach the TUC for guidance.

Annex A Pay policy and tax relief: increase in net income

Married Couple (wife not working)

Gross earnings	Increase in gross earnings	Increase in gross earnings after tax*	Tax relief	Increase in net income	
£pw	£pw	£pw	£pw	£pw	per cent
30	2.50	1.48	0.88	2.36	9.7
40	2.50	1.48	0.88	2.36	7.8
50	2.50	1.48	0.88	2.36	6.5
60	3.00	1.78	0.88	2.66	6.3
70	3.50	2.07	0.88	2.95	6.2
80	4.00	2.37	0.88	3.25	6.0
90	4.00	2.37	0.88	3.25	5.4
100	4.00	2.60	0.88	3.48	5.3
125	4.00	2.20	2.09	4.29	5.3
150	4.00	1.95	2.74	4.69	5.0
200	4.00	1.60	3.91	5.51	4.8

* Before Budget increases in personal tax allowances and allowing for graduated national insurance contributions.

Based on personal tax allowances but excludes income-related benefits such as family income supplement and housing rebates.

Single Person

Gross earnings	Increase in gross earnings	Increase in gross earnings after tax*	Tax relief	Increase in net income	
£pw	£pw	£pw	£pw	£pw	per cent
30	2.50	1.48	0.40	1.88	8.4
40	2.50	1.48	0.40	1.88	6.7
50	2.50	1.48	0.40	1.88	5.5
60	3.00	1.78	0.40	2.18	5.5
70	3.50	2.07	0.40	2.47	5.4
80	4.00	2.37	0.40	2.77	5.3
90	4.00	2.37	0.40	2.77	4.8
100	4.00	2.40	0.63	3.03	4.7
125	4.00	2.17	1.52	3.69	4.7
150	4.00	1.80	2.34	4.14	4.6
200	4.00	1.60	3.09	4.69	4.2

* Before Budget increases in personal tax allowances and allowing for graduated national insurance contributions.

Based on personal tax allowances but excludes income-related benefits such as family income supplement and housing rebates.

Married couple with two children under 11 (wife not working)

Gross earnings	Increase in gross earnings	Increase in gross earnings after tax*	Tax relief†	Increase in net income	
£pw	£pw	£pw	£pw	£pw	per cent
30	2.50	1.49	1.68	3.16	11.3
40	2.50	1.48	1.68	3.16	9.3
50	2.50	1.48	1.68	3.16	7.9
60	3.00	1.78	1.68	3.46	7.5
70	3.50	2.07	1.68	3.75	7.2
80	4.00	2.37	1.68	4.05	7.0
90	4.00	2.37	1.68	4.05	6.4
100	4.00	2.60	1.68	4.28	6.1
125	4.00	2.20	2.80	5.00	5.9
150	4.00	2.00	3.79	5.79	5.9
200	4.00	1.60	5.29	6.89	5.7

* Before Budget increases in personal tax allowances and allowing for graduated national insurance contributions.

† Including increases in child tax allowances. Based on personal tax allowances but excludes income-related benefits such as family income supplement and housing rebates. Family allowance is assumed to be claimed at all income levels; claw-back has been deducted.

Attack on inflation—second year

Questions and answers on the guidelines

Timing

Q *When does the policy come into operation, and how long will it last?*

A The policy applies to all increases becoming operative between August 1, 1976, and July 31, 1977 inclusive. Any remaining stages of agreements current before July 11, 1975 may be implemented, but must be offset against the pay limit. There are no transitional provisions such as applied at the beginning of the £6 policy.

Q *Is the 12 month rule still in force?*

A Yes. Increases within the new limits are not payable until 12 months after the major increase received since August 1, 1975. Those who have been subject to the £8,500 cut-off should not receive any increase until 12 months after the date on which they would have received the increase but for the £8,500 cut-off.

The pay limit

Q *What is the pay limit?*

A The policy requires increases to be negotiated within an individual weekly limit of £2.50 or 5 per cent of total earnings, whichever is the greater, subject to a maximum of £4. These figures are to be applied proportionately for monthly-paid employees and *pro rata* for part-timers and those under 18.

Q *How should it be paid?*

A As a straightforward supplement to earnings, which should not be reflected in overtime or other premium payments. That is to say, like the £6, but the amount may vary, with total earnings, from week to week or from month to month.

Increments

Q *What about increments?*

A As under the £6 policy, increments and wage-for-age payments which are made according to a well-defined range or scale already in operation before July 11, 1975, may continue at the same level as in preceding years, provided that the cost together with that of other increases counting against the pay limit does not raise the pay bill for the group concerned by more than would be allowed by the pay limit alone. An increment or part of an increment which has been withheld solely because of the £8,500 cut-off may be paid with effect from a date 12 months after the date on which it

would otherwise have been allowable; alternatively, an increment allowable on the later date may be paid; but not both.

Q *What about merit payments?*

A These have to be kept within the pay limit for the individual.

Productivity schemes

Q *Can existing productivity schemes continue?*

A As under the £6 policy, existing productivity, payment by results and restructuring schemes established before July 11, 1975, may continue unchanged and, for work done after July 31, 1976, may operate normally where the £8,500 cut-off previously applied. Payments under improvements to existing schemes, will, however, together with the annual settlements, have to be kept within the pay limit.

Q *What about new schemes?*

A Payments under any new productivity, payment by results or restructuring scheme will, together with the annual settlement, have to be kept within the pay limit.

Occupational pensions

Q *Will existing occupational pension payments be affected by the pay limit?*

A No. Arrangements for payments to pensioners under existing schemes may continue unchanged.

Q *What about improvements in occupational pension schemes?*

A New and improved schemes designed to meet no more than the minimum requirements for contracting out under the Social Security Pensions Act (see following note on pensions) may be implemented outside the pay limit. So may schemes which were under active consideration during the three months immediately before July 1, 1975, with the intention of implementing them not later than July 31, 1976, where they have been subject to unforeseen delay. Improvements beyond this level must be offset against the pay limit.

Q *When can the improvements start?*

A Any date from August 1, 1976, but only in respect of service after that date.

Other items of pay and conditions

Q *What about equal pay increases?*

A Any increase that may still be necessary to comply with the Equal Pay Act or other legislation may be paid outside the pay limit.

Q *What about fringe benefits, etc.?*

A Improvements to enhance job security—such as new or improved redundancy payment schemes, guaranteed week provisions and sick pay schemes—are allowable outside the pay limit. All other improvements, includ-

ing non-wage benefits, should be contained within the limit.

London weighting

Q *Can London weighting be increased?*

A Increases in London weighting allowances, in line with the Department of Employment indices of additional costs, which become due on or after August 1, 1976, may be paid, but must be contained within and offset against the new pay limit; those which became due in the previous 12 months cannot be paid unless contained within and offset against the £6 limit.

Occupational pensions—improvements

1 Improvements in pension schemes which do no more than satisfy the minimum requirements for contracting out under the Social Security Pensions Act 1975 may be implemented without counting against the pay policy.

2 For the purposes of easy identification and application of the rules, any improvements which do not bring a scheme's benefits above the following limits may be treated as coming within this category:

A Pensionable age for improvements. Normally 65 for men and 60 for women, but schemes which already have a pensionable age of not earlier than 60 for men may introduce the improvements from the same pensionable age if they wish.

B Rate of accrual of improved benefits for earner. $1\frac{1}{4}$ per cent in all for each year of service of final pensionable salary or average pensionable salary revalued in line with earnings generally.

C Rate of accrual of improved benefits for widow. Five-eighths per cent in all for each year of service of the earner's final pensionable salary or average pensionable salary revalued in line with earnings generally.

D Guaranteed minimum pension. An explicit minimum

contracting out requirement of the 1975 Act, which may be reflected in the rules of an improved scheme, is that the benefits provided for earners and their widows shall never fall below the level of the guaranteed minimum pension as defined in sections 35 and 36 respectively of the Social Security Pensions Act 1975.

The requirement was imposed because in some circumstances, notably where a scheme's definition of pensionable earnings means that they fall short of gross PAYE earnings, application of the rates of accrual set out in B and C would produce a smaller pension than would have accrued under the State scheme.

E Starting date of improvements. Any date from August 1, 1976.

F Improvements in access to schemes. Any alteration to the rules for the purpose of meeting the equal access requirements of the Social Security Pensions Act may be regarded as coming within this easement.

NOTE:

Compliance with these simplified conditions for pay policy purposes does not carry any implication that the Occupational Pensions Board will in fact issue a contracting out certificate when the application is made, since the actual minimum conditions are a good deal more detailed.

Pay inquiries

Questions directly concerning pay under the new policy, due to start from August 1, should either be sent in writing or telephoned to the Department of Employment.

The telephone number is 01-839 6851. More detailed information can be obtained by writing to Incomes Division, Department of Employment, Rex House, 4/10 Regent Street, London SW1.

Elephant Jobs

How a community workshop is being set up under the job creation programme, in south London

THE JOB CREATION PROGRAMME (JCP), launched in October 1975 following the allocation of £30m by the Government to the Manpower Services Commission (MSC) for the creation of short-term work, was one of the measures (announced September 24, 1975) to alleviate the worst effects of rising unemployment.

In making funds available, the Government directed that priority should be given to work for young people and to work which would contribute to urban renewal. Wherever possible, it was to be linked with training and further education.

Originally the programme was due to end in March 1977, but it has now been extended to September 1977 and the grant to MSC increased to £75m.

Those employed under the programme are the employees of the project sponsors. The grant from the commission covers the costs of their wages, the employer's share of national insurance contributions, and in some cases help with the cost of materials and equipment and with administration costs.

Projects can be sponsored by any organised group in the community, such as local authorities, nationalised industries, health authorities, private firms, voluntary organisations, charities or community groups.

Community initiative

The reliance on initiatives from the community for putting forward projects has been justified—1,000 applications requesting over £15 million were received within two months of the programme being launched. Applications are dealt with by area teams, advised by action committees consisting of representatives of employers, local trade unions and the local authorities.

At first the programme was aimed primarily at the development areas, but because of rising unemployment and the interest which it generated throughout the country it was soon extended fully to all areas of Great Britain.

A description follows of one JCP project, Elephant Jobs, which is going ahead in the Elephant and Castle area of south London. It will eventually employ around 90 local people, most of them young, and it is an illustration of how much can be achieved through the combination of local initiative, the JCP and independent community support.

Elephant Jobs is the name of a project sponsored jointly by two charitable foundations which have been interested in community affairs in the Southwark and Lambeth areas of London since the 1890s, the Blackfriars Settlement and Cambridge House and Talbot.

Originally the project was part of the outline proposals for

promoting small local industrial units and training schemes prepared in the summer of 1975 for the Home Office's urban aid programme by the Blackfriars Settlement.

However, the Government's announcement of funds for job creation was immediately seen as being more directly relevant to the scheme's aims, and an application was soon prepared jointly by Blackfriars Settlement and Cambridge House and Talbot. It proposed a centrally co-ordinated range of small-scale production and service units to operate from a short-life building, which could also house the various workshops involved. Activities envisaged included a painting and decorating service, home maintenance, a workshop renovating bicycles for resale, car-washing, silk screen printing, jewellery making, candle-making, photography and community service.

Self-financing

The project aimed to become self-financing by the time MSC support ceased—after one year—and could draw on the management experience of the existing Blackfriars settlement work centre for disabled people.

The two charitable foundations began discussions with the MSC on the finance and staffing arrangements for the project, they canvassed local authority support, and eventually obtained generous aid from a wide range of organisations.

Southwark Borough Council met what was possibly the most important single need—premises. It was a disused building, formerly a disinfecting station for vagrants, and in sound structural condition. It was made available by the borough at a nominal rent. On December 19, assent in principle was given on behalf of the MSC for the proposed project, but essential work still remained to be done. A closer financial scrutiny of the proposed activities was necessary, so that no expensive investment would be made in activities which might prove to be a continuing drain on resources, and a management structure had to be devised.

Local firms' support

On legal advice, an independent charitable corporation, Elephant Jobs, was set up under the control of the parent trusts, and it was finally necessary to confirm and quantify the support which local firms had promised, and to negotiate for additional equipment which had to be bought.

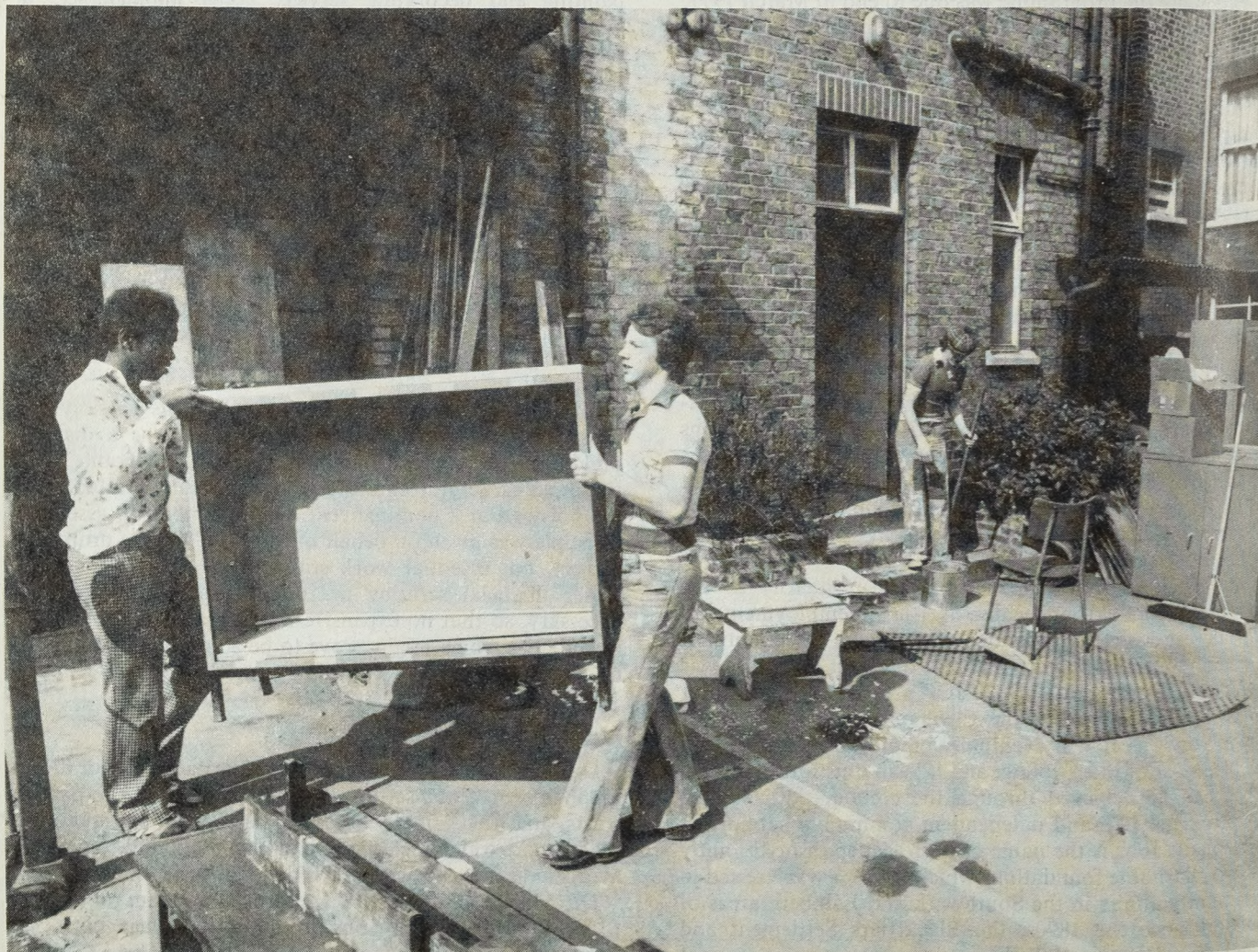
On March 4, 1976, MSC approved a grant of up to £166,140 to Elephant Jobs to cover the wage costs of employing 86 workers for one year. In addition, £15,150 was granted as a contribution towards materials, equipment

and administration costs. The date fixed for work to start was March 22, 1976. Vacancies were notified to the local careers offices and employment offices and the interviewing of candidates began. Care was taken to ensure a good mix in the workforce so that each recruit would have scope to use and develop his or her abilities, and help his colleagues to do so as well. A spokesman said, "We want people who will enter into the theme of Elephant Jobs—not people who will go off as soon as they find more money elsewhere".

Equipment donated

Material evidence of the immense local goodwill which they had generated began to arrive.

Office furniture and equipment was donated by a leading firm of food retailers and a nationalised industry. Other firms provided paper, printing and photocopying services at a nominal charge. RTZ seconded a graduate trainee to assist with management, IBM seconded an office administrator, and Finance for Industry seconded a part-time personnel officer and a part-time accountant. These and other firms also offered management advice, help with training and cash grants.



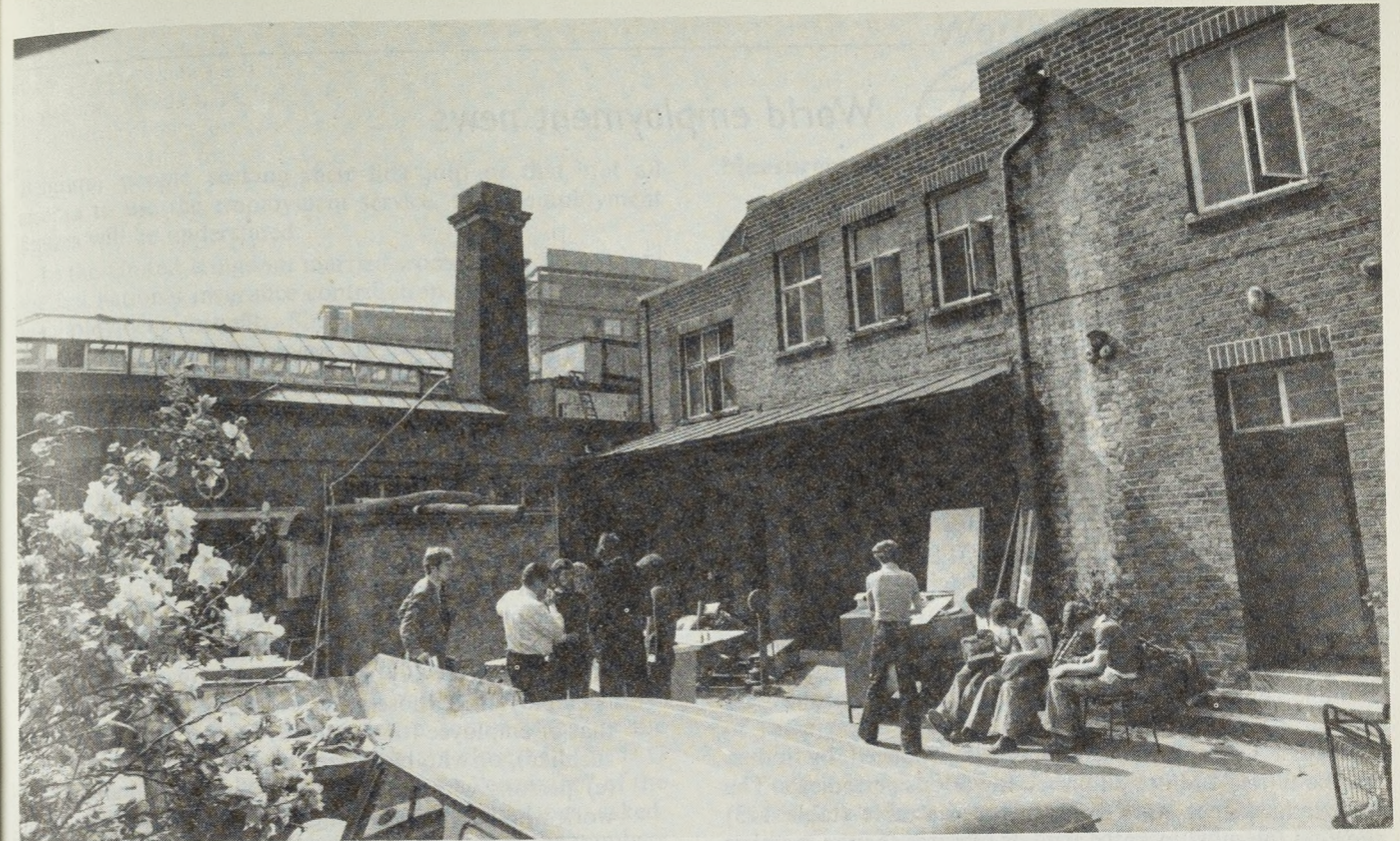
Several firms have lent management staff, and have donated furniture, materials and equipment, to help Elephant Jobs get going.

Renovated cleansing station

When work started, the first job was the conversion of the disused cleansing station. Although structurally sound, the building needed extensive interior repairs, redecoration and adaptation, including the removal of old baths and showers and the demolition of huge autoclaves used for sterilising mattresses. By the end of May the woodworking shop and office accommodation were ready, and the rest of the 4,500 square foot building was well on the way to completion. Plans are now going ahead for a leatherwork section and a ceramics section, and there is a possibility of a car washing enterprise of three to four people which is being explored.

Although the workshop activities have to await the completion of the building modifications, the painting, decorating and handyman enterprise employing 26 people was able to start almost immediately, and by the end of May had completed its fifth job, in addition to its work on the Elephant Jobs building itself. Jobs so far completed include plumbing work, exterior varnishing and relaying a parquet floor.

One of the first people recruited for the project was Bill, the general manager. A retired industrial troubleshooter, he is conscious of the difficulties facing a firm which will grow



A general view of the old cleansing station, where some 90 young people will find work in a variety of jobs from building and decorating to candle-making and photography.

from nothing to 90 people within the space of a few months. The taking up of a contract offered by a leading chain of stores to make simple kitchen furniture which currently is available only from overseas suppliers will be an important step towards financial viability. This will give Elephant Jobs a firm production base from which to diversify.

By early August, Bill plans to open the ceramics section, employing mainly girls, and a leather goods section will come into operation at about the same time.

"After that," he says, "we will see what further marketing opportunities there are. We hope the building and decorating sections can take on the renovation of some sub-standard properties for local authorities to help house the homeless, but we are open to offers from anyone—housing associations and private individuals included—within a radius of about 15 miles of the Elephant.

"We would also welcome approaches to make anything within our capabilities. If a proposal is financially viable and creates or maintains jobs we will examine it and see if we can take it on. We are currently looking at photo framing, mobile car washing teams, candle-making and photography. We also plan to open a shop for the direct sale of our products to the public, possibly in conjunction with a coffee shop".

Bill summarises Elephant Jobs immediate objectives as follows:

- 1 "To create useful job opportunities for about ninety, mainly young, people who would otherwise be unemployed.
- 2 To give them training in skills where practicable; even more importantly, to give them training in attitudes to work itself;

- 3 To make the project self-sustaining, by achievement of commercial viability. We accept and welcome the disciplines which this will impose".

These disciplines are chiefly shortage of capital and shortage of time. He says: "Fair indication of a market must exist before production of goods or services starts. We cannot afford to go up blind alleys . . . we must beware of the temptation to dissipate effort and, in particular to become primarily a source of cheap labour for other activities, however worthwhile".

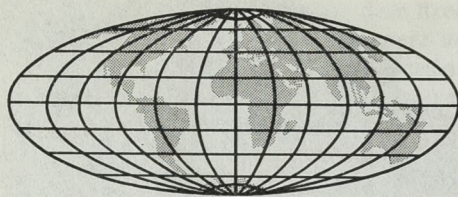
The chief aims of Elephant Jobs will remain paramount. He concludes: "Our broad aim is to help people, particularly young people, to help themselves through work. In these early days, we need all the help we can get; but the sooner we can throw away our crutches and stand on our own two feet, the better.

"Give us the opportunities and we will show you what we can do".

Any organisation interested in sponsoring a project under the Job Creation Programme should contact:

The Manpower Services Commission
Job Creation Unit
166 High Holborn
London WC1V 6PF
Telephone 01-836 1213

The unit will be pleased to provide any further information, and to put potential sponsors in touch with the appropriate job creation programme area office.



International unemployment statistics

IN ALL INDUSTRIAL COUNTRIES in the recent past unemployment has risen to very high levels, often the highest since the war. These high levels have aroused interest not only in the experience of a particular country but in the comparative experience of different countries. Is, for example, unemployment in the United Kingdom higher than in France or Germany?

Regular unemployment figures are produced by industrial countries and are published in various periodicals. The *Gazette* has, since April 1976, included a table (table 113) showing the most recently available figures for the member countries of the European Economic Community and for Japan, the United States of America, and Canada. These figures correspond to those published by the national authorities, except that in certain cases the seasonal adjustment used is that favoured by the Organisation for European Co-operation and Development (OECD) (on whose publication, *Main Economic Indicators*, the figures are based).

Although these figures give a good indication of trends in unemployment in these countries, unfortunately there is no way in which the absolute figures can be compared directly one with another.

This article first discusses a common definition of unemployment and the main reasons for divergence from a common definition. It then lists some of the main features of the national series in table 113. A final section discusses the problems of conversion to a common definition, refers to work on this subject by the United States Bureau of Labor Statistics (BLS) and discusses in general terms the implications for a comparison between unemployment in other countries and that in the United Kingdom.

Common definitions of unemployment

As a first step in obtaining comparable statistics of unemployment from different countries, it is clearly necessary to agree on the coverage and definition of the unemployment figures to be collected. In 1954, the Eighth International Conference of Labor Statisticians (organised by the International Labour Office (ILO) of the United Nations) agreed on the following broad definition of unemployment:

● Persons in unemployment consist of all persons above a specified age who, on a specified day or for a specified week, were in the following categories:

(a) workers available for employment whose contract of employment had been terminated or temporarily

suspended and who were without a job and seeking work for pay or profit;

(b) persons who were available for work (except for minor illness) during the specified period and were seeking work for pay or profit, who were never previously employed or whose most recent status was other than that of employee (that is to say former employers, and suchlike), or who had been in retirement;

(c) persons without a job and currently available for work who had made arrangements to start a new job at a date subsequent to the specified period;

(d) persons on temporary or indefinite lay-off without pay.

● The following categories of persons are not considered to be unemployed:

(a) persons intending to establish their own business or farm but who had not yet arranged to do so, who were not seeking work for pay or profit;

(b) former unpaid family workers not at work and not seeking work for pay or profit.

This definition still left two aspects of unemployment undecided: the minimum age of the unemployed, and the question of whether unemployment should be measured on a particular day or throughout a particular week. It has proved the basis of other recommended definitions—for the OECD and for the United Nations itself, as well as the ILO; the European Economic Community Commission favours this definition, too.

For the calculation of unemployment rates, the 1954 ILO conference recommended dividing unemployment by the civilian labour force (including self-employed people).

Differences from the international definitions

The national unemployment figures in the various countries are not in general those which would be obtained if all people were counted according to the ILO definition. This is for two reasons: coverage of the unemployment figure is, in general, incomplete, and variations to the definition are made by some countries.

Incomplete coverage arises from the methods of collection most often used. In Europe, in particular, unemployment is commonly measured either by numbers of insured people claiming unemployment benefit or by numbers registered for employment with the State employment service. So, to the extent that not all people are insured (for example, in

Belgium, people seeking their first job) or that not all choose to use the employment service, the unemployment figures will be understated.

In the United Kingdom married women who do not pay the full national insurance contribution are not eligible for unemployment benefit. Similarly, people leaving a job voluntarily are not eligible for unemployment benefit for six weeks. Since registration for employment is a necessary qualification for obtaining benefits, if these people do not claim benefit there is no financial incentive for them to register for employment. So in this country it is likely that the unemployment count underestimates the number of unemployed married women and of unemployed men in the process of voluntarily changing jobs.

Household surveys

It is possible to approach more uniform coverage through household surveys and it is usually countries obtaining their unemployment figures from such a source (such as the United States and Canada) which are closest to the ILO definition. Even in a household survey the "coverage" of the unemployment figures depends on the questions asked. "Seeking work" is not a clear-cut concept and the numbers unemployed will depend critically on the interpretation given to it.

In a Japanese survey in 1971 it was found that 5,760,000 people were "wishing" work, 2,180,000 "earnestly wishing" work and 1,650,000 "seeking" work. In the United States active steps must have been taken to find work in the four weeks before the survey interview if a person is to be counted as unemployed. Nearly a million people are currently excluded from the unemployment total on this account, even though they want work, and many may have given up looking for work after a long search without success.

Local conditions

In the different national series, variations may be made to the international definition where local conditions make this more appropriate. To take a particular example: in the United Kingdom there is no tradition of students working their way through college. Very few, if any, students seek work during term time. In the vacations, particularly the summer vacations, on the other hand, it is quite usual for a temporary job to be taken and it was usual to include students registering for employment in the unemployment figures.

In recent years, however, increasing numbers of students have been registering in all vacations and this has been apparently more to claim the benefits that are available than to obtain work. The position had been reached at the beginning of 1976 when changes in the unemployment total were distorted in six months in the year by these substantial numbers of students.

It was therefore agreed in February 1976 that students not yet being full members of the workforce, should be excluded from the unemployment total.

Measurement in different countries

Table 1 gives a description of each of the series published in table 113, summarising, on the basis of currently available information, the differences of definition between the different countries. The series have been chosen to represent the most usual official figures in each country, and are published also each month in the OECD publication *Main Economic Indicators*. The monthly figures in the *Gazette* update the OECD figures using information from the department's labour attachés.

The series have different sources—some from household surveys, some from registrations for employment and some from insurance statistics—and besides the differences of definition there are important differences of coverage.

Two particular groups merit special mention. The first is the "temporarily suspended from work", described in British terminology as "temporarily stopped". They are included in the unemployed on an international definition, but are excluded from the British figure. However, very few of these people in Britain are absent from work for a continuous period—more often they are stopped for only a day or two in the week—and therefore on a definition which related to a reference week (as do most of the household surveys) very few would in fact be included. The temporarily stopped in Britain are not unemployed in the usual meaning of the word, and are not directly comparable with those who may be laid off for considerable periods in other countries.

The second group is the students looking for vacation work, already described. The social situation in the United Kingdom is quite different in this respect from North America, where students may genuinely be seeking long-term work.

A further point of note which is not covered in table 1 concerns the length of time a person has been unemployed. In the United Kingdom, and in other countries dependent on registration based counts, a person needs only to be unemployed on the day of the count to be included in the unemployment statistics, whereas in the United States, and countries which use labour force or household surveys, the requirement is for a person to be unemployed for a complete week.

International figures on a comparable basis

To obtain comparable figures of unemployment for different countries requires, first, a harmonisation of definitions, and, second, coverage of the entire population (not solely those insured or registered for employment). This can normally be done only by making use of the information obtainable from population censuses and household surveys.

A great deal of work on this subject has been done in the Bureau of Labor Statistics in Washington, and results have been published regularly in its *Monthly Labor Review*. The work has aimed at producing for other countries unemployment data on a United States basis. This basis is very similar to the ILO definition, the only point of possible difference being the rigorous job search

Table 1

	ILO definition	United Kingdom*	Belgium*	Denmark*	France*	Germany*
Method of collecting unemployment statistics		Employment and careers office registration documents	Employment office statistics of claims to benefit	Claims for trade union unemployment benefit	Employment office registration documents	Employment office registration documents
Special classes—whether included in unemployment statistics						
1 Unemployed but temporarily sick	Included	Excluded	Excluded	Excluded	Included if duration short	Excluded
2 Adult students seeking work	Included	Excluded	Excluded	Excluded	Excluded	Included
3 Temporarily suspended from work	Included	Excluded	Normally excluded	Excluded	Excluded	Excluded
4 People who have not actively sought work during a specified period	Excluded unless waiting to take up job	Included	Included	Included	Included	Included
5 Unemployed people not insured under state or trade union social security scheme	Included	Included	Excluded, except for young people who have finished their studies and have been registered for 75 days	Excluded	Included	Included
6 First job seekers	Included	Included	Excluded (but see 5 above)	Excluded, except young people aged 17 and over who have just finished their apprenticeship, secondary school or university	Included	Included if not seeking a vocational training place
7 Specific occupations and industries that are excluded	None	None	Family workers, public servants, domestic workers, apprentices	Apprentices	None	None
8 Former self-employed (seeking work as employee)	Included	Included	Excluded	Excluded	Included	Included
9 People returning to employment after period of inactivity	Included	Included	Normally excluded	Included only if formerly insured	Included	Included
10 Unemployed people excluded from count because special state payments are made	None	None	None	None	Aged over 60 and receiving "resources guarantee"	Construction workers receiving "bad weather money" between November 1 and March 31
11 People employed part-time but included in the unemployed	None	None	A few employed part-time because of absence of full-time employment	Included if working 4 hours or less	Included if employment not substantial	People employed under 20 hours per week seeking full-time employment
Age limits	None	Over school leaving age	14 to 64 (59 for women)	Over 17	None	14 and over
Denominator for calculating unemployment rates	Civilian labour force	Total employees (employed and unemployed)	Number of workers insured against unemployment	Total number of insured trade union members	No percentage rate is published by France. Table 113 uses total number of employees	Total employees (employed and unemployed)

* The term "included" applies only to unemployed who are registered at an employment office.

Table 1 (continued)

	Ireland*	Italy	Netherlands*	Japan	Canada	United States
Method of collecting unemployment statistics	Compulsory unemployment insurance statistics	Labour force survey	Employment office registration documents	Labour force survey	Labour force survey	Labour force survey
Special classes—whether included in unemployment statistics						
1 Unemployed but temporarily sick	Excluded	Excluded	Excluded	Excluded	Included	Included
2 Adult students seeking work	Excluded (except for a few who qualify for benefit)	Included	Included if seeking work of at least 30 hours a week	Included	Included only if seeking part-time work	Included
3 Temporarily suspended from work	Included	Excluded	Included only if unemployed the whole week due to economic factors	Excluded	Included only if suspension has lasted 26 weeks or less	Included
4 People who have not actively sought work during a specified period	Included	Excluded	Included	Excluded	Excluded unless temporarily suspended or has a job to start within 4 weeks	Excluded
5 Unemployed people not insured under state or trade union social security scheme	Excluded	Included	Included	Included	Included	Included
6 First job seekers	Excluded	Included	Included	Included	Included	Included
7 Specific occupations and industries that are excluded	Civil servants, pensionable teachers, and most permanent employees of local and public authorities	None	Public servants	None	None	None
8 Former self-employed (seeking work as employee)	Excluded	Included	Included	Included	Included	Included
9 People returning to employment after period of inactivity	Excluded	Included	Included	Included	Included	Included if specific efforts have been made to find a job during the last 4 weeks
10 Unemployed people excluded from count because special state payments are made	None	None	None	None	None	None
11 People employed part-time but included in the unemployed	A few part-time farmers who have had insurable employment	None	None	None	None	None
Age limits	16 to 67	14 and over	14 (males) 15 (females) to 64	15 and over	15 and over	16 and over
Denominator for calculating unemployment rates	Number of insured people excluding those employed in agriculture, fishing and private domestic service	Civilian labour force (includes a small number of military personnel not resident in military barracks)	Total employees (employed and unemployed)	Civilian labour force	Civilian labour force	Civilian labour force

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tion, satisfaction of which is necessary if anyone is to be included in the unemployment total in the USA.

Figures on US basis

Results were published most recently in the *Monthly Labor Review* of June 1975. More recent unpublished figures have been supplied by the Bureau of Labor Statistics and are reproduced in table 2.

These results, particularly those for the most recent year or two, are subject to heavy revision as more information becomes available. (It should be noted that the BLS calculates the French "published" unemployment rate using the civilian labour force as denominator, whereas the Department of Employment in compiling the figures in table 113 uses the number of employees, excluding the self-employed).

The main changes emerging from this analysis are that the French rate is considerably increased on conversion to a US basis (on the BLS definition—the increase would not be so great for table 113 in the *Gazette*, where a different denominator is used in calculating the rate); the British and Italian rates increased, but not by so much, and the German rate decreased.

Though more refined, the BLS calculations for Great Britain are not very different from those obtained by using the results of the General Household Survey directly. This

survey asks similar questions to the US household survey (though without the specific job search qualification) and on the ILO definition the results for Great Britain are:

	Great Britain		
	per cent		
	GHS unemployment rate	BLS estimate unemployment rate on US definition	Published unemployment rate (excluding students)
1971	3.9	3.8	3.4
1972	4.2	4.2	3.7
1973	3.2	2.9	2.6
1974		2.9	2.6
1975		4.9	4.1

The method of calculating the GHS unemployment rate is shown in the Annex. The figures indicate that on an international definition the unemployment rate for Great Britain would be approximately half a percentage point higher than the official published rate.

Some work has also been done in the Department of Employment to investigate the conversion of rates in other countries to a United Kingdom basis. (This cannot be derived directly from the BLS figures quoted above: for example, the proportions of unemployed sick who have to be added to the UK

Table 2 Unemployment on the United States definition per cent

	United States	Canada	Japan	France	Germany	Great Britain*	Italy	Sweden
Unemployment rate as published								
1970	4.9	5.7	1.2	1.7	0.7	2.5	3.2	1.5
1971	5.9	6.2	1.2	2.1	0.8	3.4	3.2	2.5
1972	5.6	6.3	1.4	2.3	1.1	3.7	3.7	2.7
1973	4.9	5.6	1.3	2.1	1.2	2.6	3.5	2.5
1974	5.6	5.4	1.4	2.4	2.6	2.6	2.9	2.0
1975	8.5	6.9	1.9	3.9	4.8	4.1	3.3	1.6
Unemployment rate adjusted to US concepts								
1970	4.9	5.7	1.2	2.8	0.5	3.0	3.5	1.5
1971	5.9	6.2	1.3	3.0	0.7	3.8	3.5	2.6
1972	5.6	6.3	1.4	3.0	0.9	4.2	4.0	2.7
1973	4.9	5.6	1.3	2.9	1.0	2.9	3.8	2.5
1974	5.6	5.4	1.4	3.1	2.1	2.9	3.1	2.0
1975	8.5	6.9	1.9	4.3	3.9	4.9	3.6	1.6
Seasonally adjusted								
1975								
I	8.1	6.7	1.7	3.9	3.2	3.7	3.2	1.6
II	8.7	7.0	1.8	4.2	4.0	4.5	4.0	1.7
III	8.6	7.1	1.9	4.5	4.4	5.7	3.7	1.6
IV	8.5	7.1	2.2	4.7	4.3	6.0	3.9	1.7
1976								
I	7.6	6.8		4.8	4.0	6.2	3.6	1.6

* Excluding adult students registered for vacation employment. Source—figures supplied by the US Bureau of Labor Statistics.

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figures to convert to the US basis, and subtracted from the US figure to convert to a UK basis, are equal only if sickness rates among the unemployed are equal to the two countries.)

This work is not considered reliable enough to publish in detail. One of the main adjustments is to reduce unemployment among females in other countries by a factor of about two to allow for the fact, as shown by the General Household Survey, that approximately half the unemployed women in this country did not register as unemployed in 1971-73.

The results in qualitative terms for the period of this investigation (1970-1973) do not conflict with the BLS work discussed above; to move to a proper UK comparison:

The German official unemployment rate should be reduced.

The US rate should be reduced (but probably by less than about one percentage point).

The French rate should be marginally increased.

The Italian rate should be increased.

The latest BLS figures suggest that last year the relationship between the measurement of the unemployed rates for France and the United Kingdom has changed, and that, to move to a UK basis for 1975, the French rate may need to be reduced. ■

ANNEX

Unemployment rates from the General Household Survey

	1971*			1972			1973		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Were you working for pay or profit at any time last week—that is the 7 days ending last Sunday? If not even though you were not working did you have a job which you were away from last week?	9,576	5,822	15,398	8,854	5,587	14,441	8,998	5,749	14,747
Last week were you:									
waiting to take up a job which you had already obtained?	35	47	82	43	53	96	33	35	68
out of employment but looking for work?	304	152	456	341	126	467	240	95	335
or would you have looked for work but for temporary sickness or injury?	52	30	82	49	20	69	46	33	79
TOTAL UNEMPLOYED	391	229	620	433	199	632	319	163	482
TOTAL WORKING POPULATION	9,967	6,051	16,018	9,287	5,786	15,073	9,317	5,912	15,229
PERCENTAGE RATE UNEMPLOYED	3.9	3.8	3.9	4.7	3.4	4.2	3.4	2.8	3.2

* The first question in 1971 was slightly different from the questions in 1972 and 1973. It was "Did you have a job or business at any time last week, i.e. the seven days ending last Sunday?"

Manpower planning

Surveying the local labour market

A case study in the health service

This article describes a local labour market survey carried out in 1973 by officers of the Wessex regional hospital board*. The survey was the subject of a talk given by Mr M. J. Nelson, district personnel officer, Southampton and South West Hampshire health district (teaching) at the Manpower Society conference in April 1976.

SINCE 1973 when the survey was undertaken, the economic situation has changed and has not only affected the entire hospital building programme but also the supply of labour, which is now generally easier. Also the recent introduction of the NHS planning system is designed to secure the most appropriate balance of services for particular localities, taking into account the manpower, revenue and capital resources likely to be available and the declared priorities of Ministers.

In 1973, modern district general hospitals usually served populations of up to 200,000 and required some 2,000 to 3,000 staff. To function adequately such hospitals require medical, nursing, professional and technical staff, such as radiographers and laboratory technicians, porters, catering, domestic and other ancillary workers, and administrators and clerical staff. Such a work force contains people with a wide variety of skills and experience, from medical staff, who require lengthy training, to unskilled labourers. Hospital staff are inter-dependent and inability to obtain any particular group can jeopardise the functioning of that hospital. Some staff, medical and senior nursing, for instance, can be recruited on a national scale, but the majority, including certain skilled and semi-skilled people are recruited from the local labour market. In the planning stage of any new hospital, therefore, local labour market intelligence is essential in order to assess the medium and long-term prospects of staffing it adequately; surveys of the type described in this article are a helpful manpower planning tool.

Terms of reference

In the East Dorset study, a small survey team (two people for much of the time, and never more than three) was given the job of gathering together quickly as much manpower information as could be assembled within the short period of the two months available—October and November, 1973. Their terms of reference were broadly:

- 1 To describe the work force already employed in the hospital service in the area, its sources of recruitment and areas of residence.
- 2 To examine the area's total labour market in terms of size, type and future developments.
- 3 to examine the changing demands for labour in the area, such as those caused by industrial developments;
- 4 To make recommendations on personnel policies in the light of the information assembled.

Method

For the most part, analyses were by five main areas—Bournemouth, Poole, Christchurch, Wimborne and Purbeck—but they extended to Wareham and Swanage in making some comparisons.

Two approaches were used:

- 1 An examination was made of the existing labour market and population in terms of (a) statistics and (b) informed opinions; for example, those of local representatives of the Department of Employment, and several personnel managers.
- 2 A profile of existing hospital staff was obtained by using information from the hospital personnel records and by an analysis of staff addresses. Each address was coded to either a ward or a parish by local authority area. The resulting data gave such information as the proportion of the working population being attracted to hospital work and the travel-to-work patterns of hospital staff.

In addition, the local authorities' housing and industrial development plans were examined, and information was gathered about developments which were subject to overall government economic policy. Visits were made and discussions held with Department of Trade and Industry, and Department of Employment officials as well as with industrial companies and the local planning authorities.

* As a result of the re-organisation of the National Health Service on April 1, 1974, regional health authorities assumed responsibility for the services previously provided by hospital authorities and executive councils, and the personal health services of local health authorities.

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In all, the people consulted were: personnel officers and others working in the National Health Service; trade union representatives; various consumer bodies; Department of Employment and careers advisory service representatives; local government planning officers and Department of Trade and Industry officers; local transport organisations.

The population

An analysis using the 1971 census of population figures showed that throughout East Dorset the proportion of those of working age (that is, men aged 15-65 years, women aged 15-60 years) was well below the national average—See table 1. It was particularly so in Bournemouth and Christchurch where there was a high proportion of elderly women. Since the elderly tend to make rather heavy demands on the health services, the low proportion of people of working age in the population who are available as potential workers to meet such demands presents, to some extent, a labour market problem in itself.

On the other hand, in Bournemouth, Poole and Christchurch, the economic activity rate of married women in the working age group was higher than the national average. And it was felt that there was probably some potential for even more of this group to be attracted to work.

In the rest of the area the economic activity of married women was well below the national average. Representatives consulted at the Department of Employment pointed out that this might mean that in the more remote rural areas there might well be reserves which could be tapped if only

transport were available—in particular there were the wives of soldiers stationed at Blandford and Bovington.

Over 50 per cent of the staff in the hospital services generally are married women, many of them part-time workers. It was felt particularly important that the possibility of attracting more married women to work should be thoroughly examined.

Another possible source of recruits thought worth considering was seen in the number of men aged 60 to 65 years. Having retired from their career employment, they had been attracted to live in East Dorset, and many of them might still be willing to take work (part-time or full-time) if it were available; for example, as ancillary staff.

Expected population growth

The population growth expected in East Dorset as a whole between 1971 and 1981 was about 17 per cent (table 2) with the highest amount of expansion in Poole and Wimborne. It was thought that much of Poole's expansion was likely to be taken up by the demands of additional manufacturing industry, but the Wimborne expansion, given the availability of travel facilities, might be found to be of benefit in hospital staffing.

Turning from the population generally to those who were employed as hospital staff, it was found that they formed 2.4 per cent of the economically active population, most of them female—fewer than 1 per cent of economically active men were working in hospitals, compared with 5.5 per cent of women (see table 2).

Table 1 East Dorset population by age

Area	Sex	Age (1971 census of population)			
		0-14 years per cent	15-retirement age* per cent	Retired* per cent	Total (100 per cent) number
Bournemouth	M	18	62	20	67,669
	F	14	47	38	86,203
	Total	16	54	30	153,872
Poole	M	24	62	14	50,560
	F	20	52	28	56,591
	Total	21	57	22	107,151
Christchurch	M	20	60	20	15,927
	F	17	49	34	18,616
	Total	18	54	28	34,543
Wimborne	M	23	59	18	24,609
	F	20	50	30	26,874
	Total	21	55	24	51,483
Purbeck	M	25	61	14	17,635
	F	22	52	26	19,055
	Total	24	56	20	36,690
Area total	M	21	61	18	176,400
	F	17	50	33	207,339
	Total	19	55	26	383,739
England and Wales	M	26	64	10	23,623,670
	F	23	55	22	24,980,280
	Total	24	60	16	48,603,950

|| females—15-60 years
males —15-65 years

† females—over 60 years
males —over 65 years

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Table 2 Hospitals' share of total working population

Area	Number of hospital staff as a percentage of the economically active population† (aged 15 years-retirement)										Percentage increases expected in population in the area 1971-1981	
	Males					Females						Total
	Single		Married		Total	Single		Married		Total		
	No.	Rate per cent	No.	Rate per cent		No.	Rate per cent	No.	Rate per cent			No.	Rate per cent	Per cent
Bournemouth	307	0.8	418	4.4	593	4.5	1,011	4.5	1,318	2.2	10.5	
Poole	175	0.6	434	7.6	659	6.5	1,093	6.9	1,268	2.8	21.3	
Christchurch	64	0.8	113	5.9	243	7.8	356	7.1	420	3.1	15.9	
Wimborne	60	0.5	111	5.1	252	6.2	363	5.8	423	2.2	24.3	
Purbeck	23	0.2	36	2.3	136	4.6	172	3.8	195	1.4	18.3	
Total	629	0.6	1,112	5.3	1,883	5.6	2,995	5.5	3,624	2.4	16.6	

Date sources: * Hospital payrolls
† 1971 census of population

In Christchurch the proportion working in hospitals was already quite high (table 2) and it was not thought that the expected increase in population would be sufficient to allow for much expansion in the number of hospital staff there. Purbeck, with its low level of hospital workers and a fairly low industrial expansion, was, however, considered a reasonable prospect as a recruitment area.

Poole hospital was thought to have attracted a high proportion of young single women (7.6 per cent) mainly because of its image as a new hospital, while the low proportion of both married and single women who worked in hospitals in Bournemouth was seen to reflect the considerable competition from the large amount of service industries (particularly hotels) in the town. The remoteness of Purbeck from existing large hospitals was considered likely to be the reason for the low proportion (3.8) per cent of its population working as hospital staff.

If the population of an area increases, then it seems reasonable to assume that the demands on its hospital facilities and therefore the number of staff required will increase. As table 3 shows, if the hospitals only maintained their current

Table 3 1981 estimates

Based on levels in table 2, 1981 population, and the economic activity rates from the 1971 census of population.

Area	Forecast of the likely number of hospital workers that could be employed from each area in 1981*					
	Males		Females		Total	
	No.	No.	No.	No.	No.	Percentage increase 1971-81
Bournemouth	343	462	670	1,132	1,475	11.9
Poole	213	527	855	1,382	1,595	25.8
Christchurch	75	131	281	412	487	16.0
Wimborne	75	136	355	491	566	33.8
Purbeck	27	43	182	225	252	29.2
Total	733	1,299	2,343	3,642	4,375	20.7

share of the labour market they would employ 4,000 staff in 1981. It seemed that there might be some difficulty in achieving any substantial increase on this figure, not only in the actual numbers but also in the improved levels of skill required. (As stated in the introduction, this reflects the economic situation at the time the survey was carried out).

Patterns of employment and unemployment

In considering the provision of health care, and in organising staff recruitment campaigns, it is important to have information about the way in which local industries are employing people and the occupations in which local people are working, and also about the pattern of unemployment in the area.

Bournemouth as a holiday resort and major centre for commerce and distribution showed a high concentration of people working in distribution, service industries and catering, whereas in the other areas, particularly in Christchurch and Poole the preponderance of employment was in manufacturing industries (see table 4).

The pattern of unemployment in 1973 (last three columns of table 4) reflected a high demand for female labour (the number of vacancies for women exceeded the number of those unemployed consistently throughout the area). The relatively high level of unemployment among men was largely attributed to the numbers of middle-aged men who had retired to the area in their early 50's onwards.

Industrial and other development plans for East Dorset were expected to provide more diversification of jobs, and higher employment levels generally. In Bournemouth, sizeable office development was planned, and further industrial and commercial activities were expected for Poole, where it seemed probable that the employment capacity would exceed the estimated increase in the work force of the area.

Travelling habits

Staff records, and discussions with personnel staff and the hospital management were the sources that provided most of the information about the staff in post at the time of the

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Table 4 Employment by industry and unemployment in East Dorset

Area	Percentage distribution of total insured population—1971						Unemployment rates at October 10, 1973 percentages		
	Distribu-tion	Catering	Manufac-turing	Services	Construc-tion	Transport	Male	Female	Total
Bournemouth	22.1	11.6	16.5	37.1	4.4	5.5	4.5	0.9	2.7
Poole	10.7	2.9	48.6	20.5	5.9	3.4	2.1	0.4	1.6
Christchurch	7.0	3.8	50.8	30.7	3.4	1.3	3.9	1.2	3.1
Ringwood	12.0	4.6	39.5	34.0	6.0	3.0	7.2	1.2	5.0
Wimborne	11.5	3.6	46.7	32.4	4.2	1.6	4.6	0.4	3.1
Wareham	8.2	4.5	31.0	46.6	8.0	1.7	3.0	0.6	2.0
Swanage	15.2	26.1	8.7	38.6	8.5	2.9			
Great Britain	11.8	φ	41.9	33.5	5.7	7.1	3.2	1.1	2.4

Source: Department of Employment.
Note: φ Catering included under Services for Great Britain.

survey. Travel-to-work patterns, problems of staff shortages and recruitment, and the usual sources of recruitment were the main topics covered.

A survey of the addresses of staff was carried out using a coding system to identify each employee's address by its ward or parish. The proportion of the working population in each district attracted to hospital services was arrived at by comparing data obtained by the coding method with the 1971 census of population figures. Results were examined and considered alongside other information such as the transport facilities for a district, and other employment available in the area.

In comparing the three main population areas, Bournemouth, Poole and Christchurch, Bournemouth was seen to have a lower incidence of hospital staff in residence in the town than either Poole or Christchurch. Further north, the

area around Hampreston, West Moors and St. Leonards had a comparatively high incidence. The main reason for such differences seemed to be the existence, or the lack of other employment which provided competition for labour. Bournemouth hospitals had to compete with office, catering and distributive services for their staff, whereas the St. Leonards area had little other work to offer. Therefore, people worked in the St Leonards hospital or travelled to hospitals in the neighbourhood.

Travel pattern

The way in which people travelled to work at hospitals is illustrated on page 720. It can be seen that about 10 per cent of the hospital workers who lived in Poole travelled to Bournemouth to work and nearly 20 per cent of hospital

Table 5 Travelling distance from work in two hospitals

	Percentage of staff by approximate distance from hospital					
	Under 20 minutes travel		20-30 minutes travel		Over 30 minutes travel	
	RVH*	PGH†	RVH	PGH	RVH	PGH
Professional/managerial‡	50	58	16	10	34	32
Full-time	50	59	15	9	35	32
Part-time	51	54	18	13	31	32
Others‡	70	77	13	8	17	15
Full-time	69	71	14	7	17	22
Part-time	71	82	13	9	16	9
Totals:						
Full-time	59	66	15	7	26	27
Part-time	62	75	15	10	23	15
Grand total	60	69	15	9	25	22

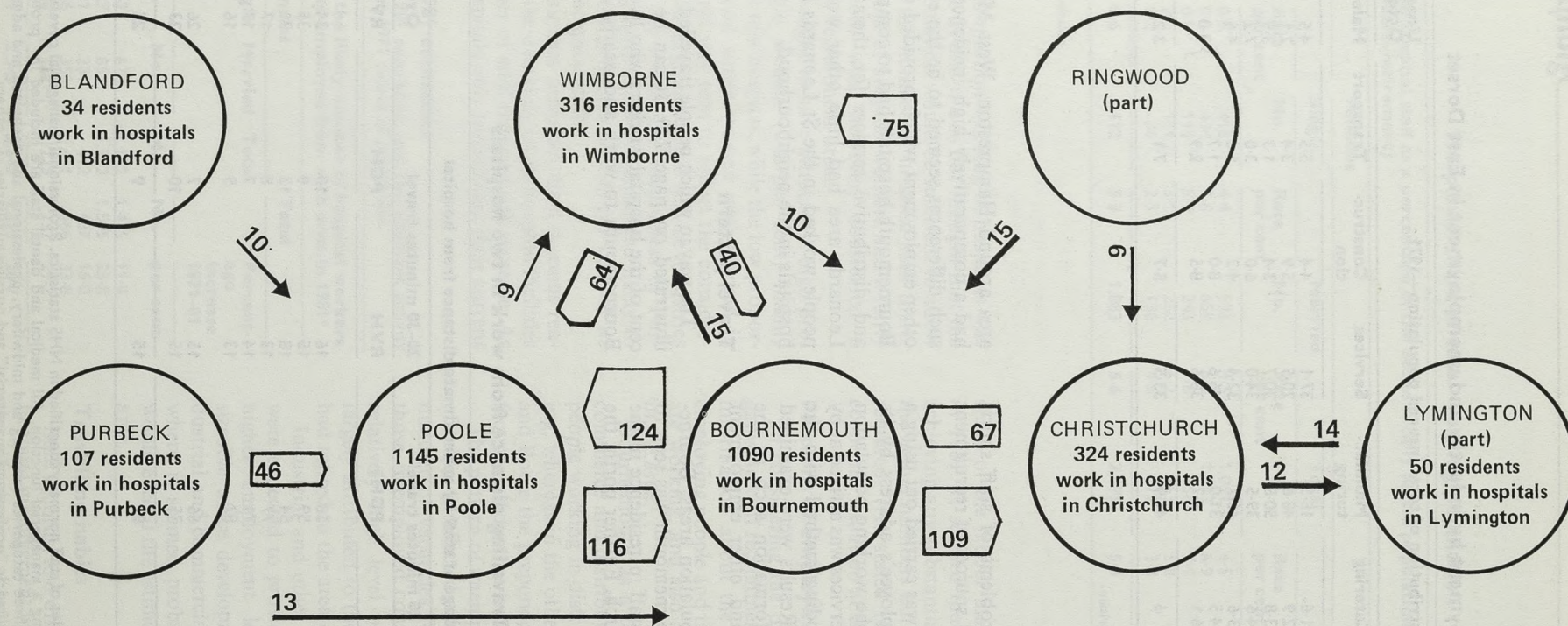
* RVH—Royal Victoria hospital.

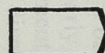
† PGH—Poole general hospital.

‡ These groups cut across the five categories of staff normally identified in NHS statistics. Professional/managerial covers staff with, or being trained for, a professional qualification, or exercising a managerial function. All medical and dental staff are included in "professional/managerial" and all ancillary staff in "others". The remaining three categories (nursing and midwifery, professional and technical, and administrative and clerical) are split; for example, trained nurses were classified as "professional/managerial" and nursing auxiliaries as "others".

Pattern of travel to work

Staff movement between new local authority areas, to work in hospitals, East Dorset district
 Source: Address survey of hospital staff, 1973



 Residents travelling between areas to work. Widths of arrows correspond to numbers of workers and point in general direction of movement.

Note:

Differences between figures here and the totals in table 3 are due to a number of staff who left the pay roll during the survey but before the address survey.

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workers who lived in Bournemouth went to either Poole or Christchurch. The more rural areas were greater exporters than importers of staff.

When the geographical distribution of staff addresses by ward or parish was examined, it was apparent that in the Bournemouth, Poole and Christchurch area the highest levels of "staff incidence" were to be found in the wards in which hospitals were situated—Boscombe West, Old Town and Long Fleet, and Jumpers—where the incidence was shown as being between four and five per cent of the economically active population. Low rates of incidence were clearly indicative of the distance from hospitals and it was felt that, if the distance involved more than a 20-minute bus ride, the cost of travelling would probably make part-time work uneconomical.

Distance not only appeared to have influence on whether full-time, part-time or no work was done, but also it seemed to be evident that the type of employment affected the distance which staff were prepared to travel. Table 5 shows the proportion of staff in three travel distance groups at two hospitals (Royal Victoria hospital and Poole general

hospital) by two employment groups with separate figures for full-time and part-time workers.

This information seems to indicate that recruitment campaigns for particular categories of staff might only be successful within certain boundaries, and that added inducements such as flexible working hours would have to be considered to attract people from outside such boundaries.

Conclusions

Overall, the survey team in its 1973 study expected that the employment situation would be such that it would be fairly difficult to meet demands over the next decade, and that East Dorset hospitals would have to put a great deal of effort into formulating policies aimed to increase their share of the labour market. Female labour in particular was thought likely to be in short supply.

In conclusion, it may be said that the then Wessex Regional Hospital Board considered that this survey provided much extremely valuable information. As a manpower planning exercise it showed how much can be achieved in a limited time, with few resources and using existing information. ■

Manpower planning: "rules of thumb"

The April 1974 *Gazette* contained a summary of some work by H. D. Gibson, analysing voluntary wastage in I.C.I.'s Mond division. A full report on this work has now been published as Manpower Society Report No 3, *Rules of Thumb for Manpower Decisions* by H. D. Gibson. It is available from: The Publicity Manager, Manpower Society, 175 Kneller Road, Twickenham, Middlesex TW2 7DY, price 70p (81p by post). Cheques or postal orders should be made payable to "Manpower Society".

Manpower planning literature

By Clive Purkiss, of the Institute of Manpower Studies

THIS ARTICLE is the first of a series reviewing the literature of manpower planning as it relates to employment in firms and other employing organisations, including central and local government, the armed forces, health, education and so on. It will not try to urge the need for manpower planning. That message was being clearly spelt out in the early 1960s^{1,2} and, although Grindrod³ has found some dissenting voices, it seems now to be the established view.⁴ How it can best be organised has been discussed by Bartlett⁵ and Hardt⁶ and the rationale for the now generally promoted systematic approach to manpower planning is briefly and simply set out in articles by Allen⁷ and Hood.⁸ Changes in the employment situation since these papers were written have not reduced their value, and many of the views they contain were reiterated at a recent conference of senior company executives.⁹

Aim of series

The aim of this series is to point to where those involved with, or responsible for, manpower planning, can get help from the writings of others: help for those who feel it would be useful to have a statement of what manpower planning covers, what sort of approaches can be recommended, what methods and techniques have been proved to be worthwhile, what new methods are being proposed, and what the experiences of those who have practised manpower planning in their own firms have been. The broader aspects only of manpower planning approaches will be covered in this first article. Specific topics will be dealt with in more detail in future articles: labour wastage; the control and estimation of manpower levels; the analysis of manpower supply; the management of information for manpower planning; the employment of qualified staff; and so on.

A large number of papers on manpower planning appeared during the late 1960's. Although this early work has been reviewed in two bibliographies,^{10,11} those references which are still relevant will be mentioned again. Some of these, and other, more recent, papers have been brought together in two collections of readings.^{12,13}

Definition

Manpower planning is practised in many different ways. Broadly it contributes to good manpower management; as circumstances alter, so will the kind of contribution that it makes. An IPM survey⁴ brought out some of the reasons why firms emphasise different facets of their manpower planning. To some, it is the need to reduce manning levels

and thereby manpower costs which receives most attention; to others, it is the problems of getting their recruitment policy right. The emphasis will vary: according to the situation in which a firm finds itself (whether stable, growing or contracting, whether it is undergoing merger, takeover, relocation, a product or process change or other form of reorganisation); according to its product, organisation style and technology; as well as by the current state of the product and labour markets in which it is operating.

The literature of manpower planning itself can be divided into a number of distinct camps: the political or the procedural; the pragmatic or the mathematical. Despite all this, there is some convergence on what manpower planning is.

To most practitioners, it includes balancing the supply with the demand for people. For instance, manpower planning has been called "the integration of manpower policies, practices and procedures so as to achieve the right numbers of the right people in the right jobs at the right time".¹⁴ Slight variations based on this view are common.^{15,16,17,18}

To others, it is the better utilisation of people. Manpower planning "is concerned basically with budgeting for the best use of labour resources, just as the management accountant budgets for the best use of financial resources". This is a point made explicitly elsewhere.^{21,22,24}

An often used definition comes from a Department of Employment booklet: "Manpower planning may be defined as the strategy for the acquisition, utilisation, improvement and preservation of an enterprise's resources".²³ If this is interpreted as including the provision of satisfactory and secure employment for the individual, and properly providing for his development, then this definition is perhaps the widest available. First written in 1968, it is still frequently quoted; it was used to set the theme of a recent book on the subject.²⁵

Context

Decisions taken by managers about employment in the firm often do not require an immediate knowledge of the labour market context in which they are operating. But, in the longer term, some idea is needed of shifts in the population and attitudes to work and their effect on participation in the work force.^{26,27} Changes in the education system²⁸ and, more particularly, in the availability of qualified manpower^{29,30} will affect recruitment policy as will changes in the propensity of people to move geographically and occupationally.³² The *Department of Employ-*

ment Gazette and *Social Trends* are regular sources of information on such changes.

The publications and discussion papers of the Manpower Services Commission and its agencies are likely to be of increasing importance. Some of these^{33,34} set out for discussion intentions and suggestions for future developments in national manpower policy and practice. But since many of these ideas have only just begun to be formulated, much needs to be done before they can be put into practice. The various publications of NEDO cover manpower problems of particular industries and categories of manpower, and information on local labour markets can also be obtained.³⁵ Although there is still a lack of certain kinds of information about the labour market which the personnel planner would like to have, much is now published; the range of material available, together with suggestions for possible additions were fully discussed by a joint working party of the Manpower Society and Department of Employment.³⁶

Approaches

Behind the general agreement on purpose, and however similar the general context, lie differences in emphasis and approach as to how to set about getting useful results from manpower planning. Partly, these differences reflect the personal background of the author, who may, for instance, be a statistician or a personnel specialist) but more commonly they arise from differences in the nature of the problems faced. A major fault of much of the literature is that little guidance is given to the newcomer as to what the problem being described is, and why alternative approaches or techniques would be inappropriate. As a result, the reader cannot easily form his own view of which approach might best suit his own situation.

The commonly recommended approach is pragmatic: estimate future requirements; estimate the number of employees likely to remain in the organisation; decide how to fill the gap between the two estimates. The bare bones of this approach have been neatly set out in several booklets,^{17,21,37} and at greater length in early books on the subject.^{14,21,38,39} Two more recent books from the United States present a similar but more rounded approach,^{40,41} while Bell and Bramham^{24,25} present a fuller treatment of each stage of the process and succeed in not getting involved in too much mathematical detail. Pettman and Tavernier⁴² provide considerable material for the avid user of forms, but the reader will need to adapt these to his own situation.

Studies in defence manpower and related fields are well covered in a series of publications reporting NATO conferences. These conferences did much to promote the study of manpower management and brought together many of those working in this field. The books are wide-ranging, but can certainly not be described as light reading.^{43,44,45} At the other extreme, guidance for the smaller company is provided by such publications as that of the food, drink and tobacco industry training board.⁴⁶ In between various specialist occupations such as those in the local authorities field, health, the distributive industry and so on, are covered

by articles appearing in the relevant trade and professional journals.

The mathematical approaches have been reviewed by Lawrence⁸¹ and a bibliography prepared by Laslett.⁸²

But, so far, the very real problem of bringing together the tremendous variety of tools which the mathematicians have designed in a presentable form readily usable by personnel specialists, has not been dealt with well. Stainer²¹ follows lines subsequently more fully developed by Bell and Bramham. In doing so, he scatters about in the text references to mathematical (and other) techniques, but does not really succeed in integrating the two. Bowey⁴⁷ builds her book round an extended treatment of the measurement of labour wastage, but does not deal in depth with other problems of manpower planning. Both Bell and Bramham^{24,25} include examples of the use of mathematical "models". The mathematical methods used by the Civil Service Department are an exception; they have been well integrated in practice, and the approach it uses is clearly expounded in a forthcoming publication.⁴⁸ Although only the very large organisations could have justified the investment made by the civil service, many can now benefit from its experience.

Methods

Several disciplines contribute in manpower planning—behavioural sciences, mathematics, economics—but none will provide a complete solution.

The manpower planner may be required to look at the content of jobs, the demand for manpower, where improvements in utilisation can be achieved, and relevant processes for selecting the right individual to fill each post. He may need to look at problems of withdrawal from work and of the various facets of recruitment to, loss from, and movement by, promotion or redeployment within the workforce. He must understand how to control the number of people and the use of skills employed in order to balance present and future needs for manpower. Methods for monitoring the performance and "health" of an organisation are essential if progress is to be maintained. There needs to be an appreciation of the major trends in employment—legislative, economic and attitudinal—and familiarity with the industrial relations climate, the overall nature of personnel management and the processes of corporate planning.

The following paragraphs pick out a few of the major articles and reviews covering these various aspects of manpower planning. Further articles in this series will take each subject in greater detail.

Job analysis. Job descriptions provide the building blocks for any comprehensive approach to manpower planning. Many articles and books exist; among others, Boydell⁴⁹ presents a sensible approach to the subject.

Demand analysis. It is often said that manpower demand analysis is the poor relation of manpower planning literature. Considering the considerable volume of articles on the mathematical analysis of manpower supply, this is indeed so; but it is in the nature of this subject that some of the best techniques, relevant as they are to particular

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situations, are not of general applicability. For instance, a statistical analysis of past manning levels on its own would rarely provide a sufficient understanding in order to plan future manning requirements, but trend and time series analysis can help as in Fulton⁵⁰ and Cameron and Nash⁵¹), as can the study of earnings and profitability potential and the use of methods incorporating productivity and other business ratios (as in Eilon, Gold and Soesan⁵²). A variety of ad hoc procedures, useful in the context of the businesses for which they were designed⁵³, are also available, but these are often not amenable to presentation in written form. A number of the articles describing techniques for analysing manpower demand and their application are referred to by Eilon, Gold and Soesan and many others listed by Purkiss⁵⁴, who suggests a framework for their use.

The Individual. Given the demand for jobs to be done, there is a need to know something about the aptitudes of individuals in the work force and the way in which they will respond. Many ways of testing individual skills⁵⁵ and of appraising potential⁵⁶ have been developed. Surveys of attitudes⁵⁷ are becoming more common and, in general, the contribution of the behavioural sciences^{58,59} more accepted.

Withdrawal from work. Individuals may not be available for work because of absenteeism, sickness or resignation. A high incidence of workers absence will affect performance, will need to be considered in calculations of manpower requirements and may indicate a need for corrective measures.⁶⁰ Interesting data on experience of various forms of absence in London Transport⁶¹ and the civil service⁶² are available. Given a stable requirement for manpower, labour wastage, where it occurs, provides the principal driving force which leads to promotion opportunities becoming available and the need for new blood to be recruited. Many writers and most practitioners emphasise the need to understand and provide for this.

The phenomena have been described from many points of view, including those of the behavioural scientist,⁶³ the academic manpower analyst⁴⁷ and the mathematician.⁶⁴ A comprehensive and valuable treatment of the extensive literature on labour turnover will become available next year.⁶⁵

The internal labour market: To get an overall impression of the nature of employment in the firm so that people can be fitted to relevant jobs, the manpower planner draws up a simple representation of the operation of the firm's "manpower system". The system is described in terms of the numbers and kinds of people employed and the movements between jobs engendered by decisions to recruit, promote, redeploy or lay off staff. Such decisions are consequent on the need to replace staff, to allow for expansion or contraction of the business, or to provide for succession; and to provide for individual workers' development and gaining of experience.

Bartholomew⁶⁶ has set out the principal characteristics of the manpower system for the purposes of manpower planning. He and others have on a number of occasions described the statistical approaches relevant to the analysis of

movements within such a system. An introduction to these is contained in Smith,⁶⁷ a most readable and useful companion to which is provided by Hopes.⁶⁸ More detailed treatment is given in the civil service study⁴⁸ and by Bartholomew and Forbes.⁶⁶

This approach (of "modelling" the manpower system) is deliberately simple: it aims to examine what manpower policies might be followed in order to maintain a balance in numbers between the supply of, and requirements for, manpower. Obviously, it is necessary to have a wider understanding of the nature of employment in the firm. The personnel man will do much of this intuitively but, for a more formal approach, economists use the term "internal labour market" to describe the rules and structures which formalise management policies, traditional practices and the results of negotiations between management and unions.⁶⁹ Since these rules constrain the policy options open to management, approaches are now being developed which allow the effect of changes in such rules to be explored, in an ordered way, in terms of their manpower planning implications.

Manpower control. How manpower control is best effected will vary with circumstances; it may concentrate on headcount, manpower costs or performance. Productivity measures⁵² can be relevant, although simpler approaches are more often used^{25,42,70}. Developments are much needed here, and the possibilities need to be explored for working out practical methods of developing policies which allow both manning levels and manpower flows (recruitment, and so on) to be controlled simultaneously. This is especially so, when many of the forecasts on which manpower planners must base their decisions are subject to uncertainty.⁷¹

Monitoring. Once manpower planning becomes routine, once the initial problems are resolved, procedures are needed to examine the effectiveness of existing policies and indicate when new initiatives should be taken. In broad terms, Odiorne⁷² has proposed a number of ways of checking performance in the personnel function. More specifically firms will want to monitor manpower costs⁷³ as well as manpower levels, productivity, recruitment, absenteeism and so on. Comparative data can help in this respect. The *DE Gazette* is a source of national labour statistics; the British Institute of Management and others provide comparative salary and other data; Wood⁷⁴ is a source of data on productivity ratios and the Institute of Manpower Studies⁷⁵ on recruitment performance and labour wastage. Many other organisations provide specialist services to cover particular groups of people.

Organisation of information

If manpower planning is to rise above the subjective, there is a need for ready access to organised, relevant information on the work force. Such information need not be a hotchpotch of statistics but can be organised to relate to decisions within the compass of its user.⁷⁶ For manpower planning purposes, the basic information need not be extensive⁶⁷ and can be relatively inexpensively produced.⁷⁷ Forms for handling data manually can be designed⁴² but,

for the larger organisation, computerisation will almost certainly be advantageous.⁷⁸

Practice

It has been said earlier in this article that practices in manpower planning will vary according to the kind and circumstances of the firm. Where the emphasis is most usefully placed can be brought out by study of the experiences of others, although unfortunately there is little documented. A major study of forecasting practices in 69 U.S. companies, although dated, provides interesting contrast.⁷⁹ Bramham²⁵ draws on his experience in British Gas and, in addition to the civil service,⁴⁸ others have written about practice in major organisations.⁹ The views expressed in the last are those of senior managers and practising personnel people, but they accord well with those put forward by people with a trade union responsibility, such as the secretary of the National Whitley Council (Staff Side)⁸⁰ and others.⁴

A selection

This review has been selective; a more complete coverage of the literature should emerge from future articles. For the practising manpower planner, reading time is limited and so here is a suggested short list—a very personal selection.

Either Bell²⁴ or Bramham²⁵ provides a useful starting point on the methods of manpower planning, particularly if balanced by the more relaxing Burack.⁴¹ For a quick sortie into the whole field, the Department of Employment

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booklet²³ still serves. The views expressed by senior company executives in *Company Manpower Planning in Perspective*⁹ will stimulate, and are neatly counterbalanced in Thakur⁴ by those of the trade unions.

A simple feel for how to handle the numbers can be got from Smith⁶⁷ and the mathematician can look at what the civil service achieve.⁴⁸ A *Gazette* article⁷⁷ suggests how one can get off the ground in this rapidly growing field.

The role of the behavioural scientist is described in Sills.⁵⁸ If the focus is productivity, Eilon, Gold and Soesan⁵² help to set the scene, and more generally the uncertain field of manpower demand analysis is explored by Purkiss.⁵⁴ The BACIE paper²⁰ reassures us that something simple will often suffice, and the writings of Smith⁶⁷ always make enjoyable reading for those seeking a well rounded approach to the subject. From time to time useful articles appear in the journals sponsored by the IPM, *Personnel Management* and *Personnel Review*. Occasional issues of the latter are devoted almost exclusively to manpower planning, as is that for July 1976. The *Department of Employment Gazette* also provides a regular source of comment and articles on manpower planning.

As experience is gained, manpower planning is becoming more practical; it has become very relevant to many important current issues. Case studies are now being made, by a number of organisations, of some key manpower issues. Reports of these when they appear should provide both interesting reading and a way of validating and evaluating the various methods and techniques put forward in the existing literature. ■

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Annual census of employment results for June 1975

THE RESULTS of the census of employment held in Great Britain in June 1975 are now available. These annual censuses were introduced when it became necessary to establish a new system for obtaining employment statistics, before the withdrawal of national insurance cards for employees in 1975. The annual figures, provided by the censuses, are now supplemented by a new quarterly series of employment statistics, which started in June 1974.

The census results for June 1975 show that the total number of employees in employment in Great Britain was 22,213,000, made up of 13,240,000 male workers (12,542,000 working full-time and 697,000 part-time) and 8,973,000 female workers (5,422,000 working full-time and 3,551,000 part-time). Overall there was a decrease of 84,000 compared with June 1974. There were, however, marked differences between the changes for male and female workers and for full-time and part-time workers. The number of male employees in employment fell by 124,000 whereas the number of females rose by 39,000. The numbers working full-time fell by 223,000 (—132,000 males and —90,000 females) while the numbers of part-time workers rose by 138,000 (+ 9,000 males and +130,000 females). Table 1 shows the comparable movements since 1971.

Table 1
Employees in employment in Great Britain
THOUSANDS

	Numbers at June 1971	Changes since the previous June				Numbers at June 1975
		1972	1973	1974	1975	
Males						
Full-time	12,840	-121	+ 94	-138	-132	12,542
Part-time	584	+ 16	+ 65	+ 24	+ 9	697
Total	13,424	-106	+159	-114	-124	13,240
Females						
Full-time	5,468	- 14	+ 88	- 29	- 90	5,422
Part-time	2,757	+120	+286	+258	+130	3,551
Total	8,224	+107	+374	+229	+ 39	8,973
Total	21,648	+ 1	+533	+114	- 84	22,213

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

It will be seen that the pattern of change between 1974 and 1975 was similar to that in the previous 12 months. In the later year, however, there was a sharper decrease in the number of females working full-time and a smaller rise in those working part-time. The changes in male employment between 1974 and 1975 were very similar to those in the previous year.

The main changes shown by the census, and described in the preceding paragraphs are, with some exceptions, generally similar, in character and order of magnitude to those indicated by the quarterly employment inquiry. The latter, however, being on a sample basis, and not being able to identify comprehensively "births" and "deaths" of establishments, is inevitably liable to be less accurate than the census, and it is, of course, a major purpose of the

census to bring into line, once a year, the provisional and estimated picture provided by the quarterly sample results. Plans for the revision of the latter are described at the end of this article.

The industrial analyses

The census results are analysed according to the Standard Industrial Classification (1968 edition). A broad analysis by industry group is given in table 2, while the detailed tables 3 and 4 on pages 728 to 733 show the numbers employed at June 1975, and the changes compared with June 1974, for Minimum List Headings (MLHs) of the Classification.

Both the results for June 1975 and the changes compared with previous years have been affected by the reclassification of some local authority establishments. When the results of the June 1974 census were published (in the *Gazette* for June 1975, pages 522 to 528) mention was made of the problems encountered in analysing the local authority figures by activity (industry) and local area, following the 1974 local government re-organisation. These problems could not be resolved completely, but the best estimates possible were made for the analyses by activity (industry) for Great Britain and the regions. The chief problems, however, arose in allocating local authority employees to the areas used for the department's local employment estimates (in general, employment office areas) and figures for these areas could not be published for 1974.

In the 1975 census, more detailed information about local authority employment was obtained and hence a better allocation of employees, both by industry and local area was possible. The consequent industrial reclassifications would affect, to some extent, the employment estimates for most industries and services where local authority employees are engaged. Precise estimates of the changes cannot be made, but one Minimum List Heading particularly affected was local government service (MLH 906). A very approximate estimate would suggest that around 30,000 employees, who were classified in 1974 to this general heading were, in 1975, reclassified to other industries and services. These would include a number reclassified to the miscellaneous services group (including welfare services (part of MLH 899)) and to construction (MLH 500).

When considering the changes for particular industries, account must be taken of the reclassifications mentioned in the previous paragraphs.

In manufacturing industries there was a decrease of 371,000 compared with a rise of 41,000 between 1973 and 1974. In the index of production industries as a whole (comprising mining and quarrying, manufacturing construction and gas, electricity and water) the fall was 379,000. There was a small increase, of about 3,000, in the numbers employed in mining and quarrying, compared with decreases of about 14,000 to 16,000 in each of the previous three years.

Most industry Orders in the services sector showed an increase in employment. An exception was the Order insurance, banking, finance and business services, where there was a fall of 13,000 between 1974 and 1975 compared with increases in the three previous years; and in the distributive trades there was only a very small increase of just over 2,000. Professional and scientific services, however, showed a rise of 180,000, the highest yearly increase since the current series began in 1971. This rise was principally in education (+83,000) and the health services (+88,000). The changes since June 1974 in miscellaneous services and public administration are particularly affected by the reclassification mentioned above.

The estimates for agriculture shown in the tables are obtained from the agricultural censuses, and not the census of employment, and are supplied to the Department of Employment by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland.

(continued on page 730)

Table 3 Employees in employment in Great Britain at June 1975

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
Total, all industries and services†	12,542	697	13,240	5,422	3,551	8,973	22,213
Total, Index of Production industries	6,858.1	92.9	6,951.0	1,773.7	575.1	2,348.8	9,299.8
Total, all manufacturing industries	5,083.1	79.5	5,162.6	1,647.1	524.0	2,171.2	7,333.8
Agriculture, forestry, fishing‡	256.2	31.0	287.2	57.5	43.1	100.6	387.8
Agriculture and horticulture‡	236.4	30.5	266.9	56.4	42.3	98.7	365.6
Forestry	11.2	0.2	11.4	1.0	0.6	1.6	12.9
Fishing	8.6	0.3	8.9	0.2	0.2	0.3	9.2
Mining and quarrying	335.3	0.5	335.8	10.9	3.0	13.9	349.7
Coal mining	293.3	0.2	293.4	7.4	2.3	9.7	303.1
Stone and slate quarrying and mining	15.5	0.1	15.6	0.9	0.3	1.2	16.8
Chalk, clay, sand and gravel extraction	16.6	0.2	16.8	1.6	0.4	2.0	18.8
Petroleum and natural gas	4.6	—	4.7	0.8	—	0.8	5.4
Other mining and quarrying	5.3	—	5.3	0.3	—	0.3	5.6
Food, drink and tobacco	408.8	10.6	419.4	183.4	98.5	281.9	701.3
Grain milling	16.9	0.3	17.1	3.9	0.9	4.7	21.9
Bread and flour confectionery	62.3	4.3	66.6	19.8	18.9	38.7	105.3
Biscuits	16.2	0.2	16.5	13.0	13.0	26.1	42.6
Bacon curing, meat and fish products	52.5	1.9	54.3	31.3	18.0	49.3	103.6
Milk and milk products	43.1	0.9	44.0	12.7	3.8	16.5	60.5
Sugar	9.0	—	9.0	2.3	0.5	2.8	11.8
Cocoa, chocolate and sugar confectionery	30.3	0.4	30.7	18.3	17.7	36.0	66.7
Fruit and vegetable products	27.8	0.4	28.2	22.3	10.0	32.3	60.5
Animal and poultry foods	20.4	0.4	20.7	3.6	1.0	4.9	25.6
Vegetable and animal oils and fats	5.8	0.1	5.8	1.0	0.3	1.4	7.2
Food industries not elsewhere specified	19.0	0.3	19.2	9.6	4.6	14.2	33.4
Brewing and malting	55.5	0.4	55.9	10.9	2.2	13.1	69.0
Soft drinks	15.8	0.8	16.6	7.1	2.9	10.0	26.6
Other drink industries	19.4	0.1	19.5	11.7	1.3	13.0	32.6
Tobacco	15.0	—	15.0	15.8	3.2	19.0	34.0
Coal and petroleum products	35.0	0.1	35.1	3.5	0.7	4.2	39.4
Coke ovens and manufactured fuel	11.6	—	11.6	0.4	0.1	0.6	12.2
Mineral oil refining	17.8	—	17.8	1.9	0.3	2.1	20.0
Lubricating oils and greases	5.6	0.1	5.7	1.2	0.3	1.5	7.2
Chemicals and allied industries	301.9	2.5	304.4	96.4	27.3	123.7	428.1
General chemicals	110.8	0.4	111.2	17.6	4.5	22.1	133.4
Pharmaceutical chemicals and preparations	41.1	0.4	41.5	26.5	8.1	34.6	76.1
Toilet preparations	8.7	0.2	8.9	11.8	3.0	14.8	26.9
Paint	18.9	0.4	19.3	5.8	1.9	7.6	16.6
Soap and detergents	10.2	0.1	10.3	4.4	1.8	6.3	14.9
Synthetic resins and plastics materials and synthetic rubber	41.4	0.3	41.8	6.2	1.7	7.9	49.7
Dyes and pigments	19.2	0.1	19.3	2.9	0.6	3.5	22.8
Fertilisers	10.3	0.1	10.3	1.3	0.3	1.6	12.0
Other chemical industries	41.2	0.5	41.7	19.9	5.4	25.3	67.0
Metal manufacture	440.8	2.6	443.4	45.5	11.9	57.4	500.8
Iron and steel (general)	224.8	0.5	225.4	18.1	3.4	21.5	246.9
Steel tubes	45.4	0.3	45.6	5.5	1.9	7.3	53.0
Iron castings, etc	75.0	0.9	75.9	6.4	1.7	8.1	84.0
Aluminium and aluminium alloys	42.2	0.3	42.5	5.9	1.7	7.6	50.1
Copper, brass and other copper alloys	35.4	0.4	35.8	6.1	2.4	8.5	44.3
Other base metals	18.0	0.2	18.1	3.5	0.9	4.4	22.5
Mechanical engineering	792.0	8.8	800.8	116.3	31.7	148.0	948.8
Agricultural machinery (except tractors)	25.2	0.4	25.7	3.1	0.7	3.8	29.5
Metal-working machine tools	56.6	0.5	57.2	7.2	2.3	9.5	66.6
Pumps, valves and compressors	69.3	0.6	70.0	12.3	2.7	15.0	85.0
Industrial engines	22.6	0.1	22.7	3.4	0.5	3.9	26.6
Textile machinery and accessories	26.3	0.4	26.7	3.9	1.0	4.9	31.6
Construction and earth-moving equipment	35.3	0.2	35.5	3.8	0.7	4.5	40.0
Mechanical handling equipment	52.9	0.5	53.4	6.1	2.2	8.3	61.7
Office machinery	18.1	0.1	18.2	6.3	0.9	7.2	25.4
Other machinery	182.7	2.2	184.8	28.3	8.1	36.5	221.3
Industrial (including process) plant and steelwork	146.6	1.3	147.9	13.5	3.7	17.2	165.0
Ordnance and small arms	16.0	0.1	16.0	3.4	0.9	4.3	20.3
Other mechanical engineering not elsewhere specified	140.3	2.5	142.8	25.0	8.0	33.0	175.8

Table 2 Employees in employment in Great Britain

Standard Industrial Classification 1968	Numbers at June 1971	Changes since the previous June				Numbers at June 1975
		1972	1973	1974	1975	
Agriculture, forestry and fishing	420.8	- 4.9	+ 5.0	- 17.1	- 16.0	387.8
Mining and quarrying	393.4	- 16.4	- 16.4	- 13.8	+ 2.9	349.7
Manufacturing industries	7,886.3	- 273.0	+ 50.8	+ 41.0	- 371.2	7,333.8
Construction	1,221.6	+ 36.6	+ 79.7	- 48.2	- 16.4	1,273.3
Gas, electricity and water	368.5	- 21.4	- 11.7	+ 1.6	+ 6.0	343.0
Transport and communication	1,544.8	- 24.6	- 18.8	- 18.2	+ 11.6	1,494.7
Distributive trades	2,555.1	+ 32.5	+ 102.9	+ 16.4	+ 2.4	2,709.3
Insurance, banking, finance and business services	962.5	+ 20.2	+ 60.7	+ 57.2	- 13.0	1,087.6
Professional and scientific services	2,915.5	+ 115.4	+ 139.6	+ 113.7	+ 180.3	3,464.6
Miscellaneous services	1,906.4	+ 95.3	+ 111.9	- 25.6	+ 69.2	2,157.1
Public administration and defence	1,473.4	+ 40.5	+ 29.7	+ 7.3	+ 57.4	1,608.3
Total, all industries and services	21,648	+ 1	+ 533	+ 114	- 84	22,213

See note to table 1.

Table 3 Employees in employment in Great Britain at June 1975 (continued)

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
Instrument engineering	95.3	1.9	97.1	43.0	13.8	56.8	153.9
Photographic and document copying equipment	8.9	0.1	9.0	2.8	0.6	3.4	12.4
Watches and clocks	6.4	—	6.5	6.3	2.0	8.3	14.8
Surgical instruments and appliances	15.4	0.7	16.1	8.2	4.1	12.3	28.4
Scientific and industrial instruments and systems	64.5	1.0	65.5	25.7	7.1	32.8	98.3
Electrical engineering	472.4	4.3	476.7	224.4	66.9	291.3	768.0
Electrical machinery	104.9	0.7	105.6	28.2	6.3	34.6	140.2
Insulated wires and cables	33.1	0.4	33.4	11.0	2.2	13.1	46.6
Telegraph and telephone apparatus and equipment	51.8	0.1	51.9	28.8	6.3	35.1	87.0
Radio and electronic components	60.9	0.9	61.7	48.3	18.4	66.7	128.4
Broadcast receiving and sound reproducing equipment	25.0	0.3	25.3	20.9	8.7	29.6	54.9
Electronic computers	31.6	—	31.7	10.1	1.6	11.6	43.3
Radio, radar and electronic capital goods	63.6	0.6	64.2	19.4	5.6	25.0	89.3
Electric appliances primarily for domestic use	39.0	0.4	39.3	19.4	4.6	23.9	63.3
Other electrical goods	62.6	0.8	63.5	38.4	13.2	51.7	115.1
Shipbuilding and marine engineering	161.0	0.7	161.7	9.7	2.9	12.5	174.3
Vehicles	652.6	2.4	655.1	80.2	12.3	92.5	747.5
Wheeled tractor manufacturing	30.3	—	30.4	2.2	0.3	2.6	32.9
Motor vehicle manufacturing	398.0	1.7	399.7	48.3	7.2	55.5	455.2
Motor cycle, tricycle and pedal cycle manufacturing	9.5	0.2	9.7	0.7	—	0.7	13.0
Aerospace equipment manufacturing and repairing	175.1	0.5	175.6	25.1	3.7	28.8	204.4
Locomotives and railway track equipment	16.4	—	16.4	0.8	0.2	1.0	17.4
Railway carriages and wagons and trams	23.3	—	23.3	1.1	0.2	1.2	24.5
Metal goods not elsewhere specified	379.4	8.5	387.9	113.1	41.2	154.4	542.3
Engineers' small tools and gauges	49.9	0.9	50.9	9.5	3.5	13.0	63.8
Hand tools and implements	12.9	0.4	13.3	5.2	1.6	6.8	20.1
Cutlery, spoons, forks and plated tableware, etc	7.5	0.4	7.9	4.1	1.6	5.8	13.7
Bolts, nuts, screws, rivets, etc	25.2	0.3	25.5	8.8	2.8	11.6	37.1
Wire and wire manufactures	30.2	0.4	30.6	6.7	1.9	8.6	39.2
Cans and metal boxes	16.1	0.1	16.2	7.7	4.9	12.6	28.9
Jewellery and precious metals	13.6	0.4	14.0	5.6	2.0	7.6	21.5
Metal industries not elsewhere specified	224.1	5.3	229.4	65.6	22.9	88.5	317.9
Textiles	262.3	7.0	269.3	175.7	48.8	224.6	493.9
Production of man-made fibres	29.3	—	29.3	4.1	0.6	4.7	34.0
Spinning and doubling on the cotton and flax systems	28.6	0.8	29.5	17.9	5.6	23.5	52.9
Weaving of cotton, linen and man-made fibres	24.2	0.9	25.1	14.8	3.7	18.5	43.6
Woolen and worsted	46.7	1.7	48.4	29.9	9.7	39.6	88.0
Jute	5.1	0.2	5.3	2.3	0.6	2.8	8.1
Rope, twine and net	2.9	0.1	3.1	2.6	0.9	3.5	6.5
Hosiery and other knitted goods	37.2	1.3	38.5	60.7	15.7	76.5	115.0
Lace	1.9	0.1	2.0	1.8	0.6	2.4	4.4
Carpets	24.1	0.3	24.4	10.6	2.4	13.0	37.4
Narrow fabrics (not more than 30 cm wide)	5.5	0.2	5.7	5.3	1.6	6.9	12.6
Made-up textiles	7.0	0.4	7.4	10.8	3.2	14.1	21.5
Textile finishing	31.3	0.7	32.0	9.9	3.1	13.0	45.0
Other textile industries	18.4	0.2	18.6	5.0	1.2	6.2	24.8
Leather, leather goods and fur	22.0	1.1	23.0	13.1	5.1	18.3	41.3
Leather (tanning and dressing) and fellmongery	13.7	0.5	14.2	3.0	1.1	4.1	18.3
Leather goods	6.1	0.4	6.5	8.5	3.3	11.8	18.4
Fur	2.2	0.1	2.3	1.6	0.7	2.3	4.6</

Table 3 Employees in employment in Great Britain at June 1975 (continued)

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females THOUSANDS
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
	Transport and communication	1,205.6	24.2	1,229.8	208.5	56.4		264.9	1,494.7
Railways	210.2	0.4	210.6	15.2	1.3	16.5	227.1
Road passenger transport	179.5	8.3	187.8	28.0	6.2	34.2	222.0
Road haulage contracting for general hire or reward	179.7	4.0	183.7	11.9	6.7	18.6	202.3
Other road haulage	19.2	0.3	19.5	1.6	0.8	2.4	21.9
Sea transport	78.8	0.3	79.1	6.9	1.0	7.9	87.0
Port and inland water transport	66.8	1.1	67.9	3.5	1.2	4.6	72.4
Air transport	56.9	0.2	57.0	19.8	0.6	20.4	77.4
Postal services and telecommunications	321.8	5.1	326.9	83.7	28.0	111.6	438.6
Miscellaneous transport services and storage	92.9	4.4	97.3	38.0	10.7	48.7	146.0
Distributive trades	1,052.7	144.3	1,196.9	751.7	760.7	1,512.4	2,709.3
Wholesale distribution of food and drink	152.7	5.6	158.2	46.5	22.1	68.6	226.8
Wholesale distribution of petroleum products	28.2	0.2	28.3	5.6	0.6	6.2	34.5
Other wholesale distribution	157.1	8.8	165.9	81.0	34.8	115.8	281.7
Retail distribution of food and drink	181.5	40.6	222.1	157.6	229.9	387.5	609.7
Other retail distribution	325.7	82.1	407.8	410.4	451.1	861.5	1,269.3
Dealing in coal, oil, builders' materials, grain and agricultural supplies	81.3	3.6	85.0	20.4	10.9	31.3	116.3
Dealing in other industrial materials and machinery	126.2	3.4	129.6	30.2	11.2	41.4	171.0
Insurance, banking, finance and business services	498.2	31.3	529.6	399.0	159.1	558.1	1,087.6
Insurance	141.9	4.0	145.9	92.2	24.4	116.6	262.5
Banking and bill discounting	141.1	2.6	143.7	147.8	25.9	173.7	317.4
Other financial institutions	47.1	2.0	49.1	43.1	8.9	51.9	101.1
Property owning and managing, etc	37.8	5.4	43.2	23.0	16.2	39.2	82.4
Advertising and market research	17.3	0.5	17.8	10.7	2.2	12.9	30.7
Other business services	65.4	15.9	81.4	55.2	76.8	132.0	213.3
Central offices not allocable elsewhere	47.8	0.8	48.5	26.9	4.9	31.8	80.3
Professional and scientific services	966.2	153.3	1,119.5	1,241.3	1,103.8	2,345.1	3,464.6
Accountancy services	46.0	1.5	47.5	25.5	11.7	37.2	84.7
Education services	456.4	106.3	562.6	552.9	660.7	1,213.6	1,776.2
Legal services	29.3	2.6	32.0	54.8	20.2	75.0	109.0
Medical and dental services	254.0	33.8	287.8	546.5	384.2	930.7	1,218.5
Religious organisations	10.6	6.0	16.6	3.9	8.2	12.1	28.7
Research and development services	81.2	0.7	81.9	23.2	5.9	29.1	111.0
Other professional and scientific services	88.6	2.5	91.1	34.4	12.9	47.4	138.5
Miscellaneous services†	756.2	173.5	929.7	546.4	681.0	1,227.4	2,157.1
Cinemas, theatres, radio, etc	51.0	5.9	56.9	26.1	17.9	44.0	101.0
Sport and other recreations	37.2	15.7	53.0	13.6	22.4	36.0	89.9
Betting and gambling	23.6	11.5	35.1	22.6	35.2	57.8	92.9
Hotels and other residential establishments	86.5	16.2	102.7	87.3	65.5	152.8	255.5
Restaurants, cafes, snack bars	46.4	11.0	57.4	39.2	66.2	105.4	162.8
Public houses	36.9	40.7	77.6	35.0	117.2	152.2	229.8
Clubs	17.0	21.7	38.7	13.7	46.6	60.3	99.0
Catering contractors	14.4	1.8	16.2	32.8	19.8	52.6	68.7
Hairdressing and manure	9.3	0.8	10.1	55.6	24.1	79.7	89.8
Laundries	14.2	1.5	15.8	23.6	17.5	41.1	56.8
Dry cleaning, job dyeing, carpet beating, etc	5.7	0.5	6.2	11.1	9.9	21.0	26.7
Motor repairers, distributors, garage and filling stations	301.7	25.3	327.0	62.7	33.7	96.5	423.5
Repair of boots and shoes	3.0	0.2	3.2	0.8	1.1	1.9	5.1
Other services	109.2	20.7	129.9	122.4	203.9	326.2	456.2
Public administrations‡	947.3	46.6	994.0	443.2	171.1	614.3	1,608.3
National government service§	344.0	4.8	348.7	234.6	28.9	263.5	612.2
Local government service	603.3	41.9	645.2	208.7	142.2	350.8	996.0

Notes: Because the figures have been rounded independently rounded totals may differ from the sum of rounded components. Also the totals include a small number of employees (about 3,300) whose industrial classification could not be ascertained.

See footnote to table 4 about changes in industrial classification.

* Part-time workers are defined as those normally employed for not more than 30 hours per week (excluding main meal breaks and overtime), but for agriculture see footnote †.

† Excludes private domestic service.
‡ The estimates for agriculture are taken from the June censuses of agriculture and exclude a small number of employees of agricultural machinery contractors. It should also be noted that the figures for full-time male and female workers include seasonal and temporary workers and that the definition of part-time is that used in the agricultural censuses.
§ Excluding members of HM Forces.

Regional and local analyses

A summary of the results for the regions of England and for Wales and Scotland is given in table 5. More detailed figures together with analyses for the United Kingdom as a whole will be published shortly. The department expects to provide, in due course, estimates of the numbers employed in local areas at June 1975 in the normal way.

The basis of the figures

Since 1971 the censuses of employment have been the source of the country's main annual employment series, providing detailed statistics covering the whole economy. The only sectors excluded are HM Forces and employment in private domestic service. To avoid duplication of inquiries, the figures for agriculture are taken from the censuses of agriculture. Previously the annual employment statistics were obtained from counts of national insurance cards. The new system was introduced when it was known that the cards for employees were to be discontinued. Both

a census and a card-count were held in 1971 to provide linked figures.

Articles describing the new series were published in the January and August 1973 issues of the *Gazette*. The latter article also gave the results of the 1971 and 1972 censuses and compared the 1971 figures with those obtained in that year from the card-count and the census of population. The results of the 1973 census of employment were published in the May, June and August 1974 issues, and the results of the 1974 census in the June and July 1975 issues of the *Gazette*.

The census of employment is conducted by means of a postal inquiry to employers and relates to a particular date in June. Employers are asked to show the numbers of their employees (males, full-time and part-time; females, full-time and part-time). They are also asked to give these figures separately for each address at which their employees work and to state the business activity carried on at the address. A point to be borne in mind is that employees who

work for more than one employer may be counted more than once, and consequently the census of employment might be expected to give higher figures than other sources in some industries and services where secondary employment is common.

In order to keep the amount of form-filling to a minimum, a full census is held only every third year, the last being in 1973. In intermediate years forms are not sent to those paypoints which had fewer than three employees at the previous full census and which were not part of a larger organisation. There were over 300,000 of these very small paypoints (including some with no employees in 1973) but they covered less than 1.5 per cent of the total number of employees. In compiling the totals for 1975, the assumption was made that the aggregate number of employees in these very small paypoints was the same as in 1973. This assumption

implied that, in aggregate, in respect of these very small paypoints, the factors contributing to change, namely "births", "deaths" and changes in size, offset one another. This same procedure was followed after the full-scale national trial census in 1970. At the next full census in 1973 it was found that the numbers employed by firms with fewer than three employees had in fact remained virtually unchanged.

Even in intermediate years, the census of employment is a major operation, involving the collection of well over half a million returns. A virtually complete response is essential so that accurate measurements can be made not only of the level of employment but also of the changes from one year to the next. The inquiry is therefore conducted under the provisions of the Statistics of Trade Act, 1947 and each year a response rate of 99.9 per cent has been obtained.

(continued on page 733)

Table 4 Employees in employment in Great Britain: changes between June 1974 and June 1975

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females THOUSANDS
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
	Total, all industries and services†	-132	+9	-124	-90	+130		+39	-84
Total, Index of Production industries	-196.3	-5.2	-201.5	-116.5	-60.7	-177.3	-378.8
Total, all manufacturing industries	-182.7	-5.3	-188.0	-120.0	-63.3	-183.2	-371.2
Agriculture, forestry, fishing‡	-9.6	-0.4	-9.9	-6.1	+0.1	-6.0	-16.0
Agriculture and horticulture‡	-8.5	-0.5	-9.0	-6.2	—	-6.2	-15.2
Forestry	-0.4	—	-0.4	+0.1	+0.1	+0.2	-0.2
Fishing	-0.6	+0.1	-0.5	—	—	—	-0.5
Mining and quarrying	+3.1	-0.1	+3.0	-0.1	—	-0.1	+2.9
Coal mining	+3.8	—	+3.8	-0.2	—	-0.2	+3.6
Stone and slate quarrying and mining	-0.6	—	-0.6	-0.1	—	-0.1	-0.8
Chalk, clay, sand and gravel extraction	-0.5	-0.1	-0.6	+0.2	—	+0.2	-0.5
Petroleum and natural gas	+0.7	—	+0.7	+0.1	—	+0.1	+0.8
Other mining and quarrying	-0.2	—	-0.2	-0.1	—	-0.1	-0.2
Food, drink and tobacco	-14.4	-0.6	-14.9	-9.6	-13.9	-23.5	-38.4
Grain milling	-0.3	—	-0.3	—	+0.1	+0.1	-0.2
Bread and flour confectionery	-3.9	—	-3.9	-1.4	-1.1	-2.5	-6.4
Biscuits	+0.8	—	+0.8	-0.2	-1.3	-1.5	-0.7
Bacon curing, meat and fish products	-3.1	-0.4	-3.4	-2.1	-4.1	-6.2	-9.6
Milk and milk products	-0.2	+0.1	-0.1	-0.9	-0.3	-1.2	-1.3
Sugar	-0.1	—	-0.1	—	—	—	-0.1
Cocoa, chocolate and sugar confectionery	-2.3	-0.1	-2.4	-1.8	-4.4	-6.2	-8.6
Fruit and vegetable products	-0.6	—	-0.6	-1.5	-1.4	-2.8	-3.5
Animal and poultry foods	-0.7	—	-0.7	+0.2	—	+0.2	-0.6
Vegetable and animal oils and fats	-0.6	—	-0.6	-0.2	-0.2	-0.3	-0.9
Food industries not elsewhere specified	-0.3	—	-0.3	-0.3	-0.3	-0.6	-1.3
Brewing and malting	-1.5	—	-1.5	-0.1	—	-0.1	-1.5
Soft drinks	-1.5	-0.2	-1.8	-0.4	-0.7	-1.1	-2.9
Other drink industries	-0.5	-0.1	-0.6	-0.6	-0.1	-0.8	-1.4
Tobacco	+0.5	—	+0.5	+0.2	-0.2	—	+0.5
Coal and petroleum products	+0.2	—	+0.2	-0.1	—	-0.2	—
Coke ovens and manufactured fuel	+0.6	—	+0.6	—	—	+0.1	+0.6
Mineral oil refining	-0.2	—	-0.2	-0.1	—	-0.1	-0.3
Lubricating oils and greases	-0.2	—	-0.2	-0.1	—	-0.1	-0.3
Chemicals and allied industries	—	-0.1	-0.1	-1.1	-2.9	-3.9	-4.1
General chemicals	+0.1	—	+0.1	+0.1	+0.1	+0.2	+0.3
Pharmaceutical chemicals and preparations	+0.4	—	+0.4	-0.4	-0.8	-0.4	-0.4
Toilet preparations	-0.6	—	-0.6	-1.3	-1.5	-2.7	-3.4
Paint	-0.1	-0.1	-0.2	-0.2	-0.2	-0.5	-0.7
Soap and detergents	+0.6	—	+0.6	+0.2	-0.1	+0.2	+0.7
Synthetic resins and plastics materials and synthetic rubber	-0.1	—	-0.1	-0.3	-0.3	-0.6	-0.9
Dyestuffs and pigments	-0.4	—	-0.4	-0.1	-0.1	-0.2	-0.6
Fertilisers	+0.4	—	+0.4	-0.1	-0.1	-0.2	+0.3
Other chemical industries	-0.2	—	-0.2	+0.2	-0.8	-0.6	-0.8
Metal manufacture	-4.0	-0.5	-4.5	-0.5	-0.8	-1.3	-5.8
Iron and steel (general)	+1.7	—	+1.7	+1.1	-0.1	+1.0	+2.6
Steel tubes	+1.6	-0.1	+1.5	+0.1	—	+0.1	+1.6
Iron castings, etc	-1.3	-0.3	-1.6	-0.1	—	-0.1	-1.7
Aluminium and aluminium alloys	-2.9	-0.1	-2.9	-0.7	-0.5	-1.2	-4.1
Copper, brass and other copper alloys	-2.7	—	-2.7	-0.9	—	-1.0	-3.7
Other base metals	-0.4	—	-0.4	—	-0.2	-0.2	-0.6
Mechanical engineering	-9.2	+0.3	-8.9	-5.5	-1.4	-7.0	-15.9
Agricultural machinery (except tractors)	-0.4	+0.1	-0.3	+0.1	-0.1	—	+0.5
Metal-working machine tools	-0.1	—	-0.1	-0.1	—	-0.1	-0.2
Pumps, valves and compressors	+0.6	—	+0.6	-0.8	-0.1	-0.9	-0.3
Industrial engines	+1.1	—	+1.2	+0.2	—	+0.2	+1.4
Textile machinery and accessories	-3.1	—	-3.1	-0.3	-0.1	-0.4	-3.6
Construction and earth-moving equipment	+0.3	—	+0.3	+0.1	—	+0.1	+0.4
Mechanical handling equipment	-1.7	—	-1.7	-0.1	+0.6	+0.4	-1.2
Office machinery	-2.6	—	-2.6	-1.1	-1.7	-2.8	-4.3
Other machinery	-6.1	+0.1	-6.1	-1.7	-0.8	-2.4	-8.5
Industrial (including process) plant and steelwork	+3.0	+0.2	+3.2	+0.1	—	+0.1	+3.2
Ordnance and small arms	-0.2	—	-0.2	—	+0.2	+0.2	-0.1
Other mechanical engineering not elsewhere specified	-0.7	-0.1	-0.8	-2.0	-0.5	-2.4	-3.2

Table 4 Employees in employment in Great Britain: changes between June 1974 and June 1975 (continued)

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females THOUSANDS
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
Instrument engineering	-1.5	-0.3	-1.7	-2.3	-0.8	-3.0	-4.7
Photographic and document copying equipment	-0.1	—	-0.2	-0.1	—	-0.1	-0.3
Watches and clocks	+0.3	—	+0.3	-0.1	-0.3	-0.5	-0.5
Surgical instruments and appliances	-0.3	+0.1	-0.2	-0.4	+0.1	-0.3	-0.5
Scientific and industrial instruments and systems	-1.4	-0.3	-1.7	-1.6	-0.5	-2.1	-3.8
Electrical engineering	-15.0	+0.1	-14.9	-23.7	-23.4	-47.1	-62.0
Electrical machinery	+1.3	—	+1.3	-1.7	-2.2	-3.9	-2.6
Insulated wires and cables	+0.2	+0.2	+0.3	+1.1	-0.1	+1.0	+1.3
Telegraph and telephone apparatus and equipment	-2.2	—	-2.2	-1.1	-0.6	-1.7	-2.4
Radio and electronic components	-5.7	-0.1	-5.8	-8.8	-10.3	-19.1	-24.9
Broadcast receiving and sound reproducing equipment	-2.7	—	-2.7	-2.4	-3.5	-5.9	-8.5
Electronic computers	-0.5	-0.1	-0.6	-0.7	—	-0.6	-1.2
Radio, radar and electronic capital goods	+1.7	+0.2	+1.9	+0.7	+0.2	+0.8	+2.7
Electric appliances primarily for domestic use	-5.5	—	-5.5	-1.8	-1.4	-3.1	-8.6
Other electrical goods	-5.9	-0.1	-6.0	-9.1	-5.5	-14.5	-20.5
Shipbuilding and marine engineering	-1.4	+0.1	-1.4	+0.2	+0.3	+0.5	-0.9
Vehicles	-29.8	+0.1	-29.7	-3.8	-2.4	-6.2	-35.9
Wheeled tractor manufacturing	+2.2	—	+2.2	+0.2	—	+0.2	-2.3
Motor vehicle manufacturing	-32.5	—	-32.4	-5.1	-2.0	-7.1	-39.5
Motor cycle, tricycle and pedal cycle manufacturing	-1.0	-0.1	-1.1	+0.2	-0.6	-0.4	-1.5
Aerospace equipment manufacturing and repairing	-0.2	+0.1	-0.1	+0.8	+0.3	+1.1	+1.0
Locomotives and railway track equipment	+1.3	—	+1.3	+0.1	—	+0.1	+1.4
Railway carriages and wagons and trams	+0.4	—	+0.4	—	—	—	+0.4
Metal goods not elsewhere specified	-16.0	-0.8	-16.8	-10.9	-7.2	-18.1	-35.0
Engineers' small tools and gauges	-2.0	—	-2.0	-0.7	—	-0.8	-1.1
Hand tools and implements	-0.4	—	-0.4	-0.6	-0.1	-0.7	-0.6
Cutlery, spoons, forks and plated tableware, etc	-0.1	-0.1	-0.2	-0.3	-0.1	-0.4	-1.0
Bolts, nuts, screws, rivets, etc	-0.8	—	-0.9	-0.6	-0.4	-1.0	-1.8
Wire and wire manufactures	-0.5	-0.1	-0.6	-0.2	-0.3	-0.5	-1.0
Cans and metal boxes	—	-0.1	-0.1	-1.1	-1.4	-2.5	-2.6
Jewellery and precious metals	-0.6	—	-0.6	-0.1	-0.1	-0.2	-0.8
Metal industries not elsewhere specified	-11.5	-0.6	-12.1	-7.4	-4.7	-12.1	-24.2
Textiles	-25.1	-0.9	-26.0	-22.0	-4.1	-26.1	-52.1
Production of man-made fibres	-3.7	—	-3.7	-0.6	-0.4	-1.0	-4.7
Spinning and doubling on the cotton and flax systems	-2.6	-0.1	-2.7	-2.7	-1.1	-3.8	-6.6
Weaving of cotton, linen and man-made fibres	-1.6	—	-1.7	-1.8	—	-1.8	-3.5
Woollen and worsted	-7.0	-0.4	-7.4	-4.2	-1.6	-5.8	-13.1
Jute	-0.7	—	-0.7	-0.5	-0.1	-0.6	-1.3
Rope, twine and net	-0.3	—	-0.3	-0.2	-0.1	-0.3	-0.6
Hosiery and other knitted goods	-3.4	+0.1	-3.3	-7.2	+0.6	-6.6	-9.9
Lace	-0.3	-0.1	-0.4	-0.1	-0.1	-0.2	-0.6
Carpets	-2.6	-0.1	-2.7	-1.8	-0.6	-2.4	-5.1
Narrow fabrics (not more than 30 cm wide)	-0.4	—	-0.5	-0.8	-0.4	-1.2	-1.7
Made-up textiles	-0.3	—	-0.3	-0.8	+0.1	-0.7	-1.0
Textile finishing	-2.8	-0.1	-2.9	-1.6	-0.3	-1.9	-4.8
Other textile industries	+0.6	—	+0.6	+0.2	-0.1	+0.1	+0.7
Leather, leather goods and fur	-0.6	—	-0.6	-0.8	+0.4	-0.4	-1.0
Leather (tanning and dressing) and fellmongery	-0.1	-0.1	-0.2	+0.1	+0.1	+0.1	-0.1
Leather goods	-0.5	+0.1	-0.4	-0.9	+0.2	-0.6	-1.0
Fur	—	—	—	—	—	+0.1	+0.1
Clothing and footwear	-5.8	-0.1	-5.9	-17.2	+1.5	-15.7	-21.5
Weatherproof outerwear	—	—	—	-0.2	+0.3	+0.1	—
Men's and boys' tailored outerwear	-1.2	—	-1.1	-2.5	+0.3	-2.2	-3.3
Women's and girls' tailored outerwear	-0.4	—	-0.4	-1.3	+0.2	-1.0	-1.4
Overalls and men's shirts, underwear, etc	-0.3	—	-0.3	-1.7	-0.2	-1.9	-2.2
Dresses, lingerie, infants' wear, etc	-0.3	-0.1	-0.4	-4.5	+0.8	-3.7	-4.0
Hats, caps and millinery	-0.2	—	-0.2	-0.3	—	-0.4	-1.4
Dress industries not elsewhere specified	-0.4	—	-0.4	-1.2	+0.2	-1.0	-1.4
Footwear	-3.0	-0.1	-3.1	-5.5	-0.1	-5.6	-8.7
Bricks, pottery, glass, cement, etc	-21.2	-0.2	-21.4	-2.7	-0.7	-3.3	-24.7
Bricks, fireclay and refractory goods	-6.0	-0.1	-6.1	-0.2	+0.1	-0.1	-6.2
Pottery	+0.2	—	+0.2	-0.3	-0.3	-0.6	-0.5
Glass	-2.7	—	-2.8	-0.8	+0.3	-0.5	-3.3
Cement	-0.5	—	-0.5	-0.1	—	-0.1	-0.6
Abrasives and building materials, etc not elsewhere specified	-12.1	—	-12.1	-1.4	-0.7	-2.0	-14.1
Timber, furniture, etc	-15.8	-0.2	-16.0	-3.2	+0.2	-3.0	-19.0
Timber	-7.2	-0.2	-7.4	-1.1	—	-1.1	-8.5
Furniture and upholstery	-1.9	+0.3	-1.7	-0.7	-0.1	-0.8	-2.5
Bedding, etc	-0.8	—	-0.8	-0.5	+0.5	-0.1	-0.9
Shop and office fitting	-3.2	-0.1	-3.3	-0.3	—	-0.3	-3.6
Wooden containers and baskets	-1.6	—	-1.7	-0.3	—	-0.3	-2.0
Miscellaneous wood and cork manufactures	-1.1	-0.1	-1.2	-0.3	-0.1	-0.4	-1.6
Paper, printing and publishing	-11.1	-2.0	-13.0	-7.5	-2.6	-10.1	-23.2
Paper and board	-0.5	—	-0.5	-0.3	-0.2	-0.5	-1.0
Packaging products of paper, board and associated materials	-0.8	-0.2	-1.0	-2.4	-2.1	-4.5	-5.5
Manufactured stationery	-0.2	—	-0.2	-0.5	-0.1	-0.6	-0.9
Manufactures of paper and board not elsewhere specified	-0.3	—	-0.3	-0.9	-0.5	-1.5	-1.8
Printing, publishing of newspapers	-5.5	-2.0	-7.5	—	—	—	-7.6
Printing, publishing of periodicals	-2.5	-0.1	-2.6	-0.9	-0.1	-1.0	-3.6
Other printing, publishing, bookbinding, engraving, etc	-1.4	+0.5	-0.9	-2.5	+0.5	-1.9	-2.8
Other manufacturing industries	-12.0	-0.3	-12.3	-9.2	-5.5	-14.7	-27.1
Rubber	-3.2	—	-3.3	-1.6	-0.9	-2.4	-5.7
Linoleum, plastics floor-covering, leathercloth, etc	-1.5	—	-1.5	-0.1	-0.1	-0.2	-1.1
Brushes and brooms	-0.2	—	-0.3	-0.4	-0.4	-0.8	-2.9
Toys, games, children's carriages, and sports equipment	-0.6	—	-0.6	-2.3	—	-2.4	-0.7
Miscellaneous stationers' goods	-0.1	—	-0.2	-0.2	-0.3	-0.5	-1.4
Plastics products not elsewhere specified	-6.4	-0.2	-6.6	-4.2	-3.5	-7.7	-14.3
Miscellaneous manufacturing industries	—	—	—	-0.4	-0.3	-0.7	-0.7
Construction	-18.7	+0.1	-18.6	+0.1	+2.1	+2.1	-16.4
Gas, electricity and water	+2.0	+0.1	+2.1	+3.4	+0.5	+3.9	+6.0
Gas	-4.3	—	-4.2	+1.8	+0.3	+2.0	-2.2
Electricity	-0.4	+0.1	-0.3	+0.8	—	+0.7	+0.4
Water supply	+6.7	—	+6.7	+0.9	+0.2	+1.1	+7.8

Table 4 Employees in employment in Great Britain: changes between June 1974 and June 1975 (continued)

Industry (Standard Industrial Classification 1968)	MALES			FEMALES			TOTAL, Males and Females THOUSANDS
	Full-time	Part-time*	Total	Full-time	Part-time*	Total	
Transport and communication	+7.6	-1.2	+6.3	+2.6	+2.6	+5.3	+11.6
Railways	+7.9	-0.1	+7.8	-0.3	+0.1	-0.2	+7.6
Road passenger transport	+9.0	-0.1	+8.8	+0.9	+0.7	+1.6	+10.4
Road haulage contracting for general hire or reward	-13.9	-0.2	-14.1	-0.2	+0.5	+0.3	-13.8
Other road haulage	+0.2	—	+0.2	-0.1	+0.3	+0.2	+0.4
Sea transport	+0.4	-0.1	+0.3	+0.3	+0.1	+0.4	+0.7
Port and inland water transport	-3.6	-0.1	-3.7	-0.1	+0.1	—	-3.7
Air transport	-0.3	—	-0.3	-0.2	+0.1	-0.1	-0.5
Postal services and telecommunications	+4.1	-1.0	+3.0	+1.8	-0.5	+1.4	+4.4
Miscellaneous transport services and storage	+3.9	+0.4	+4.3	+0.5	+1.3	+1.7	+6.0
Distributive trades	-2.5	+6.0	+3.5	-26.3	+25.2	-1.0	+2.4
Wholesale distribution of food and drink	+1.8	-0.1	+1.7	+0.4	+1.1	+1.5	+3.2
Wholesale distribution of petroleum products	-0.2	—	-0.2	+0.3	—	+0.3	-0.1
Other wholesale distribution	+1.1	+0.2	+1.3	-1.5	+1.3	-0.2	+1.1
Retail distribution of food and drink	+0.9	-1.6	-0.7	-11.2	+13.7	+2.5	+1.8
Other retail distribution	-2.9	+7.5	+4.6	-13.9	+8.1	-5.7	-1.2
Dealing in coal, oil, builders' materials, grain and agricultural supplies	-3.3	-0.1	-3.3	-0.7	+0.1	-0.6	-3.9
Dealing in other industrial materials and machinery	+0.2	—	+0.2	+0.3	+0.9	+1.1	+1.3
Insurance, banking, finance and business services	+0.1	+1.2	+1.3	-12.6	-1.7	-14.3	-13.0
Insurance	-0.2	-0.2	-0.4	+0.3	+0.5	+0.8	+0.8
Banking and bill discounting	+5.9	+0.1	+6.0	+7.3	0.2	+7.1	+13.1
Other financial institutions	-3.7	-0.1	-3.7	-0.6	+0.2	-0.4	-3.3
Property owning and managing, etc	+0.4	—	+0.4	-0.8	-0.6	-1.5	-1.1
Advertising and market research	+0.1	+1.2	+1.3	-17.9	-2.8	-20.8	-19.5
Other business services	-0.3	+0.1	+0.4	+0.6	+0.2	+0.8	+1.2
Central offices not allocable elsewhere	—	—	—	—	—	—	—
Professional and scientific services	+33.1	+2.9	+36.0	+50.1	+94.2	+144.3	+180.3
Accountancy services	+0.9	+0.2	+1.1	+0.8	+1.4	+2.2	+3.3
Legal services	+14.3	+1.2	+15.6	+19.3	+48.0	+67.4	+82.9
Medical and dental services	+15.8	+1.3	+17.1	+29.7	+41.7	+71.4	+88.4
Religious organisations	-0.4	-0.2	-0.6	-0.2	—	-0.2	-0.9
Research and development services	+2.9	+0.2	+3.1	+1.1	+0.9	+1.9	+5.1
Other professional and scientific services	—	-0.1	-0.1	-0.4	+0.7	+0.3	+0.4
Miscellaneous services†	+5.1	+5.1	+10.2	-8.3	+67.3	+59.0	+69.2
Cinemas, theatres, radio, etc	+0.3	+0.2	+0.5	+0.1	+0.6	+0.6	+1.2
Sport and other recreations	+4.4	+0.5	+4.9	+1.1	+2.4	+3.5	+8.5
Betting and gambling	-1.3	+1.2	-0.1	-2.1	+3.8	+1.8	+1.7
Hotels and other residential establishments	+0.8	+0.4	+1.2	-2.6	+4.2	+1.7	+2.9
Restaurants, cafes, snack bars	-0.6	+0.3	-0.3	-3.8	+3.9	+0.2	-0.2
Public houses	+1.2	-0.2	+1.1	-6.1	+13.4	+7.3	+8.4
Clubs	+0.1	+1.3	+1.4	—	+3.2	+3.1	+4.5
Catering contractors	+0.7	—	+0.7	+1.2	+2.7	+3.9	+4.6
Hairdressing and manicure	+0.3	—	+0.3	-1.3	+2.0	+0.7	+1.0
Laundries	—	+0.1	+0.1	-1.4	-0.5	-2.0	-1.9
Dry cleaning, job dyeing, carpet beating, etc	-0.1	—	-0.1	-0.6	+0.9	+0.3	+0.2
Motor repairers, distributors, garage and filling stations	-4.1	+0.7	-3.4	-1.4	+2.4	+0.9	-2.5
Repair of boots and shoes	—	—	—	-0.1	+0.1	+0.1	+0.1
Other services	+3.3	+0.6	+3.8	+8.7	+28.1	+36.8	+40.7
Public administration‡	+28.8	—	+28.8	+26.3	+2.3	+28.6	+57.4
National government service§	+16.0	+1.0					

Earnings of non-manual employees in production industries: October 1975

THE RESULTS of the inquiry into the earnings of full-time non-manual (administrative, technical and clerical) employees in the index of production industries in October 1975 are now available. The inquiry covered firms with 50 or more employees (manual and non-manual combined) in manufacturing industries, mining and quarrying, construction and gas, electricity and water. This new annual series was started in 1973.

A note on the background to the inquiries, together with the results for October 1973 and October 1974 were published in the December 1975 issue of the *Gazette*. The results for October 1975 show that average weekly earnings for full-time male non-manual workers in the sectors covered were about £73, an increase of 24.2 per cent compared with October 1974. The comparable figure for female workers working full-time was about £40, an increase of 31.0 per cent. For manufacturing industries the average weekly earnings for full-time male non-manual workers were also about £73, an increase of 23.4 per cent. Compared with October 1974 and for females working full-time, £39, an increase of 29.1 per cent.

Results

The results of the inquiry are presented in the table on page 735. The information relates to non-manual (administrative, technical and clerical) employees working full-time, that is, more than 30 hours a week. Separate figures are given for male and female workers and the results are analysed by industry group (Industry Orders of the 1968 edition of the Standard Industrial Classification). The estimates for earnings have been rounded and are given to one place of decimals.

Some points need to be borne in mind when the figures in the table are considered. The composition of the labour force may differ from industry to industry and this will affect any comparisons made. For example there could be considerable variations in the proportions of senior and junior employees and of highly qualified staff and those doing routine work. The difference in average earnings among the industry groups cannot, therefore, be taken as evidence of, or as a measure of, disparities in ordinary scales of salary prevailing in different industries for comparable classes of employee working under similar conditions.

Men and women

Male and female employees of all ages in all grades in all non-manual occupations are covered by the averages

for a particular industry. The average for males is higher than that for females but this does not imply that there are inequalities in pay for men and women with similar qualifications and responsibilities.

Basis of the inquiry

The inquiry in Great Britain was carried out by the Department of Employment under the statutory powers of the Statistics of Trade Act, 1947. Returns were obtained from a sample of companies, each relating generally to the whole of the company; where, however, a company was engaged in more than one industry, separate returns for each industry were sought. Forms were sent to all firms with 500 or more employees (manual and non-manual combined) and to 25 per cent and 10 per cent respectively of those with 100-499 and 50-99 employees. Firms with fewer than 50 employees were excluded from the inquiry.

In all, some 5,000 firms were approached and returns suitable for tabulation were received from 94.4 per cent. The results for each size-range were grossed up by the appropriate sampling fractions and then combined to produce the final results. The averages for manufacturing industry and all industries covered were obtained by combining the averages for individual industries according to the grossed-up numbers of employees covered by the inquiry.

The Northern Ireland Department of Manpower Services was unable to conduct its own inquiry in October 1975. However, the differences in the results of the October 1974 inquiries for the United Kingdom and for Great Britain were negligible. The results of the October 1975 inquiry in Great Britain given in this article can therefore be regarded as applying to the United Kingdom as a whole.

Monthly and weekly pay

Information was obtained about the numbers of monthly-paid and weekly-paid non-manual workers on employers' payrolls in the last week of October. The total amounts paid out in salaries to the monthly-paid for the month of October and the weekly-paid for the last pay-week of October were also obtained. The monthly-paid salaries were then converted to a weekly basis and combined with the weekly-paid salaries to produce the average weekly earnings shown in the table.

The amounts shown are gross earnings before income tax, national insurance contributions or other deductions had been made. They include salaries paid for holidays, and

days of sickness or attendance at training classes during the period. They also include any overtime payments, bonuses and commissions. Bonuses and commissions paid only periodically, however, (that is, not regularly with the monthly or weekly pay), are excluded, even if they were actually paid in October.

The non-manual (administrative, technical and clerical) employees covered by the inquiry included directors

(except those paid by fee only); managers, superintendents and works or general foremen (that is, foremen with other foremen under their control), professional, scientific and design employees, draughtsmen and tracers, sales representatives, and office (including works office) employees. Managerial staff remunerated predominantly by a share of profits were excluded, as were working proprietors and employees working overseas. ■

Average weekly earnings of full-time non-manual (administrative, technical and clerical) employees by industry group in October 1975

Industry group (1968 Standard Industrial Classification)	MALES		FEMALES	
	Number of employees covered* (000s)	Average weekly earnings† (£)	Number of employees covered* (000s)	Average weekly earnings† (£)
Manufacturing industries				
Food, drink and tobacco	110.6	74.6	55.1	40.3
Coal and petroleum products	19.8	100.0	5.4	52.3
Chemicals and allied industries	112.6	83.9	51.8	42.6
Metal manufacture	82.2	75.2	22.5	39.9
Mechanical engineering	203.7	68.1	65.5	36.3
Instrument engineering	33.6	70.5	13.3	39.4
Electrical engineering	186.9	71.6	58.2	40.5
Shipbuilding and marine engineering	24.2	73.5	5.3	39.2
Vehicles	159.1	73.1	37.3	43.4
Metal goods not elsewhere specified	70.4	68.7	29.9	35.6
Textiles	58.1	68.1	30.1	34.8
Leather, leather goods and fur	3.7	72.1	1.9	33.5
Clothing and footwear	19.7	66.0	21.5	32.4
Bricks, pottery, glass, cement, etc.	40.3	73.0	16.1	37.2
Timber, furniture, etc.	23.3	68.4	9.2	33.9
Paper, printing and publishing	87.5	73.8	47.9	40.5
Other manufacturing industries	42.1	70.2	18.4	37.2
All manufacturing industries	1,277.9	72.9	489.2	39.0
Other production industries				
Mining and quarrying	35.6	78.9	10.3	41.5
Construction	129.4	70.3	31.5	35.7
Gas, electricity and water	104.2	82.7	49.8	52.9
All production industries covered	1,547.0	73.5	580.9	40.1

* The number of employees covered by the survey, that is the numbers shown on the returns, grossed up according to the appropriate sampling fractions. The figures for each industry group have been rounded independently and the sums of the groups may differ from the totals shown.

† Average weekly earnings have been rounded and are given in pounds to one place of decimals.

Occupations in engineering

Annual inquiry into occupations of employees in engineering and related industries: Great Britain: May 1975

SINCE 1963, annual inquiries have been made to obtain an occupational analysis of employees in engineering and related industries (Orders VI-IX of the 1958 Standard Industrial Classification for the 1963-69 inquiries and Orders VII-XII of the 1968 Standard Industrial Classification from 1970 onwards). Over the period 1963-68 the inquiries covered all manufacturing industries. In 1973 the analysis was compiled for the first time from data collected on the basis of a revised occupational classification compatible with the list of key occupations for statistical purposes (see the September 1972 issue of the *Gazette*, page 799). So the results for 1973 onwards are not strictly comparable in occupational terms with those for earlier years, although some continuity (as described in the article presenting the 1973 results) is preserved in the broad categories, parts A-E, referred to below.*

Changes in the 1975 inquiry

The information for these annual occupational analyses is obtained from a sample of employers in engineering and related industries. For the 1975 inquiry, a new sample was drawn linked, first, to the new sample used, from June 1974 onwards, for the monthly employment inquiries, and through it, to the census of employment register. Under these new arrangements it has been possible to reduce the numbers of employers approached by about a third. The introduction of the new sample has, however, led to some changes affecting the comparability of the analyses with those for previous years. Thus the estimates for May 1975 given in this article cover *all* employees and not merely those in establishments employing 11 or more employees, as in previous years (see section on "basis of the estimates").

Some discontinuity also occurs in the presentation of results by size-range of establishments (table 9) because the introduction of a new sampling frame based on the census of employment involved the use of new size-ranges. However, it is possible to make a limited comparison between the 1975 and 1974 results at the level of "250 or more employees" by combining two size-ranges in the earlier survey.

* Results of the earlier inquiries relating to all manufacturing industries were published in the issues of the *Gazette* for December 1963 and April 1964; December 1964 and January 1965; January 1966; January 1967; January 1968 and January 1969. Those for the 1969, 1970, 1971, 1972, 1973 and 1974 surveys in the engineering and related industries were given in the January 1970, April 1971, March 1972, April 1973, March 1974 and March 1975 issues, respectively.

The overall results of the 1975 survey do not suggest that there is any significant discontinuity, in numerical terms, with the results of earlier surveys. The information sought from employers in 1975 was also unchanged, compared with 1974, except that age categories were no longer sought for trainees who were not apprentices.

Results of the 1975 inquiry

The detailed results of the 1975 inquiry given in tables 1 to 10 show that out of a total of about 3.3 million workers in the industry Orders concerned (mechanical, instrument and electrical engineering, shipbuilding and marine engineering, vehicles and metal goods not elsewhere specified) about 30 per cent were managerial, administrative, technical and clerical workers, and almost 25 per cent were craftsmen (excluding foremen) or undergoing training for craft occupations. Nearly five per cent of all the workers were receiving some form of training.

Information has been collected under five broad headings:

- **Part A** covers managerial, administrative, technical and clerical workers and identifies 11 occupational categories. The two categories "professional engineers" and "scientists, metallurgists and other technologists" refer to people who manage, technically direct or undertake one or more of the following functions: research, development, design, feasibility studies, applications, technical advisory and liaison, consultancy or similar work. "Other technicians" covers people engaged in, or being trained for, work intermediate between that of technologists on the one hand and skilled craftsmen on the other.
- **Part B** identifies foremen supervising crafts in part C or solely controlling occupations in parts D and E.
- **Part C** identifies craftsmen in occupations normally entered by apprenticeship or equivalent training, mainly in groups according to the class of engineering, with provision for construction and other crafts.
- **Part D** covers other production occupations.
- **Part E** covers all other employees.

Basis of the estimates

Inquiry forms were sent to a total of 2,270 establishments, that is, all establishments within scope of the survey with

1,000 or more employees, and to a sample of those with 11-999 employees. To minimise the form-filling burden on small firms no forms were sent to establishments with fewer than 11 employees. However the estimates given in this article relate to all employees. This has been achieved by assuming that the occupational structure of the firms employing 1-10 employees would follow the pattern of the next higher size-range and it is thought that this assumption would not lead to any significant error.

Response

Forms suitable for inclusion in the summary tables were received from 87 per cent of the establishments approached, and in total these forms accounted for 49 per cent of all employees within industry Orders VII-XII of the 1968 Standard Industrial Classification (excluding those parts of Order X not surveyed—see footnotes to tables 5 and 6). The numbers of employees shown on the inquiry forms were 35,780 in establishments with 11-99 employees, 58,950 in establishments with 100-249 employees and 1,527,578 in establishments with 250 or more employees. These represented 6, 15 and 66 per cent, respectively, of the total number of employees within scope of the inquiry estimated to be in the size-ranges 1-99, 100-249 and 250 and over.

Basis of calculations

The calculations described in the following paragraph were based on provisional estimates of employees in employment for May 1975, which in turn were based on the census of employment for June 1974. (Note: In surveys before 1973 similar calculations were based on the now superseded annual counts of national insurance cards. In 1971, when employment figures were compiled by both methods, the census produced rather lower estimates than the card count (see the August 1973 issue of the *Gazette*, page 739). This should be borne in mind in any comparison of results from 1973 onwards with those for earlier inquiries.)

Pattern of occupations

It was assumed that the pattern of occupations in establishments rendering returns was representative of the pattern in all establishments in the same size-range in the same industry. The figures on the inquiry forms were used on this basis to provide occupational estimates of the total number of employees in the industries covered (except for Order X, shipbuilding and marine engineering—see footnotes to tables 5 and 6). The aggregated figures for each occupational category, in each size-range, were multiplied, at Order group level, by the ratio of (1) the total number of employees in the Order size range to (2) the number of employees shown on the inquiry forms in the Order size-range. (As stated above, in the lowest size-range, the total number of employees related to the size-range 1-99 whereas the number of employees shown on inquiry forms related to the size-range 11-99.) The calculations were repeated at industry (Minimum List Heading) level. In each case they

were made separately for male and female employees. Owing to the procedures involved in grossing up the estimates, there are minor differences between the numbers shown against some occupations at Order group level and the corresponding estimates formed by aggregating industries (Minimum List Headings) within that Order group; these differences are insignificant.

The estimates giving industrial analyses of the numbers of employees published regularly in the *Gazette* are usually shown to the nearest 100. The estimates in this article are given to the nearest 10, not because this degree of accuracy is claimed for them, but only to provide further information about the relative sizes of the various occupational categories.

Analyses by occupation and industry

Table 1 gives a summary analysis by occupation of all employees in tables 2 to 4 and 6 to 8. It is not possible to include workers in shipbuilding and ship repairing (table 5) because the occupational categories in this sector are not identical with those in the other industries surveyed. Tables 2 to 8 give analyses by industry. In columns (2) to (4) estimates are given for male and female workers and the corresponding totals for all workers are shown in column (5). The estimates in these columns *include* persons undergoing training, a point which should be borne in mind when reference is made to the number of workers in any particular occupation or category, such as craftsmen. The numbers of apprentices included in columns (2) to (5) are shown separately in columns (6) and (7). Estimates of the numbers of other people being trained included in columns (2) to (5) are given, for male and female workers separately, in columns (8) and (9).

In the following comments on particular tables, proportions quoted for craft and production workers exclude foremen supervising those occupations, who are separately identified in the tables (part B). In craft occupations, these had an overall ratio of one to every 13 workers.

Mechanical engineering (table 2)

Of the 955,000 employees nearly a third were in managerial, administrative, technical and clerical occupations. Rather fewer than a third were craftsmen.

Instrument engineering (table 3)

Nearly two-fifths of the 152,000 workers were in the managerial, administrative, technical and clerical group. Rather less than a sixth were craftsmen, and nearly a third were in non-craft production occupations. Two out of three of the non-craft production workers were women.

Electrical engineering (table 4)

Over a third of the 779,000 employees were non-craft production workers of whom two out of three were women. Over a third were managerial, administrative, technical and clerical employees. Craft occupations accounted for fewer than one in six of all workers.

Industries in Orders VII-XII Standard Industrial Classification 1968: analyses of numbers employed May 1975

Note: In compiling the following tables use has been made of the estimates of employees in employment provided by the annual census of employment. Corresponding estimates used in surveys prior to 1973 were derived from the now superseded annual counts of national insurance cards. In 1971, when employment figures were compiled by both methods, the census produced rather lower estimates than the card count (see the Gazette August 1973, page 739). From the 1973 survey the occupational grouping has been revised to be compatible with the List of Key Occupations for Statistical Purposes (see the Gazette, September 1972, page 799).

Table 1 All engineering and related industries excluding shipbuilding and ship repairing (Orders VII, VIII, IX, XI, XII and Minimum List Heading 370.2)
(Summary of tables 2, 3, 4, 6, 7 and 8)

(1)	Males (2)	Females (3)		Total males and females (5)	Apprentices and others being trained (included in cols. 2-5)			
		Full-time	Part-time		Apprentices		Others being trained	
			(4)		Males (6)	Females (7)	Males (8)	Females (9)
PART A Managerial, administrative, technical and clerical occupations								
TOTAL	689,520	258,080	37,880	985,480	14,470	800	16,030	8,670
Management—general, central, divisional and other	121,620	2,810	400	124,830	—	—	1,630	10
Professional and related occupations other than those included in lines 3 and 4 below	78,280	6,800	310	85,390	1,020	90	1,460	190
Professional engineers	69,300	410	50	69,760	2,520	30	1,750	20
Scientists, metallurgists and other technologists	18,200	230	—	18,430	700	20	730	—
Draftsmen—engineering, architectural and other	69,080	1,020	60	70,160	3,780	60	2,440	80
Other technicians—engineering, laboratory, scientific	108,190	2,350	260	110,800	5,280	30	3,850	30
Office supervisors—of clerks, typists, machine operators etc	21,100	10,000	580	31,680	—	—	120	130
Personal secretaries, shorthand writers and shorthand typists; other typists	740	77,780	10,770	89,290	—	250	—	2,770
Office machine operators, telephonists and telegraph operators	4,550	33,690	5,490	43,730	10	—	160	1,120
Clerks, receptionists and other office workers	112,870	116,110	18,870	247,850	470	260	2,270	4,230
All other administrative, technical and commercial occupations, including salesmen	85,590	6,880	1,090	93,560	690	60	1,620	90
PART B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)								
TOTAL	114,170	5,680	460	120,310	—	—	1,230	20
Foremen supervising crafts in Part C below	60,780	1,010	60	61,850	—	—	500	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	53,390	4,670	400	58,460	—	—	730	20
PART C Craftsmen in occupations normally entered by apprenticeship or equivalent training								
TOTAL	748,110	16,970	4,800	769,880	74,300	110	12,590	510
Foundry crafts	10,060	160	30	10,250	450	—	100	—
Smiths and forgemen	8,580	20	—	8,600	150	—	120	—
Mechanical engineering crafts—production	343,770	2,020	290	346,080	16,880	—	4,730	70
Electrical/electronic engineering crafts—production	46,660	7,310	1,820	55,790	2,740	—	1,080	190
Maintenance engineering crafts—mechanical, electrical/electronic	85,080	1,080	—	86,160	4,620	—	1,220	40
Metal fabrication crafts	67,720	620	240	68,580	5,080	—	1,720	30
Welders (skilled)	44,280	80	120	44,480	1,600	—	910	—
Coach and vehicle body building crafts	18,580	200	—	18,780	1,550	—	280	—
Apprentices on general course	40,000	110	—	40,110	40,000	110	—	—
Construction crafts (production and maintenance)	27,090	350	10	27,450	530	—	540	—
All other production crafts not elsewhere classified	56,290	5,020	2,290	63,600	700	—	1,890	180
PART D Other production occupations								
TOTAL	575,970	270,410	75,360	921,740	—	—	15,270	8,030
Machinists	249,590	76,870	19,560	346,020	—	—	8,270	2,110
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	171,340	125,670	33,770	330,780	—	—	3,870	2,160
All other non-craft production occupations	155,040	67,870	22,030	244,940	—	—	3,130	3,760
PART E Other occupations								
TOTAL	331,650	52,640	35,310	419,600	30	—	1,640	390
Stores, warehouse and despatch workers	123,550	16,450	4,330	144,330	—	—	890	100
Motor drivers (goods and other)	34,800	470	80	35,350	—	—	60	—
Catering workers	2,450	14,200	9,400	26,050	30	—	10	50
Occupations not elsewhere classified	170,850	21,520	21,500	213,870	—	—	680	240
GRAND TOTAL (PARTS A, B, C, D AND E)	2,459,420	603,780	153,810	3,217,010	88,800	910	46,760	17,620

Table 2 Mechanical engineering (Order VII)

(1)	Males (2)	Females (3)		Total males and females (5)	Apprentices and others being trained (included in cols. 2-5)			
		Full-time	Part-time		Apprentices		Others being trained	
			(4)		Males (6)	Females (7)	Males (8)	Females (9)
PART A Managerial, administrative, technical and clerical occupations								
TOTAL	217,170	80,670	13,650	311,490	4,390	250	5,010	2,870
Management—general, central, divisional and other	38,930	530	130	39,590	—	—	500	10
Professional and related occupations other than those included in lines 3 and 4 below	23,320	1,670	80	25,070	150	—	510	10
Professional engineers	18,190	40	—	18,230	500	—	470	10
Scientists, metallurgists and other technologists	3,230	20	—	3,250	220	—	180	—
Draftsmen—engineering, architectural and other	32,300	240	20	32,560	2,140	40	1,100	10
Other technicians—engineering, laboratory, scientific	25,100	190	10	25,310	1,020	—	750	—
Office supervisors—of clerks, typists, machine operators etc	7,580	3,140	210	10,930	—	—	40	30
Personal secretaries, shorthand writers and shorthand typists; other typists	170	27,580	4,040	31,790	—	80	—	960
Office machine operators, telephonists and telegraph operators	1,360	11,070	1,850	14,280	—	—	50	420
Clerks, receptionists and other office workers	38,400	35,010	7,050	80,460	150	120	900	1,410
All other administrative, technical and commercial occupations, including salesmen	28,580	1,180	260	30,020	210	10	510	10
PART B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)								
TOTAL	35,360	270	10	35,640	—	—	310	—
Foremen supervising crafts in Part C below	22,500	100	—	22,600	—	—	150	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	12,860	170	10	13,040	—	—	160	—
PART C Craftsmen in occupations normally entered by apprenticeship or equivalent training								
TOTAL	297,660	1,880	170	299,710	33,520	20	4,210	—
Foundry crafts	5,230	110	10	5,350	310	—	70	—
Smiths and forgemen	750	—	—	750	90	—	—	—
Mechanical engineering crafts—production	145,200	820	30	146,050	7,960	—	1,350	—
Electrical/electronic engineering crafts—production	9,760	210	30	10,000	650	—	170	—
Maintenance engineering crafts—mechanical, electrical/electronic	25,950	—	—	25,950	1,680	—	280	—
Metal fabrication crafts	32,290	50	—	32,340	2,530	—	950	—
Welders (skilled)	26,790	10	—	26,800	1,190	—	710	—
Coach and vehicle body building crafts	1,200	10	—	1,210	30	—	30	—
Apprentices on general course	18,570	20	—	18,590	18,570	20	—	—
Construction crafts (production and maintenance)	9,760	340	—	10,100	240	—	50	—
All other production crafts not elsewhere classified	22,160	310	100	22,570	270	—	600	—
PART D Other production occupations								
TOTAL	152,720	28,610	6,320	187,650	—	—	4,790	710
Machinists	83,930	12,170	3,370	99,470	—	—	3,620	360
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	33,150	12,710	1,710	47,570	—	—	740	240
All other non-craft production occupations	35,640	3,730	1,240	40,610	—	—	430	110
PART E Other occupations								
TOTAL	101,600	9,010	9,800	120,410	10	—	290	—
Stores, warehouse and despatch workers	32,820	2,420	610	35,850	—	—	170	—
Motor drivers (goods and other)	9,450	100	—	9,550	—	—	—	—
Catering workers	550	4,000	3,190	7,740	10	—	—	—
Occupations not elsewhere classified	58,780	2,490	6,000	67,270	—	—	120	—
GRAND TOTAL (PARTS A, B, C, D AND E)	804,510	120,440	29,950	954,900	37,920	270	14,610	3,580

Table 3 Instrument engineering (Order VIII)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
PART A Managerial, administrative, technical and clerical occupations								
TOTAL	40,680	15,700	2,210	58,590	420	10	730	410
Management—general, central, divisional and other	6,920	110	—	7,030	—	—	10	—
Professional and related occupations other than those included in lines 3 and 4 below	4,470	330	10	4,810	10	—	50	10
Professional engineers	4,410	30	—	4,470	100	—	80	—
Scientists, metallurgists and other technologists	1,130	20	—	1,150	—	—	20	—
Draftsmen—engineering, architectural and other	2,380	100	—	2,480	10	—	110	30
Other technicians—engineering, laboratory, scientific	9,120	200	10	9,330	280	—	210	—
Office supervisors—of clerks, typists, machine operators etc	980	530	40	1,550	—	—	30	10
Personal secretaries, shorthand writers and shorthand typists; other typists	90	5,010	860	5,960	—	—	—	130
Office machine operators, telephonists and telegraph operators	80	1,590	160	1,830	10	—	—	30
Clerks, receptionists and other office workers	5,700	7,040	1,050	13,790	—	—	100	190
All other administrative, technical and commercial occupations, including salesmen	5,670	740	80	6,490	10	10	120	10
PART B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)								
TOTAL	5,890	430	60	6,380	—	—	60	—
Foremen supervising crafts in Part C below	2,830	90	—	2,920	—	—	10	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	3,060	340	60	3,460	—	—	50	—

Unemployed minority group workers

The table below gives the figures, and location by region, of unemployed minority group workers who are registered at employment offices and careers offices in Great Britain. The basis of the count was explained in the July 1971 issue of the *Gazette* when, for the first time, comprehensive figures were available.

The count on May 13, 1976 showed an increase of 2,714 compared with the figures for February 12, 1976, and represented 4.1 per cent of all persons unemployed.

Table 1 Unemployed persons born in, or whose parent or parents were born in, certain countries of the Commonwealth and Pakistan: May 13, 1976

	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West†	North	Wales	Scotland	Great Britain‡
Total (all listed countries):	24,398	370	1,165	11,773	4,317	3,050	3,782	264	240	297	49,656
Total expressed as percentage of all persons unemployed	8.2	1.1	1.2	9.3	6.3	2.8	2.0	0.3	0.3	0.2	4.1
Area of origin											
East Africa*											
Males	2,603	55	46	650	1,230	148	325	17	24	34	5,132
Females	1,128	31	16	373	566	43	118	5	7	6	2,293
Other Africa*											
Males	1,666	7	26	211	123	79	273	18	17	13	2,433
Females	545	5	5	149	153	20	61	6	11	3	958
West Indies†											
Males	7,537	80	595	2,817	509	520	615	27	21	5	12,726
Females	2,552	35	101	1,068	134	143	90	3	8	—	4,134
India											
Males	2,832	45	127	2,421	932	496	774	45	21	69	7,762
Females	1,354	18	25	1,384	346	161	206	21	12	8	3,535
Pakistan											
Males	1,410	72	138	1,804	208	1,117	890	66	56	120	5,881
Females	236	4	6	105	25	99	85	4	8	13	585
Bangladesh											
Males	623	10	6	470	34	111	162	9	5	3	1,433
Females	30	—	1	13	4	2	5	1	—	—	56
Other Commonwealth territories‡											
Males	1,513	7	60	246	45	92	156	33	48	19	2,219
Females	369	1	13	62	8	19	22	9	2	4	509
Persons born in UK of parents from listed countries (included in figures above)											
Males	804	15	50	382	67	57	164	20	20	14	1,593
Females	331	9	23	213	23	27	41	2	4	3	676
TOTAL (all listed countries)											
February 12, 1976	22,407	296	858	11,730	4,405	3,084	3,437	235	215	275	46,942
November 13, 1975	18,924	261	712	11,111	3,999	2,819	3,096	236	184	259	41,601
August 11, 1975	18,596	265	685	11,488	4,266	2,911	3,321	283	153	219	42,187
May 12, 1975	12,207	204	489	6,679	3,394	1,675	2,391	162	158	214	27,573
February 10, 1975	9,633	154	432	5,042	2,275	1,472	1,875	138	113	188	21,322

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

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

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

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

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

Unfair dismissal cases, October 1975 to March 1976

THE TABLES on this page provide a quarterly analysis, by region, outcome and levels of compensation awarded, of unfair dismissal cases completed during the six months between October 1975 and March 1976. Figures for October to December 1975 were published on pages 354 and 355 of the April issue of the *Gazette*.

The increase of 3,588 cases completed in the first quarter of 1976 compared with the first quarter of 1975 is almost wholly due to the reduction in the qualifying period for applicants complaining of unfair dismissal from 52 weeks to 26 weeks. There has been an increase in the number of tribunals in order to cope with the increased caseload. There remains the factor of a high number of people becoming unemployed which tends to maintain at a high level the number of complaints made.

Table 1 All unfair dismissal applications analysed by regions

Region	October-December 1975		January-March 1976	
	Number	Per cent	Number	Per cent
South East	2,765	36.4	2,689	33.9
South West	569	7.5	670	8.4
Midlands	1,066	14.0	759	9.6
Yorkshire and Humberside	771	10.1	793	10.0
North West	1,110	14.6	1,191	15.0
North	382	5.0	488	6.2
Wales	303	4.0	518	6.6
Scotland	639	8.4	823	10.3
Total	7,605	100.0	7,931	100.0

Table 2 Outcome of all completed cases

	October-December 1975		January-March 1976	
	Number	Per cent	Number	Per cent
Conciliation				
Withdrawals:				
Out of scope	162	2.1	243	3.1
Other grounds	737	9.7	892	11.2
Reinstatement	82	1.1	98	1.2
Re-engagement	81	1.1	92	1.2
Compensation	2,211	29.1	2,463	31.1
Redundancy payment	36	0.5	47	0.6
Other remedies	127	1.7	120	1.5
Non-conciliated withdrawals	1,102	14.4	1,044	13.2
Tribunal hearings				
Dismissal:				
Out of scope	253	3.3	257	3.2
Other grounds	1,704	22.4	1,588	20.0
Reinstatement	25	0.3	46	0.6
Re-engagement	27	0.4	28	0.3
Compensation	1,023	13.4	971	12.2
Redundancy payment	105	1.4	217	2.7
Declaration that dismissal unfair but no other remedy awarded	42	0.6	61	0.8
Other remedies	67	0.9	42	0.5
Total completed cases	7,605	100.0	7,931	100.0
Total cases with more than one remedy	176*		278*	

* Includes 3 cases with 3 remedies each.

Table 3 Compensation

Amount £	Agreed at conciliation				Awarded by the tribunal			
	October-December 1975		January-March 1976		October-December 1975		January-March 1976	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
0-49	376	17.0	441	17.9	96	9.4	80	8.2
50-99	622	28.1	674	27.4	140	13.7	149	15.3
100-149	404	18.3	430	17.5	144	14.0	156	16.1
150-199	217	9.8	268	10.9	111	10.9	104	10.7
200-299	281	12.7	278	11.3	164	16.0	143	14.7
300-399	100	4.5	118	4.8	77	7.5	75	7.7
400-499	52	2.4	57	2.3	74	7.2	59	6.1
500-749	76	3.4	92	3.7	97	9.5	102	10.5
750-999	27	1.2	35	1.4	27	2.6	37	3.8
1,000-1,499	27	1.2	29	1.2	37	3.6	28	2.9
1,500-1,999	6	0.3	11	0.4	16	1.6	14	1.4
2,000-2,999	13	0.6	17	0.7	21	2.0	11	1.1
3,000-3,999	2	0.1	6	0.2	5	0.5	1	0.1
4,000-4,999	5	0.2	1	0.0	4	0.4	8	0.8
5,000-5,199	1	0.0	2	0.1	2	0.2	1	0.1
5,200	2	0.1	4*	0.2	8	0.8	3	0.3
Total	2,211	100.0	2,463	100.0	1,023	100.0	971	100.0

* Includes one agreement in excess of £5,200.
Note: All percentages have been rounded to one decimal place.

Appeals to the Employment Appeal Tribunal: March 30, 1976—June 30, 1976 GREAT BRITAIN

Appeals from industrial tribunals relating to:	1 Transferred from Royal Courts of Justice and Court of Session, 30.3.76	2 Received	3 Total (1 + 2)	4 With-drawn before hearing	Disposed of on hearing				9 Total disposed of (4-8)	10 Out-standing at 30.6.76
					5 With-drawn	6 Dismissed	7 Allowed	8 Remitted		
Redundancy Payments Act 1965	30	10	40	5	5	3	1	14	26	
Equal Pay Act 1970		7	7	2				2	5	
Contracts of Employment Act 1972										
Trade Union and Labour Relations Act (TULRA) 1974	140	122	262	46	31	10	12	99	163	
Sex Discrimination Act (SDA) 1975										
Employment Protection Act 1975										
Redundancy Payments Act (RPA) 1965 and TULRA 1974	3	5	8			2		2	6	
Contracts of Employment Act (CEA) 1972 and TULRA 1974	2		2	1				1	1	
SDA 1975 and Equal Pay Act 1970		1	1						1	
TOTAL	175	145	320	54	36	15	13	118	202	

Unemployment: entitlement to benefit

OF the 1,220,360 unemployed persons in Great Britain on May 13, 1976, it is estimated that about 454,000 were receiving unemployment benefit only, about 143,000 were in receipt of unemployment benefit and a supplementary allowance, about 420,000 were in receipt of supplementary allowance only, and about 203,000 who were registered as unemployed received no payment.

This last group includes those who at the date of the count had been unemployed for only a short time and whose claims were still being examined; married women, school-leavers, persons previously self-employed and others seeking employment with an employer, who have not yet paid the minimum number of contributions needed to qualify for unemployment benefit; some retired persons who are again seeking paid employment; and some persons who have been disqualified from receiving unemployment benefit or who have received all the unemployment benefit to which they are entitled in their current spell of unemployment.

Supplementary allowances are paid by unemployment benefit

offices and certain education authorities' careers offices in Scotland on behalf of the Supplementary Benefits Commission to those unemployed persons who do not qualify for unemployment benefit or whose income, including unemployment benefit, falls short of their assessed needs.

Details are given in the table below.

Entitlement to benefit	THOUSANDS		
	Males	Females	Total
Receiving unemployment benefit only	339	117	454
Receiving unemployment benefit and supplementary allowance	126	15	143
Total receiving unemployment benefit	465	132	597
Receiving supplementary allowance only	338	81	420
Others registered for work	144	61	203
Total	947	273	1,220

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

Work permit statistics: January—March 1976

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	367	101	468	104	66	170
Short-term	169	34	203	16	1	17
Total	536	135	671	120	67	187
Permissions						
Long-term	244	452	696	44	26	70
Short-term	82	126	208	9	7	16
Total	326	578	904	53	33	86
Total						
Long-term	611	553	1,164	148	92	240
Short-term	251	160	411	25	8	33
Grand total	862	713	1,575	173	100	273
Commonwealth trainees	299	54	353	17	10	27

Foreign workers (Non EEC)

	Permits issued or permissions given			Applications refused		
	Men	Women	Total	Men	Women	Total
Permits						
Long-term	1,096	574	1,670	253	184	437
Short-term	1,466	337	1,803	48	84	132
Total	2,562	911	3,473	301	268	569
Permissions						
Long-term	138	213	351	94	88	182
Short-term	36	55	91	11	15	26
Total	174	268	442	105	103	208
Total						
Long-term	1,234	787	2,021	347	272	619
Short-term	1,502	392	1,894	59	99	158
Grand total	2,736	1,179	3,915	406	371	777
Foreign student employees	283	65	348	—	—	—

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. Commonwealth trainees come for a fixed period of "on the job" training approved by the Department of Employment.
 5. 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.

Employment of women and young persons: special exemption orders: May

THE Factories Act 1961 and related legislation place restrictions on the employment of women and young persons under 18 years of age in factories and other workplaces. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions, to grant exemptions from these restrictions for women and young persons aged 16 and over, by making special exemption orders for employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young persons covered by special exemption orders current on May 31, 1976, according to the type of employment permitted* were:

Type of employment permitted by the orders	Women 18 years and over	Male young persons of 16 but under 18	Female young persons of 16 but under 18	Total
Extended hours†	25,114	1,069	1,491	27,674
Double day shifts‡	40,209	2,448	2,090	44,747
Long spells	10,542	238	996	11,776
Night shifts	45,300	1,300	—	46,600
Part-time work§	20,121	35	111	20,267
Saturday afternoon work	4,485	293	271	5,049
Sunday work	45,009	1,255	2,005	48,269
Miscellaneous	3,682	368	284	4,334
Total	194,462	7,006	7,248	208,716

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours or overtime.

‡ Includes 16,151 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.

HM Chief Inspector of Factories Annual Report for 1974

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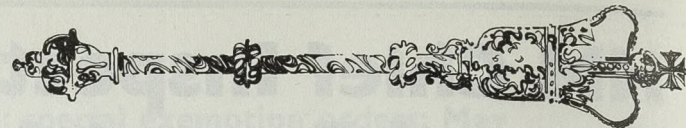
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Questions in Parliament



A selection of questions put to Department of Employment and other Ministers, on matters of interest to readers of the *Gazette*, between June 9 and July 8, with the answers given, is printed on these pages. The questions are arranged by subject matter, and the date on which they were answered is given after each answer.

Pay policy

Mr Arthur Lewis (Newham North West) asked whether the practice of some employers of overcoming the Government's £6 per week wage increase, and the second phase of 4½ per cent, by paying the local council rates of their employees was permitted under the Government's prices and incomes policy.

Mr Walker: As is made clear in the Annex to the White Paper, *The Attack on Inflation* (Cmnd 6151), negotiators are expected to offset any improvements in non-wage benefits against the current £6 pay limit. The pay guidelines agreed by the Government and the TUC for the 12 months from August 1 1976 contain a similar provision. (June 28)

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked whether the conferring of a benefit by employers on their workers in the form of a free raffle without limit on the value or number of prizes was within the present pay policy.

Mr Walker: Raffles introduced with the intention of providing a non-wage benefit or as a form of incentive bonus in addition to what the pay limits might afford would not, in my view, be consistent with the pay policy unless the value to the recipients of prizes were contained within the pay limits. (July 6)

Mr John Cartwright (Greenwich, Woolwich East) asked whether increases in London weighting or other geographical allowances were allowable outside the pay limit set out in Command Paper No. 6507.

Mr Walker: No. The White Paper makes clear that any increase in London weighting allowances which may become due on or after August 1, 1976 must be contained within and offset against the new pay limit; those which became due in the previous 12 months can be paid only if contained within and offset against the £6 limit. (July 6)

Mr Gwilym Roberts (Cannock) asked the Secretary of State what guidance he intended to publish on the interpretation of

Department of Employment Ministers

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

Harold Walker M.P., Minister of State

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

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

the pay policy set out in Command Paper No. 6507.

Mr Walker: Apart from matters detailed in the White Paper, the interpretation of the policy in particular circumstances will in general be the same as in the current period. The question and answer briefing for negotiators, published last year in my department's *Employment News*, will be accordingly revised and re-issued shortly. (July 6)

(Note: *Employment News*, No. 33, containing the briefing mentioned by Mr Walker as well as a summary of the White Paper has now been published. *Employment News* is designed either to be read as a newspaper or to be displayed on notice boards. Copies are available free from *Employment News*, 12 St James's Square, London SW1Y 4LL. The question and answer briefing and the full text of the White Paper will also be found on pages 705 and 699 of this *Gazette*.)

Mr Bryan Gould (Southampton, Test) asked what exceptions were allowed outside the new general pay limit set out in Command Paper No. 6507.

Mr Walker: Since there are no new transitional provisions, and equal pay has in general been achieved, the exceptions

are even fewer than under the current £6 policy. Apart from new or improved occupational pension schemes up to the minimum requirements for contracting out under the Social Security Pensions Act 1975, they include any increase that may still be necessary in particular cases to comply with the Equal Pay Act or other legislation and improvements to enhance job security, such as new or improved redundancy payment schemes, guaranteed week provisions and sick pay schemes. (July 6)

Mr Gwilym Roberts (Cannock) asked why Command Paper No. 6507 provided no transitional provisions on similar lines to those contained in paragraph 8 of Command Paper No. 6151.

Mr Walker: The provisions of paragraph 8 of Cmnd 6151 were designed to enable certain pre-existing commitments to be implemented on or after August 1, 1975, even where they were in excess of the £6 figure. There is no case for similar transitional provisions on this occasion. But in the few cases where settlements partially implemented before July 11, 1975 provide for increases on or after August 1, 1976, these may be implemented in full but count against the new pay figure. (July 6)

Unemployment

Mr Eldon Griffiths (Bury St Edmunds) asked which of the following EEC countries had more than one million unemployed: France, Germany and Great Britain.

Mr Grant: In May 1976, the latest month for which data are available for all three countries, the seasonally adjusted figures show unemployment to have been over one million in Germany and Great Britain and just under one million in France. (July 7)

(Note: See also table 113 on page 796 of this *Gazette*.)



Public holidays

Mr John Hannam (Exeter) asked what arrangements had been made for public holidays at Christmas and the New Year; and which days would be taken in lieu of Christmas Day and New Year's Day, both of which fall on Saturday this year.

Mr Walker: The Government intends to make the necessary additional arrangements to provide a bank holiday in lieu whenever a bank holiday or public holiday falls at the weekend, with effect from Christmas/New Year, 1976/77. An announcement will be made as soon as possible about which days will be designated in lieu of Christmas Day, 1976 and New Year's Day, 1977. (June 16)

Shared premises

Mrs Margaret Bain (East Dunbartonshire) asked the Secretary of State how many job centres and employment exchanges share premises with armed services recruiting offices; if he would discontinue such shared accommodation; and if he would issue instruction that defence posts be kept distinctly separate from other advertised vacancies.

Mr Golding: At the present time, one employment office is located in a multi-occupied building where one of the other occupants is an armed forces recruiting office. In addition, one job centre is situated in the same building as a recruiting office, but they are entirely self-contained, and the only facility shared is the electricity supply. In both cases the Employment Service Agency offices are considered to be suitably located, and there is no intention to discontinue sharing at this time.

I do not intend to issue instructions that defence posts be kept distinctly separate from other advertised vacancies. (June 28)

Mr Frank Allaun (Salford East) asked the Secretary of State for a statement on the Massey-Ferguson's Manchester, dispute in November 1974, in so far as it involved the depriving of certain union members in loss of unemployment benefit after the AUEW made the strike official, although they were members of other unions, because it was held by the local tribunal and the National Commissioner that they were of the same class and grade as the strikers.

Mr Walker: Under the National Insurance Act 1965 Section 22(1) (now the Social Security Act, 1975 Section 19(1)) a person who loses employment because of stoppage of work due to a trade dispute at his place of employment will be disqualified from receiving unemployment benefit unless he can prove that neither he nor anyone in his grade or class is participating in, financing, or is directly interested in the dispute.

On September 18 1974, 59 inspectors who were in dispute with Massey-Ferguson Ltd, Stratford, withdrew their labour. Other workers were laid off progressively and received unemployment benefit up to November 4 1974. Shortly before this date the AUEW decided to pay dispute benefit to their members from September 18. It has been held by the National Insurance Commissioner that if a trade union is financing a trade dispute then every member of the union who ordinarily subscribes and thereby has a proprietary interest in the general or particular fund from which payments are made, is financing the dispute. Consequently, all members of the AUEW were disqualified from receiving unemployment benefit, and any other worker who was in the same grade or class as a member of the AUEW was held to be disqualified by the statutory authorities.

The Employment Protection Act 1975 provides for the removal of "financing" and "grade or class" provisions from the trade dispute disqualification and when this comes into operation the only grounds for disqualification will be that the claimant is participating in the dispute, or has a direct interest in its outcome. (June 28)

Mr Dafydd Wigley (Caernarvon) asked what were the number and percentage of the unemployed persons under 20 years in Wales, Scotland and England, respectively, in January 1976, or a more recent date.

Mr Golding: Following is the latest information available, which is for January 1976:

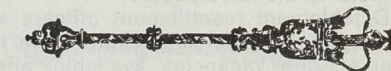
	Numbers unemployed under 20	Percentage of total unemployed
Wales	14,535	18.8
Scotland	32,333	21.5
England	177,677	17.3

(June 10)

Questions in Parliament

Mr Kevin McNamara (Kingston-upon-Hull Central) asked if the Secretary of State would draw to the attention of the Manpower Services Commission, when considering job creation problems and programmes, the potential existing at present among unemployed teachers; and whether he would publish in the Official Report any existing schemes of the job creation programme which are tapping this source of trained leadership.

Mr Golding: I am informed by the Manpower Services Commission that unemployed teachers may apply for any vacancy created by the job creation programme, and many projects provide jobs suited to their training and experience. Information on the number of projects which include teachers is not readily available, but several projects specifically designed to employ newly qualified teachers have recently been approved. (July 1)



Mr Eric S. Heffer (Liverpool, Walton) asked if the Secretary of State would pay an official visit to Merseyside to discuss with the trades unions there, and other interested bodies, such as the employers' association and local authorities, the problem of unemployment in the area.

Mr. Golding said the Secretary of State had no plans at present to do so. He himself intended to visit Merseyside during July, and hoped to discuss the local employment situation with trades unionists, employers, and local authorities.

Unemployment on Merseyside was currently at almost twice the national rate, and the Government regards the present level with grave concern. Although the additional resources announced on May 5 for the various schemes to alleviate unemployment could be expected to benefit the area, the Government accepted that there was still a very long way to go before the employment problems of Merseyside were solved. (June 28)

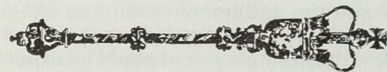
Questions in Parliament

Disabled people

Mr Jack Ashley (Stoke on Trent, South) asked the Secretary of State on what evidence he based his assertion that the paramount factor affecting employment of disabled people was the national employment situation; and if he would initiate a further study of the effects of economic trends on the employment undertaken by disabled people with a view to taking specific protective measures.

Mr Grant: Information is available from monthly figures about unemployment generally, unemployed registered disabled people, and job vacancies; and also from the experience of disablement resettlement officers. Straight comparisons of unemployment figures are subject to numerous qualifications, but examination of past statistics seems to suggest that movements upwards or downwards in general unemployment are reflected over time in figures about registered disabled people.

Disablement resettlement officers are very conscious of how the state of the job market, and vacancies available, affect their ability to place disabled people whose additional difficulties are recognised by the provision of specialist resettlement, rehabilitation and training services, the quota scheme, and sheltered employment. These services have been exhaustively reviewed in the recent past. Further general studies are unlikely to lead to different conclusions about the nature of the task of the specialist services whose plans and programmes are kept under review by the Manpower Services Commission and the National Advisory Council on Employment of Disabled People. (July 1)



Job creation

Mr Dafydd Wigley (Caernarvon) asked how many job weeks were created together with their total cost, in Wales, Scotland and each region of England up to the most recent available date.

Mr Golding: The information up to June 11 is as follows:

	No of man-weeks of employment created	Total grant approved (£)
Wales	101,098	4,217,477
Scotland	198,327	9,194,414
London and S.E. England	33,089	1,383,784
Merseyside	114,314	4,652,392
Northern England	159,428	6,205,186
South West England	31,643	1,261,640
Yorkshire and Humberside	54,306	2,228,495
Midlands	38,712	1,373,300
North West (excluding Merseyside)	39,130	1,650,147

(June 16)

School-leavers

Mr Arthur Lewis (Newham North West) asked the Secretary of State whether he was aware that four in every 23 pupils leaving London schools this summer would be going straight onto the unemployment register; and what action he proposed to take to change this situation.

Mr Walker: The placing of summer leavers into employment normally extends over the period July-October and many employers have not yet finalised their recruitment plans. The Government has taken a large number of measures to improve the job and training prospects for young people. The adequacy of these measures is under constant review. (July 7)

Mr John Hunt (Bromley, Ravensbourne) asked the Secretary of State what specific steps were taken by his department to ensure that a range of jobs was offered to all those school-leavers who signed a declaration at their unemployment benefit office that they were able and willing to take any suitable job; and what was the precise liaison procedure between his department and the Supplementary Benefits Commission to ensure that benefit was only paid to those genuinely unable to find any work.

Mr Golding: The main responsibility for finding jobs for school-leavers rests with the local authority careers service, which does all it reasonably can to offer them suitable jobs. Local authorities are required under the Employment and Training Act 1973 to supply my department with any information necessary for the administration of benefit for unemployed persons. When a supplementary benefit claimant refuses to accept, or fails to apply for, or neglects to avail himself of suitable employment and the independent adjudicating authorities decide that he would incur disqualification if unemployment benefit were in payment, the facts are reported to the Supplementary Benefits Commission. (June 15)

Mr Nicholas Scott (Kensington and Chelsea) asked whether the Manpower Services Commission would be empowered to authorise fresh projects after October 1976 so as to respond to the needs of this year's school-leavers.

Mr Golding: Yes. The resources made available in February and May to help particularly those young people leaving school this year will allow further projects to be approved. (June 22)



Mr Ronald Brown (Hackney and Shore-ditch) asked for the criteria used by the Manpower Services Commission for evaluating schemes submitted under the job creation programme; and how much money had been made available to finance approved schemes.

Mr Golding: I am informed by the Manpower Services Commission that the guidelines for the programme are as follows:

Projects should:

- provide suitable work for those the project is intended to help;
- be work which would not otherwise be done;
- preferably offer training or further education opportunities;
- make a contribution to the enhancement of the local environment or assist in the solution of a community problem;
- not exceed 12 months in duration;
- be such that no long term financial support is necessary or, where expenditure will be incurred after the MSC grant expires, the finance is assured;
- finish before September 30, 1977;
- pay the rate for the job up to a maximum set by the commission.

Sponsors should:

- satisfy the commission that they can make adequate arrangements for the supervision of the project including control of the spending of the MSC grant;
- show that resources are available to provide for those aspects of the project which will not be covered by the MSC grant;
- recruit all project employees through offices of the Employment Service Agency or careers service;
- not propose a project for personal gain;
- show that the consent or co-operation of all interested parties has been obtained.

£75M has been made available for the job creation programme, and, up to June 18, 2,383 projects had been approved, with a total grant of £32.6M. (June 30)

Questions in Parliament

Employment

Mr David Knox (Leek) asked for a table showing the percentage of the adult work-force employed as civil servants in each year since 1960 in the United Kingdom, and, from information available from international sources, for comparable figures for each of the other EEC countries, Canada and the United States.

Mr Golding: The percentages of the employed labour force of the United Kingdom employed as civil servants, based on the mid-year figures, are shown below.

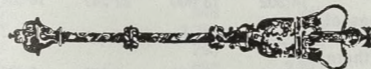
Similar figures for other countries are not readily available and could be obtained only at disproportionate cost.

Year	Per cent	Year	Per cent
1960	2.6	1967	2.7
1961	2.6	1968	2.8
1962	2.6	1969	2.7
1963	2.7	1970	2.8
1964	2.6	1971	2.9
1965	2.6	1972	2.8
1966	2.6	1973	2.8
		1974	2.7

(July 5)

Mr J. W. Rooker (Birmingham, Perry Barr) asked in which employment areas and trades preparatory work and initial experiments are taking place prior to the use of powers under Section 95 of the Employment Protection Act 1975.

Mr Walker: Preparatory work leading to pilot projects in the use of these new powers is currently in progress. It is hoped to begin projects in January 1977 covering two retail trades. Wages inspectorate divisions in different parts of the country will be involved, but the precise areas have not yet been selected. (July 5)



Hours of work

Mr Hal Miller (Bromsgrove and Redditch) asked what extent women had now been given an equal opportunity in hours of work with men following the passage of the Equal Opportunities Act, with particular reference to overtime and night work.

Mr Grant: As the Sex Discrimination Act makes an exception for activities necessary to comply with a statute passed before that Act, there has been no change in policy and practice about the hours of work of women in industrial employment. This legislation is under review by the Equal Opportunities Commission, in consultation with the Health and Safety Commission. (June 21)

Women at work

Mr Hal Miller (Bromsgrove and Redditch) asked what additional rates of pay were available to women working overtime in the UK and working at night.

Mr Walker: Generally, rates of pay are a matter for negotiation between employers and employees or their representatives, subject at the present time to the limits of pay policy.

However, if a woman works overtime or at night, she is entitled under the Equal Pay Act to equal treatment with a man in the same employment in respect of the terms of her contract of employment (including overtime rates and shift premia) where the man is employed on like work or work rated as equivalent under a job evaluation, unless her employer can show that any variation between the woman's contract and the man's contract is genuinely due to a material difference (other than the difference of sex) between her case and his. The Equal Pay Act also provides for discrimination between men and women to be removed from collective agreements, employers' pay structures and statutory wages orders. (June 21)

Mr W. W. Hamilton (Central Fife) asked in how many cases had action been taken, or threatened, against those firms which had not yet implemented the terms of the Equal Pay legislation.

Mr Grant: The main method of enforcing the Act is by complaint to industrial tribunals. During the December 29, 1975 to June 25, 1976, 1,835 women made applications to industrial tribunals.

I have had five requests to refer employers' pay structures to the Central Arbitration Committee and these are still being considered. (July 1)

Training

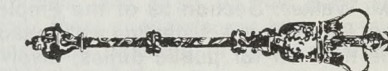
Mr Ian Wrigglesworth (Teesside, Thornaby) asked if training grants would be paid to employers to ensure that young people on short training courses continued with further courses when permanent positions could not be found for them.

Mr Walker: Young people completing short courses of direct training offered by the Training Services Agency may, subject to eligibility, proceed to further training in a wide range of subjects under the Training Opportunities Scheme. However, by making premium grants available to firms who take on additional young people for training in employment, the Government has already ensured that many more young people will gain both continued instruction and the security of a job. (June 18)

Mr Barney Hayhoe (Hounslow, Brentford and Isleworth) asked what estimate the Secretary of State had made of the number of

applicants whose training commenced last year under industrial training boards and who have been unable to find appointments in industry for completing their apprenticeships; and what plans he had for dealing with this problem.

Mr Golding: Industrial training boards have informed the Training Services Agency that they are likely to need extra help in placing some 3,400 of the total of 6,221 young people who began training under board sponsorship last year. The agency is accordingly meeting the cost of recruitment grants which boards can offer to employers as an incentive for them to engage unplaced award holders. Any trainees still unplaced by this means will be enabled to continue with sponsored training under board auspices. (June 18)



Index of retail prices

Mr Dykes (Harrow E.) asked what were the percentage increases in the Retail Price Index in the five-months period January to May inclusive in each of the calendar years 1970 to 1976.

Mr MacLennan (Parliamentary Under-Secretary for Prices and Consumer Protection): In the five-month periods mid-December to mid-May the percentage increases in the Retail Price Index were 3.8; 5.7; 2.8; 4.6; 9.7; 15.1, and in the latest period 6.3. (July 5)

Mr Neubert (Havering, Romford) asked what the effect on the Retail Price Index would be of the changes proposed in the Price Code.

Mrs Shirley Williams (Secretary of State for Prices and Consumer Protection): Our estimate, which cannot be absolutely precise, is about 1 per cent. (July 5)

Sir Nigel Fisher (Kingston-upon-Thames, Surbiton) asked by how much increases in wage rates had exceeded price rises in the last two years.

Mr Golding: Between May 1974 and May 1976 the index of basic weekly wage rates of all manual workers in the United Kingdom increased by 59.3 per cent. Over the same period the general index of retail prices increased by 44.2 per cent. (July 1)

Questions in Parliament

Health and safety

Mr Greville Janner (Leicester West) asked if the Secretary of State would introduce legislation to apply the protection of eyes regulations and other regulations made under the Factories Act to all employees at work.

Mr Grant: The Health and Safety at Work Act 1974, Section 1(2) provides for existing regulations, orders and other instruments in force to be progressively replaced. The chairman of the Health and Safety Commission informs me that a review of all existing legislation is taking place, but this will necessarily be spread over a number of years. (July 5)

Mr J. W. Rooker (Birmingham, Perry Barr) asked why the Secretary of State was delaying activation of the section of the Employment Protection Act dealing with time off work for public duties, until he was ready to activate the sections dealing with time off for trade union duties and activities.

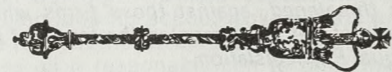
Mr Walker: Section 59 of the Employment Protection Act, dealing with reasonable time off for public duties, involves considerations similar to those raised by sections 57 and 58, dealing with time off for trade union duties and activities. It is sensible to activate all three sections together, and at a time when the capacity of the industrial tribunals has been expanded sufficiently to cope with the additional work load arising from implementation of the Employment Protection Act. (July 5)

Mr Christopher Brocklebank-Fowler (Norfolk, North West) asked if the Secretary of State would investigate the explosion at the Dow Chemical factory in King's Lynn and publish a report on the findings.

Mr Grant: I am advised by the chairman of the Health and Safety Commission that the explosion is being investigated by the district inspector of factories, with the assistance of an explosives inspector from headquarters. The commission have no plans at the moment to publish the inspector's report. The industry will be advised in the usual way by the Health and Safety executive of any significant findings about risks from the materials involved. (July 2)

Mr Greville Janner (Leicester West) asked whether the Secretary of State would advise the Health and Safety Executive that companies or persons to be charged with offences under the Health and Safety at Work Act, which had resulted in death or serious injury to employees or to third parties, should be tried on indictment.

Mr Grant: It is not for the commission to advise the executive and I am informed by



the chairman of the commission that guidance has been given to the executive as to the criteria to be adopted in deciding whether a particular case should result in summary prosecution or prosecution on indictment. These criteria include:

- (a) the gravity of the offence;
- (b) the adequacy or otherwise of the powers of sentence of the summary court for this offence;
- (c) the record of the offender and his previous response to advice.

It would not be appropriate to regard the seriousness of injury as the deciding factor in this decision, as the injury may bear little relationship to the gravity of the legal contravention, if any, from which it has resulted, or the relative culpability of the offender.

I agree with the guidance that the commission has given to the executive. (June 14)

Handicapped young people

Mr Ian Wrigglesworth (Teesside, Thornaby) asked if special grants would be allocated for the creation of more sheltered employment for handicapped young people.

Mr Grant: No. The grant system needs to provide equal opportunity for all age groups. I would not in any event wish to attract young people into sheltered work who might too easily become institutionalised and thus become incapable of a fuller life in open employment. (June 21)

EEC grants and loans

Mr R. C. Mitchell (Itchen) asked the Chancellor of the Exchequer if he would list those grants and loans which had been received or were fully committed by British undertakers from the European Regional Development Fund, the European Social Fund, the European Investment Bank, the European Coal and Steel Community and the Guidance Section of the European Farm Fund since Great Britain's entry into the EEC.

Mr Joel Barnett, Chief Secretary to the Treasury: The amounts of grants and loans which have been received by the United Kingdom since our entry into the European Communities are as follows:

	£ million	
	Loans	Grants
Regional Development Fund	—	7-750
European Social Fund	—	113-671
European Investment Bank	387-100	—
European Coal and Steel Community	565-851	30-808
European Agricultural Guidance and Guarantee Fund—Guidance section	—	54-734

Lists of grants and loans for the other Community activities are as follows:

1. European Social Fund—Allocated Grants

Scheme	£ million			
	1973	1974	1975	1976 to date
1. Governmental bodies				
Training, transference and rehabilitation of former agricultural workers in or leaving the textile industries in the United Kingdom	0-787	0-300	1-332	—
Training for unemployed workers in the assisted areas of Great Britain	14-302	13-600	22-247	14-568
Transference of unemployed workers in the assisted areas of Great Britain	1-520	0-003	2-147	—
Training and rehabilitation of unemployed workers in Northern Ireland	3-786	3-967	4-820	0-636
Encouragement of training and safeguarding the position of young workers during a period of high unemployment*	—	—	4-448	0-291
Training of heavy goods vehicle drivers	—	0-159	0-348	0-477
Training divers for work associated with offshore oil development	—	—	0-096	0-125
Assistance of disabled people in United Kingdom	3-519	4-362	2-844	—
Community Industry Scheme	—	0-600	1-227	—
Assistance to migrant workers and their families	—	2-643	5-086	—
Training in rural areas run by the Council for Small Industries in Rural Areas (COSIRA) and the Small Industries Council in Rural Areas in Scotland (SICRAS)	—	0-083	0-241	0-064
Retraining of forestry workers run by the Forestry Commission	—	—	0-120	0-040
2. Non-governmental bodies				
Training of workers run by industrial training boards*	—	0-126	0-372	1-029
Training of workers run by nationalised industries*	—	—	0-156	0-139
Training of workers from private companies in Great Britain	—	—	0-088	0-010
Training of workers on employers' premises in Northern Ireland*	—	0-087	0-360	0-449
Queen Elizabeth Foundation for the Disabled*	—	—	—	0-067
Total	23-914	25-930	45-932	17-895

* For these schemes amounts have also been allocated for 1977 and 1978. (July 5)

Questions in Parliament

Strikes

Mr David Knox (Leek) asked for a table showing the number of working days lost in industrial disputes in each year since 1950 in the United Kingdom, and from information available from international sources, for comparable figures for each of the other EEC countries, Canada and the United States.

Mr Walker: The number of working days lost in industrial disputes in each year since 1950 in the United Kingdom is as follows:

	'000s		'000s
1950	1,389	1963	1,755
1951	1,694	1964	2,277
1952	1,792	1965	2,925
1953	2,184	1966	2,398
1954	2,457	1967	2,787
1955	3,781	1968	4,690
1956	2,083	1969	6,849
1957	8,412	1970	10,980
1958	3,462	1971	13,551
1959	5,270	1972	23,909
1960	3,024	1973	7,197
1961	3,046	1974	14,750
1962	5,798	1975	6,012
		Jan-May 1976	1,369*

* Provisional. Source: Department of Employment Gazette.

The following table, based on information published by the International Labour Office, gives broadly comparable information in respect of other EEC countries, Canada and the United States. Such information is not yet available for 1975 and 1976.

	Figures in '000s									
	Belgium	Canada	Denmark	Eire	France	Italy	Luxembourg	Netherlands	United States	West Germany
1950	2,769	1,389	4	217	11,729	7,761	0-5	162	38,800	380
1951	593	902	4	545	3,495	4,515	—	67	22,900	1,593
1952	863	2,880	4	529	1,733	3,531	—	31	59,100	443
1953	412	1,325	2	82	9,722	5,828	0-1	28	28,300	1,488
1954	444	1,475	23	67	1,440	5,377	1	59	22,600	1,587
1955	1,002	1,875	10	236	3,079	5,622	12	133	28,200	847
1956	948	1,246	1,062	48	1,423	4,137	—	213	33,100	264
1957	3,789	1,477	7	92	1,421	4,619	—	7	16,500	1,072
1958	293	2,817	9	126	1,138	4,172	—	37	23,900	782
1959	983	2,227	18	124	1,938	9,190	2	14	69,000	62
1960	334	739	70	80	1,070	5,786	—	467	19,100	38
1961	92	1,335	2,308	377	2,601	9,891	—	25	16,300	61
1962	271	1,418	15	104	1,901	22,717	—	9	18,600	451
1963	247	917	24	234	5,991	11,395	—	38	16,100	1,846
1964	444	1,581	18	545	2,497	13,089	—	44	22,900	17
1965	70	2,350	242	552	980	6,993	—	55	23,300	49
1966	533	5,047	15	784	2,523	14,474	—	13	25,400	27
1967	182	3,975	10	183	4,204	8,568	—	6	42,100	390
1968	364	5,083	34	406	*	9,240	—	14	49,000	25
1969	163	7,752	56	936	2,224	37,825	—	22	42,869	249
1970	1,432	6,540	102	1,008	1,742	20,887	—	263	66,414	93
1971	1,240	2,867	21	274	4,388	14,799	—	97	47,589	4,484
1972	354	7,754	22	207	3,755	19,497	—	134	27,066	66
1973	872	5,776	3,901	207	3,915	23,419	—	584	27,948	563
1974	580	9,255	184	552	3,380	19,467	—	7	48,045	1,051

* Information not available. Source: ILO.

(July 5)

Mr Adley also asked how many cases of alleged unfair dismissal had been brought to the attention of the ACAS since the passing of the Employment Protection Act; and what percentage had thereafter come before industrial tribunals.

Mr Walker: During the period November 1, 1975 to May 28, 1976 20,770 applications relating to alleged unfair dismissal were referred by the Central Offices of the Industrial Tribunals to the Advisory, Conciliation and Arbitration Service. On the basis of past experience some 40 per cent of these applications are likely to have been heard, or to be heard, by industrial tribunals. (June 29)



Mr Adley also asked if there were circumstances under which employers can claim costs of fighting cases before industrial tribunals; and, if so, on how many occasions these circumstances have pertained since the passage of the Employment Protection Act.

Mr Walker: An industrial tribunal has power to award costs where in its opinion a party, whether employee or employer, has acted frivolously or vexatiously. Information about the number of occasions on which this power has been used is not available. (June 29)

Industrial tribunals

Mr Robert Adley (Christchurch and Lymington) asked what was the total number of cases brought before the industrial tribunals since the passage of the Employment Protection Act; and how many had found in favour of the employee and the employer respectively.

Mr Walker: The Employment Protection Act received the Royal Assent on November 12, 1975. The number of cases heard by industrial tribunals in the period November 1, 1975 to May 28, 1976 was 10,675. Comprehensive information as to the outcome of cases is not available. (June 29)

Mr Adley also asked how many cases had been heard before industrial tribunals in each month since the passage of the Employment Protection Act.

Mr Walker: The number of cases heard by tribunals since November 1, 1975 is as follows:

	England & Wales	Scotland
November 1975	1,180	131
December 1975	1,289	106
January 1976	1,205	162
February 1976	1,550	143
March 1976	1,383	124
April 1976	1,634	129
May 1976	1,455	184

News and notes

"Collective funding" for training in vital skills

A NEW APPROACH to the financing of training within industry itself in certain key occupations is proposed in a consultative document, *Training for Vital Skills*, published jointly in July by the Department of Employment and the Manpower Services Commission (MSC).

This approach, known as collective funding, would be designed to provide employers with a new incentive for training people in those vital skills which are needed by many employers throughout British industry and which are often in short supply just at the times when they are most needed.

Designed to exist alongside a modified version of the levy, grant and exemption system operating under the 1973 Employment and Training Act, collective funding would aim at ensuring a steady, high intake of trainees to meet the needs of industry as a whole.

The document points out that one of the drawbacks of current training legislation is that, while it encourages employers to train for their individual firms' needs, it is less helpful in meeting industry-wide needs in the longer term.

A system of collective funding, it suggests, could remedy this by making it possible for industry and Government to agree about longer-term needs and provide together the financial support to ensure that they are met.

Collective fund

It is proposed that industry and Government would both contribute to a collective fund, which would then pay for all or part of initial training in the wider-based or "transferable" skills. Government, industry and the MSC would decide which skills were of such vital importance to the economy that special steps were essential to safeguard their supply.

Then, each year, agreement would be reached on recruitment targets, geared to the long-term needs of industry, for

these skills. The incentive to employers to recruit the right number of young people would come through payments to them from the fund for training the numbers they agreed to take on, under a "training contract". The collective fund would in this way guarantee payment for training which employers now often find a heavy financial burden.

Overcome cut-backs

It would encourage industry not to cut back in this crucial area at times of economic recession, and overcome the temptation of some employers to recruit skilled workers from other firms rather than to train people themselves.

A collective funding scheme, if introduced, would operate across the whole of industry, not just the sectors covered by industrial training boards (ITB's).

In addition to outlining the possible working of a collective funding scheme, the consultative document provides some insight into the causes and effects of shortages of skilled people in industry.

Skill shortages, it says, in key industrial processes, act as a serious constraint on output and economic growth. They can create inflationary wage pressures and encourage imports. Often, if

an employer believes that skilled workers will be in short supply, that is enough to hold back production and take the steam out of selling the products.

Reasons for shortages

There are many causes of skill shortages such as the inefficient use and deployment of manpower. Too often, skilled workers are employed on tasks which do not make full use of their skills. And, often, skill shortages exist in one part of the country while there is unemployment elsewhere; workers do not, of course, move easily between areas. But, the document stresses, shortfalls in the provision of training are having an important effect.

One of the reasons for this is that employers often see expensive training as an investment which will be lost if individual workers change jobs once they are trained. As a result, they may prefer to "buy in" workers from other firms rather than train people for their own future needs. In addition they often feel obliged to cut down on the number of young people they take on for training at times of economic recession and falling production.

As a result, the document concludes, the trend has been for the amount of training provided by industry in vital skills consistently to fall short of its real needs. A system such as the collective funding proposal could ensure a stable flow of recruits for skilled training and would do a great deal to prevent shortages developing.

Views sought

Between now and the end of October, the Government and the MSC will be seeking the views of industry and other interests on the proposal for a collective

(continued on page 761)

News and notes

Training boards

The Secretary of State for Employment has approved proposals submitted by the distributive industry training board for a levy on employers within the scope of the board equal to 0.7 per cent of its payroll (less £6,000) in the year ended April 5, 1976.

Employers whose total emoluments are less than £13,000 or who have fewer than 10 employees will not be assessed to levy.

The levy will be used to finance training approved by the board. Employers meeting the board's levy exemption criteria in full will be exempted from levy. Employers meeting the criteria in part will have their levy proportionately reduced.

Wool, jute and flax

The wool jute and flax industry training board has been reconstituted for a further three years from June 29. Mr W. S. Porteous is reappointed chairman

Quarterly employment estimates

Estimates for March 1976 in the quarterly employment series would normally have been published in this issue of the *Gazette*. However, now that the results of the 1975 census of employment are available, estimates in the quarterly employment series for dates subsequent to June 1974 will need to be revised.

See the article on pages 727 to 733 of this *Gazette*.

Provisional amendments to take account

and 12 other members have been named, including two new members, Mr W. D. Lomas and Mr J. J. Mullen. Five employer members and one education member have still to be appointed.

Iron and steel

The iron and steel industry training board has been reconstituted for a further three years from July 3.

To give representation to a wider area of the industry, the size of the board has

of the 1975 census of employment figures have been made to tables 101, 102 and 103. The revision of the detailed figures will require rather more time; meanwhile, unamended estimates of the detailed figures for March 1976 are available on request from **Statistics Division C1, Department of Employment, Orphanage Road, Watford, Herts WD1 1PJ. Telephone: Watford 28500 Extension 599.**

been increased by two employer members, two employee members and one educational member.

Mr Jack Wadsworth has been reappointed chairman and has named 20 other members. These include 10 new members: Mr E. C. Chesney, Mr D. W. Ford, Mr B. S. Moffat, Mr P. L. Johnson, Mr D. R. G. Davies, Mr D. W. Mitchell, Mr R. L. Evans, Mr D. C. Ashby, Mr R. D. Walker and Mr J. F. Mann.

"Collective funding" (continued from page 760)

funding system. These, it is hoped, will cover not only the principle of collective funding, but the occupations it might cover and the way in which it might operate.

It is recognised in the document that introduction of the scheme would involve far-reaching changes in the institutional framework for industrial

training. For this reason there is no commitment to the introduction of collective funding. The fullest consultation with employers, trade unions, education interests and industry organisations would have to take first place. After that the Government and the MSC would decide whether, if support for the scheme was sufficient and the

necessary resources could be found, to go ahead with the legislation that would be required.

The document says that comments and views should be sent by October 29, 1976 to Training Services Agency, Room 408, 162-168, Regent Street, London W1R 6DE.

British Labour statistics: Historical Abstract 1886-1968

This unique standard work of reference brings together all the main series of official statistics compiled by the Department of Employment and its predecessors since 1886, plus some for even earlier years. It contains 389 pages of tables and 50 pages of text and the subjects covered are wage rates, earnings, hours of work, retail prices, employment, unemployment, vacancies, family expenditure, industrial accidents, and disputes, membership of trade unions, labour costs and output per head. This will be a most valuable source-book for everyone concerned with the study and formulation of economic policies. £7 (by post £7.62)

Free lists of titles (please specify subject/s) are available from Her Majesty's Stationery Office, PM2C (Z57), Atlantic House, Holborn Viaduct, London, EC1P 1BN.

Government publications can be bought from the Government bookshops in London (Post Orders to PO Box 569, SE1 9NH), Belfast, Edinburgh, Cardiff, Manchester, Birmingham and Bristol, or through booksellers

News and notes

From school to work: Government proposals

The Government is shortly to publish a statement of its proposals for one major aspect of the transition from school to work, said Mr Harold Walker, Minister of State for Employment, speaking at the launching of a new visual training programme by the Industrial Society in London recently.

Waste of resources

Mr Walker stated that about 300,000 young people leave school every year with few, if any, qualifications. They rarely received further education and all too often there was little or no systematic training in the jobs they entered.

"This is a waste of resources," he said, "which we as a nation can ill-afford—particularly at the present time when our

economy is so weak. The low rate of participation in continued training and education for work in this country should be a cause for concern and does not match up with the position in some other European countries.

"Furthermore, it is an unjustified discrimination against the less able.

"A wealth of resources is devoted to the more able school-leavers. Yet very little money indeed is spent on the less able, who are all too likely to drift from job to job on the fringes of the labour market, becoming increasingly disillusioned.

"We need to redress this imbalance between the less able and the more able, and the Government's proposals will suggest how this might be done. Obviously I cannot anticipate the state-

ment but I can say that it will be very much a joint effort by those responsible for education and training.

"Part of the trouble in this country, I am sure, is the separate development of education and training. What we need are imaginative new forms of vocational preparation, attractive to young people and which combine both educational and training elements.

Co-operation

"The Government's proposals will demand close co-operation between education departments and the Training Services Agency. I believe that they will represent an exciting new development for many young people."

TES applications top 100,000

The number of workers covered by applications for Temporary Employment Subsidy (TES) had topped the 100,000 mark by the beginning of July.

Mr Albert Booth, Secretary of State for Employment, told the Yorkshire and Humberside Regional Council of the TUC recently that already 70,000 had been approved, or in other words, 70,000 people had been helped over what for them may have been the biggest crisis in their lives.

The Temporary Employment Subsidy scheme pays employers who agree to defer an impending redundancy affecting 10 or more workers a subsidy of £20 per week for each full-time job maintained.

Mr Booth added that applications covering 4,500 workers were being approved each week. Before the scheme finished he estimated that a further 50,000 workers would have been helped in the same way. And there was concrete evidence within the Department of Employment that for many firms the TES had been the crucial turning point in whether or not to keep going.

Knitwear jobs saved

For example, in a Midlands knitwear firm 50 women were about to be made redundant until their employer applied for TES. This enabled the firm to keep them on and to retrain them on new machines. In the time TES gave them, the company's outlook improved and the workers' job prospects were much brighter today.

In another case, a heavy engineering firm had 80 men redundant in a specialist division. It had ceased to make a profit. The union involved discussed the problem with the employer and a joint working party was set up to plan re-organisation while TES gave the workers a breathing space.

Mr Booth warned, however, that the current prospects for school-leavers appeared very bleak in the months ahead.

Disabled people

At April 19, 1976 the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 543,064 compared with 557,217 April 21, 1975.

At May 13, 1976, there were 75,820 disabled people on the register who were registered as unemployed of whom 66,511 were males and 9,309 females. Those suitable for ordinary employment were 56,602 males and 7,608 females, while there were 11,610 severely disabled people classified as unlikely to obtain employment other than under special conditions. These severely disabled people are excluded from the monthly unemployment figures given elsewhere in the *Gazette*.

In the four weeks ended May 7, 1976, 3,789 registered disabled people were placed in ordinary employment. They included 3,240 males, and 549 females. In addition 139 placings were made of registered disabled people in sheltered employment.

Deaths and diseases

In May, 34 fatalities were reported under the Factories Act, compared with 24 in April. This total included 17 arising from factory processes, 13 from building operations and works of engineering construction, and four in docks and warehouses.

Mines and quarries

Fatalities in industries outside the scope of the Factories Act included nine in mines and quarries reported in the five weeks ended 29. 5. 1976, compared with five in the four weeks ended 24 April. These nine included four underground coal mine-workers and two in quarries, compared with two and none a month earlier.

Railways

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

In May, five seamen employed in ships registered in the United Kingdom were fatally injured, compared with one in April.

Industrial diseases

In May, seven cases of industrial diseases were reported under the Factories Act. These comprised one case of beryllium poisoning (fatal), two of aniline poisoning, one of epitheliomatous ulceration and three of chrome ulceration.

Two employees in agriculture were fatally injured in the month, compared with one in April.

Work study guide

A guide designed to introduce managers, supervisors and trade unionists to the use of predetermined motion time systems (PMTS)* as a means of work measurement has been published by the Department of Employment.

It gives general guidance on PMTS and their application, and basic information about some systems now in use in the United Kingdom.

PMTS is a work measurement technique used in work study to analyse jobs and measure the time required to complete a job to a specified standard. The systems are based on time values established, after extensive studies, as constant for each basic movement (of, for example, hand or arm) or combination of movements.

Tasks are analysed and the times attached to each movement involved are built up to provide a time for the whole job.

A tripartite group, including representatives of the Trades Union Congress, Confederation of British Industry, and Engineering Employers' Federation, as well as the Department of Employment, was set up to produce the booklet. This was in response to growing concern about the increasing variety of systems available, and the new issues they were raising in comparison with more traditional work study techniques.

Technical committee

Practical responsibility for the project was delegated to a technical committee, which had discussions with organisations and consultants involved in the development and/or control of individual PMTS, and visited firms using them.

The booklet is in two parts. Part 1 is divided into three sections, the first of which traces the origins of PMTS and describes the development of both basic and higher level systems and the distinctions between them.

It looks at the purposes for which PMT systems can be used, suggesting that PMTS should be regarded as a versatile tool of methods engineering, not just as a work measurement technique.

Incentive schemes

Although PMTS are often used only to set standard times as a basis of incentive schemes, their value can lie more in the contribution their use can make to production planning, costing and manpower utilisation. This section also discusses criticisms which are made of PMTS and

Trade union certification

Between June 9 and July 13, 1976, the Certification Officer, Mr John Edwards, issued certificates of independence to a further 22 trade unions under section 8 of the Employment Protection Act 1975. They are as follows:

Amalgamated Association of Beamers, Twisters and Drawers (Hand and Machine)
Amalgamated Society of Wool-Comb, Hackle and Gill Makers
Executives and Managers Association of Great Britain and Ireland
Guinness (Park Royal) Supervisory Association
Group 1 Staff Association
Lloyds Bank Group Staff Association
Managers and Overlookers Society
National Association of Colliery Overmen, Deputies and Shotfirers
National Association of Theatrical Television and Kine Employees
National Association of Unions in the Textile Trade
National Union of Agricultural and Allied Workers
National Union of Flint Glass Workers
National Union of General and Municipal Workers
National Union of Insurance Workers
National Union of Insurance Workers, Prudential Section
National Union of Insurance Workers, Royal London Section
National Union of Sheet Metal Workers, Coppersmiths and Heating and Domestic Engineers
Rossendale Union of Boot, Shoe and Slipper Operatives
Thames Water Staff Association
Telecommunications Staff Association
Union of Jute, Flax and Kindred Operatives
Writers Guild of Great Britain

Refusals

Applications from the following trade unions have been refused:

Blue Circle Staff association
Dean Clough Staff Association
Printing Trades Alliance
Retail Book Stationery and Allied Trades Employees Association
Staff Association for Royal Automobile Club Employees

These are the first refusals since the certification provisions of the Employment Protection Act 1975 took effect on February 1, 1976.

By July 13, certificates had been issued to 131 trade unions, of which 100 are affiliated to the TUC or are constituents of affiliated unions.

At July 13, applications from 67 other unions (of which 14 are affiliated to the TUC) were under consideration.

Unfair dismissal applications 1975

There was an error in table 8 of the above article which appeared on page 595 of the June issue of the *DE Gazette*. The 1975 figures under the following headings should have read:

	1975	
	Number	Per cent
Declaration that dismissal unfair but no other remedy awarded	137	0.6
Other remedy	124	0.5
Compensation	2,667	11.8
Redundancy payment	409	1.8

several practical problems which can arise in using them.

In the second section some technical aspects of PMTS are examined, including the difficult questions of "accuracy" (the comparison of a time set by PMTS with some independent yardstick) and "consistency" (the degree to which the results achieved by use of the system can be reproduced).

The main potential sources of variation which can affect these issues are outlined. This section also emphasises the need for analysts to have adequate specialist training. Finally, it comments on the extent to which computer aids are currently used.

* An introduction to predetermined motion time systems. Department of Employment HMSO, £1.10.

News and notes

News and notes

Re-designing jobs—successes in Scotland

A survey of Scottish companies reveals a growing interest in the re-designing of jobs. Current projects show that a number of Scottish firms have already proved the success of re-designing jobs to make work more satisfying.

The survey was prepared by Mary Weir, a research fellow at Manchester Business School, and sponsored by the work research unit of the Department of Employment. It is one of a number of the unit's publications on different aspects of job satisfaction in the UK.

Seven studies

The survey was undertaken to examine the extent to which companies in Scotland were engaged in job re-design projects and to explore the opportunities for further research. It introduces seven detailed case studies representing a cross-section of on-going projects. All are concentrated in the manufacturing sector and mainly concerned with assembly work.

Each study looks at the original method of work, the reasons for improving jobs, the objects of the changes and the ways in which they were carried out. Probably the best-known of the projects is at Philips, in Hamilton, where the jobs of women assembling parts of a fan-heater were re-designed so that each woman could assemble a complete machine.

Smaller teams

This introduced an element of variety into their work and gave more opportunity to develop their skills and abilities. A similar method of this "unit" production was adopted by IBM, Greenock, about a year ago.

The idea of extending the length of the work cycle was used by General Time, Strathleven. Here a line of 10 women assembling alarm clocks was re-organised

into two lines of five. As a result, the operators found the work itself more satisfying and relationships improved in a smaller team. They also considered the work less repetitive and boring.

Pint participation

The fourth case study describes the changes introduced by Scottish and Newcastle Breweries, Edinburgh—a company which has been developing a participative style of management for some time. In the brewery the jobs were re-designed to give the men more discretion and greater control over the brewing process. The role of first-line managers was changed to enable them to spend more time on support activities.

At Ferranti, in Edinburgh, technical changes produced more interesting jobs for the workforce. Machines manufacturing complex electronic components were grouped together. Not only did efficiency improve greatly, but the machine operators also found a greater sense of involvement in the work and had the satisfaction of seeing the group doing the entire work process needed to complete a component.

Smaller firms

Mary Weir notes in her survey that, in the main, it is the larger firms which are exploring the possibilities of job design. In smaller organisations, people tend to be more easily involved in the company, communication channels are shorter and therefore more effective—and the need for job design and participation less apparent.

Perhaps the scope for improvement in such organisations is shown by the developments at Ailsa Trucks, Irvine, a small firm concerned with assembling Volvo trucks and manufacturing and assembling buses. Ailsa Trucks has recently become a wholly-owned subsidi-

ary of Volvo, famous for its efforts to create more satisfying jobs for its employees.

Although the changes are, as yet, in their early stages, Ailsa Trucks have already adopted policies affecting the assembly lines and worker participation.

The survey does not suggest that re-designing jobs is easily accomplished. The last study describes a project in a clothing factory which was only partially successful. This tried to set up an autonomous working group with increased flexibility, and the difficulties which led to the scheme being abandoned are outlined in the survey.

The survey suggests that there is considerable scope in Scotland, as in the rest of the country, for improving the quality of working life through job design and participation, but adds that ideas which have been successful elsewhere are not necessarily applicable to Scotland. The methods of creating more satisfying work must meet individual needs and local circumstances.

Job schemes for disabled

The administration and co-ordination of sheltered employment and full responsibility for the quota scheme for disabled people was transferred to the Manpower Services Commission from the Department of Employment on July 1.

This was announced in the House of Commons by Mr. Grant, Parliamentary Under Secretary of State for Employment.

He said: "I am pleased to say that the necessary administrative arrangements have now been completed. The Manpower Services Commission will assume responsibility for the administration and co-ordination of sheltered employment, and for the full administration of the quota scheme, on July 1."

The Government announced its intention to make the transfer in December last year.

News and notes

Radiation risks—lessons from Hiroshima

The nuclear attacks on Hiroshima and Nagasaki had given mankind a unique degree of foreknowledge of the biological dangers of introducing radioactive materials into everyday life said Mr John Dunster, deputy director, Health and Safety Executive speaking recently at a *Financial Times* conference on Nuclear Power and the Public Interest.

This foreknowledge, more than anything else, he said, had meant that scientifically founded precautions had been taken from an early stage in the development of the nuclear industry.

No deaths in Britain

As a result, no deaths had been established in the United Kingdom as due to exposure to radiation, and injuries had been extremely rare. In fact, the standards now set were so tight that confirmation of them by medical statistics might not be possible.

The information had been obtained from the study of the effects of ionising radiation on the survivors of the nuclear attacks, Mr Dunster said. It referred particularly to the long-term risk following large doses of radiation in short periods, but it gave grounds, supported by the results of animal experiments, for assumptions to be made on the effects of long-term exposure to low doses.

Cancer risks

Mr Dunster said that an analysis of this information and these assumptions had led to two important lessons. These were:

Large doses of radiation over a short

time increased the risk of dying of cancer.

Smaller doses might cause some increase in risk, but this was not demonstrable in man (except, perhaps, for irradiation of the foetus).

No threshold

Nevertheless there were some grounds for believing that even small doses might produce some increase in risk. For this reason, "the current approach to radiological protection is based on the cautious assumption that there is probably no threshold", said Mr Dunster.

In fact these points "have been a key feature of the recommendations of the International Commission on Radiological Protection for over 20 years, but only in recent years have they been given the emphasis they deserve".

Benefits to society

The salient points of this approach were:

Any exposure of people to ionising radiations must be justified by the benefits to society expected from the cause of that exposure (for example, the benefits from nuclear power stations must be sufficient to justify the exposure of those working in the industry).

Any exposure that had been justified must still be reduced as far as could reasonably be achieved.

Unless the benefits and the risks were received by the same people, there must be an over-riding dose limit.

By using these principles, regulatory bodies had been able to set safety

priorities, as could be seen in the British system for controlling disposal of radioactive waste. Particular attention had been paid to the most highly-exposed groups, but larger groups at lower exposures had not been ignored.

The same principles had been laid down in the licence conditions of nuclear installations, in regulations applying to factories, and in codes of practice for hospitals and teaching establishments. It was the occupiers' responsibility to see they were complied with.

Note of warning

But Mr Dunster also sounded a note of warning. "We cannot offer the public total safety—not because of lack of resources, though these are indeed sharply limited, but because total safety simply does not exist. The Health and Safety Commission, the executive, employers and employees, will work together to provide health and safety so far as is reasonably practicable.

Dead safety?

"We will use the best practicable means. We will keep exposures as low as reasonably achievable but we will not, we cannot, provide absolute health and safety. It is often said that the only safe level of radiation is zero—perhaps it is. Certainly the only safe level of work is zero. Indeed, the only safe level of life is zero. If you insist on being dead safe you will have to accept being safely dead."

Monthly Statistics

Summary

Note: The table giving the detailed industrial analysis of employees in employment, which normally appears in this monthly section, has been held over pending revisions incorporating information from the census of employment. See note on page 761.

Employment in Production Industries

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain at mid-May 1976 was 9,019,700. The total included 7,111,100 in manufacturing industries and 1,230,100 in construction. The total in these production industries was 200 higher than that for April 1976 and 333,200 lower than in May 1975. The total in manufacturing industries was 3,800 lower than in April 1976 and 278,100 lower than in May 1975. The numbers in construction was 4,300 higher than in April 1976 and 40,300 lower than in May 1975. The seasonally adjusted index for production industries (av. 1970=100) was 88.3 (88.3 at mid-April) and for manufacturing industries 87.2 (87.3 at mid-April).

Unemployment

From March 1976, all unemployment statistics exclude adult students registered for vacation employment. The number of unemployed, excluding school-leavers, in Great Britain on June 10, 1976 was 1,159,696. After adjustment for normal seasonal variations, the number was 1,205,000, representing 5.3 per cent of all employees, compared with 1,200,400 in May 1976. In addition, there were 118,188 unemployed school-leavers, so that the total number unemployed was 1,277,884, a rise of 57,524 since May. This total represents 5.6 per cent of all employees. Of the number unemployed in June 1976, 403,021, (31.5 per cent) had been on the register for up to 8 weeks, 269,144, (21.1 per cent) for up to 4 weeks, and 176,015, (13.8 per cent) for up to 2 weeks.

Vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 4, 1976 was 124,837; 2,855 higher than on May 7, 1976. After adjustment for normal seasonal variations, the number was 112,000, compared with 118,400 in May. The number of vacancies notified to careers offices and remaining unfilled in Great Britain on June 4, 1976 was 27,719; 975 lower than on May 7, 1976.

Temporarily stopped

The number of temporarily stopped workers registered in order to claim benefits in Great Britain on June 10, 1976 was 19,669 a fall of 1470 since May 13, 1976.

Overtime and short-time

In the week ended May 15, 1976 the estimated number of operatives working overtime in manufacturing industries, was 1,688,800. This is about 32.7 per cent of all operatives. Each operative worked an average of 8.4 hours overtime during the week. The total number of hours of overtime worked, seasonally adjusted was 13.83 millions (13.81 millions in April). In the same week the estimated number on short-time in these industries was 103,100 or about 2.0 per cent of all operatives, each losing 9.9 hours on average.

Basic rates of wages and hours of work

At June 30, 1976 the indices of weekly rates of wages and of hourly rates of wages of all workers (July 31, 1972 = 100) were 213.6 and 214.9 compared with 209.4 and 210.6 at May 31.

Index of retail prices

At June 15, 1976, the official retail prices index was 156.0 (prices at January 15, 1974 = 100) compared with 155.2 at May 18. The index for food was 156.7, compared with 157.1 at May 18.

Stoppages of work

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in June which came to the notice of the Department of Employment was 129, involving approximately 35,400 workers. During the month approximately 45,100 workers were involved in stoppages, including some which had continued from the previous month, and 195,000 working days were lost, including 80,000 lost through stoppages which had continued from the previous month.

Overtime and short-time in manufacturing industries

In the week ended May 15, 1976, it is estimated that the total number of operatives working overtime in manufacturing industries was 1,688,800 or about 32.7 per cent of all operatives, each working 8.4 hours on average.

In the same week, the estimated number on short-time was 103,100 or 2.0 per cent of all operatives, each losing 9.9 hours on average.

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

Overtime and short-time worked by operatives in manufacturing industries—Great Britain: week ended May 15, 1976

Industry	OPERATIVES WORKING OVERTIME				OPERATIVES ON SHORT-TIME								
	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours of overtime worked (000's)	Average per operative working overtime	Stood off for whole week	Working part of a week		Total		Total			
					Number of operatives (000's)	Total number of hours lost (000's)	Number of operatives (000's)	Hours lost (000's)	Average per operative working part of the week	Number of operatives (000's)	Percentage of all operatives (per cent)	Hours lost (000's)	Average per operative on short-time
Great Britain—analysis by industry (Standard Industrial Classification 1968)													
Food, drink and tobacco	187.0	35.2	1,773.4	9.5	0.1	3.1	3.6	20.9	5.8	3.7	0.7	24.0	6.5
Food industries (211-229)	142.9	34.0	1,387.8	9.7	0.1	2.7	3.6	20.7	5.8	3.6	0.9	23.4	6.5
Drink industries (231-239)	39.0	44.9	346.3	8.9	—	0.4	0.1	0.2	3.0	0.1	0.1	0.6	8.3
Tobacco (240)	5.1	22.2	39.2	7.7	—	—	—	—	—	—	—	—	—
Coal and petroleum products	8.8	33.2	88.2	10.0	—	—	0.6	20.9	35.8	0.6	2.2	20.9	35.8
Chemical and allied industries	78.0	31.4	747.1	9.6	—	1.0	0.2	1.5	6.4	0.3	0.1	2.5	9.5
General chemicals (271)	25.9	32.3	272.8	10.5	—	—	—	—	—	—	—	—	—
Metal manufacture	120.8	33.6	1,099.1	9.1	—	1.7	9.4	95.7	10.2	9.5	2.6	97.4	10.3
Iron and steel (general) (311)	41.2	23.4	381.2	9.2	—	—	3.0	27.4	9.1	3.0	1.7	27.4	9.1
Other iron and steel (312-313)	46.7	46.1	428.8	9.2	—	0.2	5.2	55.3	10.5	5.3	5.2	55.5	10.6
Non-ferrous metals (321-323)	32.9	39.8	289.0	8.8	—	1.4	1.1	13.0	11.3	1.2	1.4	14.4	12.2
Mechanical engineering	270.2	44.1	2,174.0	8.0	0.1	4.0	10.8	99.7	9.3	10.9	1.8	103.7	9.6
Instrument engineering	25.3	28.2	172.6	6.8	0.1	2.4	0.6	7.0	11.6	0.7	0.7	9.4	14.2
Electrical engineering	129.1	27.0	991.5	7.7	0.1	2.8	10.9	97.0	8.9	10.9	2.3	99.8	9.1
Electrical machinery (361)	33.7	37.8	255.8	7.6	—	—	1.5	16.1	11.1	1.5	1.6	16.1	11.1
Shipbuilding and marine engineering	65.9	48.1	681.3	10.3	0.1	2.0	0.1	0.8	6.0	0.2	0.1	2.8	15.8
Vehicles	196.7	38.6	1,418.9	7.2	—	0.8	7.0	58.3	8.3	7.0	1.4	59.1	8.4
Motor vehicle manufacturing (381)	132.6	39.5	942.4	7.1	—	0.4	6.6	55.6	8.4	6.6	2.0	56.0	8.4
Aerospace equipment manufacturing and repairing (383)	33.3	31.6	248.8	7.5	—	0.4	0.3	2.4	8.1	0.3	0.3	2.8	9.1
Metal goods not elsewhere specified	140.2	35.4	1,105.4	7.9	0.2	6.9	12.5	117.5	9.4	12.7	3.2	124.4	9.8
Textiles	95.6	23.5	794.1	8.3	0.5	18.4	9.9	99.9	10.0	10.4	2.6	118.2	11.4
Production of man-made fibres (411)	7.7	27.9	78.6	10.2	—	—	—	—	—	—	—	—	—
Spinning and weaving of cotton, flax, linen and man-made fibres (412-413)	16.1	19.5	129.7	8.1	0.2	7.3	1.2	14.4	12.1	1.4	1.7	21.7	15.8
Woolen and worsted (414)	23.4	31.3	215.2	9.2	0.1	4.0	2.2	19.4	8.8	2.3	3.1	23.4	10.1
Hosiery and other knitted goods (417)	10.8	11.4	67.8	6.3	0.1	6.0	3.6	33.4	9.2	3.8	4.0	39.4	10.4
Leather, leather goods and fur	9.1	27.4	69.3	7.6	—	1.1	0.6	7.1	11.6	0.6	1.9	8.2	12.8
Clothing and footwear	22.5	7.0	118.0	5.2	0.4	17.6	19.8	157.2	7.9	20.3	6.3	174.8	8.6
Clothing industries (441-449)	16.7	6.5	93.8	5.6	0.4	16.8	8.2	78.6	9.6	8.6	3.3	95.4	11.1
Footwear (450)	5.8	9.2	24.2	4.2	—	0.7	11.7	78.6	6.7	11.7	18.4	79.4	6.8
Bricks, pottery, glass, cement, etc.	79.1	38.2	760.1	9.6	—	0.4	3.0	25.5	8.4	3.0	1.5	25.8	8.5
Timber, furniture, etc.	70.1	35.3	551.6	7.9	0.6	24.8	7.9	81.5	10.3	8.5	4.3	106.4	12.5
Paper, printing and publishing	118.8	31.9	1,010.5	8.5	0.1	4.9	1.9	19.7	10.3	2.0	0.5	24.6	12.1
Paper and paper manufactures (481-484)	50.1	32.2	466.9	9.3	0.1	4.9	1.8	18.8	10.5	1.9	1.2	23.7	12.4
Printing and publishing (485-489)	68.7	31.7	543.5	7.9	—	—	0.1	0.9	7.8	0.1	0.1	0.9	7.8
Other manufacturing industries	71.4	29.7	619.5	8.7	—	1.8	1.8	12.7	7.1	1.8	0.8	14.5	7.9
Rubber (491)	24.1	31.2	216.0	9.0	—	0.8	0.3	1.8	6.2	0.3	0.4	2.6	8.3
Total, all manufacturing industries	1,688.8	32.7	14,174.5	8.4	2.3	93.9	100.7	923.0	9.2	103.1	2.0	1,016.8	9.9
Analysis by region													
South East and East Anglia	501.7	36.7	4,204.7	8.4	0.3	10.7	13.0	102.7	7.9	13.2	1.0	113.5	8.6
South West	98.4	34.4	810.6	8.2	—	0.2	4.4	33.4	7.7	4.4	1.5	33.6	7.7
West Midlands	215.8	30.0	1,665.6	7.7	0.4	14.2	24.9	241.0	9.7	25.3	3.5	255.3	10.1
East Midlands	135.1	31.3	1,073.6	7.9	0.3	12.6	15.4	130.3	8.5	15.7	3.6	142.9	9.1
Yorkshire and Humberside	187.5	33.7	1,633.4	8.7	0.5	20.2	14.5	131.0	9.0	15.0	2.7	151.2	10.1
North West	232.9	30.6	2,044.1	8.8	0.5	19.1	13.4	143.3	10.7	13.9	1.8	162.4	11.7
North	106.8	31.9	961.5	9.0	0.3	10.1	5.8	51.3	8.8	6.1	1.8	61.4	10.1
Wales	52.0	22.0	454.8	8.8	—	1.6	0.9	8.8	9.5	1.0	0.4	10.4	10.7
Scotland	158.6	33.5	1,326.1	8.4	0.1	5.1	8.5	81.0	9.6	8.6	1.8	86.2	10.0

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

The figures are based on provisional employment estimates which do not take account of the results of the June 1975 Census of Employment, published on pages 727-733.

Unemployment on June 10, 1976

The number of unemployed, excluding school-leavers, in Great Britain on June 10, 1976, was 1,159,696, 25,582 less than on May 13, 1976. The seasonally adjusted figure was 1,205,000 (5.3 per cent of employees). This figure rose by 4,600 between the May and June counts, and by an average of 8,800 per month between March and June.

Between May and June the number unemployed rose by 57,524. This change included a rise of 83,106 school-leavers.

The proportions of the number unemployed, who on June 10, 1976 had been registered for up to 2, 4 and 8 weeks were 13.8 per cent, 21.1 per cent, and 31.5 per cent, respectively. The corresponding proportions in May were 8.6 per cent, 15.3 per cent, and 28.1 per cent, respectively.

Table 3 Total unemployed in Great Britain: duration analysis: June 10, 1976

Duration in weeks	Males	Females	Total
One or less	46,627	22,533	69,160
Over 1, up to 2	69,267	37,588	106,855
Over 2, up to 3	36,172	13,507	49,679
Over 3, up to 4	31,822	11,628	43,450
Over 4, up to 5	27,702	10,647	38,349
Over 5, up to 8	69,208	26,320	95,528
Over 8	691,582	183,281	874,863
Total	972,380	305,504	1,277,884

Table 1 Regional analysis of unemployment: June 10, 1976

	South East	Greater London	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
Unemployed, excluding school-leavers §														
Actual	284,268	142,273	30,508	88,990	119,505	65,509	101,692	174,998	88,877	67,910	137,439	1,159,696	49,246	1,208,942
Seasonally adjusted														
Number	294,600	—	32,000	94,800	122,700	67,700	106,100	180,400	92,600	71,500	143,900	1,205,000	50,700	1,255,700
Percentage rates*	3.9	—	4.7	6.1	5.4	4.5	5.2	6.5	7.1	7.0	6.7	5.3	9.7	5.4
School-leavers (included in unemployed)														
Males	13,712	3,619	1,830	4,986	3,863	5,087	7,673	13,735	8,686	3,086	3,734	66,392	2,673	69,065
Females	9,943	2,587	1,246	3,663	3,569	3,647	6,391	10,386	7,190	2,800	2,961	51,796	2,035	53,831
Unemployed §														
Total	307,923	148,479	33,584	97,639	126,937	74,243	115,736	199,119	104,753	73,796	144,134	1,277,884	53,954	1,331,838
Males	240,851	119,279	26,022	75,081	96,841	55,848	87,763	152,301	76,223	56,098	105,352	972,380	37,062	1,009,442
Females	67,072	29,200	7,562	22,558	30,096	18,395	27,993	46,818	28,530	17,698	38,782	305,504	16,892	322,396
Married females†	18,754	7,452	2,687	7,789	10,489	5,480	8,502	14,626	9,243	6,378	18,169	102,117	8,256	110,373
Percentage rates*														
Total	4.1	3.8	5.1	6.3	5.5	4.9	5.7	7.1	8.1	7.2	6.7	5.6	10.4	5.7
Males	5.4	5.1	6.3	8.0	6.9	6.1	7.0	9.1	9.4	8.7	8.2	7.0	11.7	7.1
Females	2.2	1.9	2.9	3.7	3.4	3.1	3.6	4.2	5.9	4.7	4.5	3.4	8.2	3.5
Length of time on register														
Males														
up to 2 weeks	31,651	13,000	3,312	9,040	8,342	7,564	11,052	18,074	11,302	5,386	10,171	115,894	4,023	119,917
over 2 and up to 4 weeks	18,831	9,585	1,760	5,024	5,943	3,915	6,030	9,383	5,048	3,197	8,863	67,994	2,413	70,407
over 4 and up to 8 weeks	28,024	14,625	2,728	7,014	9,273	5,257	8,294	13,562	6,684	5,098	10,976	96,910	4,097	101,007
over 8 weeks	162,345	82,069	18,222	54,003	73,283	39,112	62,387	111,282	53,189	42,417	75,342	691,582	26,529	718,111
Total	240,851	119,279	26,022	75,081	96,841	55,848	87,763	152,301	76,223	56,098	105,352	972,380	37,062	1,009,442
Females														
up to 2 weeks	14,057	4,748	1,555	4,520	3,962	4,173	6,668	10,376	7,302	2,747	4,761	60,121	2,331	62,452
over 2 and up to 4 weeks	6,192	2,908	550	1,744	2,149	1,396	2,310	3,743	1,880	1,136	4,035	25,135	1,594	26,729
over 4 and up to 8 weeks	9,352	4,579	913	2,652	3,595	2,116	3,295	5,410	2,713	2,153	4,768	36,967	2,406	39,373
over 8 weeks	37,471	16,965	4,544	13,642	20,390	10,710	15,720	27,289	16,635	11,662	25,218	183,281	10,561	193,842
Total	67,072	29,200	7,562	22,558	30,096	18,395	27,993	46,818	28,530	17,698	38,782	305,504	16,892	322,396
Adult students (excluded from unemployed)														
Males	268	146	19	18	229	24	252	179	77	39	1,894	2,999	766	3,765
Females	137	70	9	5	133	16	160	92	31	20	1,009	1,612	603	2,215

* Numbers unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1974.

† Included in females.

§ Excludes adult students registered for vacation employment.

Table 2 Industrial analysis of the unemployed at June 10, 1976

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED*					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Total, all industries and services	972,380	305,504	1,277,884	1,009,442	322,396	1,331,838
Total, Index of Production industries	489,814	81,710	571,524	508,982	87,954	596,936
Total, manufacturing industries	267,600	78,214	345,814	274,525	84,234	358,759
Agriculture, forestry, fishing	18,531	2,421	20,952	20,546	2,508	23,054
Agriculture and horticulture	15,143	2,357	17,500	17,017	2,443	19,460
Forestry	640	28	668	688	28	716
Fishing	2,748	36	2,784	2,841	37	2,878
Mining and Quarrying	16,819	233	17,052	16,986	243	17,229
Coal mining	14,875	137	15,012	14,885	138	15,023
Stone and slate quarrying and mining	640	22	662	766	30	796
Chalk, clay, sand and gravel extraction	377	19	396	394	20	414
Petroleum and natural gas	478	24	502	481	24	505
Other mining and quarrying	449	31	480	460	31	491
Food, drink and tobacco	27,286	10,693	37,979	28,515	11,479	39,994
Grain milling	649	131	780	702	138	840
Bread and flour confectionery	6,848	1,698	8,546	7,194	1,782	8,976
Biscuits	968	719	1,687	975	733	1,708
Bacon curing, meat and fish products	4,697	2,191	6,888	4,996	2,312	7,308
Milk and milk products	1,674	512	2,186	1,817	594	2,411
Sugar	874	150	1,024	877	154	1,031
Cocoa, chocolate and sugar confectionery	963	2,430	3,393	1,482	973	2,455
Fruit and vegetable products	1,946	1,603	3,549	2,021	1,662	3,683
Animal and poultry foods	1,603	274	1,877	1,712	301	2,013
Vegetable and animal oils and fats	396	55	451	400	55	455
Food industries not elsewhere specified	1,032	519	1,551	1,041	529	1,570
Brewing and malting	1,944	328	2,272	1,972	338	2,310
Soft drinks	1,844	526	2,370	1,905	545	2,450
Other drink industries	657	606	1,263	671	612	1,283
Tobacco	687	418	1,105	750	751	1,501
Coal and petroleum products	2,217	167	2,384	2,252	172	2,424
Coke ovens and manufactured fuel	660	11	671	662	11	673
Mineral oil refining	1,398	134	1,532	1,428	139	1,567
Lubricating oils and greases	159	22	181	162	22	184
Chemicals and allied industries	11,961	3,578	15,539	12,120	3,633	15,753
General chemicals	4,204	670	4,874	4,239	680	4,919
Pharmaceutical chemicals and preparations	1,187	684	1,871	1,204	695	1,899
Toilet preparations	509	596	1,105	513	599	1,112
Paint	1,065	213	1,278	1,086	216	1,302
Soap and detergents	602	224	826	605	224	829
Synthetic resins and plastics materials and synthetic rubber	2,140	403	2,543	2,163	413	2,576
Dyestuffs and pigments	390	50	440	397	51	448
Fertilisers	309	39	348	345	43	388
Other chemical industries	1,555	699	2,254	1,568	712	2,280
Metal manufacture	24,615	1,888	26,503	24,737	1,901	26,638
Iron and steel (general)	13,470	784	14,254	13,510	790	14,300
Steel tubes	1,673	137	1,810	1,680	140	1,820
Iron castings, etc	4,436	379	4,815	4,486	381	4,867
Aluminium and aluminium alloys	2,103	250	2,353	2,111	250	2,361
Copper, brass and other copper alloys	1,670	188	1,858	1,679	189	1,868
Other base metals	1,263	150	1,413	1,271	151	1,422
Mechanical engineering	35,182	4,472	39,654	36,009	4,651	40,660
Agricultural machinery (excluding tractors)	1,053	92	1,145	1,065	95	1,160
Metal-working machine tools	2,325	274	2,599	2,347	276	2,623
Pumps, valves and compressors	2,047	299	2,346	2,066	305	2,371
Industrial engines	737	74	811	743	74	817
Textile machinery and accessories	1,480	152	1,632	1,697	198	1,895
Construction and earth-moving equipment	763	77	840	777	80	857
Mechanical handling equipment	1,983	216	2,199	2,006	218	2,224
Office machinery	1,301	418	1,719	1,386	477	1,863
Other machinery	10,414	1,398	11,812	10,681	1,430	12,111
Industrial (including process) plant and steelwork	5,536	402	5,938	5,616	414	6,030
Ordnance and small arms	399	61	460	401	63	464
Other mechanical engineering not elsewhere specified	7,144	1,009	8,153	7,224	1,021	8,245
Instrument engineering	3,079	1,620	4,699	3,146	1,678	4,824
Photographic and document copying equipment	530	129	659	538	130	668
Watches and clocks	338	480	818	340	485	825
Surgical instruments and appliances	515	328	843	555	373	928
Scientific and industrial instruments and systems	1,696	683	2,379	1,713	690	2,403
Electrical engineering	19,835	10,426	30,261	20,529	11,395	31,924
Electrical machinery	3,247	916	4,163			

Table 2 Industrial analysis of the unemployed at June 10, 1976 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED*					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Metal goods not elsewhere specified	30,187	6,580	36,767	30,471	6,667	37,138
Engineers' small tools and gauges	2,040	333	2,373	2,069	338	2,407
Hand tools and implements	881	231	1,112	888	235	1,123
Cutlery, spoons, forks and plated tableware, etc	587	250	837	592	256	848
Bolts, nuts, screws, rivets, etc	1,331	357	1,688	1,343	360	1,703
Wire and wire manufactures	1,656	309	1,965	1,670	317	1,987
Cans and metal boxes	730	325	1,055	737	328	1,065
Jewellery and precious metals	966	322	1,288	969	327	1,296
Metal industries not elsewhere specified	21,996	4,453	26,449	22,203	4,506	26,709
Textiles	18,114	8,513	26,627	19,501	9,745	29,246
Production of man-made fibres	1,259	183	1,442	1,468	267	1,735
Spinning and doubling on the cotton and flax systems	2,307	829	3,136	2,698	1,086	3,784
Weaving of cotton, linen and man-made fibres	1,743	596	2,339	1,947	743	2,690
Woolen and worsted	3,776	1,615	5,391	3,829	1,673	5,502
Jute	807	193	1,000	808	197	1,005
Rope, twine and net	286	210	496	309	229	538
Hosiery and other knitted goods	2,188	2,313	4,501	2,398	2,655	5,053
Lace	120	67	187	120	69	189
Carpets	1,120	433	1,553	1,202	485	1,687
Narrow fabrics (not more than 30 cm wide)	518	329	847	538	352	890
Made-up textiles	743	701	1,444	774	841	1,615
Textile finishing	2,294	851	3,145	2,452	948	3,400
Other textile industries	953	193	1,146	958	200	1,158
Leather, leather goods and fur	2,526	906	3,432	2,562	937	3,499
Leather (tanning and dressing) and fellmongery	1,407	219	1,626	1,426	227	1,653
Leather goods	884	576	1,460	898	596	1,494
Fur	235	111	346	238	114	352
Clothing and footwear	7,122	12,940	20,062	7,364	15,085	22,449
Weatherproof outerwear	377	525	902	380	537	917
Men's and boys' tailored outerwear	1,408	2,823	4,231	1,442	3,067	4,509
Women's and girls' tailored outerwear	1,120	1,791	2,911	1,122	1,814	2,936
Overalls and men's shirts, underwear, etc	478	1,654	2,132	566	2,796	3,362
Dresses, lingerie, infants' wear, etc	1,194	3,776	4,970	1,236	4,170	5,406
Hats, caps and millinery	141	145	286	156	171	327
Dress industries not elsewhere specified	435	806	1,241	446	913	1,359
Footwear	1,969	1,420	3,389	2,016	1,617	3,633
Bricks, pottery, glass, cement, etc	12,542	2,054	14,596	12,902	2,103	15,005
Bricks, fireclay and refractory goods	3,106	254	3,360	3,203	264	3,467
Pottery	1,700	719	2,419	1,745	734	2,479
Glass	3,766	755	4,521	3,797	766	4,563
Cement	774	92	866	789	97	886
Abrasives and building materials, etc, not elsewhere specified	3,196	234	3,430	3,368	242	3,610
Timber, furniture, etc	12,180	1,711	13,891	12,487	1,764	14,251
Timber	3,676	338	4,014	3,769	349	4,118
Furniture and upholstery	4,965	596	5,561	5,123	611	5,734
Bedding, etc	767	391	1,158	781	406	1,187
Shop and office fitting	1,122	115	1,237	1,148	122	1,270
Wooden containers and baskets	804	86	890	812	86	898
Miscellaneous wood and cork manufactures	846	185	1,031	854	190	1,044
Paper, printing and publishing	13,311	4,992	18,303	13,503	5,172	18,675
Paper and board	2,569	573	3,142	2,589	583	3,172
Packaging products of paper, board and associated materials	1,805	983	2,788	1,872	1,048	2,920
Manufactured stationery	486	323	809	490	330	820
Manufactures of paper and board not elsewhere specified	675	318	993	682	318	1,000
Printing, publishing of newspapers	1,834	443	2,277	1,875	481	2,356
Printing, publishing of periodicals	1,596	488	2,084	1,602	495	2,097
Other printing, publishing, bookbinding, engraving, etc	4,346	1,864	6,210	4,393	1,917	6,310
Other manufacturing industries	12,989	4,625	17,614	13,431	4,741	18,172
Rubber	3,544	688	4,232	3,817	731	4,548
Linoleum, plastics floor-covering, leathercloth, etc	523	89	612	528	91	619
Brushes and brooms	213	160	373	225	168	393
Toys, games, children's carriages, and sports equipment	1,391	1,211	2,602	1,400	1,218	2,618
Miscellaneous stationers' goods	280	143	423	281	144	425
Plastics products not elsewhere specified	5,792	1,753	7,545	5,925	1,798	7,723
Miscellaneous manufacturing industries	1,246	581	1,827	1,255	591	1,846
Construction	197,493	2,454	199,947	209,449	2,622	212,071
Gas, electricity and water	7,902	809	8,711	8,022	855	8,877
Gas	3,112	347	3,459	3,155	355	3,510
Electricity	3,989	382	4,371	4,055	419	4,474
Water supply	801	80	881	812	81	893
Transport and Communication	52,920	5,373	58,293	54,628	5,572	60,200
Railways	5,005	396	5,401	5,105	401	5,506
Roadpassenger transport	7,868	878	8,746	8,150	893	9,043
Road haulage contracting for general hire or reward	14,424	519	14,943	14,871	536	15,407
Other road haulage	1,203	112	1,315	1,247	117	1,364
Sea transport	5,946	369	6,315	6,199	384	6,583
Port and inland water transport	3,782	134	3,916	3,952	139	4,091
Air transport	1,608	299	1,907	1,626	310	1,936
Postal services and telecommunications	9,198	1,603	10,801	9,519	1,690	11,209
Miscellaneous transport services and storage	3,886	1,063	4,949	3,959	1,102	5,061
Distributive trades	78,854	44,100	122,954	81,342	46,291	127,633
Wholesale distribution of food and drink	10,991	2,582	13,573	11,521	2,779	14,300
Wholesale distribution of petroleum products	776	122	898	793	158	951
Other wholesale distribution	10,008	3,547	13,555	10,278	3,764	14,042
Retail distribution of food and drink	16,694	11,749	28,443	17,201	12,401	29,602
Other retail distribution	26,683	24,624	51,307	27,287	25,624	52,911
Dealing in coal, oil, builders' materials, grain and agricultural supplies	4,951	556	5,507	5,235	590	5,825
Dealing in other industrial materials and machinery	8,751	920	9,671	9,027	975	10,002

Table 2 Industrial analysis of the unemployed at June 10, 1976 (continued)

Industry (Standard Industrial Classification 1968)	NUMBERS UNEMPLOYED*					
	GREAT BRITAIN			UNITED KINGDOM		
	Males	Females	Total	Males	Females	Total
Insurance, banking, finance and business services	18,517	8,416	26,933	18,808	8,718	27,526
Insurance	5,249	1,982	7,231	5,322	2,086	7,408
Banking and bill discounting	3,093	1,475	4,568	3,122	1,559	4,681
Other financial institutions	1,286	736	2,022	1,303	777	2,080
Property owning and managing, etc	2,098	772	2,870	2,163	795	2,958
Advertising and market research	927	472	1,399	934	491	1,425
Other business services	5,650	2,895	8,545	5,749	2,924	8,673
Central offices not allocable elsewhere	214	84	298	215	86	301
Professional and scientific services	21,947	18,700	40,647	22,599	20,280	42,879
Accountancy services	982	563	1,545	1,000	597	1,597
Educational services	9,882	5,615	15,497	10,265	6,105	16,370
Legal services	864	1,196	2,060	871	1,276	2,147
Medical and dental services	6,690	10,030	16,720	6,881	10,940	17,821
Religious organisations	395	160	555	409	177	586
Research and development services	805	254	1,059	808	258	1,066
Other professional and scientific services	2,329	882	3,211	2,365	927	3,292
Miscellaneous services	78,538	39,600	118,138	80,501	41,050	121,551
Cinemas, theatres, radio, etc	6,201	2,417	8,618	6,285	2,455	8,740
Sport and other recreations	3,273	1,214	4,487	3,345	1,228	4,573
Betting and gambling	2,916	1,603	4,519	3,031	1,642	4,673
Hotels and other residential establishments	18,994	10,991	29,985	19,339	11,343	30,682
Restaurants, cafes, snack bars	4,783	2,357	7,140	4,862	2,437	7,299
Public houses	2,687	1,113	3,800	2,734	1,123	3,857
Clubs	1,428	1,051	2,479	1,441	1,078	2,519
Catering contractors	1,095	3,066	4,161	1,113	3,157	4,270
Hairdressing and manicure	1,046	2,274	3,320	1,069	2,468	3,537
Private domestic service	1,907	1,862	3,769	1,952	1,931	3,883
Laundries	636	531	1,167	652	561	1,213
Dry cleaning, job dyeing, carpet beating, etc	17,016	3,125	20,141	17,568	3,237	20,805
Motor repairers, distributors, garages and filling stations	319	64	383	329	69	398
Repair of boots and shoes	11,001	3,706	14,707	11,271	3,908	15,179
Other services						
Public administration and defence	44,366	10,926	55,292	46,414	11,673	58,087
National Government service	19,177	5,365	24,542	20,252	5,933	26,185
Local government service	25,189	5,561	30,750	26,162	5,740	31,902
Ex-service personnel not classified by industry	3,168	273	3,441	3,229	278	3,507
Other persons not classified by industry	165,725	93,985	259,710	172,393	98,072	270,465

* Excludes adult students registered for vacation employment.

Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on June 10, 1976 was 19,669.

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 June 10, 1976: regional analysis

Region	Males	Females	Total
South East	1,090	260	1,350
Greater London	382	141	523
East Anglia	86	60	146
South West	1,027	245	1,272
West Midlands	5,093	936	6,029
East Midlands	2,329	473	2,802
Yorkshire and Humberside	493	494	987
North West	2,817	710	3,527
North	1,294	72	1,366
Wales	515	48	563
Scotland	1,178	449	1,627
Great Britain	15,922	3,747	19,669

Number of temporarily stopped workers claiming benefits on June 10, 1976: industrial analysis

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on June 10, 1976		
	Males	Females	Total
Total, all industries and services	15,922	3,747	19,669
Total, index of production industries	13,680	3,363	17,043
Total, all manufacturing industries	12,915	3,342	16,257
Agriculture, forestry, fishing	1,605	83	1,688
Mining and quarrying	10	—	10
Food, drink and tobacco	51	92	143
Coal and petroleum products	1	—	1
Chemicals and allied industries	92	181	273
Metal manufacture	2,009	52	2,061
Mechanical engineering	2,062	35	2,097
Instrument engineering	203	24	227
Electrical engineering	916	376	1,292
Shipbuilding and marine engineering	89	—	89
Vehicles	223	16	239
Metal goods not elsewhere specified	2,673	604	3,277

Industry order (Standard Industrial Classification 1968)	Number of temporarily stopped workers recorded on June 10, 1976		
	Males	Females	Total
Textiles	2,552	998	3,550
Leather, leather goods and fur	15	12	27
Clothing and footwear	238	479	717
Bricks, pottery, glass, cement, etc	63	28	91
Timber, furniture, etc	1,105	98	1,203
Paper, printing and publishing	445	71	516
Other manufacturing industries	178	276	454
Construction	744	10	754
Gas, electricity and water	11	11	22
Transport and communication	88	2	90
Distributive trades	343	190	533
Insurance, banking, finance and business services	16	5	21
Professional and scientific services	48	38	86
Miscellaneous services	122	62	184
Public administration	20	4	24

Notified vacancies

THE number of vacancies notified to employment offices and remaining unfilled in Great Britain on June 4, 1976 was 124,837; 2,855 higher than on May 7, 1976.

The seasonally adjusted figure of notified vacancies at employment offices on June 4, 1976 was 112,000; 6,400 lower than that for May 7, 1976 and 7,900 lower than on March 5, 1976.

The number of vacancies notified to careers offices and remaining unfilled on June 4, 1976 was 27,719; 975 lower than on May 7, 1976.

Tables 1 and 2 give figures of notified vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to local employment offices and youth employment service careers offices by employers and remaining unfilled on June 4, 1976, and are not a measure of total vacancies.

Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

Table 1

Region	Number of notified vacancies remaining unfilled on June 4, 1976	
	At employment offices*	At careers offices*
South East	48,918	12,043
Greater London	24,214	7,187
East Anglia	3,772	900
South West	9,489	1,175
West Midlands	6,149	4,195
East Midlands	6,958	1,605
Yorkshire and Humberside	9,734	1,896
North West	10,919	1,263
North	7,892	1,581
Wales	5,347	729
Scotland	15,659	2,332
Great Britain	124,837	27,719

Table 2

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on June 4, 1976	
	At employment offices*	At careers offices*
Total, all industries and services	124,837	27,719
Total, index of production industries	55,339	11,866
Total, all manufacturing industries	43,926	9,774
Agriculture, forestry, fishing	718	350
Mining and quarrying	1,179	430
Coal mining	961	402
Food, drink and tobacco	3,054	462
Coal and petroleum products	206	31
Chemicals and allied industries	2,451	542
Metal manufacture	1,639	667
Mechanical engineering	7,314	1,296
Instrument engineering	1,263	219
Electrical engineering	5,617	774
Shipbuilding and marine engineering	1,247	507
Vehicles	3,202	659
Metal goods not elsewhere specified	3,597	856
Textiles	2,474	650
Cotton linen and man-made fibres (spinning and weaving)	356	98
Woollen and worsted	330	84
Leather, leather goods and fur	433	163

Industry group (Standard Industrial Classification 1968)	Number of notified vacancies remaining unfilled on June 4, 1976	
	At employment offices*	At careers offices*
Clothing and footwear	4,747	1,468
Bricks, pottery, glass, cement, etc	1,075	245
Timber, furniture, etc	1,862	329
Paper, printing and publishing	1,698	568
Paper, cardboard and paper goods	721	156
Printing and publishing	977	412
Other manufacturing industries	2,047	338
Construction	9,629	1,456
Gas, electricity and water	605	206
Transport and Communication	4,646	612
Distributive trades	14,641	4,497
Insurance, banking, finance and business services	6,250	3,952
Professional and scientific services	8,782	1,802
Miscellaneous services	26,600	3,166
Entertainments, sports, etc	1,818	190
Catering (MLH 884-888)	14,354	956
Laundries, dry-cleaning, etc	519	112
Public Administration	7,861	1,474
National government service	3,111	628
Local government service	4,750	846

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

Monthly index of average earnings: new series

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

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

There are three sets of industry groups:

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

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

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

These new figures will be subject to seasonal movements, but it will not be possible to estimate their pattern for some years. Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of the underlying trend in average earnings than movements in the seasonally adjusted index given in table 127 relating mainly to production industries.

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

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 the *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 819.

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

Year	1970 = 100											
	January	February	March	April	May	June	July	August	September	October	November	December
1969	85.7	86.1	86.4	86.6	86.5	86.7	87.4	88.8	90.3	91.4	92.0	93.0
1970	94.1	95.6	96.7	98.1	99.0	99.8	100.5	101.4	102.3	103.3	104.1	105.0
1971	105.9	107.4	108.1	107.8	107.3	107.6	108.2	108.7	109.8	110.6	110.9	110.8
1972	111.2	*	112.9	113.3	113.6	114.1	114.9	116.0	116.6	117.1	116.5	115.7
1973	114.7	114.8	116.0	117.8	119.6	120.6	121.2	122.2	123.5	125.5	128.4	130.0
1974	130.4	131.4	132.4	135.2	137.4	141.7	145.6	149.8	154.7	160.3	166.6	169.0
1975	170.4	171.5	176.3	181.5	184.8	188.5	192.8	196.0	197.8	198.6	202.7	204.0
1976	204.7	204.3	205.5									

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

Latest two months' figures (January 1976 = 100)

SIC Order	Type		April 1976 (final)	May 1976 (provisional)
I to XXVII	B	WHOLE ECONOMY	103.3	105.5
I	C	Agriculture and forestry	112.6	not available
II	A	Mining and quarrying	106.7	104.8
III to XIX	C	ALL MANUFACTURING INDUSTRIES	103.1	106.1
III	A	Food, drink and tobacco	103.4	106.8
IV	A	Coal and petroleum products	104.5	105.9
V	A	Chemicals and allied industries	101.9	104.0
VI	A	Metal manufacture	106.9	109.5
VII	C	Mechanical engineering	102.6	105.3
VIII	A	Instrument engineering	102.7	104.1
IX	A	Electrical engineering	104.4	106.9
X	C	Shipbuilding and marine engineering	102.7	106.0
XI	A	Vehicles	101.4	106.6
XII	A	Metal goods not elsewhere specified	103.4	105.9
XIII	A	Textiles	100.9	107.0
XIV	A	Leather, leather goods and fur	96.9	99.2
XV	A	Clothing and footwear	102.5	104.8
XVI	A	Bricks, pottery, glass, cement, etc	102.5	104.7
XVII	A	Timber, furniture, etc	100.6	102.0
XVIII	C	Paper, printing and publishing	104.7	107.5
XIX	A	Other manufacturing industries	103.5	105.0
XX	C	Construction	101.9	104.0
XXI	A	Gas, electricity, and water	105.1	106.5
XXII	C	Transport and communication	100.3	101.6
XXIII	B	Distributive trades	105.5	106.9
XXIV	B	Insurance, banking and finance	97.7	97.7
XXV	B	Professional and scientific services	106.0	109.3
XXVI	C	Miscellaneous services	102.5	102.5
XXVII	B	Public administration	102.7	104.3

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

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

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

Indices

At June 30, 1976, the indices of changes in *weekly* rates of wages, of normal *weekly* hours and of *hourly* rates of wages for all workers, compared with the previous five months, were:

Date	Indices July 31, 1972 = 100			Percentage increase over previous 12 months	
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1976					
January 31	200.9	99.4	202.1	26.5	26.5
February 29	205.1	99.4	206.4	27.4	27.4
March 31	206.7	99.4	207.9	23.0	23.0
April 30	208.0	99.4	209.3	23.0	23.1
May 31	209.4	99.4	210.6	19.4	19.4
June 30	213.6	99.4	214.9	17.7	17.7

Notes: 1 The full index numbers and explanatory notes are given in table 130.
2 Some figures since January have been revised to include changes having retrospective effect or reported belatedly.

Principal changes reported in June

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

Cocoa, chocolate and sugar confectionery manufacture—GB: Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers (June 7).
Food manufacture—GB: Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young workers (June 7).
Heavy chemicals manufacture (ICI Ltd)—GB: Introduction of a non-enhanceable supplement of £6 a week for adult workers, with proportional amounts for young and part-time workers (June 7).
Building—GB: Increase of £6 a week in Joint Board Supplement for adult craft operatives and labourers, with proportional amounts for apprentices and young workers (June 28).
Civil engineering construction—GB: Increase of £6 a week in Joint Board Supplement for adult workers, with proportional amounts for young workers (June 28).
Unlicensed places of refreshment (Wages Council)—GB: Introduction of a non-enhanceable supplement of £6 a week for all full-time adult workers, with proportional amounts for young and part-time workers (June 21).

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

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

Estimates of the changes reported in May indicate that the basic weekly rates of wages or minimum entitlements of some 1,260,000 workers were increased by a total of £7,350,000 but, as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic or minimum rates. The total estimates referred to above, include figures relating to those changes which were reported in June with operative effect from earlier months (20,000 workers, and £115,000 in weekly rates of wages). Of the total increase of £7,350,000 about £5,645,000 resulted from arrangements made

by joint industrial councils or similar bodies established by voluntary agreement, £1,200,000 from statutory wages regulation orders, £490,000 from direct negotiations between employers' associations and trade unions, and £15,000 from provisions linked to the Retail Prices Index.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to June 1976, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of thirteen months.

In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by net increases	Estimated net amount of increase (£)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	270,000	1,610,000	—	—
Mining and quarrying	290,000	1,700,000	—	—
Food, drink and tobacco	180,000	1,070,000	—	—
Coal and petroleum products	5,000	30,000	—	—
Chemicals and allied industries	170,000	1,015,000	—	—
Metal manufacture				
Mechanical engineering				
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles	230,000	925,000	—	—
Leather, leather goods and fur	15,000	45,000	—	—
Clothing and footwear	290,000	1,750,000	—	—
Bricks, pottery, glass, cement, etc.	130,000	455,000	—	—
Timber, furniture, etc.	140,000	535,000	—	—
Paper, printing and publishing	320,000	1,525,000	—	—
Other manufacturing industries	60,000	330,000	—	—
Construction	915,000	5,420,000	—	—
Gas, electricity and water	150,000	895,000	—	—
Transport and communication	635,000	2,960,000	—	—
Distributive trades	300,000	1,655,000	—	—
Public administration and professional services	45,000	255,000	—	—
Miscellaneous services	585,000	2,265,000	—	—
Totals—January-June 1976	7,240,000	29,460,000	—	—
Totals—January-June 1975	8,755,000	46,700,000	340,000	505,000

Table (b)

Month	Basic weekly rates of wages or minimum entitlements			Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated net amount of decrease	Estimated net amount of increase (£000's)	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
	(000's)	(000's)	(£000's)	(000's)	(000's)
1975					
June	3,000	—	12,380	230	345
July	1,590	260	5,725	—	—
August	745	—	1,500	—	—
September	745	—	1,820	—	—
October	990	—	3,170	—	—
November	4,245	—	17,260	—	—
December	1,805	—	4,840	—	—
1976					
January*	1,810	—	7,435	—	—
February	2,670	—	6,665	—	—
March	710	—	3,750	—	—
April	585	—	2,740	—	—
May*	380	—	1,635	—	—
June	1,240	—	7,235	—	—

* Figures revised to take account of changes reported belatedly, or with retrospective effect.

Retail prices, June 15, 1976

At June 15, 1976 the general* retail prices index was 156.0 (prices at January 15, 1974 = 100) compared with 155.2 at May 18, 1976 and with 137.1 at June 17, 1975. The index for June 1976 was published on July 16, 1976.

The rise in the index during the month was due to higher average prices for alcoholic drink, cigarettes and some foods, principally meat and butter; to increases in motoring costs; and to increases in average charges for electricity and meals bought and consumed outside the home. These increases were partially offset by falls in the average prices of some seasonal foods, particularly eggs and potatoes.

It is estimated that the Budget increases in duty on cigarettes, beer and spirits accounted for about one third of the monthly increase in the index between May and June and that, of the 3½ per cent increase in the index between March and June, rather more than one half of one per cent can be attributed to the Budget changes in indirect taxation. (The Chancellor's estimate in his Budget statement was that, together, all the indirect tax changes would add about ½ per cent to the Retail Prices Index).

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 174.3, and that for all other items of food the prices of which show significant seasonal variations was 155.4.

The principal changes in the groups in the month were:

Food: Increases in the prices of meat and butter were more than offset by decreases in the prices of eggs and potatoes so that the food index fell by one quarter of one per cent to 156.7, compared with 157.1 in May. The index for foods whose prices show significant seasonal variations, fell by rather more than 5½ per cent to 174.3 compared with 184.8 in May.

Alcoholic drink: Prices of beer and spirits showed a further rise following the April Budget increases in duty, the group index rising by about one half of one per cent from 158.7 to 159.7.

Tobacco: The increases in duty on cigarettes in May was again reflected in an increase in the level of prices of packets of cigarettes. Prices of some pipe tobaccos also increased and the group index rose by about 2½ per cent to 175.3, compared with 170.8 in May.

Fuel and light: The rise of about two per cent in the group index was due to higher prices for electricity. The group index was 183.8, compared with 180.0 in May.

Transport and vehicles: An increase of rather more than one half of one per cent in the group index was caused mainly by increases in the prices of second-hand cars. The group index was 165.2, compared with 164.0 in May.

Meals bought and consumed outside the home: The level of charges for meals bought and consumed outside the home rose by rather more than one per cent to 156.3, compared with 154.6 in May.

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

Group and sub-group	Index figure
I Food: Total	156.7
Bread, flour, cereals, biscuits and cakes	148
Meat and bacon	140
Fish	130
Butter, margarine, lard and other cooking fat	173
Milk, cheese and eggs	136
Tea, coffee, cocoa, soft drinks, etc	155
Sugar, preserves and confectionery	196
Vegetables, fresh, canned and frozen	232
Fruit, fresh, dried and canned	152
Other food	160
II Alcoholic drink	159.7
III Tobacco	175.3
IV Housing: Total	143.1
Rent	128
Owner-occupiers' mortgage interest	110†
Rates and water charges	173
Charges for repairs and maintenance, and materials for home repairs and decorations	173
V Fuel and light: Total (including oil)	183.8
Coal and coke	175
Gas	145
Electricity	213
VI Durable household goods: Total	141.5
Furniture, floor coverings and soft furnishings	142
Radio, television and other household appliances	136
Pottery, glassware and hardware	155
VII Clothing and footwear: Total	137.7
Men's outer clothing	142
Men's underclothing	155
Women's outer clothing	130
Women's underclothing	146
Children's clothing	147
Other clothing, including hose, haberdashery, hats and materials	132
Footwear	133
VIII Transport and vehicles: Total	165.2
Motoring and cycling	163
Fares	182
IX Miscellaneous goods: Total	159.3
Books, newspapers and periodicals	177
Medicines, surgical, etc goods and toilet requisites	142
Soap and detergents, soda, polishes and other household goods	175
Stationery, travel and sports goods, toys, photographic and optical goods, etc	151
X Services: Total	159.4
Postage and telephones	203
Entertainment	133
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	163
XI Meals bought and consumed outside the home	156.3
All Items	156.0

* 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 June 15, 1976 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 183 of the February 1976 issue of the *Gazette*.

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

Item	Number of quotations June 15, 1976	Average price June 15, 1976	Price range within which 80 per cent of quotations fell	Item	Number of quotations June 15, 1976	Average price June 15, 1976	Price range within which 80 per cent of quotations fell
Beef: Home-killed†		p	p	Fresh vegetables—continued		p	p
Chuck	741	75.2	68 – 84	Potatoes, new loose	695	14.7	12 – 18
Sirloin (without bone)	723	120.0	94 – 150	Tomatoes	721	35.6	28 – 42
Silverside (without bone)*	767	103.5	90 – 116	Cabbage, greens	629	8.8	6 – 12
Back ribs (with bone)*	520	69.8	58 – 84	Cabbage, hearted	285	10.0	7 – 14
Fore ribs (with bone)	610	68.4	58 – 80	Cauliflower or broccoli	541	15.2	10 – 20
Brisket (without bone)	664	68.6	56 – 80	Brussels sprouts	—	—	—
Rump steak*	770	137.5	110 – 160	Carrots	685	12.9	10 – 16
Lamb: Home-killed				Onions	725	17.1	15 – 20
Loin (with bone)	558	91.6	75 – 110	Mushrooms per ½ lb	650	11.9	10 – 14
Breast*	550	28.9	20 – 40	Fresh fruit			
Best end of neck	507	68.9	40 – 90	Apples, cooking	527	17.2	14 – 20
Shoulder (with bone)	546	63.2	48 – 80	Apples, dessert	731	16.0	12 – 20
Leg (with bone)	568	86.4	74 – 100	Pears, dessert	612	19.3	15 – 24
Lamb: imported				Oranges	611	14.6	10 – 20
Loin (with bone)	519	67.3	58 – 76	Bananas	704	16.4	14 – 20
Breast*	503	19.8	14 – 26	Bacon			
Best end of neck	473	54.8	38 – 68	Collar*	424	65.6	56 – 74
Shoulder (with bone)	518	47.4	42 – 52	Gammon*	475	85.1	75 – 94
Leg (with bone)	523	71.0	66 – 76	Middle cut, smoked*	327	77.8	68 – 90
Pork: Home-killed				Back, smoked	304	85.3	64 – 100
Leg (foot off)	728	65.4	54 – 80	Back, unsmoked	374	83.5	60 – 100
Belly*	728	49.8	44 – 56	Streaky, smoked	244	69.0	58 – 82
Loin (with bone)	758	80.1	70 – 88	Ham (not shoulder)	577	111.1	92 – 132
Pork sausages				Pork luncheon meat, 12 oz can	587	30.5	24 – 36
Beef sausages	637	36.1	30 – 41	Canned (red) salmon, half-size can	557	74.5	67 – 85
Roasting chicken (broiler), frozen (3 lb)	585	32.8	30 – 36	Milk, ordinary, per pint	—	8.5	—
Roasting chicken, fresh or chilled (4 lb), oven ready	445	38.7	34 – 44	Butter			
Fresh and smoked fish				Home-produced	495	43.2	38 – 48
Cod fillets	448	62.7	54 – 70	New Zealand	614	43.2	39 – 46
Haddock fillets	455	66.9	56 – 76	Danish	664	44.3	40 – 48
Haddock, smoked, whole	363	64.7	50 – 76	Margarine			
Plaice fillets	421	77.7	66 – 90	Standard quality, per ½ lb	157	11.7	11 – 13
Halibut cuts	108	121.4	80 – 150	Lower priced, per ½ lb	115	11.1	10½ – 12
Herrings	283	33.9	25 – 40	Lard	760	19.3	16 – 24
Kippers, with bone	473	41.4	34 – 48	Cheese, cheddar type	745	48.9	39 – 56
Bread				Eggs			
White, 1½ lb wrapped and sliced loaf	686	17.4	15 – 18½	Large, per dozen	646	44.4	41 – 48
White, 1½ lb unwrapped loaf	485	18.3	16½ – 20½	Standard, per dozen	652	40.6	36 – 46
White, 14 oz loaf	529	12.3	11 – 13½	Medium, per dozen	313	37.4	35 – 40
Brown, 14 oz loaf	596	13.1	12½ – 14	Flour			
Flour				Self-raising, per 3 lb	700	19.9	17 – 24
Fresh vegetables				Fresh vegetables			
Potatoes, old loose				White	154	13.2	10 – 17
White				Red	47	14.6	11 – 18
Medium priced, per ½ lb	1,771	10.5	9½ – 12	Tea			
Lower priced, per ½ lb	644	9.5	9 – 10	Higher priced, per ½ lb	271	12.9	12½ – 13
				Medium priced, per ½ lb	1,771	10.5	9½ – 12
				Lower priced, per ½ lb	644	9.5	9 – 10

* Or Scottish equivalent.
† The publication of prices for imported chilled beef has been discontinued because of an insufficient number of quotations.

Stoppages of work

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics. More information about definitions and qualifications is given in a report on the statistics for the year 1975 on pages 469 to 477 of the May 1976 issue of the Gazette.

The number of stoppages beginning in June* which came to the notice of the department, was 129. In addition, 53 stoppages which began before June were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 45,100 consisting of 35,400 involved in stoppages which began in June and 9,700 involved in stoppages which had continued from the previous month. The latter figure includes 2,300 workers involved for the first time in June in stoppages which began in earlier months. Of the 35,400 workers involved in stoppages which began in June 25,400 were directly involved and 10,000 indirectly involved.

The aggregate of 195,000 working days lost in June includes 80,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during June

A dispute over the speed at which a production line was operated resulted in a five day stoppage by 2,300 production workers at a food manufacturing plant in Lancashire. The stoppage ended on June 29 after management had agreed to lower the speed of the production line, pending further negotiations.

As a result of a pay dispute, 700 civil engineering workers employed by a contractor at a Lincolnshire steel complex withdrew their labour on June 16. It was contended that the increase sought was outside the limits imposed by government pay policy. The men agreed to resume work on June 28, pending the outcome of negotiations.

About 100 sub-assembly workers at a gas cooker manufacturing plant in Lancashire stopped work after refusing to accept a new piecework rate. The stoppage, which started on June 7 and caused 800 other workers to be laid off, ended on June 16 after the assemblers had renegotiated the piecework rates.

Nearly 300 employees stopped work on May 21 at a metal hollow-ware plant in the West Midlands. The dispute over the implementation of a new grading structure ended on June 26 when the employer agreed to pay further compensation payments.

* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 816 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

Stoppages of work in the first six months of 1976 and 1975

Industry group Standard Industrial Classification 1968	January to June 1976			January to June 1975		
	No. of stoppages beginning in period	Workers involved	Working days lost	No. of stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	—	—	—
Coal mining	119	18,100	30,000	117	14,500	32,000
All other mining and quarrying	2	100	†	1	100	1,000
Food, drink and tobacco	36	9,400	61,000	52	10,300	72,000
Coal and petroleum products	1	400	2,000	4	1,700	42,000
Chemicals and allied industries	16	1,900	7,000	46	28,200	193,000
Metal manufacture	74	36,200	236,000	89	40,300	161,000
Engineering	142	43,200	270,000	322	108,500	1,057,000
Shipbuilding and marine engineering	19	16,600	39,000	41	19,600	197,000
Motor vehicles	77	78,400	287,000	90	116,500	642,000
Aerospace equipment	11	4,100	25,000	30	12,400	106,000
All other vehicles	8	4,500	21,000	13	9,700	176,000
Metal goods not elsewhere specified	58	12,200	93,000	83	15,100	129,000
Textiles	27	4,300	18,000	50	19,600	100,000
Clothing and footwear	19	4,300	21,000	18	3,800	24,000
Bricks, pottery, glass, cement, etc	14	2,800	9,000	30	6,000	23,000
Timber, furniture, etc	13	1,300	10,000	16	3,000	18,000
Paper and printing and publishing	16	2,200	11,000	25	7,100	42,000
All other manufacturing industries	21	7,200	24,000	31	11,200	109,000
Construction	124	26,900	237,000	122	15,900	163,000
Gas, electricity and water	11	22,500	42,000	9	3,600	8,000
Port and inland water transport	31	6,000	19,000	44	32,500	315,000
Other transport and communication	45	13,100	52,000	57	33,100	59,000
Distributive trades	25	3,400	25,000	32	4,900	56,000
Administrative, financial and professional services	38	5,400	29,000	58	14,400	144,000
Miscellaneous services	9	2,700	17,000	24	6,000	36,000
Total	955‡	327,100	1,584,000	1,391‡	538,000	3,905,000

Causes of stoppages

Principal cause	Beginning in June 1976		Beginning in the first six months of 1976	
	Number of stoppages	Number of workers directly involved	Number of stoppages	Number of workers directly involved
Pay—wage-rates and earnings levels	49	7,900	372	95,900
—extra-wage and fringe benefits	7	1,000	34	12,700
Duration and pattern of hours worked	5	1,800	31	4,400
Redundancy questions	5	500	52	11,000
Trade union matters	9	1,200	79	25,100
Working conditions and supervision	15	1,800	96	19,500
Manning and work allocation	25	7,000	175	39,900
Dismissal and other disciplinary measures	14	4,300	115	32,600
Miscellaneous	—	—	1	—
Total	129	25,400	955‡	241,100

Duration of stoppages ending in June 1976

Duration of stoppage in working days	Number of stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day	26	5,000	5,000
Over 1 and not more than 2 days	19	4,900	11,000
Over 2 and not more than 3 days	12	1,800	6,000
Over 3 and not more than 6 days	31	8,300	43,000
Over 6 and not more than 12 days	29	3,600	39,000
Over 12 days	27	4,400	70,000
Total	144	28,000	174,000

† Less than 500 workings days.

‡ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

§ Includes five stoppages involving "sympathetic" action.

Statistical series

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

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

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

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

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

Unemployment. Tables 104-113 give analyses of the unemployed at the monthly counts. People are included in the counts if they are registered for employment at a local employment or careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Adult students seeking temporary employment during a vacation, and severely disabled people who are considered unlikely to obtain work other than under special conditions, are also excluded. The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence of unemployment.

Separate figures are given in the tables for young people under the age of 18 seeking their first employment, who are described as school leavers. The numbers unemployed excluding school leavers are adjusted for seasonal variations. Detailed analysis of the unemployed by region, industry, occupation, age, duration, and by entitlement to benefit, are summarised as time series. Also included, is a table of unemployment, total and seasonally adjusted, for selected countries: there are, however, varying methods in the compilation of these statistics.

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

Unfilled vacancies. The vacancy statistics shown for the United Kingdom and analysed by regions in table 118 relate to vacancies notified by employers to local employment and careers offices, and which, at the date of the count remain unfilled. They are not a measure of total vacancies. Because of possible duplication the figures for employment offices and careers offices should not be added together. Seasonally adjusted figures at employment offices are given in Table 119.

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

and the average hours worked per operative per week in broad industry groups in index form. Average weekly hours of employees are included in tables in the following groups.

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

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

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

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

Conventions. The following standard symbols are used:

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

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

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

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

EMPLOYMENT working population

TABLE 101

			THOUSANDS						
Quarter	Employees in employment			Employers and self-employed	HM Forces	Employed labour force	Un-employed excluding adult students	Working population	
	Males	Females	Total						
A. UNITED KINGDOM									
Numbers unadjusted for seasonal variations									
1972	March	13,530	8,500	22,030	1,902	371	24,303	967	25,270
	June	13,608	8,512	22,120	1,899	371	24,390	804	25,194
	September	13,636	8,617	22,253	1,911	374	24,538	862	25,400
	December	13,726	8,661	22,387	1,923	372	24,682	780	25,462
1973	March	13,722	8,861	22,583	1,935	367	24,885	717	25,602
	June	13,771	8,891	22,662	1,947	361	24,970	575	25,545
	September	13,850	8,902	22,752	1,942	358	25,052	556	25,608
	December	13,819	8,953	22,773	1,937	354	25,064	512	25,576
1974	March	13,620	8,997	22,617	1,931	349	24,897	618	25,515
	June	13,659	9,131	22,790	1,925	345	25,060	542	25,602
Numbers adjusted for seasonal variations									
1972	March	13,582	8,503	22,085	1,902	371	24,358		25,279
	June	13,614	8,488	22,102	1,899	371	24,372		25,228
	September	13,627	8,606	22,233	1,911	374	24,518		25,377
	December	13,677	8,697	22,374	1,923	372	24,669		25,447
1973	March	13,773	8,859	22,632	1,935	367	24,934		25,604
	June	13,775	8,866	22,641	1,947	361	24,949		25,577
	September	13,844	8,893	22,737	1,942	358	25,037		25,591
	December	13,769	8,992	22,761	1,937	354	25,052		25,563
1974	March	13,671	8,990	22,661	1,931	349	24,941		25,511
	June	13,663	9,107	22,770	1,925	345	25,040		25,636
B. GREAT BRITAIN									
Numbers unadjusted for seasonal variations									
1972	March	13,241	8,318	21,559	1,837	371	23,767	925	24,692
	June	13,319	8,331	21,650	1,835	371	23,856	765	24,621
	September	13,346	8,434	21,780	1,847	374	24,001	823	24,824
	December	13,435	8,477	21,912	1,859	372	24,143	743	24,886
1973	March	13,430	8,676	22,106	1,872	367	24,345	683	25,028
	June	13,478	8,705	22,182	1,884	361	24,427	545	24,972
	September	13,556	8,713	22,269	1,879	358	24,506	527	25,033
	December	13,525	8,761	22,286	1,874	354	24,514	484	24,998
1974	March	13,325	8,802	22,127	1,869	349	24,345	590	24,935
	June	13,363	8,933	22,297	1,864	345	24,506	515	25,021
	September	13,432	9,012	22,444	1,864*	347	24,655	618	25,273
	December	13,349	9,034	22,383	1,864*	343	24,590	†	†
1975	March	13,230	8,895	22,125	1,864*	338	24,327	768	25,095
	June	13,240	8,973	22,213	1,864*	336	24,413	828	25,241
	September	13,239	8,969	22,208	1,864*	340	24,412	1,097	25,509
	December	13,124	8,980	22,104	1,864*	339	24,307	1,152	25,459
1976	March	12,977	8,861	21,838	1,864*	337	24,039	1,235	25,274
Numbers adjusted for seasonal variations									
1972	March	13,299	8,328	21,627	1,837	371	23,835		24,716
	June	13,330	8,314	21,644	1,835	371	23,850		24,668
	September	13,321	8,418	21,739	1,847	374	23,960		24,776
	December	13,390	8,497	21,887	1,859	372	24,118		24,859
1973	March	13,491	8,689	22,180	1,872	367	24,419		25,061
	June	13,491	8,690	22,181	1,884	361	24,426		25,024
	September	13,522	8,700	22,222	1,879	358	24,459		24,971
	December	13,484	8,770	22,254	1,874	354	24,482		24,965
1974	March	13,390	8,823	22,213	1,869	349	24,431		24,984
	June	13,378	8,918	22,296	1,864	345	24,505		25,073
	September	13,388	9,001	22,389	1,864*	347	24,600		25,196
	December	13,312	9,032	22,344	1,864*	343	24,551		†
1975	March	13,298	8,925	22,223	1,864*	338	24,425		25,160
	June	13,257	8,958	22,215	1,864*	336	24,415		25,297
	September	13,187	8,960	22,147	1,864*	340	24,351		25,426
	December	13,089	8,969	22,058	1,864*	339	24,261		25,418
1976	March	13,048	8,901	21,949	1,864*	337	24,150		25,352

* Estimates for Great Britain are assumed unchanged until later data become available.

† Estimates of the registered unemployed are not available for December 1974. See footnote ‡ to table 104.

‡ Employment estimates after June 1975 are provisional.

EMPLOYMENT

employees in employment: Great Britain and standard regions §

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousands)							Regional indices of employment|| (June 1974 = 100)			
		All industries and services			Agriculture, forestry and fishing	Index of* Production industries	of which † manufacturing industries	Service ‡ industries	Index of Production industries	Manufacturing industries	Service industries	
		Total	Males	Females								
South East and East Anglia												
1974	September	35.96	8,070	4,762	3,308	137	2,781	2,231	5,153	100.3	100.2	100.5
	December	35.98	8,053	4,736	3,317	125	2,753	2,215	5,175	99.3	99.5	100.9
	March	36.07	7,980	4,703	3,277	118	2,706	2,168	5,156	97.6	97.4	100.6
	June	35.97	7,990	4,697	3,293	125	2,657	2,110	5,208	95.8	94.8	101.6
1975	September	36.01	7,996	4,699	3,297	133	2,638	2,093	5,225	95.1	94.0	101.9
	December	35.98	7,953	4,654	3,299	119	2,626	2,084	5,210	94.7	93.6	101.6
	March	35.90	7,840	4,591	3,249	114	2,585	2,054	5,142	93.2	92.3	100.3
	June	35.90	7,840	4,591	3,249	114	2,585	2,054	5,142	93.2	92.3	100.3
South West	September	6.82	1,530	914	616	47	592	454	892	101.0	101.2	101.0
	December	6.75	1,511	906	605	47	584	449	881	99.8	100.2	99.7
	March	6.78	1,500	899	601	48	573	439	880	97.9	98.0	99.7
	June	6.85	1,523	906	616	50	563	427	910	96.2	95.2	103.0
1976	September	6.81	1,513	903	610	48	561	425	904	95.8	94.8	102.3
	December	6.74	1,489	890	599	45	559	423	886	95.4	94.4	100.3
	March	6.78	1,481	885	596	46	551	418	885	94.0	93.2	100.2
	June	6.78	1,481	885	596	46	551	418	885	94.0	93.2	100.2
West Midlands	September	10.09	2,264	1,383	881	32	1,251	1,088	980	100.7	100.7	101.0
	December	10.16	2,273	1,382	891	31	1,244	1,084	988	100.1	100.3	102.8
	March	10.08	2,231	1,363	868	30	1,210	1,051	991	97.4	97.3	102.1
	June	9.96	2,212	1,350	862	32	1,183	1,021	998	95.2	94.5	102.8
1976	September	9.93	2,205	1,344	861	33	1,170	1,009	1,002	94.2	93.4	103.2
	December	9.93	2,195	1,331	864	29	1,160	1,000	1,006	93.4	92.5	103.6
	March	9.91	2,165	1,314	851	30	1,139	982	997	91.7	90.9	102.7
	June	9.91	2,165	1,314	851	30	1,139	982	997	91.7	90.9	102.7
East Midlands	September	6.69	1,502	907	595	38	793	621	670	100.6	100.8	102.2
	December	6.71	1,502	903	599	38	788	619	676	100.0	100.3	103.1
	March	6.69	1,480	892	588	35	774	604	671	98.2	98.0	102.3
	June	6.69	1,485	896	589	37	765	593	683	97.1	96.2	104.1
1976	September	6.69	1,485	897	588	36	766	593	684	97.1	96.2	104.3
	December	6.73	1,487	892	595	33	760	589	695	96.4	95.5	105.9
	March	6.74	1,472	884	588	34	749	580	689	95.0	94.1	105.1
	June	6.74	1,472	884	588	34	749	580	689	95.0	94.1	105.1
Yorkshire and Humberside	September	8.84	1,984	1,210	774	35	997	768	954	100.5	100.5	98.9
	December	8.86	1,983	1,206	777	34	985	760	964	99.3	99.4	100.0
	March	8.89	1,967	1,200	767	33	967	742	968	97.5	97.0	100.4
	June	8.94	1,985	1,205	780	34	961	733	990	96.9	95.9	102.7
1976	September	8.97	1,992	1,209	783	34	958	730	1,001	96.6	95.5	103.8
	December	8.98	1,985	1,197	788	31	948	723	1,007	95.6	94.5	104.5
	March	9.02	1,969	1,187	782	31	937	715	1,003	94.5	93.5	104.0
	June	9.02	1,969	1,187	782	31	937	715	1,003	94.5	93.5	104.0
North West	September	12.14	2,724	1,609	1,115	18	1,296	1,098	1,410	100.6	100.7	101.1
	December	12.13	2,714	1,599	1,115	17	1,283	1,091	1,415	99.6	100.1	101.4
	March	12.01	2,657	1,568	1,089	17	1,252	1,063	1,389	97.1	97.5	99.6
	June	12.04	2,675	1,572	1,103	18	1,234	1,042	1,423	95.8	95.6	102.0
1976	September	12.02	2,									

UNEMPLOYMENT
summary analysis: United Kingdom

TABLE 104

		UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*							Adult students registered for vacation employment (not included in previous columns)
		of which:			School-leavers included in total	Actual number	Seasonally adjusted†				Males	Females		
		Percentage rate‡	Total number	Males			Females	Total number	Percentage rate‡	Change since previous month			Average change over 3 months ended	
per cent	(000's)	(000's)	(000's)	(000's)			(000's)	(000's)	(000's)	(000's)			(000's)	
1971	June 14	3.2	724.2	617.8	106.4	5.7	718.5	769.5	3.4	+6.1	+26.1	652.8	116.7	..
	July 12	3.3	761.0	644.1	116.9	18.3	742.7	795.8	3.5	+26.3	+25.9	673.6	122.2	25.2
	August 9	3.7	835.5	695.5	140.0	58.6	776.9	811.7	3.6	+15.9	+16.1	686.8	124.9	25.9
	September 13	3.7	839.0	698.7	140.3	37.4	801.6	831.9	3.6	+20.2	+20.8	702.3	129.6	16.0
	October 11	3.8	860.8	715.4	145.4	21.2	839.6	850.1	3.7	+18.2	+18.1	716.3	133.8	0.8
	November 8	3.9	894.0	745.3	148.7	13.4	880.5	875.8	3.8	+25.7	+21.4	737.8	138.0	0.6
	December 6	4.0	910.7	764.7	146.0	9.8	900.9	888.9	3.9	+13.1	+19.0	749.0	139.9	0.2
1972	January 10	4.2	971.5	816.7	154.8	11.0	960.5	901.9	3.9	+13.0	+17.3	758.1	143.8	2.0
	February 14	4.2	968.2	814.4	153.9	9.2	959.0	911.5	4.0	+9.6	+11.9	767.7	143.8	0.1
	March 13	4.2	967.0	812.5	154.5	7.8	959.2	916.8	4.0	+5.3	+9.3	771.3	145.5	0.1
	April 10	4.2	956.5	800.0	156.4	17.9	938.6	910.9	4.0	-5.9	+3.0	764.2	146.7	16.4
	May 8	3.8	871.9	729.7	142.2	11.1	860.8	878.1	3.8	-32.8	-11.2	735.0	143.1	0.2
	June 12	3.5	804.3	675.5	128.8	9.3	794.9	847.9	3.7	-30.2	-22.9	709.6	138.3	1.8
	July 10	3.6	817.7	680.9	136.8	22.5	795.2	844.0	3.7	-3.9	-22.3	704.7	139.3	30.9
	August 14	3.8	875.1	716.2	158.9	64.3	810.8	838.4	3.7	-5.6	-13.3	698.5	139.9	33.3
	September 11	3.8	862.4	710.0	152.4	44.9	817.5	840.6	3.7	+2.2	-2.4	702.9	137.7	28.1
	October 9	3.6	826.3	678.8	147.5	25.2	801.1	811.9	3.5	-28.7	-10.7	676.3	135.6	3.3
	November 13	3.5	807.1	663.5	143.6	14.7	792.4	791.4	3.5	-20.5	-15.7	657.5	133.9	—
	December 11	3.4	779.8	645.6	134.2	10.6	769.2	764.9	3.3	-26.5	+25.2	635.5	129.4	1.8
1973	January 8	3.5	806.3	667.6	138.7	9.8	796.5	741.6	3.2	-23.3	-24.4	613.7	127.9	17.5
	February 12	3.2	753.3	623.1	130.2	7.2	746.1	701.6	3.0	-40.0	-29.0	580.9	120.7	—
	March 12	3.1	717.2	594.4	122.9	5.6	711.6	673.6	2.9	-28.0	-30.4	558.5	115.1	0.1
	April 9	2.9	680.8	564.2	116.6	4.7	676.1	650.0	2.8	-23.6	-30.5	538.3	111.7	47.6
	May 14	2.7	621.7	519.7	102.0	3.8	617.9	634.0	2.7	-16.0	-22.6	528.4	105.6	—
	June 11	2.5	574.6	483.0	91.6	4.1	570.5	620.0	2.7	-14.0	-17.8	516.3	103.7	1.6
	July 9	2.4	567.0	473.7	93.3	9.3	557.7	601.2	2.6	-18.8	-16.3	501.7	99.5	22.2
	August 13	2.5	582.3	482.3	100.0	23.1	559.2	577.7	2.5	-23.5	-18.8	483.7	94.0	21.7
	September 10	2.4	556.2	461.7	94.5	14.3	542.0	557.6	2.4	-20.1	-20.8	467.8	89.8	21.7
	October 8	2.3	533.8	444.8	89.0	5.9	527.9	539.2	2.3	-18.4	-20.6	454.8	84.4	3.4
	November 12	2.2	520.4	435.8	84.6	2.8	517.6	522.0	2.2	-17.2	-18.6	442.6	79.4	—
	December 10	2.2	511.5	431.6	79.9	2.0	509.3	513.0	2.2	-9.0	-14.9	434.2	78.8	2.0
1974	January 14	2.7	627.5	528.1	99.4	5.0	622.5	569.0	2.4	+56.0	+10.0	479.4	89.7	8.4
	February 11	2.7	628.8	529.8	99.0	3.4	625.4	582.2	2.5	+13.2	+20.0	491.5	90.6	—
	March 11	2.7	618.4	523.4	95.0	2.3	616.1	580.0	2.5	-2.2	+22.4	491.6	88.4	0.1
	April 8	2.6	607.6	510.3	97.3	5.8	601.8	576.4	2.5	-3.6	+2.4	484.7	91.7	72.8
	May 13	2.4	561.6	475.4	86.2	5.5	556.1	571.9	2.5	-4.5	-3.4	482.4	89.6	—
	June 10	2.3	541.5	459.8	81.7	6.0	535.5	583.8	2.5	+11.9	+1.3	490.3	93.5	1.6
	July 8	2.5	574.3	481.6	92.7	17.5	556.8	598.4	2.6	+14.6	+7.3	502.7	95.7	27.2
	August 12	2.8	661.0	540.7	120.3	59.6	601.4	615.5	2.6	+17.1	+14.5	516.2	99.3	30.5
	September 9	2.8	649.7	532.0	117.7	36.3	613.4	627.3	2.7	+11.8	+14.5	523.4	103.9	32.9
	October 14†	2.7	640.8	529.3	111.5	15.1	625.7	637.0	2.7	+9.7	+12.9	533.5	103.5	2.6
	November 11‡	2.8	653.0	539.4	113.6	9.4	643.6	649.9	2.8	-12.9	+11.5	543.9	106.0	—
	December 9‡	..	..	..	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	3.3	771.8	635.1	136.7	9.1	762.7	712.9	3.1	..	..	586.7	126.2	4.6
	February 10	3.4	791.8	650.2	141.6	9.3	782.4	740.1	3.2	+27.1	..	609.1	131.0	—
	March 10	3.4	802.6	657.7	144.9	6.7	795.9	760.5	3.3	+20.4	..	624.0	136.5	0.1
	April 14	3.6	845.0	690.2	154.8	21.8	823.2	798.3	3.4	+37.8	+28.4	654.7	143.6	94.8
	May 12	3.6	850.3	693.9	156.4	15.8	834.5	850.3	3.6	+52.0	+36.7	694.5	155.8	—
	June 9	3.7	866.1	706.6	159.4	19.9	846.1	893.5	3.8	+43.2	+44.4	728.2	165.3	3.8
	July 14	4.2	990.1	784.5	205.6	62.1	927.9	968.2	4.1	+74.7	+56.6	780.0	188.2	97.8
	August 11	4.9	1,151.0	885.2	265.8	165.6	985.4	997.4	4.3	+29.2	+49.0	800.8	196.6	99.3
	September 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,034.4	4.4	+37.0	+47.0	827.1	207.3	103.8
	October 9§	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.7	+54.3	+40.2	864.4	224.3	18.1
	November 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,133.0	4.9	+44.3	+45.2	897.6	235.4	—
	December 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,174.6	5.0	+41.6	+46.7	929.9	244.7	10.7
1976	January 8||	5.6	1,303.1	1,017.4	285.8	40.7	1,262.6	1,210.5	5.2	+35.9	+40.6	951.1	259.4	127.1
	February 12	5.6	1,304.4	1,014.6	289.8	30.1	1,274.3	1,232.4	5.3	+21.9	+33.1	963.6	268.8	—
	March 11	5.5	1,284.9	997.7	287.2	23.4	1,261.5	1,226.6	5.3	-5.8	-17.4	956.2	270.4	0.1
	April 8	5.5	1,281.1	994.2	287.0	22.7	1,258.4	1,233.7	5.3	+7.1	+7.7	960.6	273.2	179.3
	May 13	5.5	1,271.8	982.9	288.9	37.8	1,234.1	1,250.0	5.4	+16.3	+5.9	971.8	278.1	0.3
	June 10	5.7	1,331.8	1,009.4	322.4	122.9	1,208.9	1,255.7	5.4	+5.7	+9.7	973.6	282.2	6.0

* Excludes adult students registered for vacation employment.
 † Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year. The mid-1974 estimate (23,334,000) has been used to calculate the percentage rates from January 1974 onwards.
 ‡ Because of industrial action at local offices of the Employment Service Agency, the figures for October and November 1974 include estimates for some offices. No count was made for December 1974, and for January 1975 an estimate was made based on simplified procedures.
 § From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—were notified during the four days following the date of the count were discontinued (see Gazette, September 1975, page 906).
 || In January 1976, unemployment returns from eight employment offices in the West Midlands showed only combined figures for males and females. The male and female figures shown include estimates.
 ¶ The seasonally adjusted series from January 1973 onwards has been calculated as described on page 267 of March 1976 issue of the Gazette.

UNEMPLOYMENT
summary analysis: Great Britain

TABLE 105

		UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*							Adult students registered for vacation employment (not included in previous columns)
		of which:			School-leavers included in total	Actual number	Seasonally adjusted†				Males	Females		
		Percentage rate‡	Total number	Males			Females	Total number	Percentage rate‡	Change since previous month			Average change over 3 months ended	
per cent	(000's)	(000's)	(000's)	(000's)			(000's)	(000's)	(000's)	(000's)			(000's)	
1971	June 14	3.2	687.2	589.1	98.1	4.9	682.3	731.3	3.3	+5.6	+25.6	623.1	108.2	..
	July 12	3.2	719.0	612.2	106.8	14.8	704.2	756.6	3.4	+25.3	+25.4	643.3	113.3	24.4
	August 9	3.6	793.1	663.5	129.6	55.5	737.6	772.0	3.5	+15.4	+15.4	656.3	115.7	24.5
	September 13	3.6	796.3	666.3	130.0	34.7	761.6	791.0	3.5	+19.0	+19.9	670.7	120.3	14.2
	October 11	3.7	818.5	683.8	134.8	19.3	799.2	808.5	3.6	+17.5	+17.3	684.3	124.2	0.8
	November 8	3.8	851.2	712.9	138.4	11.9	839.3	834.4	3.7	+25.9	+20.8	706.0	128.4	0.2
	December 6	3.9	867.6	731.5	136.1	8.6	859.0	847.7	3.8	+13.3	+18.9	717.3	130.4	—
1972	January 10	4.1	926.6	782.2	144.4	10.1	916.6	860.5	3.8	+12.8	+17.3	726.6	133.9	2.0
	February 14	4.1	925.1	781.2	143.9	8.4	916.7	870.7	3.9	+10.2	+12.1	736.7	134.0	0.1
	March 13	4.1	924.7	780.2	144.4	7								

UNEMPLOYMENT regional analysis

TABLE 106

UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*								Adult students registered for vacation employment (not included in previous columns) (000's)	
Percentage rate†	Total number	Of which:		School-leavers included in total	Actual number		Seasonally adjusted||				Males	Females		
		Males	Females		Total number	Percentage rate†	Change since previous month	Average change over 3 months ended (000's)	Males	Females				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
SOUTH EAST														
1975	June 9	2.4	182.3	153.0	29.2	2.2	180.1	190.6	2.6	+13.3	+11.8	159.5	31.1	0.2
	July 14	2.8	205.8	169.2	36.7	4.6	201.2	211.1	2.8	+20.5	+14.8	174.3	36.8	19.0
	August 11	3.3	244.5	194.5	50.0	27.1	217.4	221.1	3.0	+10.0	+14.6	181.4	39.7	19.4
	September 8	3.3	247.6	196.7	50.9	21.3	226.3	230.1	3.1	+9.0	+13.2	187.7	42.4	19.9
	October 9‡	3.4	253.4	200.6	52.8	11.7	241.7	243.8	3.3	+13.7	+10.9	196.7	47.1	4.6
	November 13	3.5	260.7	206.8	53.8	6.7	254.0	256.5	3.4	+12.7	+11.8	206.3	50.2	—
	December 11	3.6	269.6	215.7	53.9	5.3	264.3	268.5	3.6	+12.0	+12.8	216.2	52.3	3.3
1976	January 8	4.0	296.3	236.8	59.6	4.9	291.5	280.0	3.7	+11.5	+12.0	224.1	55.9	26.6
	February 12	4.0	301.5	239.4	62.1	3.9	297.6	287.4	3.8	+7.4	+10.3	228.7	58.7	—
	March 11	4.0	298.9	237.3	61.6	3.1	295.8	287.1	3.8	-0.3	+6.2	228.2	58.9	—
	April 8	4.0	299.7	238.1	61.6	3.9	295.8	288.2	3.9	+1.1	+2.8	229.3	58.9	38.5
	May 13	4.0	296.5	234.8	61.7	6.1	290.4	292.5	3.9	+4.3	+1.7	232.4	60.1	—
	June 10	4.1	307.9	240.9	67.1	23.7	284.3	294.6	3.9	+2.1	+2.5	234.7	59.8	0.4
EAST ANGLIA														
1975	June 9	3.2	21.4	17.6	3.8	0.3	21.0	22.5	3.3	+1.3	+1.2	18.6	3.9	—
	July 14	3.3	22.5	18.2	4.3	0.5	21.9	23.7	3.5	+1.2	+1.4	19.3	4.4	1.5
	August 11	3.8	25.9	20.3	5.5	2.7	23.2	24.6	3.6	+0.9	+1.1	20.0	4.6	1.4
	September 8	4.0	26.8	20.9	5.8	2.3	24.5	25.8	3.8	+1.2	+1.1	20.9	4.9	1.4
	October 9‡	4.1	27.6	21.6	6.0	1.2	26.5	27.3	4.0	+1.5	+1.2	21.9	5.4	0.4
	November 13	4.2	28.4	22.5	5.9	0.7	27.7	28.4	4.2	+1.1	+1.3	22.8	5.6	—
	December 11	4.4	30.0	24.0	6.0	0.5	29.5	29.6	4.4	+1.2	+1.2	23.7	5.9	0.5
1976	January 8	4.9	33.4	26.7	6.8	0.6	32.9	31.1	4.6	+1.5	+1.3	24.7	6.3	2.5
	February 12	5.0	33.9	27.0	6.9	0.4	33.4	31.3	4.6	+0.2	+1.0	24.9	6.4	—
	March 11	4.9	33.2	26.3	6.9	0.4	32.8	30.9	4.6	-0.4	+0.4	24.4	6.5	—
	April 8	4.9	33.2	26.2	7.0	0.4	32.8	31.1	4.6	+0.2	—	24.6	6.5	4.2
	May 13	4.8	32.6	25.7	6.9	0.8	31.7	31.4	4.6	+0.3	—	25.0	6.5	—
	June 10	5.0	33.6	26.0	7.6	3.1	30.5	32.0	4.7	+0.6	+0.4	25.4	6.6	—
SOUTH WEST														
1975	June 9	4.1	64.2	53.0	11.1	1.0	63.2	69.1	4.4	+2.8	+2.9	56.5	12.6	—
	July 14	4.6	71.1	57.4	13.7	2.5	68.6	73.7	4.7	+4.6	+3.6	59.6	14.1	6.8
	August 11	5.3	81.8	64.2	17.6	8.7	73.1	76.4	4.9	+2.7	+3.4	61.3	15.1	6.4
	September 8	5.4	83.3	65.5	17.8	7.4	75.9	78.8	5.1	+2.4	+3.2	63.1	15.7	6.3
	October 9‡	5.5	85.4	66.4	19.0	4.4	81.0	82.2	5.3	+3.4	+2.8	65.2	17.0	0.8
	November 13	5.9	91.2	70.3	20.9	3.0	88.1	86.7	5.6	+4.5	+3.5	68.3	18.4	—
	December 11	6.1	94.2	73.2	21.0	2.4	91.8	90.3	5.8	+3.6	+3.8	71.1	19.2	0.9
1976	January 8	6.5	100.9	78.4	22.5	2.5	98.4	92.9	6.0	+2.6	+3.6	72.9	20.0	8.8
	February 12	6.6	102.5	79.2	23.2	1.9	100.6	95.9	6.2	+3.0	+3.0	74.7	21.1	—
	March 11	6.5	101.4	78.3	23.1	1.5	99.9	95.9	6.2	—	+1.9	74.5	21.4	—
	April 8	6.4	99.9	77.5	22.4	1.6	98.3	95.8	6.2	-0.1	+1.0	74.6	21.2	12.4
	May 13	6.1	95.5	74.5	21.0	2.2	93.3	95.0	6.1	-0.8	-0.3	74.2	20.8	—
	June 10	6.3	97.6	75.1	22.6	8.6	89.0	94.8	6.1	-0.2	-0.4	74.1	20.7	—
WEST MIDLANDS														
1975	June 9	3.6	82.5	66.0	16.5	1.0	81.4	84.8	3.7	+7.1	+6.5	67.9	16.9	0.2
	July 14	4.2	95.6	74.4	21.3	4.2	91.5	93.6	4.1	+8.8	+7.6	73.9	19.7	12.2
	August 11	5.3	120.3	89.4	30.8	20.8	99.5	99.0	4.3	+5.4	+7.1	78.1	20.9	12.3
	September 8	5.3	120.6	89.7	30.8	16.4	104.2	103.9	4.5	+4.9	+6.3	81.6	22.3	12.7
	October 9‡	5.3	120.8	91.5	29.3	9.1	111.7	111.1	4.9	+7.2	+5.9	87.3	23.8	1.2
	November 13	5.2	119.5	91.7	27.8	5.1	114.4	115.1	5.0	+4.0	+5.3	90.4	24.7	—
	December 11	5.3	121.3	94.4	26.9	4.2	117.2	118.7	5.2	+3.6	+5.0	93.8	24.9	0.8
1976	January 8§	5.7	129.6	100.8	28.8	3.9	125.7	123.2	5.4	+4.5	+4.0	96.6	26.6	13.3
	February 12	5.7	130.1	101.5	28.5	2.6	127.5	125.9	5.5	+2.7	+3.6	98.9	27.0	—
	March 11	5.6	127.8	99.8	28.1	2.1	125.7	123.9	5.4	-2.0	+1.8	97.0	26.9	—
	April 8	5.5	125.5	97.6	27.9	2.2	123.3	121.9	5.3	-2.0	-0.5	95.0	26.9	16.2
	May 13	5.5	125.9	97.4	28.5	4.2	121.7	122.7	5.4	+0.8	-1.1	95.8	26.9	—
	June 10	5.5	126.9	96.8	30.1	7.4	119.5	122.7	5.4	—	-0.4	95.3	27.4	0.4

* , † , ‡ , § , ||, see footnotes at end of table.

UNEMPLOYMENT regional analysis

TABLE 106 (continued)

UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*								Adult students registered for vacation employment (not included in previous columns) (000's)	
Percentage rate†	Total number	Of which:		School-leavers included in total	Actual number		Seasonally adjusted||				Males	Females		
		Males	Females		Total number	Percentage rate†	Change since previous month	Average change over 3 months ended (000's)	Males	Females				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)		
EAST MIDLANDS														
1975	June 9	3.2	48.8	40.1	8.8	1.0	47.8	50.1	3.3	+2.0	+2.3	41.2	8.9	0.1
	July 14	3.8	57.5	45.2	12.3	3.7	53.7	55.9	3.7	+5.8	+3.6	44.9	11.0	4.9
	August 11	4.3	65.0	49.6	15.4	9.3	55.7	56.4	3.7	+0.5	+2.7	45.2	11.2	5.9
	September 8	4.3	65.1	49.6	15.5	6.7	58.4	58.9	3.9	+2.5	+3.0	46.8	12.1	6.0
	October 9‡	4.2	63.0	48.7	14.3	3.3	59.7	60.6	4.0	+1.7	+1.5	48.0	12.6	0.8
	November 13	4.2	63.0	49.5	13.5	1.7	61.3	62.5	4.1	+1.9	+2.1	49.7	12.8	—
	December 11	4.3	65.3	51.8	13.5	1.4	63.9	64.8	4.3	+2.3	+1.9	51.7	13.1	1.4
1976	January 8	4.7	71.6	56.4	15.1	1.2	70.3	67.8	4.5	+3.0	+2.4	53.5	14.4	6.9
	February 12	4.7	71.1	56.1	15.0	1.1	70.0	67.5	4.5	-0.3	+1.7	53.2	14.3	—
	March 11	4.6	69.4	54.6	14.8	0.8	68.6	66.5	4.4	-1.0	+0.6	52.2	14.3	—
	April 8	4.5	68.6	53.7	14.9	0.8	67.8	66.0	4.4	-0.5	-0.6	51.6	14.5	12.5
	May 13	4.5	68.4	53.2	15.2	1.6	66.8	67.4	4.5	+1.4	-0.1	52.5	14.9	—
	June 10	4.9	74.2	55.8	18.4	8.7	65.5	67.7	4.5	+0.3	+0.4	52.6	15.1	—
YORKSHIRE AND HUMBERSIDE														
1975	June 9	3.5	70.9	59.4	11.5	1.6	69.3	73.7	3.6	+3.7	+3.3	61.8	11.9	—
	July 14	3.9	78.5	64.0	14.5	3.7	74.9	79.0	3.9	+5.3	+4.2	65.5	13.5	10.1
	August 11	4.8	97.9	75.7	22.3	17.3	80.7	82.2	4.0	+3.2	+4.1	67.7	14.5	10.1
	September 8	4.8	97.6	75.8	21.9	12.0	85.6	86.5	4.2	+4.3	+4.3	70.7	15.8	11.0
	October 9‡	4.8	97.1	76.4	20.6	6.6	90.4	90.9	4.5	+4.4	+3.9	73.9	17.0	0.2
	November 13	4.8	98.5	78.4	20.1	3.7	94.9	95.2	4.7	+4.3	+4.4	76.9	18.3	—
	December 11	5.0	101.6	81.4	20.2	2.7	98.9	98.9	4.9	+3.7	+4.1	79.8	19.1	1.0
1976	January 8	5.4	109.3	87.4	21.9	2.7	106.7	102.1	5.0	+3.2	+3.7	82.0	20.1	11.9
	February 12	5.4	110.7	87.9	22.9	2.2	108.6	105.2	5.2	+3.1	+3.4	83.8	21.3	—
	March 11	5.3	108.1	85.5	22.6	1.5	106.6	103.7	5.1	-1.5	+1.6			

UNEMPLOYMENT
regional analysis

TABLE 106 (continued)

	UNEMPLOYED*					UNEMPLOYED EXCLUDING SCHOOL-LEAVERS*						Adult students registered for vacation employment (not included in previous columns) (000's)		
	Percentage rate†	Total number (000's)	Of which:		School-leavers included in total (000's)	Actual number (000's)	Seasonally adjusted‡				Males (000's)		Females (000's)	
			Males (000's)	Females (000's)			Total number (000's)	Percentage rate†	Change since previous month (000's)	Average change over 3 months ended (000's)				
per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	per cent	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	
WALES														
1975	June 9	5.0	50.8	41.4	9.3	1.2	49.6	53.2	5.2	+2.3	+2.6	43.2	10.0	—
	July 14	5.6	57.8	45.7	12.1	3.5	54.3	56.8	5.5	+3.6	+2.9	45.7	11.1	7.2
	August 11	6.8	69.2	52.8	16.5	11.6	57.6	58.8	5.7	+2.0	+2.7	47.2	11.6	7.1
	September 8	6.7	69.1	53.0	16.1	9.1	59.9	60.7	5.9	+1.9	+2.5	48.8	11.9	7.4
	October 9‡	6.8	69.3	53.8	15.5	5.2	64.1	64.2	6.3	+3.5	+2.4	51.4	12.8	1.2
	November 13	6.9	70.7	55.0	15.7	3.7	67.1	67.2	6.6	+3.0	+2.8	53.6	13.6	—
	December 11	7.1	72.9	57.2	15.7	3.1	69.8	69.5	6.8	+2.3	+3.0	55.5	14.0	0.7
1976	January 8	7.5	77.2	60.5	16.7	2.9	74.3	70.5	6.9	+1.0	+2.1	55.9	14.6	9.6
	February 12	7.4	76.1	59.5	16.6	2.5	73.6	71.0	6.9	+0.5	+1.2	56.0	15.0	—
	March 11	7.2	74.3	57.7	16.6	1.9	72.4	70.4	6.9	-0.6	+0.3	55.2	15.3	—
	April 8	7.2	73.9	57.4	16.5	1.5	72.4	71.5	7.0	+1.1	+0.4	55.8	15.7	13.0
	May 13	7.2	73.6	56.6	16.9	3.2	70.4	71.5	7.0	—	+0.1	55.7	15.8	—
	June 10	7.2	73.8	56.1	17.7	5.9	67.9	71.5	7.0	—	+0.4	55.4	16.1	0.1
SCOTLAND														
1975	June 9	4.6	99.8	76.5	23.3	2.7	97.1	103.7	4.8	+5.0	+3.9	79.6	24.1	1.8
	July 14	5.7	122.8	92.2	30.5	16.0	106.8	110.8	5.1	+7.1	+5.7	85.1	25.7	7.1
	August 11	5.9	127.0	95.3	31.7	14.8	112.2	112.8	5.2	+2.0	+4.7	86.2	26.6	7.4
	September 8	5.6	121.4	91.6	29.8	9.3	112.1	115.5	5.3	+2.7	+3.9	88.3	27.2	8.2
	October 9‡	5.7	123.2	92.7	30.5	5.5	117.7	120.6	5.6	+5.1	+3.3	91.6	29.0	2.6
	November 13	5.9	127.8	95.7	32.0	3.7	124.1	125.3	5.8	+4.7	+4.2	94.8	30.5	—
	December 11	6.1	131.0	98.5	32.4	2.9	128.0	128.2	5.9	+2.9	+4.2	96.9	31.3	—
1976	January 8	6.9	150.1	111.2	38.9	10.0	140.1	131.2	6.1	+3.0	+3.5	98.5	32.7	12.1
	February 12	6.8	146.8	108.6	38.2	6.3	140.4	134.1	6.2	+2.9	+3.0	100.2	34.0	—
	March 11	6.7	145.1	107.3	37.8	4.9	140.2	135.5	6.3	+1.4	+2.4	101.3	34.2	—
	April 8	6.7	145.6	107.9	37.6	3.8	141.8	139.9	6.5	+4.4	+1.9	104.9	35.0	21.9
	May 13	6.6	141.9	105.2	36.7	2.9	139.1	142.2	6.6	+2.3	+2.7	106.1	36.1	0.3
	June 10	6.7	144.1	105.4	38.8	6.7	137.4	143.9	6.7	+1.7	+2.8	106.3	37.6	2.9
NORTHERN IRELAND														
1975	June 9	7.2	37.6	27.1	10.5	1.6	36.0	37.5	7.2	+1.0	+1.6	27.1	10.4	0.9
	July 14	8.8	45.7	31.5	14.2	6.9	38.8	38.7	7.4	+1.2	+1.5	27.8	10.9	5.8
	August 11	9.4	49.1	33.7	15.4	7.4	41.6	41.4	7.9	+2.7	+1.6	29.8	11.6	5.9
	September 8	9.3	48.6	33.4	15.2	6.3	42.3	42.8	8.2	+1.4	+1.8	30.8	12.0	6.4
	October 9‡	9.3	48.6	33.7	15.0	4.3	44.3	45.2	8.7	+2.4	+2.1	32.4	12.8	2.5
	November 13	9.4	48.8	34.0	14.8	3.4	45.4	45.8	8.8	+0.6	+1.5	32.7	13.1	—
	December 11	9.3	48.3	33.8	14.5	2.9	45.4	45.8	8.8	—	+1.0	32.5	13.3	0.2
1976	January 8	9.9	51.4	36.1	15.3	2.7	48.8	47.0	9.0	+1.2	+0.6	33.0	14.0	6.6
	February 12	9.8	51.0	35.8	15.2	2.1	48.9	47.6	9.1	+0.6	+0.6	33.4	14.2	—
	March 11	9.7	50.3	35.2	15.1	1.7	48.6	48.0	9.2	+0.4	+0.7	33.6	14.4	0.1
	April 8	9.6	49.9	35.0	14.9	1.4	48.5	48.0	9.2	—	+0.4	33.8	14.2	7.0
	May 13	9.9	51.5	35.9	15.6	2.7	48.8	49.6	9.5	+1.6	+0.6	34.7	14.9	—
	June 10	10.4	54.0	37.1	16.9	4.7	49.2	50.7	9.7	+1.1	+0.9	35.4	15.4	1.4

* Excludes adult students registered for vacation employment.
 † Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the following numbers of employees (employed and unemployed) at June 1974: South East 7,470,000, East Anglia 676,000, South West 1,553,000, West Midlands 2,290,000, East Midlands 1,512,000, Yorkshire and Humberside 2,039,000, North West 2,786,000, North 1,299,000, Wales 1,025,000, Scotland 2,162,000 and Northern Ireland 521,000.
 ‡ From October 1975 onwards the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—were notified during the four days following the date of the count were discontinued (see Gazette, September 1975, page 906).
 § In January 1976, unemployment returns from eight employment offices in the West Midlands showed only combined figures for males and females. The male and female figures shown for the region include estimates.
 ¶ The seasonally adjusted series has been calculated as described on page 267 of the March 1976 issue of the Gazette.

UNEMPLOYMENT
simplified analysis by duration and age

THOUSANDS

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*					
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Total†	
1971	June 14	145	10	432	97	684	152	10	460	99	721
	July 12	178	11	430	97	716	186	11	460	99	756
	August 9	215	12	464	100	791	222	12	495	102	831
	September 13	187	12	491	103	793	186	12	533	105	836
	October 11	208	13	491	103	815	216	13	523	105	857
	November 8	195	12	535	106	848	204	12	566	108	890
	December 6	173	11	571	109	864	180	11	605	111	907
1972	January 10	183	11	616	113	923	189	11	652	115	967
	February 14	179	11	618	113	921	185	11	653	115	964
	March 13	163	10	633	115	921	169	10	667	117	963
	April 10‡	177	11	607	113	908	184	11	641	115	951
	May 8‡	149	10	569	111	839	156	10	601	113	880
	June 12	137	9	518	109	773	143	9	550	111	812
	July 10	172	10	492	108	782	179	10	525	110	824
	August 14	207	11	515	108	841	215	11	547	110	883
	September 11	180	11	532	108	831	187	11	562	110	870
	October 9	178	11	500	108	797	185	11	528	110	834
	November 13	157	10	502	109	778	163	10	530	111	814
	December 11	134	9	496	110	749	140	9	524	112	785
1973	January 8	152	10	506	112	780	157	10	537	114	818
	February 12	136	9	472	108	725	142	9	500	110	761
	March 12	124	8	451	107	690	129	8	479	109	725
	April 9	129	8	415	104	656	134	8	441	106	689
	May 14	109	7	380	102	598	114	7	404	104	629
	June 11	103	7	344	97	551	108	7	367	99	581
	July 9	124	8	314	96	542	130	8	337	98	573
	August 13	137	8	319	95	559	143	8	342	97	590
	September 10	124	8	309	93	534	130	8	330	95	563
	October 8	127	9	286	92	514	132	9	306	94	541
	November 12	112	8	288	91	499	117	8	309	92	526
	December 10	106	7	285	91	489	111	7	306	92	516
1974	January 14§	..	..	..	..	610	..	..	..	..	640
	February 11§	..	..	..	..	606	..	..	..	..	636
	March 11§	..	..	..	..	598	..	..	..	..	627
	April 8	140	8	346	93	587	144	8	367	95	614
	May 13	120	7	325	91	543	125	7	345	93	570
	June 10	113	7	313	89	522	118	7	332	91	548
	July 8	151	8	303	87	549	159	8	325	89	581
	August 12	198	9	344	88	639	205	9	367	90	671
	September 9	163	9	366	90	628	171	9	388	92	660
	October 14‡	166	9	354	91	620	172	9	377	93	651
	November 11‡	154	9	372	92	627	160	9	397	94	660
	December 9‡	..	..	..	..	..	..	..	..	..	..
1975	January 20‡	..	..	..	..	738	..	..	..	..	773
	February 10	174	10	485	96	765	180	10	512	98	800
	March 10	162	9	509	97	777	168	9	535	99	811
	April 14	182	9	540	98	829	191	9	568	100	868
	May 12	167	9	547	100						

UNEMPLOYMENT industrial analysis (excluding school-leavers):* Great Britain

TABLE 108

Table with 11 columns for industry sectors and 2 columns for quarterly averages (1st, 2nd, 3rd, 4th) from 1973 to 1976. Rows include 'Total number (thousands)' and 'Percentage rate||'. Sectors include Agriculture, Mining, Manufacturing, Construction, Gas/electricity, Transport, Distributive trades, Financial, Public administration, Others, and Total unemployed.

* Classified by industry in which last employed. Excludes adult students registered for vacation employment.
† The figures of total unemployment before 1975 4th quarter, are adjusted to take into account amendments...
‡ Figures not available due to industrial action in local offices.
§ From October 1975 the day of the count of unemployed was changed from Monday to Thursday.
|| The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees...
¶ The seasonally adjusted series have been calculated as described on page 267 of the March 1976 issue of the Gazette.

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

TABLE 109

Table with 7 columns for occupational categories and 2 columns for quarterly averages (March, June, September, December) from 1973 to 1976. Rows include 'Total number (thousands)' and 'Percentage of total number unemployed'. Categories include Managerial/professional, Clerical/related, Other non-manual, Craft/similar, General labourers, Other manual, and Total all occupations.

* The figures from December 1975 exclude adult students.
† 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.
¶ Information is not available for December 1974 because of industrial action at local offices of the Employment Service Agency.

UNEMPLOYMENT

detailed analysis by age: Great Britain

TABLE 110

THOUSANDS

	Under 18	18 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Total||
MALES								
1970 July	20.2	29.6	102.6	72.4	73.3	74.6	95.0	467.7
1971 January	22.6	34.1	135.9	95.0	89.4	88.7	106.4	572.1
July	31.4	44.5	156.3	100.7	95.8	92.6	107.0	628.3
1972 January*	33.9	51.7	202.6	134.3	120.7	113.0	123.6	779.8
July	35.0	47.1	168.2	106.8	101.1	100.3	117.5	676.0
1973 January	28.1	44.9	163.7	103.4	97.9	101.5	121.1	660.6
July	16.5	28.7	106.4	68.1	68.7	77.7	103.7	469.8
1974 January [†]	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
July	21.2	32.4	120.3	72.6	65.9	73.5	94.4	480.3
1975 January [†]	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
July	61.3	80.9	241.9	123.2	99.4	95.9	112.3	814.9
1976 January [‡]	57.5	73.0	297.5	168.5	130.0	123.2	131.6	981.3
July	57.5	73.0	297.5	168.5	130.0	123.2	131.6	981.3
Percentage of total number unemployed								
1970 July	4.3	6.3	21.9	15.5	15.7	16.0	20.3	100.0
1971 January	3.9	6.0	23.8	16.6	15.6	15.5	18.6	100.0
July	5.0	7.1	24.9	16.0	15.2	14.7	17.0	100.0
1972 January*	4.3	6.6	26.0	17.2	15.5	14.5	15.8	100.0
July	5.2	7.0	24.9	15.8	15.0	14.8	17.4	100.0
1973 January	4.3	6.8	24.8	15.6	14.8	15.4	18.3	100.0
July	3.5	6.1	22.6	14.5	14.6	16.5	22.1	100.0
1974 January [†]	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
July	4.4	6.7	25.1	15.1	13.7	15.3	19.6	100.0
1975 January [†]	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
July	7.5	9.9	29.7	15.1	12.2	11.8	13.8	100.0
1976 January [‡]	5.9	7.4	30.3	17.2	13.3	12.6	13.4	100.0
July	5.9	7.4	30.3	17.2	13.3	12.6	13.4	100.0
FEMALES								
1970 July	11.0	11.2	23.3	7.9	11.2	16.0	0.5	81.2
1971 January	13.4	13.2	29.0	10.1	13.8	19.6	0.6	99.6
July	18.1	16.7	33.2	10.3	14.0	19.6	0.7	112.6
1972 January*	22.0	21.8	44.4	13.6	17.5	24.8	0.7	144.7
July	21.9	21.2	42.2	11.9	14.9	22.0	0.6	134.7
1973 January	18.9	22.8	43.4	11.9	15.0	22.8	0.6	135.4
July	10.5	14.3	30.6	8.0	10.1	17.6	0.4	91.5
1974 January [†]	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
July	12.1	15.8	32.0	8.1	9.3	15.4	0.4	93.3
1975 January [†]	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
July	43.7	47.0	75.8	18.1	18.4	23.4	0.9	227.2
1976 January [‡]	48.6	45.5	91.4	26.8	25.5	31.7	1.1	270.5
July	48.6	45.5	91.4	26.8	25.5	31.7	1.1	270.5
Percentage of total number unemployed								
1970 July	13.5	13.8	28.6	9.7	13.9	19.7	0.7	100.0
1971 January	13.4	13.2	29.1	10.1	13.8	19.7	0.6	100.0
July	16.0	14.8	29.5	9.2	12.5	17.4	0.6	100.0
1972 January*	15.2	15.1	30.7	9.4	12.1	17.1	0.5	100.0
July	16.3	15.7	31.3	8.8	11.1	16.3	0.4	100.0
1973 January	14.0	16.8	32.0	8.8	11.1	16.8	0.4	100.0
July	11.5	15.6	33.4	8.8	11.0	19.2	0.4	100.0
1974 January [†]	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
July	13.0	17.0	34.3	8.7	10.0	16.5	0.5	100.0
1975 January [†]	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
July	19.2	20.7	33.4	8.0	8.1	10.3	0.4	100.0
1976 January [‡]	18.0	16.8	33.8	9.9	9.4	11.7	0.4	100.0
July	18.0	16.8	33.8	9.9	9.4	11.7	0.4	100.0

* Up to January 1972, the figures were adjusted to take into account amendments—in respect of the numbers unemployed on the statistical date— notified during the four days following the date of the count. Subsequent figures are not so adjusted.

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

‡ Adult students are excluded from the figures for January 1976 but are included in the figures for earlier dates.

§ In January 1976, the count was made on a Thursday and, at earlier dates, on a Monday.

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

UNEMPLOYMENT

detailed analysis by duration: Great Britain*

THOUSANDS

TABLE 111

	Under 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	Total [§]
TOTAL, MALES AND FEMALES								
1973 January	108.2	68.6	102.9	94.7	134.0	110.7	176.9	796.0
April	114.9	66.4	74.0	67.4	103.3	105.3	168.3	699.7
July	101.5	49.9	59.1	47.9	73.1	78.8	150.9	561.3
October	86.0	49.6	63.1	47.6	65.3	62.1	142.6	516.3
1974 January [†]	136.1	79.2	74.1	67.5	93.3	71.5	131.9	653.8
April	123.0	60.0	68.5	52.3	76.6	69.4	123.9	573.6
July	105.1	69.7	88.8	70.9	88.3	72.0	127.7	622.6
1975 January [†]	140.9	141.9	132.4	108.4	147.9	113.3	135.6	920.4
April	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
July	197.6	148.7	140.1	114.8	165.5	132.5	143.0	1,042.2
October [‡]	163.9	103.7	157.7	162.5	195.1	154.5	161.2	1,098.6
1976 January	109.2	97.4	190.3	184.4	280.8	207.3	182.3	1,251.8
April	120.1	90.5	152.4	151.1	249.4	256.7	211.0	1,231.2
Percentage of total number unemployed								
1973 January	13.6	8.6	12.9	11.9	16.8	13.9	22.2	100.0
April	16.4	9.5	10.6	9.6	14.8	15.0	24.1	100.0
July	18.1	8.9	10.5	8.5	13.0	14.0	26.9	100.0
October	16.7	9.6	12.2	9.2	12.6	12.0	27.6	100.0
1974 January [†]	20.8	12.1	11.3	10.3	14.3	10.9	20.2	100.0
April	21.4	10.5	11.9	9.1	13.3	12.1	21.6	100.0
July	16.9	11.2	14.3	11.4	14.2	11.6	20.5	100.0
1975 January [†]	15.3	15.4	14.4	11.8	16.1	12.3	14.7	100.0
April	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
July	19.0	14.3	13.4	11.0	15.9	12.7	13.7	100.0
October [‡]	14.9	9.4	14.4	14.8	17.8	14.1	14.7	100.0
1976 January	8.7	7.8	15.2	14.7	22.4	16.6	14.6	100.0
April	9.8	7.4	12.4	12.3	20.3	20.9	17.1	100.0
MALES								
1973 January	82.4	53.7	82.6	75.8	109.9	94.7	161.5	660.6
April	85.6	51.4	58.3	53.6	84.9	89.2	152.7	575.7
July	78.0	39.8	48.1	39.0	60.2	67.4	137.3	469.8
October	67.3	38.8	50.3	38.9	55.1	53.2	129.2	432.9
1974 January [†]	99.3	60.3	60.6	56.0	79.8	62.5	119.5	537.8
April	93.8	48.2	56.5	43.4	65.0	60.7	112.7	480.3
July	81.4	54.5	70.0	57.0	74.7	62.8	115.9	516.3
1975 January [†]	104.9	97.4	103.5	85.4	121.9	97.5	122.9	733.5
April	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
July	134.2	106.5	108.9	90.9	132.8	112.5	129.2	814.9
October [‡]	118.6	75.3	115.6	117.9	154.6	128.5	144.5	855.1
1976 January	77.7	73.1	144.3	138.7	213.7	170.3	163.5	981.3
April	89.0	66.8	111.9	111.3	190.2	203.6	186.2	959.1
FEMALES								
1973 January	25.7	14.9	20.3	18.9	24.1	16.0	15.4	135.4
April	29.3	15.1	15.7	13.8	18.4	16.1	15.6	124.0
July	23.6	10.2	11.1	8.9	12.9	11.4	13.6	91.5
October	18.7	10.8	12.8	8.7	10.2	8.8	13.3	83.4
1974 January [†]	36.8	18.9	13.5	11.6	13.6	9.1	12.5	115.9
April	29.2	11.8	12.0	8.8	11.6	8.7	11.2	93.3
July	23.7	15.2	18.8	13.9	13.6	9.2	11.9	106.3
1975 January [†]	36.0	44.5	29.0	23.0	26.1	15.7	12.8	186.9
April	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
July	63.4	42.2	31.3	23.9	32.6	19.9	13.9	227.2
October [‡]	45.2	28.4	42.1	44.6	40.6	26.0	16.7	243.5
1976 January	31.5	24.3	45.9	45.8	67.1	37.1	18.8	270.5
April	31.1	23.7	40.5	39.8	59.2	53.1	24.8	272.1

* All the figures in this table are unadjusted in respect of amendments notified on the four days following the count.

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

‡ From October 1975 onwards the figures exclude adult students. Also from October 1975 the count was made on a Thursday instead of a Monday.

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

UNEMPLOYMENT

unemployed persons by entitlement to benefit:* Great Britain

TABLE 112

THOUSANDS

		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	Total
1973	February	236	75	261	145	718
	May	186	55	223	126	591
	November	150	41	180	122	494
1974	February†	..	..	..	..	599
	May	172	58	186	119	535
	November	209	67	201	144	621
1975	February	271	91	236	159	757
	May	303	96	252	162	813
	November	421	124	373	202	1,120
1976	February	483	152	416	202	1,253
	May	454	143	420	203	1,220

Notes: (1) The analysis by entitlement to benefit is made on the first Monday in the month. Estimates based on this analysis are made for a date later in the month, currently the second Thursday, when the numbers unemployed are counted.

(2) The group "others registered for work" includes those who at the operative date had been unemployed for only a short time and whose claims were still being examined; married women, school-leavers, people previously self-employed and others seeking employment with an employer, who have not yet paid the minimum number of contributions needed to qualify for unemployment benefit; some retired people who are again seeking paid employment; and some people who have been disqualified from receiving unemployment benefit or who have received all the unemployment benefit to which they are entitled in their current spell of unemployment.

* Excludes adult students registered for vacation employment.

† Detailed information for February 1974 was not collected because of an energy crisis

UNEMPLOYMENT

international comparisons

TABLE 113

THOUSANDS

	United Kingdom*		Belgium†	Denmark‡	France*	Germany*	Ireland†R	Italy‡	Netherlands*	Japan‡	Canada‡	United States‡R
	Incl. school-leavers	Excl. school-leavers										
NUMBERS UNEMPLOYED												
Annual Averages												
1971	792	776	71	30	337	185	42	613	62	639	552	4,993
1972	875	855	87	30	380	246	48	696	108	726	562	4,840
1973	619	611	92	20	394	274	44	669	110	664	520	4,304
1974	615**	600**	105	45	498	583	48	560	135	726	525	5,076
1975	978	929	177	103	840	1,074		654	195	988	707	7,830
Quarterly averages												
1974 1st	625		100	32	461	601	48	600	142	820	624	4,968
2nd	570		92	26	395	475	45	484	113	647	520	4,608
3rd	628		99	39	454	525	45	551	126	677	448	5,115
4th	648**		127	83	682	806	55	605	158	760	507	5,612
1975 1st	789		152	114	763	1,151	73	603	196	1,063	832	8,283
2nd	854		161	95	744	1,036	74	667	178	937	738	8,004
3rd	1,096		178	88	836	1,024	75	648	194	933	621	7,809
4th	1,172		218	116	1,015	1,133	79	699	214	1,020	638	7,223
1976 1st	1,298		226	123	978	1,296	87	681	231	1,247	786	7,911
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED												
Quarterly averages												
1974 1st		577	93	19	441	473	43	548	121	683	520	4,561
2nd		577	97	32	443	512	45	528	124	660	509	4,636
3rd		614	107	50	474	609	49	556	139	715	520	5,138
4th		643**	122	77	615	815	56	604	156	869	549	6,117
1975 1st		738	141	101	731	1,019	69	553	174	888	683	7,476
2nd		847	170	101	837	1,073	74	727	190	956	719	8,087
3rd		1,000	191	99	877	1,110	78	653	207	989	731	7,997
4th		1,132	210	111	916	1,141	80	698	211	1,167	724	7,912
1976 1st		1,223	209	111	935	1,163	82e	625	208	1,043	704	7,151
1975-76 latest data												
Month		June 76	May 76	May 76	May 76	June 76	Mar 75	Jan 76	May 76	Apr 76	May 76	May 76
Number		1,256	227e	97e	961	1,004e	82e	625	205e	1,050e	731	6,860
Percentage rate		5.4	8.6e	8.5e	5.4	4.4e	13.3e	3.2	5.0e	2.0e	7.1	7.3

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation. There are two main methods of collecting unemployment statistics:

(1) by counting registrations for employment at local offices;

(2) by conducting a labour force survey from a sample number of households.

2 Source: OECD Main Economic Indicators supplemented by labour attaché reports, except United Kingdom. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

† Insured unemployed. Rates are calculated as percentages of total insured population.

‡ Labour force sample survey. Rates are calculated as percentages of total labour force.

§ Unemployed claiming benefits under trade union schemes. Rates are calculated as percentages of total number insured.

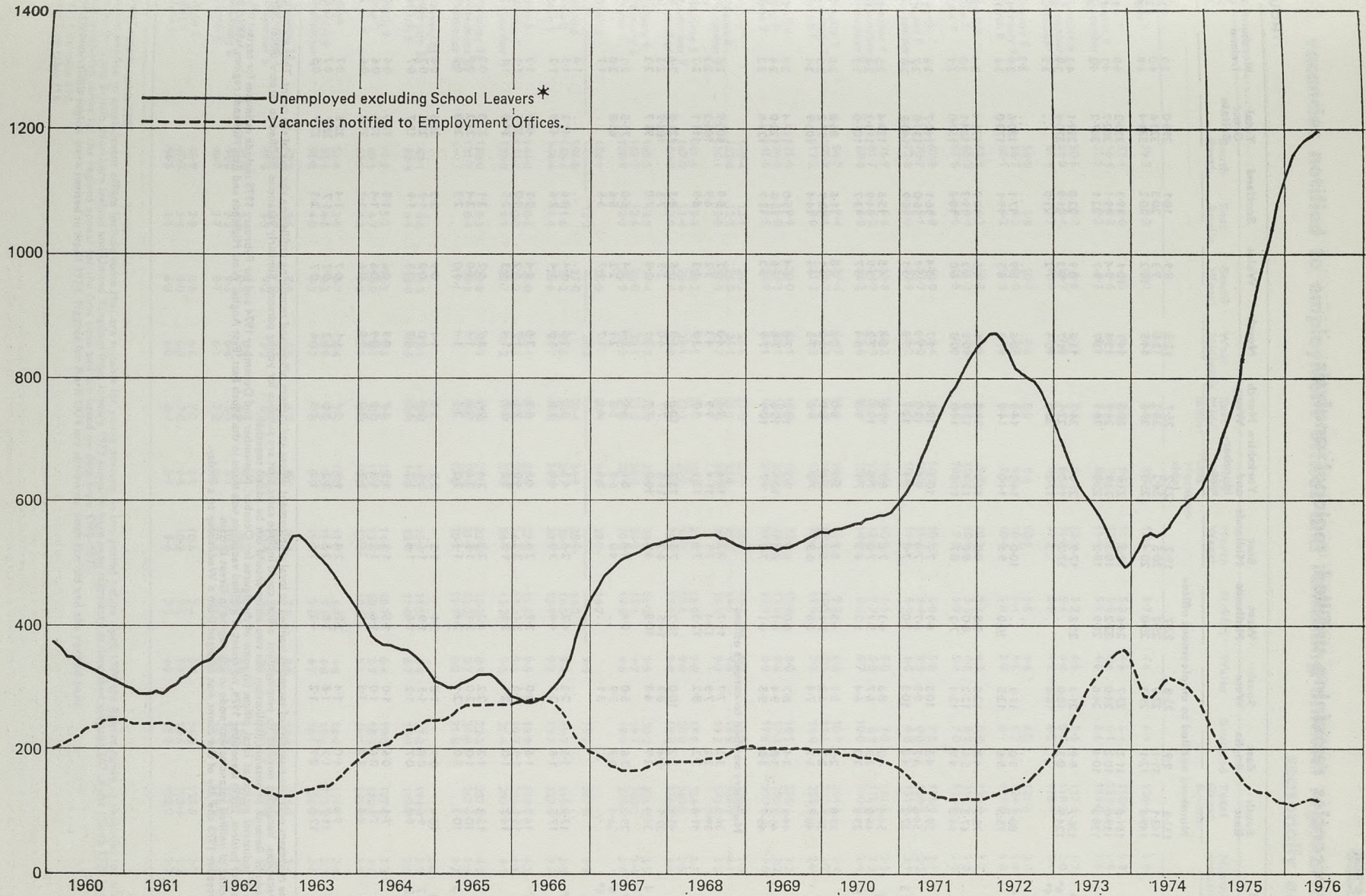
** No figures are available for December 1974. Annual and quarterly averages are averages of 11 and 2 months respectively

e Estimated.

R Revised seasonally adjusted data

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

* Excludes adult students registered for vacation employment

VACANCIES**notified vacancies remaining unfilled: regional analysis**

TABLE 118

	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
THOUSANDS													
Numbers notified to employment offices													
1974 April 3	132.3	9.9	25.8	22.7	19.2	23.2	25.7	12.3	8.9	18.1	298.0	3.9	302.0
May 8	143.1	11.1	27.9	25.1	20.5	24.2	28.2	13.8	9.3	20.3	323.6	4.0	327.6
June 5	149.6	12.1	29.3	25.0	20.4	25.5	29.6	14.5	10.2	20.2	336.4	3.8	340.2
July 3	151.8	11.2	27.7	24.6	19.5	23.9	28.0	14.1	10.1	19.3	330.2	4.0	334.2
August 7	139.0	10.2	24.0	22.2	18.2	22.1	24.9	13.6	9.4	19.1	302.7	4.1	306.8
September 4	138.3	10.4	24.6	21.9	18.2	22.3	26.1	13.7	9.7	22.1	307.2	4.2	311.4
October 9*	136.7	9.9	21.3	21.6	17.9	21.6	24.7	13.6	8.9	22.8	299.1	4.3	303.4
November 6*	124.9	8.3	18.0	..	17.2	19.9	22.1	11.7	8.3	21.9	270.9	3.9	274.8
December 4*	..	..	16.4	..	..	17.2	20.0	10.4	7.2	21.0	..	3.5	..
1975 January 8*	..	..	..	..	..	..	..	..	..	..	..	3.3	..
February 5*	80.2	5.0	11.2	..	10.0	14.3	14.5	10.6	5.9	17.1	180.6	3.9	184.5
March 5	75.5	5.6	12.5	10.0	9.5	14.0	14.0	11.3	6.5	19.1	178.0	3.6	181.6
April 9	72.7	4.8	12.8	8.8	9.0	13.9	14.2	11.1	6.5	19.7	173.4	3.4	176.8
May 7	67.3	5.1	12.2	8.0	8.8	12.4	13.9	10.9	6.2	19.3	164.1	3.2	167.3
June 4	64.8	4.9	12.4	7.3	8.7	11.5	14.0	10.8	6.0	18.6	159.0	3.1	162.1
July 9	59.1	4.5	10.5	6.9	7.7	10.3	12.6	9.7	5.4	16.1	142.7	2.6	145.4
August 6	54.6	4.7	9.9	6.7	7.4	9.4	12.2	9.9	5.1	16.0	135.8	2.7	138.5
September 3	57.2	4.6	10.3	7.0	7.8	9.4	12.7	9.8	5.1	16.9	140.8	2.6	143.4
October 3†	54.4	4.2	8.6	6.3	7.6	8.7	11.3	8.4	4.5	15.5	129.4	2.5	132.0
November 7	46.0	3.3	6.7	5.7	7.0	7.6	10.9	7.2	3.9	14.9	113.3	2.4	115.7
December 5	39.5	3.0	6.4	5.2	6.2	7.1	9.8	6.4	3.7	13.7	101.0	2.1	103.1
1976 January 2	33.8	2.5	5.1	4.5	5.7	5.9	8.0	5.8	3.8	11.6	86.8	2.0	88.8
February 6	37.7	2.7	6.2	5.1	5.7	7.1	8.9	6.8	4.1	12.9	97.2	2.3	99.5
March 5	40.7	3.2	7.4	5.6	6.3	7.8	9.8	7.3	4.5	14.4	106.9	2.1	109.0
April 2	44.6	3.4	8.7	6.0	6.9	9.3	10.2	7.8	5.4	15.0	117.4	2.3	119.7
May 7	46.2	3.8	9.4	6.1	6.9	10.1	10.6	7.6	5.6	15.6	122.0	2.4	124.4
June 4	48.9	3.8	9.5	6.1	7.0	9.7	10.9	7.9	5.3	15.7	124.8	2.2	127.0
Numbers notified to careers offices													
1974 April 3	36.6	3.2	7.7	11.7	8.3	10.4	9.1	4.8	3.2	5.9	100.9	2.5	103.4
May 8	39.6	3.2	7.9	12.4	7.5	11.4	9.9	4.3	3.2	6.9	106.2	2.7	108.9
June 5	41.6	3.2	8.2	12.3	7.6	12.3	9.7	3.9	3.3	8.9	111.1	2.7	113.8
July 3	41.8	3.2	10.0	18.2	7.5	13.3	10.0	5.3	3.5	9.3	121.8	2.6	124.4
August 7	37.1	3.4	8.9	14.5	6.2	11.8	7.0	4.0	2.9	7.3	103.9	2.3	106.2
September 4	34.4	2.9	6.8	10.8	6.0	10.0	7.7	3.1	2.8	7.0	91.7	2.2	93.8
October 9*	29.8	2.6	5.0	8.4	4.8	8.1	6.9	2.4	2.4	6.0	76.5	2.1	78.6
November 6*	26.4	2.3	3.9	..	4.0	6.8	5.8	2.1	2.2	5.6	65.8	2.0	67.9
December 4*	..	..	3.1	..	..	5.6	4.6	1.7	1.7	5.5	..	1.7	..
1975 January 8*	..	..	..	..	..	..	..	..	..	..	..	1.6	..
February 5*	17.9	1.5	2.2	4.2	2.4	4.3	3.2	1.5	1.4	2.6	41.2	1.5	42.7
March 5	17.5	1.6	2.3	4.4	3.0	4.6	3.6	1.9	1.4	2.6	42.9	1.2	44.2
April 9	16.1	1.6	3.0	3.7	2.6	4.5	3.3	2.0	1.4	2.7	40.9	1.3	42.1
May 7	15.1	1.4	2.6	3.1	2.2	4.0	3.1	1.7	1.2	3.0	37.5	1.1	38.6
June 4	14.7	1.0	2.1	3.1	1.9	3.2	2.7	1.4	1.3	3.5	34.8	1.1	36.0
July 9	13.2	1.2	2.2	6.3	2.2	3.4	2.6	1.7	1.2	3.1	37.0	0.9	38.0
August 6	10.1	1.0	2.0	3.1	1.5	2.6	2.1	1.4	1.0	2.4	27.2	0.9	28.1
September 3	10.3	1.0	2.1	2.4	1.6	2.2	2.5	1.4	1.0	2.3	26.8	0.8	27.6
October 3†	10.4	0.9	1.8	2.1	1.5	2.2	2.3	1.1	0.9	2.3	25.6	0.8	26.4
November 7	9.6	0.8	1.5	1.9	1.6	2.1	2.5	1.0	0.8	1.9	23.5	0.7	24.2
December 5	8.0	0.7	1.2	1.6	1.4	1.7	1.9	0.8	0.5	1.9	19.7	0.7	20.4
1976 January 2	7.1	0.6	1.0	1.5	1.3	1.5	1.7	0.9	0.6	1.8	17.9	0.6	18.5
February 6	7.1	0.6	1.0	1.6	1.2	1.5	1.8	0.9	0.6	1.4	17.6	0.6	18.3
March 5	8.3	1.0	1.5	2.0	2.0	1.9	2.0	0.8	0.6	1.3	21.2	0.6	21.9
April 2	9.8	1.0	1.4	2.2	2.0	1.9	2.1	1.1	0.7	1.4	23.6	0.7	24.3
May 7	11.7	1.2	1.8	3.8	2.5	2.2	2.0	1.2	0.7	1.7	28.7	0.7	29.3
June 4	12.0	0.9	1.2	4.2	1.6	1.9	1.3	1.6	0.7	2.3	27.7	0.5	28.2

Notes: The figures represent only the numbers of vacancies notified to local employment offices and careers offices and remaining unfilled on the day of the count. They are not a measure of total vacancies. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.

* Because of industrial action at local offices (a) some of the figures for October, November and December 1974 and for February 1975 include estimates for certain offices which did not render returns, (b) in December 1974, no count of unfilled vacancies was made in the South East, East Anglia, West Midlands and East Midlands regions, and (c) in January 1975 no count of unfilled vacancies was made in any region in Great Britain.

† From October 1975 the day of the count was changed from a Wednesday to a Friday.

VACANCIES**vacancies notified to employment offices and remaining unfilled: regional analysis, seasonally adjusted***

TABLE 119

	South East†	East Anglia	South West	West Midlands	East Midlands†	York-shire and Humber-side†	North West†	North†	Wales	Scotland	Total Great Britain	Northern Ireland	Total United Kingdom
THOUSANDS													
1971 June 9	59.3	3.2	10.2	9.2	7.5	9.4	12.6	5.7	4.6	6.4	126.4	1.9	128.3
July 7	53.4	3.0	9.5	8.4	7.5	9.3	11.9	5.3	4.6	6.4	118.9	1.8	120.7
August 4	56.4	3.3	9.6	8.4	7.6	9.6	12.2	5.3	4.6	6.1	123.3	1.8	125.1
September 8	52.9	3.2	9.3	8.1	7.6	8.8	11.4	5.1	4.6	5.6	119.0	1.8	120.8
October 6	50.5	3.2	9.6	7.7	7.4	8.4	12.1	5.2	4.5	5.6	117.5	1.7	119.2
November 3	51.0	3.4	10.7	7.8	7.1	8.1	11.8	5.4	4.4	5.7	119.3	2.0	121.3
December 1	51.4	3.7	10.6	7.6	7.1	8.8	11.5	5.9	4.7	6.2	118.9	2.1	121.0
1972 January 5	54.0	3.8	10.7	7.8	8.0	9.5	10.9	5.5	4.6	6.2	121.6	2.0	123.6
February 9	56.7	4.2	11.0	7.7	8.1	9.6	10.7	5.4	4.6	6.2	124.1	1.9	126.0
March 8	60.1	4.2	11.4	7.8	8.1	9.5	10.6	5.4	5.0	6.1	126.8	1.8	128.6
April 5	63.9	4.3	10.7	8.0	8.4	9.9	10.3	5.3	4.9	5.9	130.0	1.7	131.7
May 3	65.3	4.4	11.2	8.0	8.3	10.1	10.0	5.3	4.9	6.3	132.1	1.8	133.9
June 7	67.6	4.6	11.5	8.6	8.0	10.3	9.7	5.9	5.4	7.0	138.0	2.0	140.0
July 5	67.9	4.8	12.0	8.4	9.1	10.1	10.2	6.0	5.0	7.5	139.9	2.1	142.0
August 9	70.7	5.1	12.7	9.0	9.6	10.9	11.4	6.4	5.5	8.0	150.2	2.2	152.4
September 6	72.8	5.0	12.9	9.2	9.5	10.4	11.1	5.9	5.0	6.8	151.2	2.1	153.3
October 4	76.7	5.6	13.8	10.2	10.3	11.5	10.9	6.5	5.0	7.9	161.5	2.3	163.8
November 8	81.7	6.2	14.9	11.9	11.5	12.9	12.6	7.7	5.3	8.9	176.3	2.3	178.6
December 6	88.0	6.8	16.2	13.6	12.4	13.9	14.0	8.3	5.7	10.0	190.8	2.4	193.2
1973 January 3	94.7	7.4	17.4	14.7	13.3	14.7	15.9	9.2	6.2	10.9	204.6	2.4	207.0
February 7	105.9	8.1	19.7	17.3	14.8	16.2	18.3	10.8	7.1	13.5	232.3	2.7	235.0
March 7	117.2	9.0	21.3	19.3	16.3	17.5	20.6	11.9	7.3	14.8	255.6	2.9	258.5
April 4	125.6	9.9	23.0	21.1	18.0	18.8	22.0	12.8	8.0	16.1	275.6	3.2	278.8
May 9	134.0	11.0	24.3	23.1	19.8	20.5	23.9	13.3	8.6	17.3	296.0	3.2	299.2
June 6	141.5	11.5	24.9	24.1	19.9	21.6	25.3	13.3	8.9	17.5	308.5	3.0	311.5
July 4	149.4	12.1	26.2	25.6	21.0	22.5	26.3	14.2	9.2	18.3	324.8	2.9	327.7
August 8	152.6	12.3	26.8	26.1	21.1	22.9	27.1	14.1	9.0	18.8	330.9	3.1	334.0
September 5	156.1	12.8	27.9	27.7	21.8	24.6	28.3	15.2	9.3	19.3	343.2	3.2	346.4
October 3	161.6	13.2	28.2	29.1	22.5	25.3	29.9	15.8	9.8	19.8	354.9	3.3	358.2
November 7	167.0	13.4	28.6	29.1	22.2	25.7	30.0	15.6	9.8	20.0	360.8	3.5	364.3
December 5	164.8	12.9	27.6	28.8	22.1	25.5	29.9	15.1	9.8	19.4	356.1	3.6	359.7
1974 January 9	165.5	12.9	27.4	28.7	22.0	25.6	30.5	15.2	9.9	20.2	366.2	3.5	369.7
February 6	163.7	12.6	26.8	28.1	21.5	25.4	30.3	15.1	9.7	19.7	360.2	3.4	363.6
March 6	158.9	12.3	25.9	27.3	21.0	25.1	30.0	14.8	9.6	19.9	356.7	3.6	360.3
April 3	154.9	12.2	25.5	26.5									

OVERTIME AND SHORT-TIME
Great Britain: manufacturing industries

TABLE 120

Week ended	OPERATIVES														
	WORKING OVERTIME						ON SHORT-TIME								
	Hours of overtime worked			Stood off for whole week†			Working part of week			Total					
Number of operatives (000's)	Percentage of all operatives (per cent)	Average per operative working over-time	Total actual number (millions)	Total seasonally adjusted number (millions)	Total of operatives (000's)	Total number of hours lost (000's)	Number of operatives (000's)	Hours lost			Number of operatives (000's)	Percentage of all operatives (per cent)	Total (000's)	Average per operative on short-time	
								Total	Average per operative working part of the week	Hours lost					
1971	October 16	1,549	29.7	8.2	12.64	12.02	6	214	106	969	9.2	112	2.1	1,182	10.6
	November 13	1,547	29.8	8.1	12.58	11.65	8	327	111	1,058	9.6	119	2.3	1,367	11.7
	December 11	1,571	30.3	8.1	12.78	12.06	9	357	90	812	9.1	99	1.9	1,169	11.8
1972	January 15	1,392	27.1	8.0	11.07	11.79	5	181	78	675	8.7	83	1.5	856	10.4
	February 19||	1,173	22.9	8.0	9.35	9.79	46	1,857	995	13,838	13.9	1,041	20.4	15,694	15.1
	March 18	1,475	29.0	8.1	11.91	12.42	9	363	114	1,229	10.7	123	2.4	1,591	12.9
	April 15	1,470	28.9	8.0	11.79	12.02	14	563	68	583	8.6	82	1.6	1,146	14.0
	May 13	1,561	30.7	8.1	12.66	12.41	5	200	65	628	9.6	70	1.4	828	11.8
	June 17	1,567	30.8	8.2	12.88	12.61	3	135	38	317	8.4	41	0.8	452	11.0
	July 15	1,503	29.5	8.4	12.64	12.59	3	113	29	239	8.3	32	0.6	352	11.1
	August 19	1,485	29.1	8.2	12.15	13.14	5	182	28	241	8.6	33	0.6	424	12.9
	September 16	1,578	30.8	8.2	12.99	12.74	5	200	26	218	8.5	31	0.6	418	13.6
	October 14	1,660	32.4	8.3	13.72	13.10	4	150	25	222	8.9	29	0.6	372	12.9
November 18	1,742	33.9	8.3	14.39	13.44	1	56	20	156	7.7	22	0.4	212	9.8	
December 9	1,732	33.7	8.4	14.61	13.90	1	41	16	138	8.5	17	0.3	179	10.4	
1973	January 13	1,643	32.1	8.2	13.41	14.26	4	176	27	207	7.7	31	0.6	384	12.3
	February 17	1,754	34.2	8.3	14.55	15.11	6	253	17	160	9.5	23	0.5	412	17.9
	March 17	1,757	34.3	8.3	14.61	15.22	8	308	25	350	13.8	33	0.6	657	19.9
	April 14	1,772	34.5	8.4	14.80	15.05	4	142	20	155	7.7	24	0.5	297	12.6
	May 19	1,827	35.5	8.5	15.60	15.35	5	185	13	117	8.9	18	0.3	302	16.9
	June 16	1,830	35.6	8.5	15.50	15.21	3	103	13	112	8.8	15	0.3	215	14.0
	July 14	1,760	34.0	8.8	15.48	15.37	1	46	13	116	9.0	14	0.3	162	11.4
	August 18	1,717	33.1	8.5	14.62	15.42	1	47	11	82	7.6	12	0.2	129	10.8
	September 15	1,823	35.2	8.6	15.76	15.47	14	571	9	97	10.4	24	0.5	668	28.3
	October 13	1,885	36.3	8.7	16.32	15.72	1	32	10	90	9.4	10	0.2	121	11.7
November 17	1,940	37.2	8.6	16.73	15.79	3	109	21	211	10.3	23	0.4	320	13.8	
December 15	1,969	37.6	8.9	17.43	16.73	1	35	9	71	7.9	10	0.2	105	10.7	
1974	January 19||	1,264	24.4	7.8	9.81	10.74	8	309	1,130	15,543	13.8	1,137	22.2	15,852	13.9
	February 16||	1,397	27.1	7.7	10.79	11.42	8	317	941	12,430	13.2	949	18.5	12,747	13.4
	March 16||	1,586	30.8	8.1	12.89	13.55	8	319	227	2,725	12.0	235	4.6	3,044	13.0
	April 6	1,735	33.7	8.4	14.53	14.78	3	110	33	360	11.0	35	0.7	470	13.2
	May 18	1,769	34.3	8.5	15.13	14.87	6	221	28	244	8.6	34	0.6	465	13.7
	June 15 (a) *	1,742	33.9	8.6	14.84	14.54	3	107	23	245	10.6	25	0.5	352	13.7
	June 15 (b) *	2,066	36.7	8.6	17.71	17.34	3	115	25	260	10.6	27	0.5	375	13.7
	July 13¶	1,995	35.2	8.8	17.61	17.45	3	104	24	273	11.2	27	0.5	377	14.0
	August 17¶	1,882	33.1	8.8	16.48	17.31	4	140	31	306	9.9	34	0.6	446	13.0
	September 14¶	1,992	35.1	8.7	17.33	16.98	6	226	58	723	12.5	63	1.1	949	15.0
October 19¶	2,015	35.5	8.5	17.04	16.32	23	929	59	770	13.1	82	1.4	1,699	20.7	
November 16¶	2,022	35.6	8.5	17.11	15.99	19	742	65	634	9.7	84	1.5	1,376	16.4	
December 14¶	2,009	35.7	8.6	17.24	16.41	8	322	64	688	10.7	72	1.3	1,011	13.9	
1975	January 18¶	1,791	32.1	8.3	14.94	16.11	6	223	124	1,265	10.2	130	2.3	1,488	11.5
	February 15¶	1,765	31.9	8.2	14.51	15.30	11	451	172	1,769	10.3	183	3.3	2,219	12.1
	March 15¶	1,737	31.6	8.2	14.21	15.04	17	668	207	2,085	10.1	223	4.1	2,752	12.3
	April 19¶	1,691	31.0	8.1	13.78	14.05	11	446	229	2,261	9.9	240	4.4	2,708	11.3
	May 17¶	1,618	29.8	8.3	13.42	13.08	17	685	222	2,304	10.3	239	4.4	2,989	12.5
	June 14¶	1,570	29.1	8.2	12.94	12.56	14	573	195	1,876	9.6	209	3.9	2,449	11.7
	July 19¶	1,517	28.2	8.8	13.29	13.12	21	850	112	1,165	10.4	133	2.5	2,016	15.1
	August 16¶	1,397	26.0	8.4	11.67	12.44	17	688	108	1,096	10.2	125	2.3	1,784	14.3
	September 13¶	1,568	29.3	8.4	13.11	12.75	12	493	120	1,182	9.9	132	2.5	1,676	12.7
	October 18¶	1,625	30.5	8.3	13.47	12.75	6	230	147	1,564	10.7	152	2.9	1,793	11.8
November 15¶	1,676	31.8	8.3	13.85	12.73	20	816	157	1,537	9.8	177	3.4	2,353	13.3	
December 13¶	1,695	32.2	8.5	14.39	13.56	24	942	128	1,228	9.6	151	2.9	2,170	14.4	
1976	January 10¶	1,435	27.5	7.8	11.22	12.43	13	504	140	1,347	9.6	152	2.9	1,850	12.2
	February 14¶	1,572	30.3	8.3	13.08	13.89	6	247	160	1,534	9.6	167	3.2	1,781	10.7
	March 13¶	1,624	31.4	8.4	13.65	14.50	4	176	128	1,293	10.1	133	2.6	1,469	11.1
	April 10¶	1,635	31.6	8.3	13.55	13.81	4	165	111	1,054	9.5	115	2.2	1,219	10.6
May 15¶¶	1,689	32.7	8.4	14.17	13.83	2	94	101	923	9.2	103	2.0	1,017	9.9	

* In June 1974 a new sampling system was introduced for the monthly employment returns (see page 736 of the August 1974 issue of the Gazette). At the same time revisions were made in the method of calculating overtime and short-time. Figures for June 1974 have been calculated on both the old and new basis. Thus, up to and including June 1974 (a) the figures related to operatives at establishments with over 10 employees in all manufacturing industries except shipbuilding and ship-repairing but excluded overtime worked by maintenance workers. The new series from June 1974 (b) relates to all operatives in manufacturing industries including shipbuilding and ship-repairing and overtime worked by maintenance workers is included.
 † Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
 ‡ In February 1972 and again in January, February and March 1974, the volume of overtime and short-time was affected by energy crises.
 § Figures after June 1974 are based on provisional employment estimates which do not take account of the results of the June 1975 Census of Employment, published on pages 727-733.
 ** See page 767 for detailed analysis.

HOURS OF WORK
manufacturing industries: hours worked by operatives: Great Britain

1962 AVERAGE = 100

TABLE 121

Week ended	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*													
	All manufacturing Industries		Engineering, shipbuilding, electrical goods, metal goods		Vehicles		Textiles, leather, clothing		Food, drink, tobacco		All manufacturing Industries		Engineering, shipbuilding, electrical goods, metal goods		Vehicles		Textiles, leather, clothing		Food, drink, tobacco	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1956-1975	1956	104.6		98.6		106.9		119.0		100.1	103.7		103.7		104.1		104.3		102.8	
	1957	103.9		98.6		104.6		117.7		99.5	103.6		103.5		104.5		104.5		102.7	
	1958	100.4		96.5		101.6		108.3		100.1	102.5		102.4		103.2		103.0		102.5	
	1959	100.9		96.3		104.9		108.6		99.1	103.3		102.8		104.9		104.5		102.0	
	1960	103.9		99.4		107.9		110.1		100.1	102.4		101.7		101.7		104.8		101.7	
	1961	102.9		101.9		102.9		104.7		100.1	101.0		101.3		100.6		101.1		100.4	
	1962	100.0		100.0		100.0		100.0		100.0	100.0		100.0		100.0		100.0		100.0	
	1963	98.4		97.6		99.1		98.2		98.4	99.9		99.6		100.2		100.5		99.9	
	1964	100.7		101.7		99.1		98.8		97.3	100.7		100.7		100.8		101.4		99.9	
	1965	99.8		101.9		96.2		95.6		96.6	99.4		98.8		98.4		100.3		99.0	
	1966	97.3		101.0		91.5		91.7		95.2	97.8		97.4		95.7		98.5		98.1	
	1967	92.4		96.8		86.1		84.4		92.8	97.1		96.6		95.7		97.3		98.0	
	1968	91.5		94.6		87.0		83.3		90.4	97.9		96.8							

EARNINGS AND HOURS United Kingdom: manual workers: average weekly and hourly earnings and hours worked

TABLE 122
Standard Industrial Classification 1968 FULL-TIME MEN (21 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1973 Oct.	40.24	42.41	41.31	43.85	40.51	37.00	39.14	41.60	45.74	39.45	36.75	34.53	33.90
1974 Oct.	47.97	57.01	51.29	51.76	48.49	44.32	46.18	50.40	52.73	46.97	43.74	41.39	40.37
1975 Oct.	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	50.76	48.16
Average hours worked													
1973 Oct.	47.1	42.3	44.6	45.1	44.6	43.9	44.0	44.0	43.0	44.7	44.9	44.5	42.0
1974 Oct.	46.6	43.8	44.2	44.8	44.2	43.7	43.4	43.5	42.3	43.7	43.6	44.2	41.1
1975 Oct.	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7	40.5
Average hourly earnings													
1973 Oct.	85.44	100.26	92.62	97.23	90.83	84.28	88.95	94.55	106.37	88.26	81.85	77.60	80.71
1974 Oct.	102.94	130.16	115.04	109.71	109.71	101.42	106.41	115.86	124.66	107.48	100.32	93.64	98.22
1975 Oct.	130.50	163.71	147.78	149.16	138.17	127.02	134.57	153.83	151.01	133.30	126.53	116.16	118.91

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1973 Oct.	42.59	39.36	48.69	40.11	41.52	39.86	41.41	39.78	43.31	34.21	31.32	40.92
1974 Oct.	50.40	45.61	54.96	48.23	49.12	48.46	48.75	47.71	52.06	41.68	37.87	48.63
1975 Oct.	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	59.58
Average hours worked												
1973 Oct.	47.1	45.1	45.1	44.9	44.7	48.8	47.2	43.8	49.6	44.1	43.9	45.6
1974 Oct.	46.1	43.8	43.9	43.9	44.0	48.0	46.8	44.0	49.5	43.8	43.7	45.1
1975 Oct.	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
Average hourly earnings												
1973 Oct.	90.42	87.27	107.96	89.33	92.89	81.68	87.73	90.82	87.32	77.57	71.34	89.74
1974 Oct.	109.33	104.13	125.19	109.86	111.64	100.96	104.17	108.43	105.17	95.16	86.66	107.83
1975 Oct.	137.24	129.54	153.70	136.61	139.91	126.74	133.58	142.91	134.90	117.38	115.46	136.65

Standard Industrial Classification 1968 FULL-TIME WOMEN (18 YEARS AND OVER)

	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Average weekly earnings													
1973 Oct.	22.68	25.73	21.47	21.08	23.52	21.55	22.36	24.09	26.18	20.91	19.89	17.94	19.03
1974 Oct.	28.75	31.41	28.73	27.38	30.02	26.87	28.21	28.01	33.48	26.79	25.52	22.38	24.04
1975 Oct.	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	28.13	28.70
Average hours worked													
1973 Oct.	38.6	38.6	38.5	37.7	38.1	38.2	37.4	40.0	37.7	37.3	37.3	36.7	36.4
1974 Oct.	38.0	38.4	37.5	36.7	38.0	37.9	37.2	37.9	37.9	37.1	37.2	36.1	36.1
1975 Oct.	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5	35.5
Average hourly earnings													
1973 Oct.	58.76	66.66	55.77	55.92	61.73	56.41	59.79	60.23	69.44	56.06	53.32	48.88	52.28
1974 Oct.	75.66	80.95	74.82	73.01	79.00	70.90	75.83	76.32	88.34	72.21	68.60	61.99	66.59
1975 Oct.	98.89	111.17	98.68	96.49	103.84	94.87	98.06	105.92	112.88	93.48	87.98	77.07	80.85

	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication*	Certain miscellaneous services†	Public administration	All industries covered
Average weekly earnings												
1973 Oct.	21.16	22.93	22.79	20.02	21.15	—	18.96	23.04	28.84	16.79	23.37	21.16
1974 Oct.	27.54	28.86	30.09	26.27	27.05	—	23.92	29.89	34.58	21.73	29.18	27.01
1975 Oct.	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	34.19
Average hours worked												
1973 Oct.	36.5	37.5	38.6	37.7	37.5	—	37.2	37.3	43.0	38.4	40.3	37.7
1974 Oct.	36.3	37.7	38.7	37.5	37.2	—	38.1	36.7	42.4	38.7	39.5	37.4
1975 Oct.	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
Average hourly earnings												
1973 Oct.	57.97	61.15	59.04	53.10	56.40	—	50.97	61.77	67.07	43.72	57.99	56.13
1974 Oct.	75.87	76.55	77.75	70.05	72.72	—	62.78	81.44	81.56	56.15	73.87	72.22
1975 Oct.	98.05	99.38	101.61	88.31	93.02	—	81.20	109.49	106.19	69.43	95.88	92.41

* Except railways and London Transport.

† Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

EARNINGS AND HOURS average weekly and hourly earnings and hours worked: manual workers: United Kingdom

TABLE 123
Standard Industrial Classification 1968

	October 1973			October 1974			October 1975		
	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings	Average weekly earnings	Average hours worked	Average hourly earnings
All manufacturing industries									
Full-time men (21 years and over)	41.52	44.7	92.89	49.12	44.0	111.64	59.74	42.7	139.91
Full-time women (18 years and over)*	21.15	37.5	56.40	27.05	37.2	72.72	34.23	36.8	93.02
Part-time women (18 years and over)*	11.30	21.6	52.31	14.56	21.4	68.04	18.38	21.4	85.89
Full-time boys (under 21 years)	21.60	40.9	52.81	26.31	40.3	65.29	32.87	39.7	82.80
Full-time girls (under 18 years)	15.21	38.1	39.92	19.31	37.8	51.08	23.15	37.5	61.73
All industries covered†									
Full-time men (21 years and over)	40.92	45.6	89.74	48.63	45.1	107.83	59.58	43.6	136.65
Full-time women (18 years and over)*	21.16	37.7	56.13	27.01	37.4	72.22	34.19	37.0	92.41
Part-time women (18 years and over)*	11.11	21.4	51.92	14.28	21.2	67.36	18.02	21.2	85.00
Full-time boys (under 21 years)	21.02	41.7	50.41	26.00	41.2	63.11	33.08	40.4	81.88
Full-time girls (under 18 years)	15.13	38.1	39.71	19.23	37.8	50.87	23.03	37.5	61.41

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.
† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

Index of average salaries: non-manual employees: Great Britain Fixed-weighted: April 1970 = 100

TABLE 124
ALL INDUSTRIES: non-manual ALL MANUFACTURING INDUSTRIES: non-manual

ALL AGES, including part-time employees								
Males			Females			Males and females		
1970 April	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1971 April	112.4	112.4	112.4	111.6	112.9	111.7	111.7	111.7
1972 April	125.5	125.3	125.4	124.0	126.2	124.4	124.4	124.4
1973 April	138.5	139.1	138.7	137.7	142.5	138.6	138.6	138.6
1974 April	156.0	158.5	156.8	153.3	167.4	155.8	155.8	155.8
Weights	515	485	1,000	648	(49 part-time, 303 full-time)	1,000	1,000	1,000

The above series terminated at April 1974

FULL-TIME ADULTS: men (21 years and over) women (18 years and over)								
Men			Women			Men and women		
1970 April	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1971 April	111.5	112.2	111.7	110.7	112.5	111.0	111.0	111.0
1972 April	124.1	125.8	124.5	122.3	124.9	122.7	122.7	122.7
1973 April	137.3	139.8	138.0	135.9	139.9	136.5	136.5	136.5
1974 April	155.3	161.8	157.0	152.1	165.2	154.3	154.3	154.3
1975 April	195.0	224.0	202.9	191.8	226.7	197.5	197.5	197.5
Weights	575	425	1,000	689	311	1,000	1,000	1,000

Notes: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issues of the Gazette.
The series for full-time adults relate to those whose pay for the survey pay-period was not affected by absence.

annual percentage changes in hourly wage earnings and hourly wage rates: United Kingdom

TABLE 125

	Average weekly wage earnings (1)	Average hourly wage earnings (2)	Average hourly wage earnings excluding the effect of overtime* (3)	Average hourly wage rates† (4)	Differences (col. (3) minus col. (4)) (5)
1961 April	+ 6.6	+ 7.3	+ 6.5	+ 6.2	+ 0.3
1961 October	+ 5.4	+ 7.0	+ 6.9	+ 6.4	+ 0.5
1962 April	+ 4.0	+ 5.1	+ 5.2	+ 4.1	+ 1.1
1962 October	+ 3.2	+ 4.1	+ 4.4	+ 4.2	+ 0.2
1963 April	+ 3.0	+ 3.6	+ 4.0	+ 3.6	+ 0.4
1963 October	+ 5.3	+ 4.1	+ 3.6	+ 2.3	+ 1.3
1964 April	+ 9.1	+ 7.4	+ 6.5	+ 4.9	+ 1.6
1964 October	+ 8.3	+ 8.2	+ 8.1	+ 5.7	+ 2.4
1965 April	+ 7.5	+ 8.4	+ 8.0	+ 5.3	+ 2.7
1965 October	+ 8.5	+ 10.1	+ 9.5	+ 7.3	+ 2.2
1966 April	+ 7.4	+ 9.8	+ 9.7	+ 8.0	+ 1.7
1966 October	+ 4.2	+ 6.2	+ 6.5	+ 5.6	+ 0.9
1967 April	+ 2.1	+ 2.8	+ 3.0	+ 2.7	+ 0.3
1967 October	+ 5.6	+ 5.3	+ 5.0	+ 5.0	— 0.3
1968 April	+ 8.5	+ 8.1	+ 7.7	+ 6.6	+ 1.1
1968 October	+ 7.8	+ 7.2	+ 7.0	+ 6.7	+ 0.3
1969 April	+ 7.5	+ 7.1	+ 6.9	+ 5.4	+ 1.5
1969 October	+ 8.1	+ 8.0	+ 8.0	+ 5.5	+ 2.5
1970 April	+ 13.5	+ 15.3	+ 16.0	+ 12.4	+ 3.6
1970 October	+ 11.1	+ 12.9	+ 13.7	+ 11.6	+ 2.1
1971 April	+ 15.7	+ 15.0	+ 14.6	+ 18.1	— 3.5
1971 October	+ 15.1	+ 14.1	+ 13.6	+ 12.1	+ 1.5
1972 April	+ 20.0	+ 21.4	+ 21.9	+ 20.6	+ 1.3
1972 October	+ 23.4	+ 26.9	+ 26.6	+ 26.5	+ 0.1

Note: The table covers full-time workers in the industries included in the department's regular enquiries into the earnings and hours of manual workers (table 122).
* The

EARNINGS AND HOURS

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

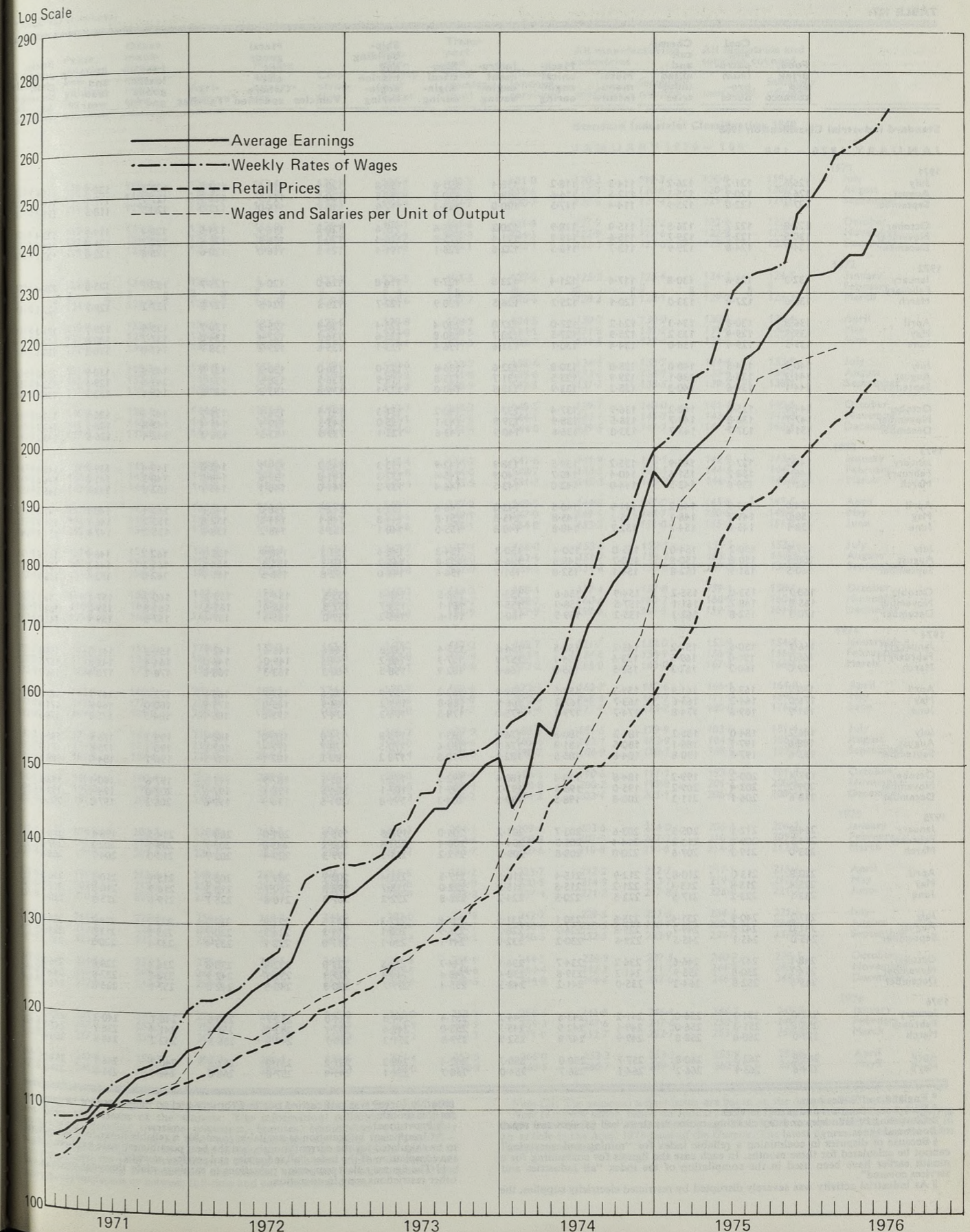
TABLE 126

	MANUFACTURING INDUSTRIES					ALL INDUSTRIES				
	Average weekly earnings		Average hours			Average weekly earnings		Average hours		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence			including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence		
	£	£	p	p	£	£	p	p	p	p
Full-time manual men (21 years and over)										
April 1972	33.6	34.5	45.6	75.8	32.1	32.8	46.0	71.3	69.1	69.1
April 1973	38.6	39.9	46.4	86.0	37.0	38.1	46.7	81.7	79.2	79.2
April 1974	43.6	45.1	46.2	97.4	42.3	43.6	46.5	93.5	91.1	91.1
April 1975	54.5	56.6	45.0	125.8	54.0	55.7	45.5	122.2	119.2	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	110.8
April 1973	48.4	48.7	39.2	122.4	47.8	48.1	38.8	121.6	121.7	121.7
April 1974	54.1	54.5	39.1	137.7	54.1	54.4	38.8	137.9	138.1	138.1
April 1975	68.2	68.7	39.2	173.2	67.9	68.4	38.7	174.3	174.6	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	83.3
April 1973	41.1	42.3	44.5	94.5	40.9	41.9	43.8	94.3	93.7	93.7
April 1974	46.3	47.7	44.3	106.9	46.5	47.7	43.7	107.6	107.2	107.2
April 1975	58.1	60.2	43.4	137.7	59.2	60.8	43.0	139.9	139.3	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	42.6
April 1973	19.6	20.5	40.0	51.2	19.1	19.7	39.9	49.6	49.1	49.1
April 1974	23.1	24.1	39.9	60.6	22.8	23.6	39.8	59.3	58.7	58.7
April 1975	30.9	32.4	39.5	81.8	30.9	32.1	39.4	81.6	81.1	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	59.8
April 1973	21.8	21.8	37.3	58.5	24.5	24.7	36.8	66.2	66.1	66.1
April 1974	25.6	25.8	37.3	69.0	28.3	28.6	36.8	76.9	76.7	76.7
April 1975	35.2	35.4	37.1	95.2	39.3	39.6	36.6	106.1	105.9	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	53.9
April 1973	20.3	21.0	39.0	53.9	22.6	23.1	37.8	60.5	60.3	60.3
April 1974	23.9	24.8	38.9	63.8	26.3	26.9	37.8	70.8	70.6	70.6
April 1975	32.4	33.6	38.5	87.2	36.6	37.4	37.4	98.5	98.3	98.3
Full time adults										
(a) Men (21 years and over)										
April 1972	31.7	32.7	42.6	76.4	31.4	32.0	41.8	75.8	75.0	75.0
April 1973	36.0	37.3	43.1	85.7	35.5	36.4	42.1	85.2	84.1	84.1
April 1974	40.8	42.3	43.0	97.6	40.6	41.7	42.0	97.8	96.8	96.8
April 1975	52.1	54.2	42.3	127.2	52.7	54.0	41.3	128.9	127.7	127.7
(b) Males and females (18 years and over)										
April 1972	35.6	36.8	43.1	84.6	35.0	35.9	42.1	84.1	82.9	82.9
April 1973	40.3	41.8	43.0	96.4	40.1	41.1	42.0	96.6	95.5	95.5
April 1974	51.5	53.6	42.3	125.8	52.0	53.4	41.4	127.3	126.0	126.0
*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	44.3
April 1974	26.1	26.9	43.0	62.5	24.7	25.1	42.4	59.1	57.4	57.4
April 1975	33.4	34.2	42.0	81.5	32.9	33.3	41.8	79.8	78.1	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	30.4
April 1974	16.6	17.1	39.2	43.8	15.4	15.7	38.4	40.9	40.7	40.7
April 1975	22.8	23.4	38.7	60.3	22.0	22.3	38.1	58.5	58.3	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	64.4
April 1974	14.0	14.3	20.2	66.0	14.8	15.1	19.0	72.2	72.0	72.0
April 1975	20.1	20.3	20.2	89.4	17.9	18.3	18.2	93.9	93.6	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	49.0
April 1974	12.5	12.9	22.7	57.3	11.7	11.9	20.7	57.5	57.4	57.4
April 1975	17.0	17.6	22.9	77.5	17.1	17.4	21.4	81.3	81.2	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



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

TABLE 127

Standard Industrial Classification 1968 JANUARY 1970 = 100	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Metal goods not elsewhere specified	Textiles	Leather, goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc
1971													
July	126.6	121.2	126.2	114.3	118.2	118.4	121.6	114.8	120.1	116.9	123.2	127.3	120.5
August	126.8	120.9	125.5	112.5	116.6	118.1	120.7	111.5	120.1	114.5	122.5	127.7	117.1
September	127.4	122.0	125.9	114.4	117.5	120.0	123.3	117.9	118.7	115.0	123.0	128.5	118.3
October	127.8	122.7	126.5	115.9	118.9	120.2	125.6	117.6	120.2	116.9	124.5	128.4	119.9
November	130.5	122.5	129.7	115.6	119.9	121.4	125.8	116.4	120.2	118.3	125.4	130.7	121.0
December	134.7	124.8	129.9	113.7	118.5	122.6	126.1	111.4	121.3	116.0	120.6	126.6	122.0
1972													
January	132.3	125.6	130.8	117.4	121.4	123.8	127.9	116.8	126.0	120.4	126.7	132.7	125.8
February	||	||	||	||	||	||	||	||	||	||	||	||	||
March	136.6	127.6	133.0	120.1	125.2	126.5	130.9	122.7	129.3	124.5	127.5	137.2	128.7
April	136.8	130.6	134.3	124.2	127.0	127.0	130.4	125.4	130.4	125.3	130.7	135.9	129.1
May	139.3	129.4	133.2	125.9	127.5	128.7	130.8	125.6	136.1	127.4	134.0	137.7	130.0
June	139.5	129.4	138.0	134.4	130.1	131.6	136.4	123.1	135.6	129.2	138.7	141.0	130.2
July	140.2	134.5	140.0	135.8	130.8	132.6	136.6	123.0	136.0	130.3	137.8	145.6	130.9
August	141.3	135.5	138.1	129.9	129.5	131.7	135.8	119.9	136.5	128.5	143.6	149.3	129.5
September	144.1	134.6	140.3	135.3	133.9	135.5	140.0	127.1	139.8	133.3	137.8	145.4	132.9
October	144.9	135.6	140.2	136.9	137.4	137.1	140.2	131.3	141.1	136.1	139.7	147.4	136.5
November	147.7	136.8	143.7	136.5	138.9	139.9	143.1	135.0	145.3	139.4	141.4	145.8	138.3
December	151.6	137.7	143.7	133.8	136.6	140.9	143.6	125.1	139.0	133.3	136.2	142.4	136.5
1973													
January	145.2	137.7	142.9	135.2	139.5	138.9	142.9	135.3	145.2	139.1	142.0	149.4	139.7
February	146.4	138.7	151.6	140.4	140.7	140.9	145.4	137.3	141.8	139.6	144.5	148.3	141.6
March	161.1	139.6	143.5	144.0	142.0	143.5	146.4	139.2	141.0	140.1	145.7	152.6	143.6
April	154.0	139.5	146.2	141.9	140.5	143.0	146.6	133.3	142.1	138.0	142.7	150.1	140.1
May	158.0	141.7	148.1	145.3	145.8	145.8	151.8	144.8	148.1	144.6	152.8	153.2	146.7
June	158.1	145.6	154.7	152.7	148.8	148.8	155.0	148.1	153.5	148.2	156.3	155.2	147.9
July	157.9	150.2	154.0	155.0	150.4	150.3	154.3	148.6	153.3	148.9	156.3	162.2	146.9
August	158.5	150.0	150.8	150.7	148.4	146.9	145.2	145.6	145.6	145.6	154.6	161.3	146.7
September	160.5	151.9	152.8	154.1	152.8	151.7	156.6	146.0	152.8	150.5	155.7	162.0	152.6
October	160.7	153.0	155.2	154.9	156.6	153.5	158.5	148.4	155.2	159.3	160.2	157.1	159.7
November	165.8	148.7	161.1	157.5	158.9	155.7	161.1	154.7	157.8	158.4	161.6	161.8	159.2
December	170.3	152.8	162.3	155.2	159.5	160.2	161.6	145.2	157.0	155.5	157.4	157.9	159.4
1974													
January††	166.3	150.6	159.2	145.2	150.5	154.6	155.4	142.8	144.6	145.6	142.9	159.6	141.0
February††	165.3	151.0	169.5	153.6	154.1	157.9	157.3	148.2	144.4	149.0	146.0	164.4	145.8
March	169.0	160.2	162.3	159.5	165.0	166.6	162.9	158.5	160.3	163.3	168.6	176.1	170.4
April	170.2	163.0	161.9	159.3	158.5	159.9	162.2	159.0	155.6	157.7	166.6	172.8	167.7
May	176.0	164.2	165.6	163.7	162.2	166.8	168.8	159.2	164.9	165.0	175.5	180.0	169.6
June	181.9	169.6	174.8	174.7	179.1	175.0	178.5	176.3	174.7	175.6	185.1	184.5	175.9
July	186.2	184.0	185.2	181.2	180.5	176.9	183.1	176.8	174.0	180.0	188.4	199.2	180.1
August	188.6	197.1	188.1	180.5	181.8	176.9	182.6	170.5	177.4	187.5	190.1	175.6	181.8
September	193.6	197.6	190.8	184.8	185.5	182.1	190.8	178.2	180.2	182.1	187.3	196.1	184.0
October	197.4	200.2	199.2	184.8	190.4	188.6	192.5	175.7	183.5	187.9	191.5	197.6	190.4
November	209.2	203.4	209.2	195.0	198.3	197.2	199.1	187.1	204.5	196.4	197.6	207.0	194.4
December	218.6	206.1	211.3	200.8	198.5	199.3	204.3	191.8	196.9	199.6	206.3	197.0	203.0
1975													
January	214.8	212.1	205.5	203.6	203.7	201.2	204.0	197.8	196.9	201.0	200.7	214.5	198.1
February	214.5	209.1	213.2	214.4	205.3	204.4	208.4	202.8	200.2	203.8	203.7	209.1	202.3
March	233.0	219.3	207.6	220.0	208.8	209.2	212.2	211.3	199.3	209.4	203.7	215.8	204.7
April	220.8	213.0	210.8	212.9	215.4	210.5	217.5	221.4	200.7	209.1	208.5	215.1	210.5
May	225.4	215.6	215.4	221.2	215.5	215.2	222.0	218.7	210.7	218.5	216.9	216.9	210.5
June	233.1	223.2	217.5	222.5	220.5	224.2	226.8	232.2	207.5	218.6	225.7	219.6	215.3
July	237.2	240.9	251.4	225.6	230.1	231.5	237.8	217.3	213.5	227.8	233.2	219.7	213.0
August	241.0	242.9	249.7	225.8	226.7	228.7	236.9	200.1	219.9	224.9	230.1	225.9	213.0
September	245.0	245.1	245.5	229.6	230.2	232.9	241.1	236.1	217.0	228.2	233.4	220.5	217.7
October	248.1	247.2	246.6	236.2	234.7	236.1	244.7	232.8	223.0	238.8	236.6	228.6	236.5
November	254.7	250.6	255.9	241.3	239.8	238.4	244.4	248.4	227.3	239.7	242.9	238.5	242.2
December	263.5	252.8	264.2	235.0	241.2	248.3	255.4	239.7	230.3	240.8	242.5	237.9	236.8
1976													
January	257.0	251.1	256.0	241.2	243.6	244.2	251.4	244.8	234.0	243.7	250.6	248.1	247.7
February	255.6	251.4	256.0	249.1	242.9	245.3	253.0	249.6	237.7	243.8	251.6	241.4	247.1
March	277.0	260.8	258.8	249.9	247.9	252.9	259.8	251.3	236.7	249.9	256.3	242.2	245.6
April	265.8	262.3	260.8	257.7	250.0	250.7	262.4	248.3	237.2	251.8	252.6	240.2	246.1
May††	274.6	265.9	266.2	264.1	256.7	254.0	268.7	256.1	249.4	257.8	268.0	246.0	251.5

* England and Wales only.
† Except sea transport and postal services.
‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.
§ Because of disputes in coalmining a reliable index for "mining and quarrying" cannot be calculated for these months. In each case the figures for coalmining for a month earlier have been used in the compilation of the index "all industries and services covered".
|| As industrial activity was severely disrupted by restricted electricity supplies, the

monthly survey was not carried out in February and so figures cannot be calculated for this month.
†† Provisional.
** Insufficient information is available to enable a reliable index for "agriculture" to be calculated for the current month, but the best possible estimate has been used in the compilation of the index "all industries and services covered".
††† The figures reflect temporary reductions in earnings while three-day working and other restrictions were in operation.

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

TABLE 127 (continued)

Standard Industrial Classification 1968 JANUARY 1970 = 100	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Agriculture*	Mining and quarrying	Construction	Gas, electricity and water	Transport and communication†	Miscellaneous services‡	All manufacturing industries	All industries and services covered
										unadjusted	Seasonally adjusted
1971											
July	123.9	115.5	118.4	126.5	112.1	122.9	126.4	122.5	121.0	120.3	119.3
August	120.1	117.3	118.3	133.7	113.9	120.4	125.0	123.5	119.6	119.4	120.7
September	124.2	119.1	119.9	138.6	115.2	124.5	124.4	124.9	120.7	120.6	121.4
October	126.1	119.7	121.7	131.8	116.2	125.4	126.1	125.6	121.9	121.9	122.2
November	126.2	122.0	121.9	127.0	105.6	123.6	126.9	125.8	124.3	122.9	122.6
December	124.4	119.7	123.8	122.6	106.0	123.7	126.5	125.1	123.1	122.3	123.6
1972											
January	130.1	122.3	124.8	123.5	§	122.3	126.5	125.5	127.2	125.2	125.4
February	||	||	||	||	||	||	||	||	||	||	||
March	131.8	124.0	127.7	129.8	134.5	128.5	137.6	127.7	136.6	128.2	128.1
April	132.6	130.0	132.6	134.2	132.9	129.8	138.8	128.9	134.5	130.2	130.0
May	131.8										

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

TABLE 128

GREAT BRITAIN: JANUARY 1964 = 100

Industry group SIC (1968)	Average weekly earnings including overtime premium					Average hourly earnings excluding overtime premium					
	January 1974	June 1974	January 1975	June 1975	January 1976	January 1974	June 1974	January 1975	June 1975	January 1976	
SHIPBUILDING AND SHIP REPAIRING*											
	£										p
Timeworkers	244.0	277.3	315.7	327.0	399.5	67.80	274.3	297.4	345.2	370.7	437.3
Skilled	253.5	281.7	341.9	356.9	438.7	61.14	272.9	290.9	356.5	391.9	455.3
Semi-skilled	254.4	300.9	360.4	391.4	404.1	53.80	290.0	307.4	393.9	405.6	464.2
Labourers	257.7	288.8	337.7	351.7	423.7	64.27	289.8	307.6	367.7	395.7	462.9
All timeworkers											
Payment-by-result workers	224.4	268.5	313.1	370.0	381.9	70.17	267.6	274.1	340.1	380.6	416.1
Skilled	227.2	277.5	326.5	386.2	409.2	61.89	280.7	291.8	367.9	410.1	459.6
Semi-skilled	217.4	263.2	307.5	365.0	375.2	58.92	266.8	274.5	341.8	389.8	425.5
Labourers	224.5	270.2	315.7	373.4	388.3	67.22	268.7	276.4	344.4	386.0	425.5
All payment-by-result workers	227.9	268.9	311.1	357.2	384.1	69.58	263.9	276.0	335.2	374.1	416.3
All skilled workers	239.5	282.5	336.3	383.0	425.1	61.63	274.9	288.7	360.2	402.3	454.8
All semi-skilled workers	233.4	280.5	330.1	382.3	392.9	57.38	281.2	290.4	368.0	408.1	450.8
All labourers	231.8	273.2	318.9	365.8	395.4	66.40	270.8	281.9	346.1	386.3	432.0
All workers covered											
CHEMICAL MANUFACTURE†											
Timeworkers	243.8	270.1	313.9	328.3	379.7	64.37	291.6	311.9	369.9	394.2	449.9
General workers	235.5	259.7	305.3	312.2	371.6	69.94	274.0	291.1	342.8	360.3	416.7
Craftsmen	242.4	268.0	312.3	324.7	379.1	65.90	288.8	308.0	364.7	387.2	443.8
All timeworkers											
Payment-by-result workers	224.5	247.8	296.2	302.6	352.6	62.71	235.2	253.5	303.0	326.8	371.4
General workers	203.2	230.7	285.8	300.7	333.1	66.57	224.4	246.1	288.1	317.2	361.2
Craftsmen	219.4	243.7	294.0	302.9	346.7	63.35	232.3	251.2	299.0	324.4	366.4
All payment-by-result workers	237.5	263.0	307.1	320.0	370.8	64.14	271.3	290.6	345.6	368.8	421.2
All general workers	226.7	251.1	297.6	305.6	361.3	69.69	256.5	273.8	322.4	341.0	393.9
All craftsmen	235.3	260.4	305.3	316.9	369.5	65.59	268.2	286.7	340.1	362.1	415.0
All workers covered											
ENGINEERING‡											
	£										p
Timeworkers	244.6	294.9	357.8	374.3	457.8	57.48	264.3	318.2	333.2	382.1	429.6
Skilled	257.0	310.2	378.9	396.1	483.6	53.61	283.0	339.8	359.8	409.8	457.9
Semi-skilled	257.3	311.6	378.9	396.1	483.6	43.63	275.7	336.0	360.0	411.0	460.0
Labourers	253.0	305.2	378.9	396.1	483.6	54.57	275.4	349.1	369.1	422.9	472.9
All timeworkers											
Payment-by-result workers	240.0	287.9	357.8	374.3	457.8	57.78	257.1	318.2	338.2	388.2	435.8
Skilled	230.1	273.7	347.9	364.4	447.9	50.92	243.8	307.1	327.1	377.1	424.4
Semi-skilled	246.4	304.0	378.9	396.1	483.6	45.21	270.2	348.9	368.9	418.9	468.9
Labourers	235.9	281.7	357.8	374.3	457.8	53.99	251.6	314.0	334.0	384.0	431.0
All payment-by-result workers	242.1	291.3	367.9	384.4	464.4	57.60	259.5	324.3	344.3	394.3	444.3
All skilled workers	243.1	291.6	367.9	384.4	464.4	52.44	261.1	330.6	350.6	400.6	450.6
All semi-skilled workers	254.7	309.8	384.4	401.3	481.3	43.97	274.6	357.7	377.7	427.7	477.7
All labourers	244.4	293.5	367.9	384.4	464.4	54.33	262.9	330.9	350.9	400.9	450.9
All workers covered											

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

* 370-1.
† 271-273; 276-278.
‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.

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

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

TABLE 130

JULY 31, 1972 = 100

	BASIC WEEKLY RATES OF WAGES				NORMAL WEEKLY HOURS*				BASIC HOURLY RATES OF WAGES						
	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers	Men	Women	Juveniles†	All workers			
All industries and services															
1972	Average of monthly index numbers				101.5	100.4	101.7	101.3	99.9	99.9	99.9	99.9	101.5		
1973					114.9	115.7	117.2	115.2	99.8	99.4	99.5	99.6	115.2	116.5	117.8
1974					136.4	144.4	143.1	138.0	99.6	99.1	99.3	99.5	136.9	145.8	144.1
1975	175.4	191.8	190.1	178.7	99.6	99.0	99.2	99.4	176.2	193.7	191.6	179.8			
1974	June	134.8	141.8	141.1	136.2	(40.1)	(40.4)	(40.3)	(40.2)	135.3	143.1	142.1	136.9		
	July	137.8	144.2	144.7	139.1	99.6	99.1	99.3	99.5	138.3	145.5	145.8	139.9		
	August	143.6	149.0	150.8	144.8	99.6	99.1	99.3	99.5	144.2	150.4	151.9	145.6		
	September	144.1	151.3	152.3	145.6	99.6	99.1	99.3	99.5	144.6	152.7	153.4	146.4		
	October	145.9	155.2	155.6	147.9	99.6	99.1	99.3	99.5	146.5	156.6	156.7	148.7		
	November	150.7	162.4	161.7	153.1	99.6	99.1	99.3	99.5	151.3	163.9	162.9	153.9		
	December	153.9	170.9	164.9	157.1	99.6	99.1	99.3	99.5	154.5	172.5	166.1	158.0		
1975	January	155.6	172.8	167.5	158.9	99.6	99.1	99.2	99.4	156.2	174.5	168.8	159.8		
	February	157.9	174.1	171.3	161.1	99.6	99.1	99.2	99.4	158.5	175.8	172.7	162.0		
	March	165.0	180.3	178.0	168.1	99.6	99.1	99.2	99.4	165.7	182.1	179.4	169.0		
	April	166.1	181.1	179.0	169.1	99.6	99.1	99.2	99.4	166.8	182.8	180.4	170.1		
	May	172.5	186.8	185.5	175.4	99.6	99.1	99.2	99.4	173.2	188.6	187.0	176.4		
	June	178.9	190.8	193.6	181.5	99.6	99.0	99.2	99.4	179.7	192.8	195.2	182.6		
	July	180.6	195.3	195.6	183.7	99.6	99.0	99.2	99.4	181.4	197.3	197.2	184.8		
	August	181.3	196.0	197.2	184.4	99.6	99.0	99.2	99.4	182.1	198.0	198.9	185.6		
	September	181.7	196.6	197.9	184.9	99.6	99.0	99.2	99.4	182.5	198.7	199.6	186.0		
	October	182.9	199.5	199.3	186.3	99.6	99.0	99.2	99.4	183.7	201.6	200.9	187.5		
	November	190.6	209.2	207.7	194.4	99.6	99.0	99.2	99.4	191.4	211.3	209.4	195.6		
	December	192.1	219.0	208.5	197.0	99.6	99.0	99.2	99.4	192.9	221.2	210.3	198.2		
1976	January	195.5	224.4	214.6	200.9	99.6	99.0	99.2	99.4	196.3	226.7	216.3	202.1		
	February	199.8	227.9	218.8	205.1	99.6	99.0	99.2	99.4	200.7	230.2	220.6	206.4		
	March	201.4	229.5	220.3	206.7	99.6	99.0	99.2	99.4	202.2	231.9	222.2	207.9		
	April	202.7	230.9	222.0	208.0	99.6	99.0	99.2	99.4	203.6	233.2	223.9	209.3		
	May	203.8	233.5	223.6	209.4	99.6	99.0	99.2	99.4	204.6	235.9	225.5	210.6		
	June	208.1	236.8	228.5	213.6	99.6	99.0	99.2	99.4	209.0	239.2	230.4	214.9		
Manufacturing industries															
1972	Average of monthly index numbers				101.6	100.7	101.4	101.5	100.0	100.0	100.0	100.0	101.6		
1973					114.3	115.8	115.5	114.6	100.0	100.0	100.0	100.0	114.3	115.8	115.5
1974					132.8	141.4	137.5	134.3	100.0	100.0	100.0	100.0	132.8	141.4	137.5
1975	170.9	191.3	180.7	174.4	100.0	100.0	100.0	100.0	171.0	191.4	180.7	174.5			
1974	June	129.9	139.2	135.0	131.5	(39.9)	(40.0)	(40.0)	(40.0)	129.9	139.2	135.0	131.6		
	July	131.8	141.5	137.7	133.5	100.0	100.0	100.0	100.0	131.8	141.5	137.7	133.6		
	August	140.7	148.6	145.8	142.1	100.0	100.0	100.0	100.0	140.7	148.6	145.8	142.2		
	September	141.1	149.5	146.2	142.6	100.0	100.0	100.0	100.0	141.1	149.5	146.2	142.7		
	October	142.2	151.5	147.7	143.9	100.0	100.0	100.0	100.0	142.2	151.5	147.7	143.9		
	November	144.9	157.2	151.7	147.0	100.0	100.0	100.0	100.0	144.9	157.2	151.7	147.1		
	December	147.3	164.9	155.3	150.3	100.0	100.0	100.0	100.0	147.3	164.9	155.3	150.4		
1975	January	148.5	168.1	157.3	151.8	100.0	100.0	100.0	100.0	148.5	168.2	157.3	151.9		
	February	148.9</													

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

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

TABLE 131

JULY 31, 1972 = 100

	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries*	All metals combined†	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement etc
Basic weekly rates of wages									
1972	100	100	100	96	104	97	95	100	100
1973	116	106	112	106	119	110	108	111	112
1974	149	143	136	124	137	136	136	129	133
1975	186	190	177	165	179	176	171	167	171
Average of monthly index numbers									
1975	177	201	168	141	164	160	158	167	162
March	177	201	170	141	165	161	158	167	166
April	180	201	170	152	182	178	158	167	166
May	180	201	178	176	185	182	179	167	168
June									
July	192	192	178	182	185	182	179	167	174
August	192	192	181	182	186	182	181	167	174
September	192	193	181	182	186	184	181	172	178
October	192	193	181	182	186	184	181	172	180
November	192	193	192	182	204	191	181	172	187
December	199	193	193	182	204	193	184	174	190
1976	230	193	197	184	206	195	191	201	191
January	232	194	199	184	214	195	191	202	193
February	232	214	199	184	214	195	191	214	197
March									
April	232	215	200	184	214	195	191	214	203
May	232	215	200	195	214	217	191	214	203
June	232	215	210	208	214	217	191	214	204
Normal weekly hours‡									
1972	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1973	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1974	99.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.8
1975	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
Average of monthly index numbers									
1975	(42.2)	(36.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.0)	(40.1)
March	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
April	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
May	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
June									
July	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
August	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
September	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
October	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
November	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
December	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
1976	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
January	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
February	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
March	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
April	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
May	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
June	99.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8
Basic hourly rates of wages									
1972	100	100	100	96	104	97	95	100	100
1973	116	106	112	106	119	110	108	111	112
1974	150	143	136	124	137	136	136	129	134
1975	187	190	178	165	179	176	171	167	172
Average of monthly index numbers									
1975	179	201	169	141	164	160	158	167	163
March	179	201	170	141	165	161	158	167	166
April	181	201	170	152	182	178	158	167	166
May	181	201	178	176	185	182	179	167	168
June									
July	194	192	178	182	185	182	179	167	174
August	194	192	182	182	186	182	181	167	174
September	194	193	182	182	186	184	181	172	179
October	194	193	182	182	186	184	181	172	180
November	194	193	182	182	204	191	181	172	187
December	200	193	194	182	204	193	184	174	191
1976	231	193	197	184	206	195	191	201	191
January	233	194	200	184	214	195	191	202	194
February	233	214	200	184	214	195	191	214	197
March									
April	233	215	201	184	214	195	191	214	203
May	233	215	201	195	214	217	191	214	203
June	233	215	211	208	214	217	191	214	204

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

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

TABLE 131 (continued)

JULY 31, 1972 = 100

	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services
Basic weekly rates of wages									
1972	100	98	99	109	102	97	101	100	97
1973	113	105	109	139	111	107	114	114	105
1974	138	126	130	162	135	131	138	145	128
1975	171	160	158	215	170	169	181	182	163
Average of monthly index numbers									
1975	164	151	157	199	173	160	172	177	149
March	165	155	157	199	173	164	173	177	149
April	167	155	158	228	173	164	176	177	149
May	167	161	161	228	173	166	176	179	161
June									
July	170	162	161	228	173	173	183	181	165
August	172	165	161	228	173	175	184	181	165
September	178	165	162	228	173	175	184	181	165
October	178	168	162	228	173	176	189	181	177
November	179	173	162	228	173	177	198	194	180
December	182	173	163	228	176	178	199	211	190
1976	197	174	164	229	187	185	200	211	198
January	198	180	164	229	187	193	202	211	204
February	198	180	164	229	201	196	202	211	204
March									
April	198	204	169	229	201	196	204	211	204
May	198	204	176	260	201	196	205	211	204
June									
Normal weekly hours‡									
1972	100.0	100.0	100.0	100.0	100.0	100.0	99.8	100.0	99.7
1973	100.0	100.0	100.0	100.0	98.7	100.0	97.9	100.0	98.5
1974	100.0	100.0	100.0	100.0	97.4	100.0	97.7	100.0	97.2
1975	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.0
Average of monthly index numbers									
1975	(40.0)	(39.6)	(39.3)	(40.0)	(40.0)	(40.6)	(40.9)	(40.0)	(41.3)
March	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.2
April	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	97.2
May	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
June									
July	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
August	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
September	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
October	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
November	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
December	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
1976	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
January	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
February	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
March									
April	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
May	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
June	100.0	100.0	100.0	99.7	97.4	100.0	97.7	100.0	96.9
Basic hourly rates of wages									
1972	100	98	99	109	102	97	101	100	97
1973	113	105	109	139	112	107	114	114	106
1974	138	126	130	162	138	131	138	145	132
1975	170	160	158	215	175	169	185	182	168
Average of monthly index numbers									
1975	164	1							

RETAIL PRICES
United Kingdom: general* index of retail prices

TABLE 132

	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations			
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom							
					Primarily from home-produced raw materials	Primarily from imported raw materials	All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption			
JANUARY 16, 1962 = 100												
Weights	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.6	
1968	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0	
1969	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0	
1970	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3	
1971	1,000	251	39.6-41.4	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4	
1972	1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.3	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7	
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
JANUARY 15, 1974 = 100												
Weights	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5	
1974	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3	
1975	1,000	228	40.8‡	187.2‡	36.8‡	57.1‡	93.8‡	50.7‡	42.7‡	772	959.2‡	
1976	1,000	228	40.8‡	187.2‡	36.8‡	57.1‡	93.8‡	50.7‡	42.7‡	772	959.2‡	
JANUARY 16, 1962 = 100												
1968	Monthly averages	125.0	123.2	121.7	123.8	118.9	126.1	123.5	130.2	119.0	125.7	125.2
		131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
		208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
JANUARY 15, 1974 = 100												
1974	Monthly averages	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8
		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.3	135.1
		108.7	105.9	111.1	104.7	109.5	113.1	111.6	91.8	104.0	109.6	108.6
		109.7	105.5	103.1	106.1	113.4	115.6	114.7	90.9	104.5	111.1	110.0
		109.8	106.1	99.1	107.8	115.2	118.9	117.4	91.4	105.6	111.1	110.3
		111.0	107.5	99.8	109.3	116.8	120.8	119.2	92.3	107.2	112.1	111.5
		113.2	110.4	104.6	111.8	119.7	124.7	122.6	93.8	108.9	114.2	113.7
115.2	113.3	105.7	115.0	121.9	130.3	126.9	97.2	110.4	115.8	115.6		
116.9	114.4	106.5	116.3	123.9	133.4	129.5	96.4	111.1	117.7	117.4		
JANUARY 15, 1974 = 100												
1975	Monthly averages	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
		121.9	121.3	108.9	124.2	131.7	150.8	143.0	98.8	114.2	122.1	122.5
		124.3	126.0	114.9	128.7	133.1	153.7	145.3	108.9	116.9	123.8	124.8
		129.1	130.7	124.8	132.2	137.7	156.3	148.7	113.8	119.2	128.7	129.4
		134.5	132.7	129.4	133.8	139.3	158.4	150.6	115.3	120.2	135.0	134.8
		137.1	135.9	140.3	135.2	141.0	160.0	152.2	116.7	121.2	137.5	137.1
		138.5	136.3	140.2	135.7	143.0	160.6	153.4	115.9	121.4	139.2	138.5
		139.3	136.3	131.7	137.5	143.5	160.3	153.4	121.8	122.5	140.3	139.7
		140.5	137.3	133.8	138.3	144.6	160.0	153.7	123.0	122.6	141.5	140.9
		142.5	138.4	137.9	138.9	147.2	158.8	154.1	123.1	124.7	143.8	142.8
		144.2	141.6	140.1	142.4	148.9	158.5	154.6	133.1	126.5	145.0	144.5
		146.0	144.2	148.9	143.9	149.8	160.4	156.1	134.6	128.2	146.6	146.7
		147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
		149.8	152.1	173.5	148.2	153.9	164.5	160.2	137.5	134.1	149.1	149.0
150.6	153.8	181.2	148.6	154.3	165.0	160.6	138.0	134.4	149.8	149.5		
153.5	156.7	189.9	150.4	157.4	166.6	162.8	139.6	135.5	152.7	152.7		
155.2	157.1	184.8	151.9	157.9	167.6	163.6	141.3	137.9	154.7	154.2		
156.0	156.7	174.3	153.5	157.8	168.4	164.1	144.7	139.7	155.9	155.4		

* See footnote on page 778.
† The items included in the various sub-divisions are given on page 191 of the March 1975 issue of the Gazette.

‡ Provisional.

RETAIL PRICES
general* index of retail prices: United Kingdom

TABLE 132 (continued)

	Goods and services mainly produced by nationalised industries	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
JANUARY 16, 1962 = 100											
Weights	95	63	66	121	62	59	89	120	60	56	41
1968	93	64	68	118	61	60	86	124	66	57	42
1969	92	66	64	119	61	60	86	126	65	55	43
1970	91	65	59	119	60	61	87	136	65	54	44
1971	92	66	53	121	60	58	89	139	65	52	46
1972	89	73	49	126	58	58	89	135	65	53	46
1973	80	70	43	124	52	64	91	135	63	54	51
1974	80	70	43	124	52	64	91	135	63	54	51
JANUARY 15, 1974 = 100											
Weights	80	70	43	124	52	64	91	135	63	54	51
1974	77	82	46	108	53	70	89	149	71	52	48
1975	90	81	46	112	56	75	84	140	74	57	47
1976	90	81	46	112	56	75	84	140	74	57	47
JANUARY 16, 1962 = 100											
1968	Monthly averages	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9
		136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0
		143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5
		159.0	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0
		164.2	139.5	190.7	173.4	140.5	141.8	155.9	180.5	180.3	180.3
		182.1	141.2	213.1	178.3	148.7	155.1	165.0	202.4	202.4	211.0
		208.8	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	Monthly averages	127.1	125.5	141.3	133.8	113.2	113.4	119.1	124.5	132.4	126.9
		136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.3	142.5	135.0
		143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5
		159.0	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0
		164.2	139.5	190.7	173.4	140.5	141.8	155.9	180.5	180.3	180.3
		182.1	141.2	213.1	178.3	148.7	155.1	165.0	202.4	202.4	211.0
		208.8	164.8	238.2	208.8	170.8	182.3	194.3	202.7	227.2	248.3
		125.0	120.8	138.6	132.6	110.2	111.9	113.9	116.3	128.0	121.4
		134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5
		143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4
		151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1
		154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9
		163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2
		166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5
JANUARY 15, 1974 = 100											
1974	Monthly averages	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2
		135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4
		110.7	121.6	108.1	109.6	106.6	109.0	110.9	109.6	105.7	107.5
		111.7	121.6	108.2	113.6	109.2	109.7	112.2	112.4	108.0	109.1
		110.7	120.3	105.1	115.7	109.5	110.9	112.7	113.3	109.3	110.4
		111.1	121.6	105.8	115.8	110.5	112.9	113.5	115.4	110.3	111.7
		115.4	121.6	107.1	116.0	113.7	115.1	115.0	120.1	111.7	113.8
		117.2	121.6	108.6	120.4	115.3	117.1	121.6	113.2	115.3	115.3
		118.8	116.3	123.8	122.4	116.9					

RETAIL PRICES United Kingdom: indices for pensioner households

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

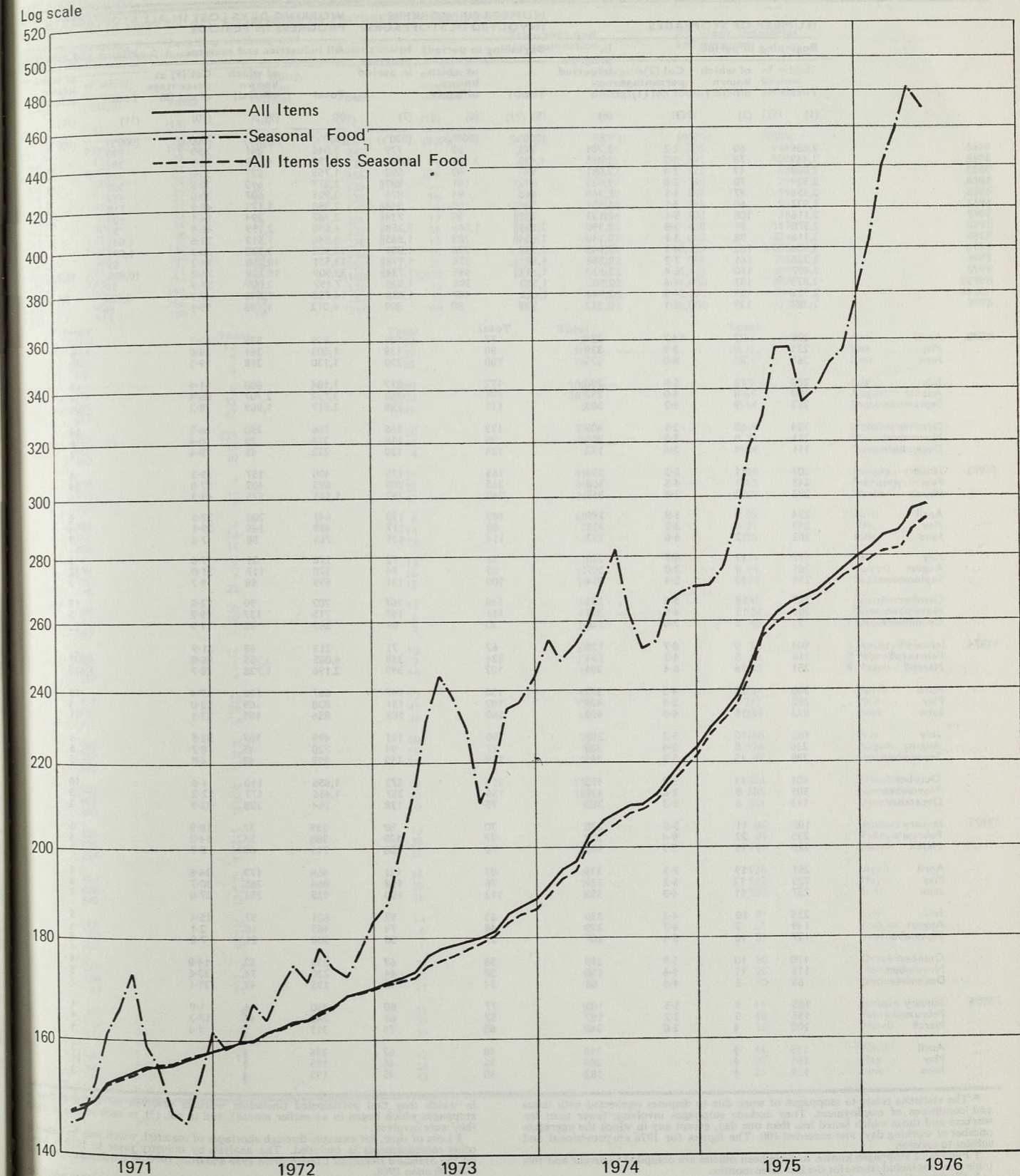
	INDEX FOR											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Quarter				Quarter				Quarter			
	1st	2nd	3rd	4th	1st	2nd	3rd	4th	1st	2nd	3rd	4th
JANUARY 16, 1962 = 100												
1962	100.2	102.1	101.2	101.9	100.2	102.1	101.2	101.7	100.2	102.2	101.6	101.5
1963	104.4	104.1	102.7	104.5	104.0	103.8	102.6	104.3	103.1	103.5	102.5	103.3
1964	105.4	106.6	107.2	108.7	105.3	106.8	107.6	109.0	104.1	105.9	106.8	107.8
1965	110.4	110.7	111.6	113.4	110.5	111.4	112.3	113.8	108.9	111.4	111.8	112.5
1966	114.3	116.4	116.4	117.9	114.6	116.6	116.7	118.0	113.3	115.2	115.5	116.4
1967	118.8	119.2	117.6	120.5	118.9	122.7	124.3	126.7	120.2	123.2	123.8	125.3
1968	122.9	124.0	124.3	126.8	122.7	129.6	131.3	131.4	133.8	128.1	130.0	131.8
1969	129.4	130.8	130.6	133.6	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0
1970	136.9	139.3	140.3	144.1	144.1	153.4	148.4	156.2	158.6	146.0	150.9	153.1
1971	148.5	153.4	156.5	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1972	162.5	164.4	167.0	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1973	175.3	180.8	182.5	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
1974	199.4	207.5	214.1									
JANUARY 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3				151.5				151.4			

TABLE 132(b) GROUP INDICES: ANNUAL AVERAGES

Year	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1962	101.3	101.5	100.3	100.0	101.2	99.6	102.1	102.2	100.9	101.5	102.1
1963	103.9	104.4	102.8	100.0	105.7	98.5	103.5	105.7	102.8	102.9	104.6
1964	107.0	107.5	108.6	105.8	108.5	100.5	104.7	111.6	106.4	105.0	108.1
1965	111.5	111.3	117.8	118.1	113.0	102.8	106.4	118.6	111.8	111.4	117.5
1966	116.3	115.3	122.4	120.9	120.2	105.0	108.9	127.1	114.7	115.7	120.8
1967	119.0	118.0	128.0	125.8	123.7	106.8	110.5	130.8	115.7	124.8	126.7
1968	124.5	122.4	128.0	136.1	131.5	110.8	112.0	137.4	126.9	128.9	134.0
1969	131.1	129.4	137.1	136.4	136.4	116.5	115.8	143.9	132.7	139.0	143.6
1970	140.2	138.2	143.9	136.9	146.8	124.7	120.8	156.9	145.3	148.3	160.7
1971	154.4	153.9	152.0	139.1	161.8	133.3	129.0	189.3	161.5	160.8	176.2
1972	166.2	167.5	158.4	140.1	175.3	138.0	138.2	203.0	172.7	170.6	209.1
1973	182.2	193.7	163.5	141.9	180.6	145.5	150.6	205.1	179.2	187.0	249.1
1974	211.6	226.2	181.7	165.7	209.9	166.9	176.5	211.8	217.9	209.1	
JANUARY 15, 1974 = 100											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
JANUARY 16, 1962 = 100											
1962	101.3	101.6	100.3	100.0	101.2	100.0	102.3	101.6	100.8	101.2	102.1
1963	103.7	104.3	102.5	100.0	105.4	99.7	103.9	104.5	102.4	102.2	104.6
1964	107.2	108.1	108.2	105.9	108.3	101.7	105.3	109.1	106.2	103.8	108.1
1965	112.0	112.1	117.3	118.3	112.7	104.4	107.3	116.4	108.6	109.6	112.9
1966	116.5	116.0	121.9	121.1	120.2	106.8	110.0	124.1	111.3	117.3	117.5
1967	119.2	118.5	125.7	121.1	124.3	108.8	111.7	127.3	112.5	122.1	120.8
1968	124.6	123.3	127.1	126.0	132.3	113.0	113.5	135.0	123.1	126.2	126.7
1969	131.5	130.5	136.5	136.4	137.3	118.9	117.9	141.6	129.3	136.2	134.0
1970	140.3	139.7	144.7	137.3	147.2	127.7	123.8	151.7	141.4	145.4	143.6
1971	154.2	155.3	154.2	139.5	162.6	137.0	132.3	175.1	157.3	159.3	160.7
1972	165.6	169.7	160.9	140.5	176.1	141.3	141.6	187.1	167.5	168.8	176.2
1973	182.5	197.8	166.2	142.3	181.5	148.1	155.0	192.9	173.3	185.9	209.1
1974	212.0	230.9	184.7	166.1	210.9	170.3	182.2	214.7	208.1	207.5	249.1
JANUARY 15, 1974 = 100											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
GENERAL INDEX OF RETAIL PRICES											
JANUARY 16, 1962 = 100											
1962	101.4	102.3	100.3	100.0	101.3	100.4	102.0	100.5	100.6	101.9	102.0
1963	103.1	104.8	102.3	100.0	106.0	100.1	103.5	100.5	101.9	104.0	104.2
1964	106.2	107.8	107.9	105.8	109.3	102.3	104.9	102.1	105.0	106.9	107.5
1965	111.2	111.6	117.1	118.0	114.5	104.8	107.0	106.7	109.0	112.7	111.9
1966	115.1	115.6	121.7	120.8	120.9	107.2	109.9	109.9	112.5	120.5	116.1
1967	117.7	118.5	125.3	120.8	124.3	109.0	111.7	112.2	113.7	120.5	119.0
1968	123.1	125.2	127.1	125.8	133.8	113.2	113.4	119.1	124.5	132.4	126.9
1969	130.1	131.0	136.2	135.5	137.8	118.3	117.7	123.9	132.3	142.5	135.0
1970	138.1	140.1	143.9	136.5	145.7	126.0	123.8	132.1	142.8	153.8	145.5
1971	151.2	155.6	152.7	138.5	160.9	135.4	132.2	147.2	159.0	169.6	160.3
1972	161.2	169.4	159.0	139.5	173.4	140.5	141.8	155.9	168.0	180.5	180.3
1973	175.4	194.9	164.2	141.2	178.3	148.7	155.1	165.0	172.6	202.4	211.0
1974	204.7	230.0	182.1	164.8	208.8	170.8	182.3	194.3	202.7	227.2	248.3
JANUARY 15, 1974 = 100											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4

Index of retail prices

January 1962 = 100



INDUSTRIAL DISPUTES*
United Kingdom: stoppages of work

TABLE 133

	NUMBER OF STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES†			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡						
	Beginning in period			In progress in period	Beginning in period‡		In progress in period	All industries and services					Mining and quarrying	
	Total	of which known official‡	Col (2) percentage of col (1)		Total	of which known official		Col (9) as percentage of col (8)	Total	of which known official‡	Col (9) as percentage of col (8)	Total	of which known official	
				(1)			(2)							(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
					(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	
1961	2,686	60	2.2	2,701	771	80	779	3,046	861	28.3	740	—	—	—
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,798	4,109	70.9	308	—	—	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	527	30.0	309	—	—	—
1964	2,524	70	2.8	2,535	872||	161	883||	2,277	690	30.3	326	—	—	—
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	42	—	—
1966	1,937	60	3.1	1,951	530||	50	544||	2,398	1,172	48.9	118	—	—	—
1967	2,116	108	5.1	2,133	731||	36	734||	2,787	394	14.1	108	—	—	—
1968	2,378	91	3.8	2,390	2,255||	1,565	2,258||	4,690	2,199	46.9	57	—	—	—
1969	3,116	98	3.1	3,146	1,654||	283	1,665||	6,846	1,613	23.6	1,041	—	—	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—	—	—
1971	2,228	161	7.2	2,263	1,171||	376	1,178||	13,551	10,050	74.2	65	—	—	—
1972	2,497	160	6.4	2,530	1,722||	635	1,734||	23,909	18,228	76.2	10,800	10,726	—	—
1973†	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—	—	—
1974†	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567	—	—
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—	—	—
				Total										
1972	April	225	33	14.7	288	77	109	859	535	62.3	2	—	—	—
	May	231	9	3.9	339	90	139	1,003	361	36.0	1	—	—	—
	June	263	21	8.0	373	188	230	1,130	218	19.3	2	—	—	—
	July	203	12	5.9	298	172	217	1,184	608	51.4	18	—	—	—
	August	198	8	4.0	297	191	262	3,132	2,707	86.4	4	—	—	—
	September	212	9	4.2	303	111	285	2,517	1,969	78.2	11	—	—	—
	October	324	10	3.1	405	123	165	956	250	26.2	14	—	—	—
	November	211	8	3.8	301	96	116	374	39	10.4	9	—	—	—
	December	111	4	3.6	152	124	130	232	45	19.4	3	—	—	—
1973	January	207	11	5.3	236	165	175	400	157	39.3	6	—	—	—
	February	243	11	4.5	308	265	288	695	402	57.8	19	—	—	—
	March	293	10	3.8	355	248	297	1,161	575	49.5	5	—	—	—
	April	234	9	3.8	299	109	138	641	208	32.5	6	—	—	—
	May	249	8	3.2	323	117	149	499	145	29.1	4	—	—	—
	June	262	12	4.6	332	114	135	763	58	7.6	7	—	—	—
	July	178	12	6.7	233	56	72	276	21	7.6	3	—	—	—
	August	261	8	3.0	307	85	94	378	117	31.0	16	—	—	—
	September	239	13	5.4	314	100	121	699	68	9.7	9	—	—	—
	October	327	18	5.5	391	146	167	702	90	12.8	12	—	—	—
	November	309	15	4.9	399	111	167	715	137	19.2	5	—	—	—
	December†	71	5	7.0	120	30	61	269	32	11.9	..	—	—	—
1974	January†	104	9	8.7	128	67	71	213	68	31.9	..	—	—	—
	February†	116	5	4.3	154	324	338	4,085	3,955	96.8	3,897	—	—	—
	March†	251	16	6.4	281	107	399	2,196	1,728	78.7	1,670	—	—	—
	April	300	13	4.3	377	130	147	667	116	17.4	11	—	—	—
	May	292	7	2.4	409	102	151	838	109	13.0	4	—	—	—
	June	323	15	4.6	403	160	183	856	189	22.1	11	—	—	—
	July	188	10	5.3	283	80	121	499	167	33.5	4	—	—	—
	August	236	8	3.4	303	77	94	520	45	8.7	5	—	—	—
	September	289	15	5.2	366	129	159	999	48	4.8	5	—	—	—
	October	401	13	3.2	490	214	273	1,656	110	6.6	10	—	—	—
	November	309	8	2.6	431	156	257	1,456	177	12.2	9	—	—	—
	December	113	6	5.3	203	75	138	764	328	42.9	2	—	—	—
1975	January	189	11	5.8	238	70	89	339	37	10.9	6	—	—	—
	February	235	22	9.4	301	97	109	388	55	14.2	4	—	—	—
	March	220	13	5.9	302	76	108	711	63	8.9	2	—	—	—
	April	261	19	7.3	335	87	121	668	179	26.8	6	—	—	—
	May	229	12	5.2	339	76	118	864	265	30.7	8	—	—	—
	June	257	11	4.3	352	112	150	935	252	27.0	7	—	—	—
	July	235	10	4.3	330	63	92	631	97	15.4	5	—	—	—
	August	149	7	4.7	218	48	74	469	10	2.1	4	—	—	—
	September	157	10	6.4	207	37	56	300	21	7.0	4	—	—	—
	October	170	10	5.9	213	58	67	352	52	14.8	4	—	—	—
	November	115	11	9.6	158	30	44	220	74	33.6	3	—	—	—
	December	65	3	4.6	88	34	40	135	42	31.1	2	—	—	—
1976	January	165	9	5.5	183	77	80	330	6	1.8	4	—	—	—
	February	155	5	3.2	197	57	68	248	43	17.3	4	—	—	—
	March	200	4	2.0	248	68	76	319	5	1.6	4	—	—	—
	April	135	†	†	216	48	67	296	†	†	3	—	—	—
	May	151	†	†	206	36	46	195	†	†	11	—	—	—
	June	129	†	†	182	38	45	195	†	†	3	—	—	—

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for 1976 are provisional and subject to revision.

† Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.

‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month

in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.

§ Loss of time, for example through shortages of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the Standard Industrial Classification 1958 and from 1970 on the Standard Industrial Classification 1968.

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

†† Figures for stoppages in coal mining, other than for the national stoppage of February 10 – March 8 1974, are not available for December 1973 – March 1974.

INDUSTRIAL DISPUTES*
stoppages of work: United Kingdom

TABLE 133 (continued)

	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡									
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official	Total	of which known official
	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)	(000's)
1961	1,464	624	22	14	285	44	230	36	305	143
1962	1,464	3,652	37	21	222	61	431	275	241	100
1963	4,559	189	25	4	356	279	72	17	122	49
1964	854	501	34	—	125	—	312	7	160	29
1965	1,338	455	52	20	135	6	1069	906	183	93
1966	1,763	163	12	4	145	17	823	136	202	26
1967	871	205	31	10	201	17	559	41	438	112
1968	3,263	2,010	40	6	233	31	786	90	862	274
1969	3,739	1,229	140	7	278	12	6,539	590	3,409	2,076
1970	4,540	587	384	58	242	10	2,555	21	586	225
1971	6,035	3,552	71	129	176	15	876	576	1,135	301
1972	6,636	2,654	274	82	188	102	331	102	1,608	887
1973†	4,799	923	193	23	252	22	705	33	2,072	794
1974†	5,837	602	255	70	247	422	422	23	1,006	172
1975	3,932	814	350	69	247	69	422	23	1,006	172
			Total							

OUTPUT PER HEAD AND LABOUR COSTS
indices of output, employment and output per person employed and of costs
per unit of output: annual

TABLE 134

(1970 = 100)

	1967	1968	1969	1970	1971	1972	1973	1974†	1975†
1 WHOLE ECONOMY									
Output, employment and output per person employed									
1a Gross domestic product§	92.5	96.4	98.3	100.0	101.5	104.6	110.5	109.6	107.8
1b Employed labour force*	100.9	100.5	100.4	100.0	98.2	98.9	101.0	(101.3)	(100.4)
1c GDP per person employed*	91.7	96.0	98.0	100.0	103.4	105.7	109.4	(108.2)	(107.4)
Costs per unit of output									
1d Total domestic incomes	86.5	89.5	92.8	100.0	110.4	121.6	132.8	152.7	195.5
1e Wages and salaries	85.2	87.1	91.2	100.0	109.6	119.2	130.4	156.0	204.1
1f Labour costs	84.1	86.3	91.0	100.0	108.9	118.3	129.2	155.2	204.5
2 INDEX OF PRODUCTION INDUSTRIES									
Output, employment and output per person employed									
2a Output	91.7	97.2	99.8	100.0	100.4	102.7	110.2	106.3	101.0
2b Employment	102.8	101.4	101.5	100.0	96.9	94.6	95.8	(95.5)	(92.3)
2c Output per person employed	89.2	95.9	98.3	100.0	103.6	108.6	115.0	(111.3)	(109.4)
Costs per unit of output									
2d Wages and salaries	85.7	85.4	90.2	100.0	107.2	115.0	124.8	149.7	
2e Labour costs	84.8	84.6	89.7	100.0	107.4	115.5	125.1	151.1	
3 MANUFACTURING INDUSTRIES									
Output, employment and output per person employed									
3a Output	89.8	96.0	99.6	100.0	99.6	102.4	110.8	108.1	101.4
3b Employment	99.8	99.0	100.3	100.0	96.8	93.7	94.2	(94.5)	(90.8)
3c Output per person employed	90.0	97.0	99.3	100.0	102.9	109.3	117.6	(114.4)	(111.7)
Costs per unit of output									
3d Wages and salaries**	82.9	83.1	88.4	100.0	108.6	114.5	121.2	146.2	
3e Labour costs	82.2	82.3	87.8	100.0	109.2	115.5	122.6	148.7	
4 MINING AND QUARRYING									
Output, employment and output per person employed									
4a Output	114.5	111.2	104.0	100.0	100.0	84.1	92.6	79.1	86.3
4b Employment	132.1	117.5	106.5	100.0	96.9	92.7	88.4	(85.3)	(86.0)
4c Output per person employed	86.7	94.6	97.7	100.0	103.2	90.7	104.8	(92.7)	(100.3)
Costs per unit of output									
4d Wages and salaries	92.3	89.2	92.8	100.0	101.0	139.2	152.5	202.9	
4e Labour costs	91.5	89.3	92.8	100.0	100.7	144.9	156.1	208.6	
5 METAL MANUFACTURE									
Output, employment and output per person employed									
5a Output	92.0	98.0	100.3	100.0	91.3	91.4	100.0	91.7	78.6
5b Employment	100.7	98.7	99.3	100.0	94.4	87.4	87.3	(85.8)	(84.0)
5c Output per person employed	91.4	99.3	101.0	100.0	96.7	104.6	114.5	(106.9)	(93.6)
Costs per unit of output									
5d Wages and salaries	78.0	76.7	84.2	100.0	112.3	116.9	121.6	153.4	
5e Labour costs	77.2	76.0	84.0	100.0	112.7	117.4	122.3	155.1	
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING									
Output, employment and output per person employed									
6a Output	87.5	91.2	97.1	100.0	100.8	100.4	111.3	109.8	106.1
6b Employment	98.9	97.6	99.1	100.0	96.7	92.1	92.6	(94.1)	(90.4)
6c Output per person employed	88.5	93.4	98.0	100.0	104.2	109.0	120.2	(116.7)	(117.4)
Costs per unit of output									
6d Wages and salaries	84.1	82.1	86.6	100.0	108.5	115.7	123.3	150.7	
6e Labour costs	83.2	81.1	86.1	100.0	109.0	116.5	124.5	153.0	
7 VEHICLES									
Output, employment and output per person employed									
7a Output	94.5	102.6	106.6	100.0	99.4	103.7	105.1	101.3	94.7
7b Employment	97.8	97.0	99.3	100.0	97.4	93.9	95.0	(94.6)	(90.9)
7c Output per person employed	96.6	105.8	107.4	100.0	102.1	110.4	110.6	(107.1)	(104.2)
Costs per unit of output									
7d Wages and salaries	78.1	78.6	83.6	100.0	109.4	117.3	135.0	159.2	
7e Labour costs	77.6	78.0	83.2	100.0	109.5	118.4	136.2	161.2	
8 TEXTILES									
Output, employment and output per person employed									
8a Output	84.1	97.2	100.2	100.0	100.7	103.0	108.6	99.1	93.8
8b Employment	104.8	103.0	104.6	100.0	92.6	88.6	87.9	(86.0)	(79.8)
8c Output per person employed	80.2	94.4	95.8	100.0	108.7	116.3	123.5	(115.2)	(117.5)
Costs per unit of output									
8d Wages and salaries	93.3	85.7	93.6	100.0	103.1	107.0	109.3	133.3	
8e Labour costs	91.2	84.6	93.0	100.0	103.5	107.5	110.6	135.9	
9 GAS, ELECTRICITY AND WATER									
Output, employment and output per person employed									
9a Output	86.0	91.6	96.2	100.0	103.9	111.2	118.1	118.6	120.4
9b Employment	111.4	108.1	103.9	100.0	96.0	91.1	88.4	(88.8)	(90.4)
9c Output per person employed	77.2	84.7	92.6	100.0	108.2	122.1	133.6	(133.6)	(133.2)
Costs per unit of output									
9d Wages and salaries	97.0	93.5	94.1	100.0	108.2	113.0	115.2	132.0	
9e Labour costs	96.7	93.4	94.1	100.0	108.8	113.4	116.2	133.8	

* Civil employment and HM Forces.
** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 776 of this issue.
† Figures shown in brackets are provisional.

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

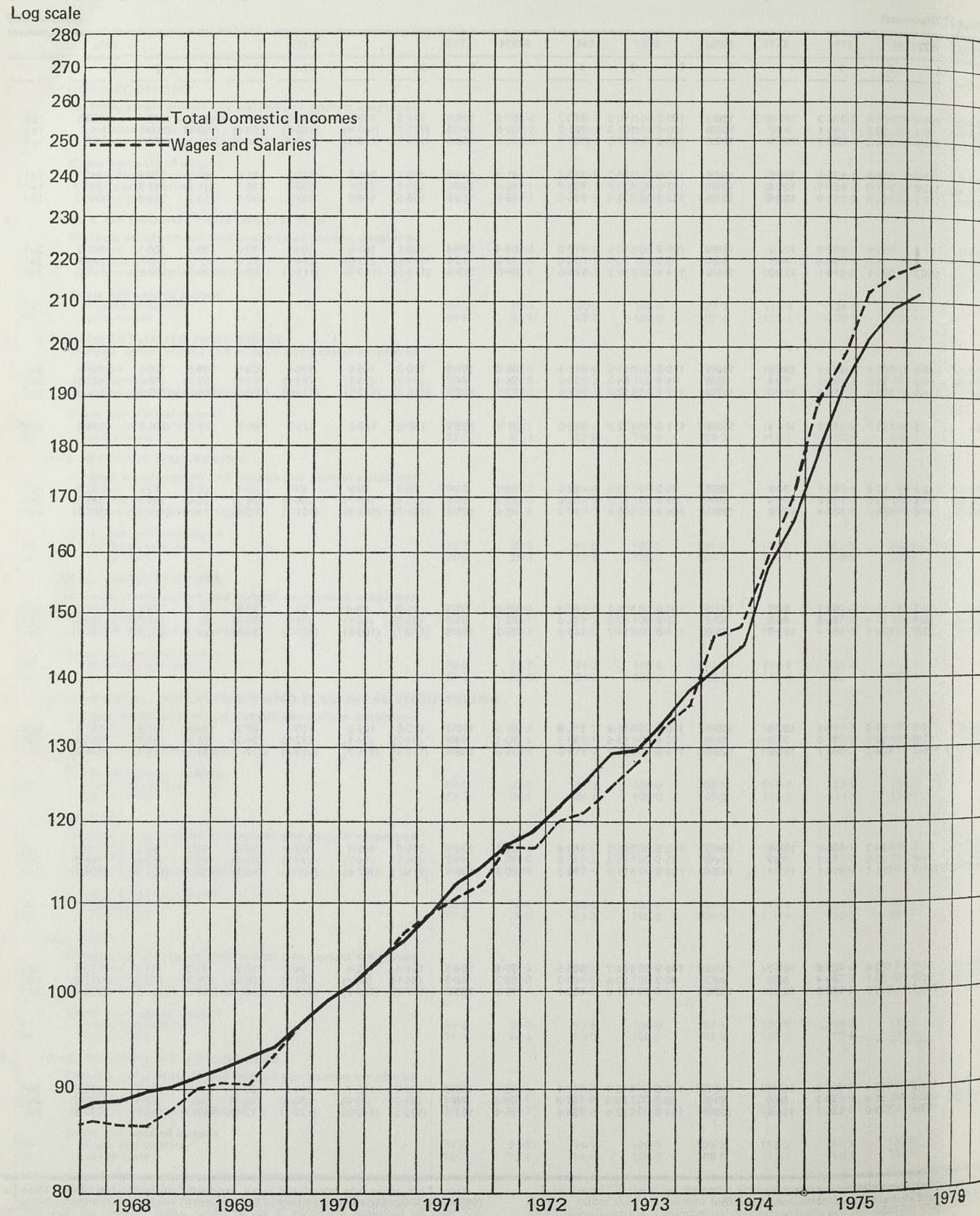
OUTPUT PER HEAD AND LABOUR COSTS
indices of output, employment and output per person employed and of costs
per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued)

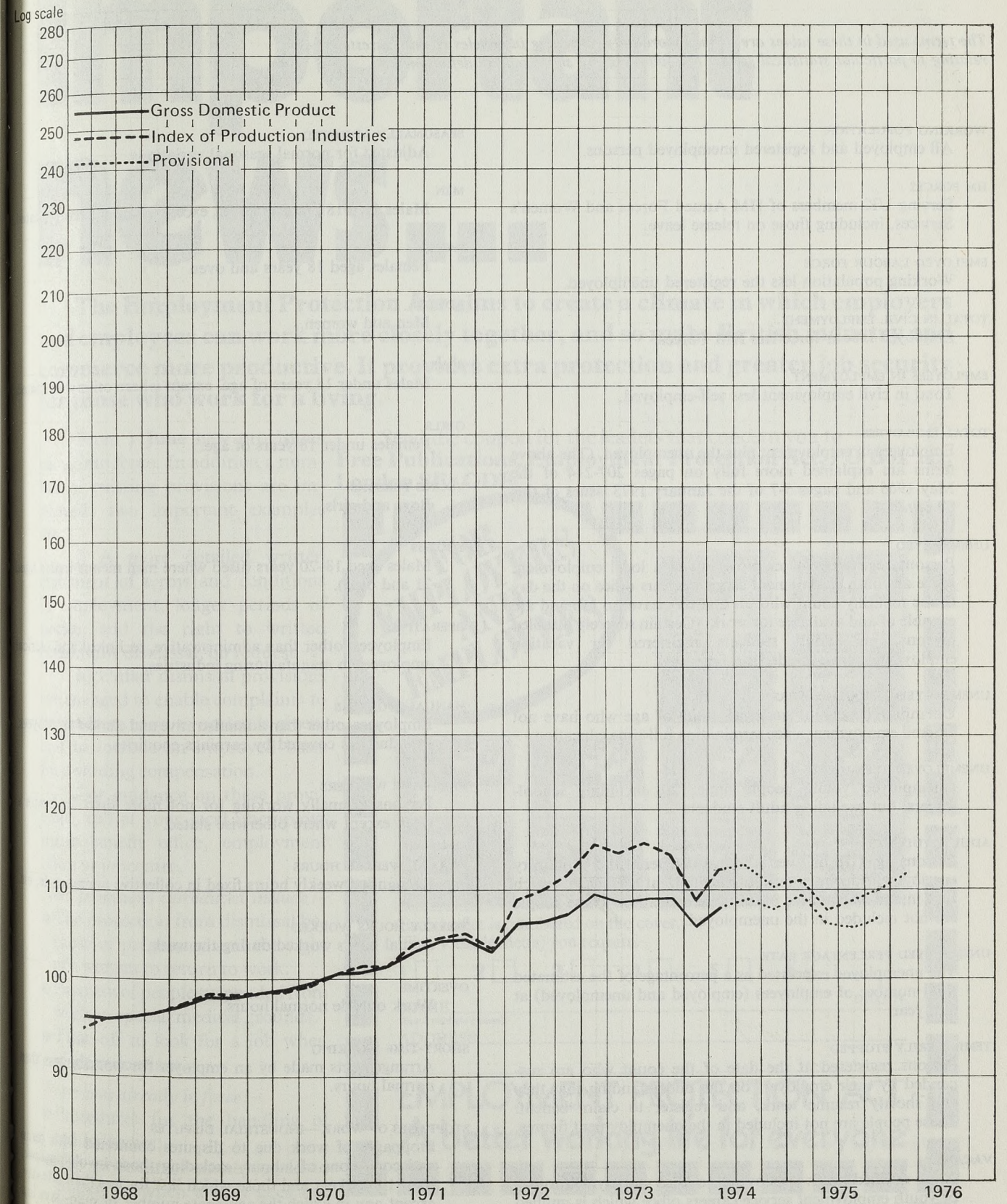
(1970 = 100)

	1973				1974				1975				1976					
	1	2	3	4	1	2	3†	4†	1†	2†	3†	4†	1†	2†	3†	4†		
102.4	101.4	104.6	105.3	107.0	110.7	109.7	110.8	110.7	107.5	109.9	111.2	109.8	110.0	107.3	106.7	107.4	108.5	1a
97.8	98.4	98.5	99.1	99.7	100.8	100.8	101.2	101.2	100.8	101.2	(101.7)	(101.4)	(100.5)	(100.6)	(100.5)	(100.1)		1b
104.7	103.0	106.2	106.3	107.3	109.8	108.8	109.5	109.4	106.6	108.6	(109.3)	(108.3)	(109.5)	(106.7)	(106.2)	(107.3)		1c
114.6	118.5	119.5	122.8	125.5	129.0	130.0	134.2	138.4	141.4	144.9	158.1	165.8	180.1	191.8	201.0	209.2	212.1	1d
112.2	118.1	117.0	119.9	121.6	124.1	127.8	133.1	136.7	146.6	148.1	159.1	170.1	190.0	198.7	211.8	215.9	218.7	1e
111.4	117.3	116.2	119.0	120.8	123.5	126.2	131.4	135.5	145.6	146.9	158.6	169.8	189.1	199.9	212.2	216.6	219.5	1f
100.2	97.7	103.1	103.9	106.1	110.5	109.7	110.6	110.0	104.4	107.8	108.1	105.0	104.6	99.8	99.3	100.5	101.2	2a
95.3	94.6	94.5	94.4	94.7	95.4	95.7	95.9	96.0	94.4	94.7	(94.7)	(94.1)	(94.1)	(94.1)	(91.5)	(90.7)	(90.2)	2b
105.1	103.3	109.1	110.1	112.0	115.8	114.6	115.3	114.6	109.0	112.6	(113.1)	(110.5)	(111.2)	(107.4)	(108.5)	(110.8)	(112.2)	2c
99.0	98.0	101.9	103.1	106.5	110.5	110.3	111.5	111.1	106.8	109.6	110.0	105.9	106.1	100.0	99.5	100.1	101.4	3a
94.9	94.0	93.7	93.5	93.4	93.8	94.1	94.2	94.5	94.4	94.7	(94.7)	(94.1)	(93.1)	(91.4)	(89.7)	(88.8)	(88.3)	3b
104.3	104.3	108.8	110.3	114.0	117.8	117.2	118.4	117.6	113.1	115.7	(116.2)	(112.5)	(114.0)	(109.4)	(110.9)	(112.7)	(114.8)	3c
110.8	†	113.7	115.8	116.4	115.2	119.3	122.3	128.0	131.4	138.1	150.0	165.3	172.7	184.9	195.5	201.8	204.8	3d**
91.5	46.3	97.0	95.1	98.1	98.9	95.2	92.6	83.6	54.1	86.0	86.4	89.8	87.5	85.1	82.9	89.6	86.9	4a
95.8	94.5	93.0	92.0	91.4	90.5	89.2	87.7	86.0	85.0	85.1	(85.4)	(85.7)	(86.0)	(86.3)	(86.0)	(85.7)	(85.3)	4b
95.5	49.0	104.3	103.4	107.3	109.3	106.7	105.6	97.2	63.6	101.1	(101.2)	(104.8)	(101.7)	(98.6)	(96.4)	(104.6)	(101.9)	4c
86.5	82.3	91.3	93.2	98.7	101.5	100.0	100.1	98.4	91.0	91.5	95.0	89.4	92.1	73.9	71.9	76.6	84.7	5a
90.7	88.5	87.4	86.8	86.8	87.5	87.7	87.3	86.6	85.7	85.7	(85.8)	(86.1)	(85.9)	(85.2)	(83.2)	(81.7)	(80.5)	5b
95.4	93.0	104.5	107.4	113.7	116.0	114.0	114.7	113.6	106.2	106.8	(110.7)	(103.8)	(107.2)	(86.7)	(86.4)	(93.8)	(105.2)	5c
100.0	99.1	99.8	99.9	102.8	110.9	110.6	111.8	111.8	107.5	110.1	112.0	109.8	110.4	107.2	104.9	101.8	101.6	6a
93.9	92.8	92.2	91.9	91.5	91.9	92.4	92.6	93.5	93.5	94.2	(94.7)	(94.1)	(92.9)	(91.2)	(89.3)	(88.2)	(87.4)	6b
106.5	106.8	108.2	108.7	112.3	120.7	119.7	120.7	119.6	115.0	116.9	(118.3)	(116.7)	(118.8)	(117.5)	(117.5)	(115.4)	(116.2)	6c
96.2	95.1	104.2	106.9	108.6	106.3	102.9	106.5	104.8	95.1	103.1	105.0	101.9	100.7	90.2	94.7	93.2	94.1	7a
95.1	94.0	93.8	93.7	93.9	94.6	95.1	95.2	95.0	94.4	94.7	(94.5)	(94.7)	(93.9)	(91.9)	(89.4)	(88.4)	(88.0)	7b
101.2	101.2	111.1	114.1	115.7	112.4	108.2	111.9	110.3	100.7	108.9	(111.1)	(107.6)	(107.2)	(98.2)	(105.9)	(105.4)	(106.9)	7c
101.0	96.7	102.6	105.0	107.7	111.2	109.9	106.7	106.5	97.8	104.8	101.4	92.6	94.2	93.8	92.7	94.5	95.2	8a
90.0	88.8	88.7	88.4	88.3	88.5	88.2	87.6	87.2	86.7	86.7	(86.1)	(84.4)	(81.9)	(80.				

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, and adult students registered for vacation employment, are excluded).

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

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. These people are not included in the unemployed.

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

TEMPORARILY STOPPED
Persons 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.

EMPLOYMENT PROTECTION ACT

Important news...

The Employment Protection Act aims to create a climate in which employers and employees can work more closely together, and so make British industry and commerce more productive. It provides extra protection and greater job security for those who work for a living.

From 1 June new provisions came into force. In addition a number of existing provisions are improved; two important examples are:-

i) A more detailed written statement of terms and conditions of employment, longer periods of notice, and the right to written reasons for dismissal, on request.

ii) Unfair dismissal provisions are changed to enable complaints to be made as soon as notice is given, and to include an improved basis for awarding compensation.

For guidance on these provisions, call at your local unemployment benefit office, employment office or jobcentre.

New provisions introduced include:-

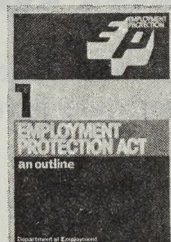
- The protection from dismissal because of pregnancy and the right of a woman to return to work.
- Payment of people suspended from work on special medical grounds.
- Time-off to look for a job when made redundant.

Provisions already in force:-

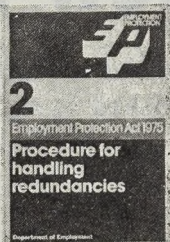
- Procedures for the handling of redundancies.
- The payment of money owed to employees when a firm goes out of business.

Send the coupon for the leaflets that concern you to **Free Publications, Employment Protection Act, PO Box 242, London SE1 ODE.**

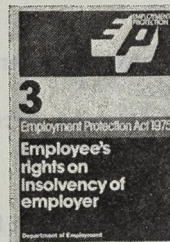
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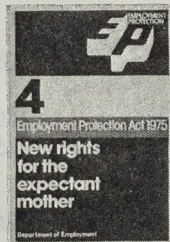
1
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an outline



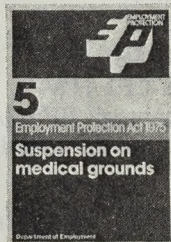
2
Procedure for handling redundancies



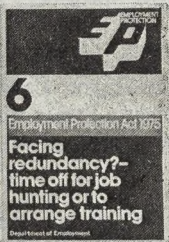
3
Employee's rights on insolvency of employer



4
New rights for the expectant mother



5
Suspension on medical grounds



6
Facing redundancy? - time off for job hunting or to arrange training

Each leaflet is numbered on the cover. Tick ✓ the leaflet(s) you require.

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