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August 1979

Volume 87 No 8

GAZETTE

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POLITICAL AND
ECONOMIC SCIENCE

Employment and unemployment in the English inner cities

Fast service—the speed with which vacancies are filled
by the Employment Service

Unfair dismissal provisions in Western Europe

The new Tax and Price Index

Department of Employment

DEPARTMENT OF EMPLOYMENT GAZETTE August 1979 (pages 737-856)

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BACKFILE VOLUMES

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

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News and Notes

North Sea diving accidents: the peak is probably past

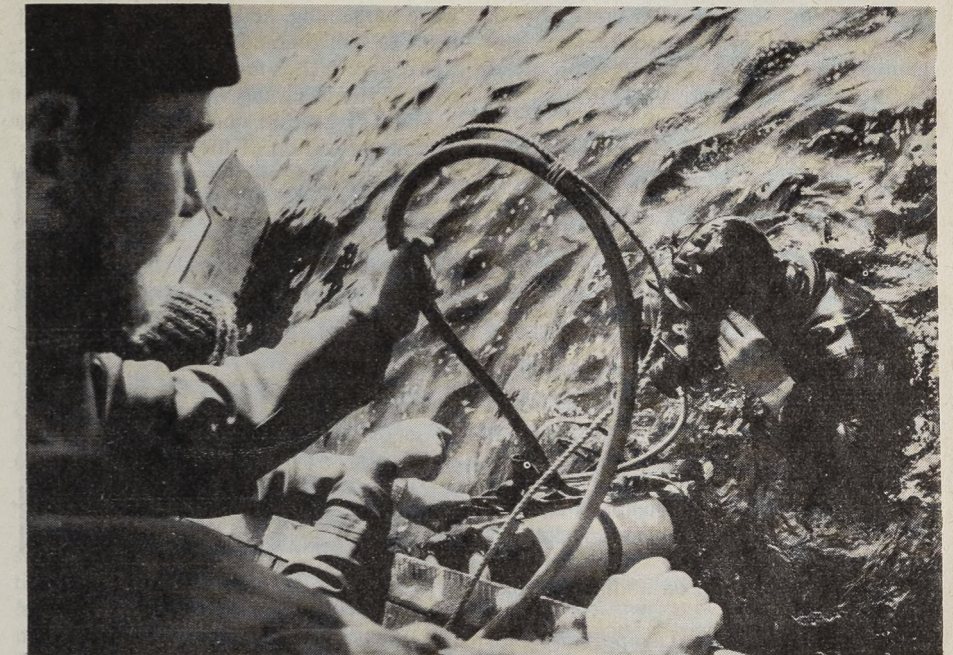
by Mike Granatt
Employment Gazette

Two more men died in the North Sea earlier this month, killed by the cold when the heating supply to their diving bell failed. This brings the toll of divers to 31 since offshore exploration for oil and gas began in 1971.

The Health and Safety Executive (HSE) say that, dreadful though these accidents are, the peak is probably past. HSE believes that the high figures (shown below) of 1974-76 came at a time when the first production facilities were being developed.

Three-quarters of the serious diving accidents offshore between 1971 and mid-1979 involved one or more deaths.

Reasons for the improvement in the number of accidents may be a combination of several factors: the introduction of safety regulations for diving; the active work of the Diving Inspectorate of the Petroleum Engineering Directorate of the Department of Energy (as agents of HSE); and the efforts of the industry to apply the lessons of earlier years.



The MSC is responsible for deep diving training at Loch Linnhe, Scotland

All work will come under single set of rules

Work is well ahead on the preparation of unified regulations to cover all diving work wherever the Health and Safety at Work Act applies, which includes North Sea operations.

These were outlined in a consultative document* issued last year. They will replace three sets of regulations covering work at offshore installations, submarine pipelines, and civil engineering work and other places covered by the Factories Act.

Lifelines

Other diving work, not currently covered by regulations, will also be subject to the new regulations.

Many requirements in the proposed regulations are already in force offshore, including the mandatory use of lifelines and support divers. The general provisions of the Health and Safety at Work Act also apply.

Certification

Important new provisions include a standardised log book containing records of training, experience and certification of medical fitness.

Other consolidated provisions cover plant and equipment; training and certification of divers' competence; medical exam-

ination; emergency services; and planning and procedures in diving operations.

The general provisions of the Health and Safety at Work Act put a duty on employers to give adequate instruction, training and supervision and to maintain safe plant, work systems and premises to provide for workers' safety.

Reasonable

Employees have a duty to maintain reasonable care to avoid injury to themselves or others and must co-operate with employers in meeting statutory requirements.

*Health and Safety at Work (Diving Operations) Regulations; HMSO, 50p.

Diving accidents in North Sea oil and gas operations

	Deaths	Serious injury
1971	1	1
1972	1	1
1973	2	1
1974	5	—
1975	6	—
1976	9	2
1977	3	5
1978	2	5
1979*	2	—

*provisional figures to mid-August 1979

Energy's experts keep a check on safety

Since September 1977, the Health and Safety at Work Act has applied to the offshore gas and oil industry on the UK continental shelf in the North Sea.

This gives the Health and Safety Executive (HSE) a supervisory role in diving safety, but actual inspection at offshore installations has been carried out by the Diving Inspectorate of the Department of Energy's Petroleum Engineering Directorate (PED) on the basis of an agency agreement.

This draws the HSE and the Department of Energy closer together on technical matters. The advice and experience of PED experts supplements HSE expertise in investigation and enforcement of safety legislation.

Valuable

PED experts periodically report problems and progress to HSE. They are also available to give advice in other areas where their expertise is valuable, such as diving work inshore or on construction sites.

The Department of Energy is directly responsible for production safety on oil and gas installations.

News and Notes

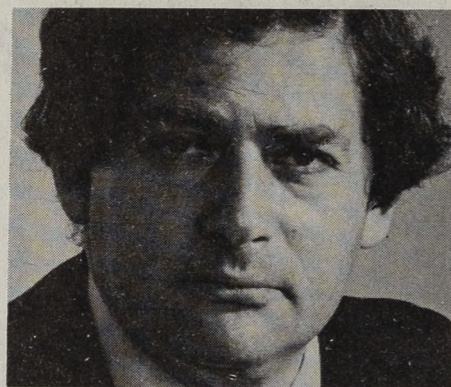
No reason to use any index for pay bargaining says minister at TPI launch

There is no cause to use either the new Tax and Price Index (TPI) or the Retail Prices Index (RPI) as a basis for wage bargaining, said Mr Nigel Lawson, Financial Secretary to the Treasury, launching the new index earlier this month.

But, said Mr Lawson, while he would like

to discredit all indices for the purposes of wage bargaining, he hoped the TPI would lead to enlightened wage negotiations: "Taxes are just as much a part of people's costs as the electricity bill".

The TPI gave in one figure, he said, a genuine reflection of the average family's



Lawson: discredit all indices

More courses for housewives going back to work

The Manpower Services Commission (MSC) is going to provide more courses to help unskilled women return to work after often lengthy spells of domestic life.

This follows the success of recent experimental courses in Birmingham and Cardiff for 50 women, who were able to check their own aptitudes for various skills and were then given information on finding suitable jobs or training.

The MSC has published a report on these experimental "Wider Opportunities for Women" courses. Now, further courses are planned for this autumn in Bath, Birmingham, Cardiff, Coventry, Harrow, Hendon, Leeds, Oxford, Newcastle and Stockton and Billingham.

Encouraged

The courses lasted from four to six weeks full-time and eight to twelve weeks part-time. Those taking part were encouraged to try out various skills ranging from office work, hairdressing and canteen work to typewriter repair, carpentry and capstan operating.

Though based mainly at colleges of further education, the women also sampled various jobs on employers' premises and at MSC skillcentres.

Shortly after completing the course, nearly two-thirds of the women had found jobs ranging from clerical posts to nursing, or had arranged for further training. Several opted for secretarial training and other choices included men's hairdressing and careers guidance.

Four decided to take O- and A-levels in the hope of going on to teacher training.

One of the most valued aspects of the courses was found to be sharing the problems of working and running a home, developing confidence and simply adjusting to a new routine.

* Evaluation of Wider Opportunities for Women Courses: Final Report Published by Directorate of Training, Manpower Services Commission.

Concentrating aid in areas of greatest need

Changes have been made to the Employment Transfer Scheme (ETS) to concentrate aid in areas of greatest need. These are intended to help meet the planned £2.9 million economies in schemes to promote geographical mobility.

The scheme helps unemployed workers who move to take up jobs beyond daily travelling distance of their home. The changes apply to applications received after June 30.

Priority would be given to Special Development Areas (SDAs) and Development Areas (DAs), said Employment Secretary Mr James Prior, when he announced the changes in the Commons.

The Local Labour Market Rules, which restrict the ETS by not supporting workers moving to areas where there are already unemployed people with the desired skills, now apply everywhere. They previously only applied to non-assisted areas.

The Job Search Scheme is now covered by the Labour Market Rules everywhere, not just outside assisted areas.

The Disturbance Allowance is now restricted to people in SDAs who want to move to any other area.

Transfer Grants, covering moving costs for workers with dependants, are now payable at the higher rates only to workers moving from SDAs and DAs to areas of lower levels of assistance or non-assisted areas. Certain exceptions apply to textile workers and some skilled occupations.

The Key Workers Scheme, which has been little used, and Temporary Transfers, will be abolished.

The benefits of North Sea oil and gas

The Treasury's latest estimates of the benefits of North Sea oil and gas show that the contribution to gross national product (GNP) in terms of 1978 prices has risen from £1.8 billion in 1977 (1½ per cent in that year). This year, because of increased production and higher oil prices, it is estimated to reach £3.8 billion (probably a little over two per cent of GNP). By 1985 it may reach £6 billion (¾ per cent).

Up to July 31, 1979, the Government has received £1,194 million in tax receipts and royalties from the North Sea. Receipts of £1,390 million are expected in 1979-80. The real build-up does not come until the mid-

1980s, because of allowances against the cost of exploration and development. Annual revenues then are estimated to be around £4½ billion at 1978 prices.

One of the most important benefits of North Sea oil and gas has been to the balance of payments. The contribution to the current account has risen from nearly £3 billion in 1977 to nearly £4 billion last year (1978 prices). This year the benefit is estimated to be worth £7.2 billion in 1978 prices; by 1985 it will have grown to £8.9 billion in 1978 prices. The contribution this year is equivalent to about 13 per cent of last year's exports.

Substantial savings in Whitehall's planned expenditure on jobs but hiring ban is lifted

The Government has decided not to renew the three-month ban on recruitment to the Civil Service which will end on August 22. But recruitment will still be restricted to keep within the revised cash limits set for each Department and as a result of the further economies being considered.

Radical review

Announcing this, Mr Paul Channon, Minister of State at the Civil Service Department, said: "The Government is conducting a radical review with the object of making further savings in the size and cost of the Civil Service over the next few years and this will affect future recruitment levels".

The programme of Civil Service dispersal approved by the previous administration has been cut, providing savings of more than £200 million in planned expenditure.

Announcing this in the House of Lords recently, Lord Soames, Lord President of the Council and Minister with responsibility for the Civil Service, said the original programme had been drawn up when the service was expanding and the Government faced the prospect of providing more offices at high London rates.

The dispersal programme was also viewed in the Assisted Areas as an important part of improving employment opportunities.

However, this Government intended to reduce the size of the Civil Service, he said, and the financial benefits of moving people out of London were now that much less.

Three moves already in progress and involving about 2,600 posts will continue. These are the moves of the Manpower Services Commission to Sheffield, the Export Credits Guarantee Department to Cardiff, and the Council for Small Industries in Rural Areas to Salisbury.

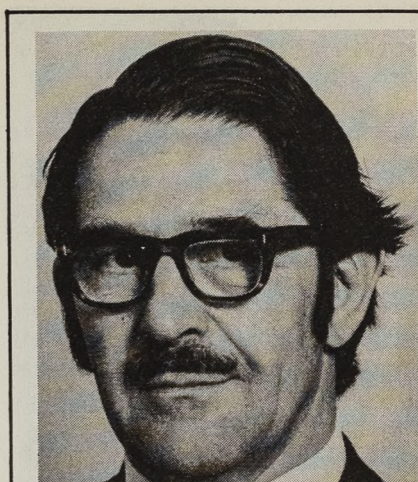
Two small moves which will increase efficiency at very little cost will go ahead. These are the move of the Laboratory of Her Majesty's Stationery Office to Norwich (40 posts) and 90 Customs and Excise staff to Southend.

Justified

The Government has also decided that some dispersal is justified to meet the particularly pressing needs of Glasgow and Merseyside. At least 2,000 posts will be moved to Glasgow and East Kilbride by the Ministry of Defence and the Overseas Development Administration.

There will also be a dispersal to Bootle; the full composition has not yet been settled, but the first 250 posts will be the Home Office Computer Centre and a unit from the Property Services Agency.

All the posts in the revised programme will come from the London area.



Mr Joe Marshall, who has been appointed HM Chief Inspector of Mines and Quarries with effect from October 1, 1979, has been a deputy chief inspector for two years. He will succeed Mr Dennis Rhydderch who has been chief inspector since July, 1977.

Mr Marshall, 58, was born in Sheffield. He won a Miners' Welfare Scholarship to Sheffield University, and in 1943 obtained a B.Eng.(Mining) degree. After working as a shoffirer, deputy and overman, he was appointed under-manager of Hicketon Main Colliery, Yorkshire, before joining the inspectorate. He has since been stationed in Wales, Staffordshire, London, Nottingham, Doncaster, Durham and the South West.

Mr Marshall is a member of the Council of the Institution of Mining Engineers and immediate past president of its southern counties branch.

Safety lines . . . safety lines . . . safety lines . . .

● The Health and Safety Executive (HSE) is to conduct a comprehensive review of safety arrangements at the British Nuclear Fuels Ltd's (BNFL) Windscale plant because of the number of incidents with safety implications which have been reported from the site.

The review team, headed by Mr Fen Charlesworth, Senior Deputy Chief Inspector of the Nuclear Installations Inspectorate, will include a specialist from the Department of the Environment and will be assisted by independent consultants. It expects to start work in September and its findings will be published by the HSE.

● An amendment to the Regulations, which would allow dry-testing of certain breathing apparatus used in coal and other mines, has

been proposed in a consultative document published by the Health and Safety Commission. Recently, two men inhaled a caustic solution from the breathing bags of their apparatus; water, probably admitted during immersion testing, had mixed with the absorbent in the bags to form the solution.

● The Health and Safety Executive has urged organisers of carnivals, fetes, open days and agricultural shows, not to use vehicle-mounted aerial work platforms for "joy riding". One of these vehicles recently overturned at a fete in London and its operator and six children fell 35 feet.

The machine was of the type commonly used for servicing overhead street lighting; the platform was supported by an articulated hydraulic jib mounted on a lorry.

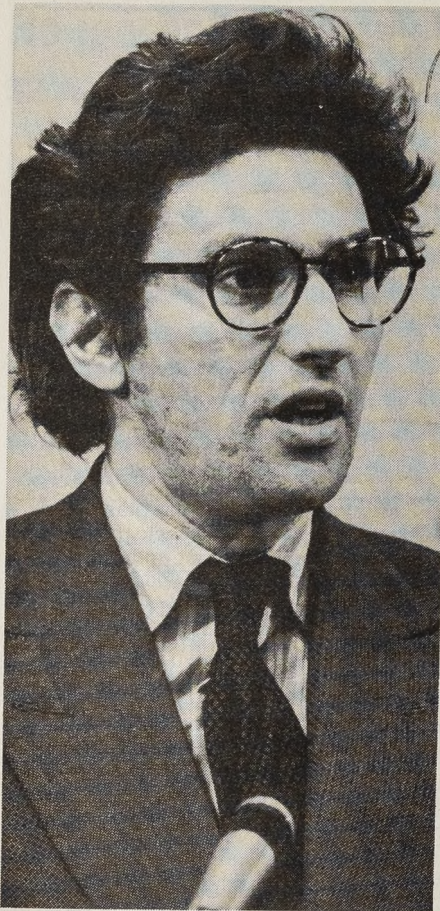
● Woodworking machines are among the most dangerous in industry and there are still too many serious accidents, says a report* published by the Health and Safety Executive. Every year between 2,000 and 3,000 accidents are reported among the workforce of 200,000, many serious and maiming, at basic hand-fed machines such as circular saws.

The report, the first by the Factory Inspectorate's National Industry Group for Furniture and Woodworking identifies three areas for special attention: safeguarding of machinery hazards from wood dust and suppression of noise. (See Employment Topics, p. 794).

* Furniture and Woodworking: Health and Safety 1977; HMSO; £1 plus postage.

News and Notes

News and Notes



Gowrie: reaffirmed UK support

ILO conference 1979:**International convention will mean cutting docks delays**

A revised Convention and Recommendation on dock work safety were among new international labour standards adopted by the annual conference of the ILO in Geneva in June.

These update the previous, 1932 standards, and are important to the United Kingdom, which has pressed for some years for the revision. This will not only benefit dock workers, but will also reduce the possibility of differing national regulations creating delay and expense for ships in foreign ports.

Now new UK safety regulations can be prepared. This has been held up pending adoption of the new ILO instruments.

Road transport

Other instruments adopted concerned road transport drivers' hours, and the conference also discussed the position of older workers and the follow-up to the World Employment Conference held three years ago. The Conference also changed its rules to allow voting by secret ballot. This is widely considered to be a significant development strengthening the traditional

independence of the workers' and employers' groups.

Mr Ravindra Varma, the Indian Minister of Labour, was elected to preside over the conference, in which a record 132 member states took part.

Labour policies

The Minister of State for Employment, Lord Gowrie, outlined to the conference the labour policies of the new administration, reaffirmed the UK's support of the ILO and stressed its close interest in the proposed changes in the ILO's structure.

The UK Government delegates were Mr David Hodgkins and Mr John Garcia of the DE; the UK employers' and workers' delegate were Mr Jack Coates, lately of ICI, and Mr Glyn Lloyd of UCATT.

Tripartite committee

As in previous years, a tripartite committee was set up to examine how member states apply the ILO's Conventions and Recommendations. For the second time in three years, a DE official, Mr Bill James, was elected chairman of this committee.

Dust victims should apply for compensation

The Pneumoconiosis etc (Workers' Compensation) Act 1979 came into force on July 4. Anyone who thinks he may be entitled to payment should contact the Department of Employment in London, Cardiff or Edinburgh.

Lump-sum payment

The Act provides for lump-sum payments to victims of dust diseases in industries such as textiles, iron ore mining, potteries, slate quarrying, foundries and work with asbestos, who previously had been unable to claim compensation.

Regulations in autumn

Regulations prescribing the amount of the payments will be laid before the House of Commons immediately after it reassembles in the autumn. Claims should be made now to enable payment as soon as these Regulations come into force.

Common Market**UK will get over a third of latest European Social Fund allocation**

The United Kingdom will receive about 37 per cent of the latest funds for training and retraining allocated under the European Social Fund. Out of about £98 million for the whole Community, UK training projects will get about £36 million.

Money from the fund assists national vocational training schemes in member countries, especially the young unemployed in the poorer regions.

Help young people

In the UK, £24 million will be allocated to help young people under 25 who are looking for their first job.

The agriculture, textile and clothing industries will receive £2.5 million for training and retraining.

Some £8 million will go towards retraining schemes under the fund's rules for helping workers unemployed or threatened with unemployment in the poorer regions. And schemes to help the handicapped will have £1.47 million aid.

Half the cost of retraining

Details of individual grants from this first allocation for 1979 can be found in the Employment Topics section on p. 795. A further allocation is expected in September.

Under the fund's rules, the European Commission can reimburse half of the cost of retraining schemes financed by public bodies. It can also match any grant made to private schemes by public authorities.

News and Notes

Short circuit technicians much needed boost for electronics industry

The first graduates of a Manpower Services Commission (MSC) "crash" course to help supply industry with much needed electronics technicians were being offered jobs as they completed their one-year course at Riversdale College, Liverpool, last month.

Box office debts written off

Trade Secretary Mr John Nott has announced that the National Film Finance Corporation will be reconstructed financially to allow it to carry on with a clean sheet.

Debts to the Government will be written off; the Eady Levy on box office takings will provide limited money for film production; there will be consultations on raising money from non-government sources; and there is the possibility of a modest, once-and-for-all Government investment.

Incentive grants doubt

The Paper and Paper Products Industry Training board has suspended publication of details of its incentive grants 1979/80 scheme because of the recent cutback in expenditure required by the Manpower Services Commission.

Over the next two months, the board will examine the options open in an attempt to meet the required reduction. There can be no certainty at the moment of any incentive grants being available after August 31, 1979 except for course fees and bursaries for sponsored students on courses at UMIST, Watford College and Robert Gordon Institute of Technology.

The current incentive grants scheme, which ends on August 31 will not be affected.

The weekly press notice on prospective fresh food prices from the Department of Trade has been discontinued.

The press notice on the average monthly food prices will also come to an end. This information, which is part of the General Index of Retail Prices, will continue to be available in the monthly statistics section of *Employment Gazette*.

Half the students had been offered jobs before finishing the course and Mr Rhys Lewis, head of the college's electronics and radio engineering department (the largest in Britain), expects the rest to find work very quickly.

The department was one of the first to set up the new Technician Education Council courses which will replace the old City and Guild, Craft Technician, ONC, HNC, OND and HND courses. "We have 700 students in the department and because of our experience in the field, the MSC approached us to set up this new one-year diploma course," explained Mr Lewis.

The course was tailored to match closely the needs of industry. The MSC co-operated with colleges, the Department of Education and Science, industry and the trade unions in designing the syllabus.

Mr Bill Forrester, the local MSC Training Opportunities Scheme (TOPS) adviser, worked closely with Riversdale College on the scheme.

He said: "We aim this course at people who have completed perhaps half their studies and who have been made redundant or for one reason or another are unemployed. It means they are very well prepared to cope with the subject and can stand the very intensive pace—they are covering the same ground as the students on the two-year diploma course".

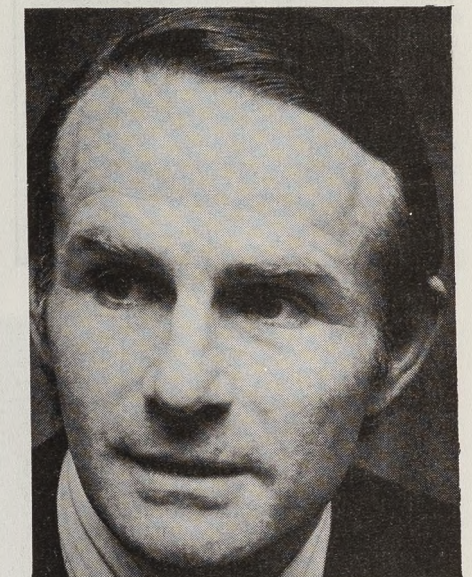
Broad knowledge

The course provides a broad knowledge of electronics so that people who have completed it can fit at technician level into a wide range of different industries, servicing and maintaining electronic systems and test equipment. Ex-students may find themselves in a car factory or a hospital laboratory, or in the computer or radio industries.

The industrial experience of most of the trainees makes them particularly valuable; with their new qualification most of them find that they can immediately earn as much as in their old job and often more.

Similar courses

Similar TOPS sponsored courses are available at Edinburgh, Doncaster, Reading, Chesterfield, Chelmsford and Bournemouth as well as Liverpool. Trainees, who receive an allowance from the MSC, often live away from home for the duration of the course. Details can be obtained from Jobcentres, employment offices or Professional and Executive Recruitment offices.

Special redundancy stays for shipbuilding

Butler: completed review

The Special Redundancy Payments Scheme for the shipbuilding industry has been extended to the full period allowed by the Shipbuilding Redundancy Payments Act to help alleviate the effects of the industry's inevitable contraction.

Confirmed

This was announced by Mr Adam Butler, Minister of State for Industry, in a Parliamentary statement on shipbuilding last month.

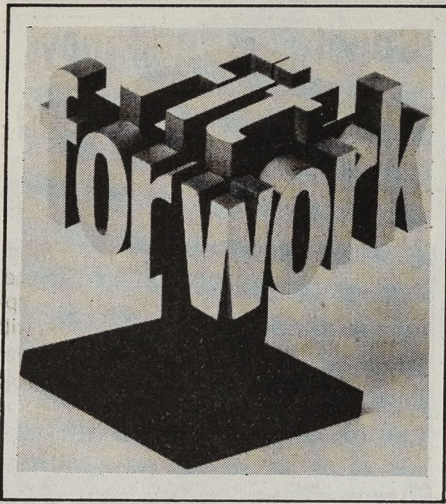
He said that the Government had completed a review of the situation with British Shipbuilders and had wide consultations with unions, private sector interests, the shipping industry and the EEC Commission. These had confirmed that further contraction of the industry was inevitable in the face of the extreme world recession.

This would occur mostly in places where unemployment was already high. "For the most part, the shipbuilding industry is located in Special Development Areas and we are concentrating our regional industrial assistance on these areas," said Mr Butler.

Full period

"To help alleviate hardship to individual workers and their families, the Government has extended the Special Redundancy Payments Scheme to the full period authorised by the Shipbuilding Redundancy Payments Act."

News and Notes



"Fit for work" campaign must be backed against unemployment for disabled people says Prentice

Mr Reg Prentice, Minister for the Disabled, has stressed the importance of the Manpower Services Commission's "Fit for work" campaign, which will promote employment for disabled people.

Speaking at the annual general meeting of the Royal National Institute for the Blind recently, he said that in a time of rising unemployment disabled people were put in a particularly difficult position.

Mr Prentice said unemployment would be going up, so it was important to have a policy

to help the disabled. There was the recent discussion document from the MSC (on the disabled quota scheme) and the "Fit for work" campaign "which must be backed by everybody possible".

No apology

Mr Prentice said he made no apology for the Government's spending cuts. Tough economic policies should lead to a rising national income; then we could do more for the handicapped.

He said: "I would not insult disabled people by suggesting they can contract out of Britain's problems."

In response to special pleas from other speakers, Mr Prentice said he would be writing to the RNIB on a proposed scheme to provide part-time readers for blind commercial and professional people to help them keep up-to-date with their particular fields.

The scheme is being considered by the MSC, for whom the RNIB acts as an agent both for placement services for commercial and professional employment and for rehabilitation services.

Details from the sections of the RNIB's annual report dealing with these areas can be found in the Employment Topics section on p. 797.

"B.Sc (Exporting)"

In September, more than 35 colleges and polytechnics will be offering a one year Foundation Course in Overseas Trade, the first step towards a professional qualification in exporting.

The course was introduced in 1975 and more than 3,000 students have so far enrolled. It is sponsored by the British Overseas Trade Board and the Institutes of Export, Marketing and Freight Forwarders and the Society of Shipping Executives. The syllabus covers international trade and payments; cargo insurance; transportation and documentation; and elements of export law.

Details of the colleges and polytechnics are available from Mr Godfree, Room 220, ED3A, Department of Trade, 1 Victoria Street, London SW1H 0ET. Tel: 01-215 5469.



Admiring the prototypes of the plaque and trophy for the award scheme of the Fit for Work campaign are (right to left): Employment Secretary Mr Jim Prior; Director of the Manpower Services Commission, Mr John Cassells; Mr Geoffrey Gilbertson (seated), Chairman of the National Advisory Council on the Employment of Disabled People; and Mr Martin Jukes and Mr Jack Jones, leading members of the council.

The campaign, to promote employment

prospects for disabled people, will be opened by Mr Prior at Marylebone Station, London, on September 17. A British Rail exhibition train will tour the country to tell employers and employees the benefits of employing disabled people and the services available through MSC.

The award will be presented to up to 100 firms each year which show exemplary policies and practices in the employment of disabled people.

News and Notes

Post Office pay deal includes efficiency rises

The Post Office and the Post Office Engineering Union (POEU) have agreed pay increases for the 126,000 staff represented by the union. The agreement will add nine per cent to the basic pay and supplements of all POEU represented staff from July 1, 1979.

Co-operate on modernisation

There will also be efficiency related increases. These recognise:

- union agreement to co-operate on all aspects of modernisation, the improvement of efficiency and the quality of service in the telecommunications business; and

- union acceptance of a common business-wide pay spine for all telecommunications staff as an important step towards a major restructuring of grades and related efficiency measures.

Total package

The total package will give average increases of 16 per cent on basic pay and supplements. Negotiations with other unions representing the other staff in the telecommunications business are continuing.

Existing arrangements cease

Existing productivity pay arrangements will cease and there will be early negotiations on a new comprehensive productivity scheme to commence on April 1, 1980.

Meantime, an unconsolidated bonus of two per cent will be paid in two equal instalments on December 1, 1979 and April 1, 1980.

"Pay-as-you-earn" political funds may not comply with the law says the Certification Officer

A recent decision of the Certification Officer may have important consequences for unions and their members who use "check-off" systems in the payment of subscriptions.

The decision concerned a complaint by Mr D. J. Reeves, a member of the Transport and General Workers' Union, over an alleged breach of the union's political fund rules.

Complained of check-off system

The rules provide that a member exempt from political fund contributions shall be relieved from paying the relevant part of the union subscription. Mr Reeves complained that because of the "check-off" system operated by his employer, British Airways, he was not exempted but had to claim refunds from the union.

He also complained that after he had protested, although the union refunded his political contribution in advance for certain periods, this arrangement also was in breach of the union's rules.

The Certification Officer says that in many industries union subscriptions are now made through some form of "check-off" (payroll deduction system) under which the employer agrees to deduct union subscriptions, often with the use of a computer, and pay them over to the union.

This is reliable, convenient and has considerable advantages for unions and for their members; but it may cause difficulties in complying with the 1913 Act because of its relative inflexibility.

First weekly contribution

In this case the union rules provide that part of the first weekly contribution in each quarter goes to the political fund; but the

computerised "check-off" system at British Airways does not allow for irregular deductions.

Did not satisfy requirement

The Certification Officer found that the refunds made to Mr Reeves by the union in arrears (ie, after the political contribution had been deducted from his wages) did not satisfy the requirement that an exempt member had to be "relieved from payment" of that contribution. This therefore involved a breach of the union's rules and in that respect the complaint was justified.

However, the refunds made to Mr Reeves in advance did not, in the Certification Officer's view, involve such a breach. He therefore ordered that while Mr Reeves remained an exempt member and paid his contributions by a system which did not enable him to be relieved from paying the political contribution, the union had to arrange to refund that contribution in advance.

Important for trade unions

The Certification Officer says that the issue raised by Mr Reeves' complaint is an important one both for this union and for the trade union movement as a whole because of the widespread and increasing use of the "check-off" system. The problem is to reconcile that system with the requirements of an Act of Parliament drafted in the pre-computer age. He concludes his decision as follows:

"I realise that the conclusions I have reached in this case may raise problems for unions with political funds. However, I have to apply the law as it stands and as long as the Act remains in its present form those unions must arrange their affairs so as to comply with it."

Prior decides to go ahead with benefit payment scheme to save millions each year

Employment Secretary Mr Jim Prior has decided to press ahead with a plan to pay unemployment benefits fortnightly instead of weekly. The new arrangements will save between £3 million and £4 million a year on administration and allow significant staff cuts through redeployment and natural wastage.

People who wish to be paid weekly will be able to do so. Otherwise, payments will be made for a week in arrears and a period in advance, instead of a week in arrears as at present.

The fortnightly arrangements have been operating on a trial basis in 36 unemployment benefit offices since September 1977.

The majority of staff and claimants found the arrangements acceptable and some procedural changes were subsequently introduced and tested. The Government decided to extend the arrangements to all unemployment benefit offices after a favourable report from the National Insurance Advisory Committee.

Employment and unemployment in the English inner cities

by John West and Peter Martin, Department of Employment

In recent years, much public attention has been given to the employment problems of the inner cities. Yet information on employment trends in the inner areas is sometimes difficult to come by (because of the different boundaries of the areas for which statistics are collected) and often hard to interpret (largely because the inner cities are far from being self-contained economic units).

This article aims to present some of the information available from DE statistics about employment and unemployment in the inner areas, together with material from the National Dwelling and Housing Survey. We have taken five English inner city areas: Newcastle upon Tyne, Manchester, Liverpool, Birmingham and London. Parts of all these cities have been designated as "special areas" under the Inner Urban Areas Act 1978. (The special area in Newcastle also covers part of Gateshead, and in Manchester part of Salford, so these areas are referred to as Newcastle/Gateshead and Manchester/Salford.)

The basic geographical unit for DE statistics is the Job-centre or Employment Office Area, though, as mentioned later, unemployment rates are only calculated for travel-to-work areas. These in the case of the cities consist of a large number of Employment Office Areas covering all or most of the metropolitan area concerned. Employment Office Areas (EOAs) do not correspond precisely with the designated special areas and for the purposes of this article statistics are given in respect of Newcastle, Manchester, Liverpool and Birmingham for those aggregations of EOAs which relate most closely to the special areas. The closeness of the fit varies, with the EOAs in Birmingham conforming most closely with the special area, and in Newcastle perhaps the least so.

In general, the aggregations of EOAs are rather wider than the special areas and so the figures presented may not wholly reflect the position in the core areas of the inner city where social problems are often at their worst.

In inner London, the figures relate approximately to the area covered by the Boroughs of Newham, Tower Hamlets, Hackney, Islington, Camden, Kensington and Chelsea, Hammersmith, Wandsworth, Lambeth, Southwark, Lewisham, Greenwich and the Cities of London and Westminster. This area has been taken, although it is much larger than the sum of the three special areas in London

Table 1 Numbers employed in inner city areas and travel-to-work areas

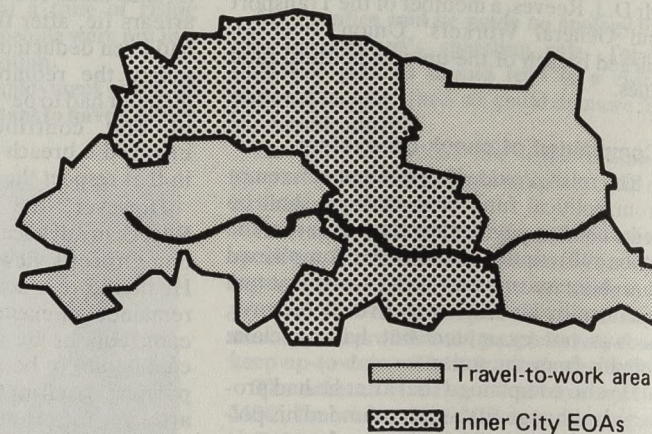
	1976		1971-6	
	Total employees	% in manufacturing	% change in total employment	% change in manufacturing
Newcastle/Gateshead	240,600	27.5	+0.3	-12.3
TTWA	391,600	32.0	+1.1	-10.3
Manchester/Salford	333,200	26.9	-8.6	-20.7
TTWA	666,800	32.1	-2.3	-15.6
Liverpool	258,400	24.0	-14.5	-21.1
TTWA	569,200	34.4	-7.5	-14.6
Birmingham	450,500	40.8	-9.8	-22.6
TTWA	633,300	40.5	-5.8	-18.5
London	2,128,800	15.2	-8.7	-30.2
TTWA*	3,709,400	21.4	-5.8	-24.3
Great Britain	22,047,600	32.2	+1.8	-10.0

* GLC area.

Note: The respective travel-to-work areas (TTWAs) are those existing before the changes introduced in June 1978.

(Hackney/Islington, Lambeth and Docklands), because it embraces the whole of the inner city including the commercial centre which is included in the case of the other four conurbations. For comparison, figures are also given for the travel-to-work areas within which each inner area falls (in the case of London the GLC area).

Newcastle/Gateshead



Employment

Table 1 shows the numbers employed in each inner area and its wider travel-to-work area (TTWA), the proportion engaged in manufacturing, and the changes in both total and manufacturing employment between 1971 and 1976. The figures are derived from the annual census of employment and are workplace-based (that is they show the numbers of jobs which are located in the areas, not the employment of those living in the area).

As table one shows, all the inner areas, with the exception of Birmingham, had a lower proportion of manufacturing employment than their respective TTWAs. This probably reflects the fact that in each case the inner area includes the central business district of each city with its many service jobs. Also notable is the fact that both total and manufacturing employment has declined in the inner areas relative to their TTWAs.

Indeed, all the TTWAs have declined relative to the national average (the decline of employment in Metropolitan areas was discussed in an article in the November 1977 issue of *Employment Gazette*). Manufacturing has declined particularly fast, with most inner areas experiencing decreases of 20-30 per cent in a five-year period. Nevertheless, the inner cities remain important centres of employment; the five English inner cities examined here account for over 15 per cent of total employment in Great Britain.

Unemployment

Table 2 shows the numbers registered as unemployed in each inner area in October of each year since 1973. It also expresses the numbers unemployed in each area as a proportion of the total numbers unemployed in the respective

Table 2 Unemployment (unadjusted) in inner areas, and as proportion of unemployment in travel-to-work areas

	Oct 1973	Oct 1974	Oct 1975	Oct 1976	Oct 1977	Oct 1978
Newcastle/Gateshead	9,000	10,500	14,600	17,100	19,300	18,500
% of TTWA	49.7%	49.2%	49.4%	50.4%	50.7%	48.4%
rate in TTWA	4.4%	5.1%	7.0%	8.0%	9.0%	9.0%
Manchester/Salford:	7,700	8,600	14,700	17,600	19,700	19,000
% of TTWA	44.5%	43.1%	43.4%	44.1%	43.7%	45.0%
rate in TTWA	2.5%	2.8%	4.8%	5.6%	6.4%	6.0%
Liverpool:	16,300	19,100*	27,400	31,200	33,000	32,400
% of TTWA	44.5%	43.2%	42.9%	43.5%	42.3%	42.1%
rate in TTWA	5.7%	6.8%	9.9%	11.2%	12.2%	12.0%
Birmingham:	11,200	13,200*	29,900	31,100	31,200	27,400
% of TTWA	71.4%	70.4%	68.1%	67.5%	67.8%	66.6%
rate in TTWA	2.3%	2.8%	6.4%	6.8%	6.8%	6.1%
London:	28,900	35,000	67,800	89,900	92,600	84,400
% of TTWA†	58.9%	58.4%	56.2%	56.1%	55.4%	56.7%
rate in TTWA	1.2%	1.5%	3.1%	4.2%	4.3%	3.9%
Great Britain: rate	2.2%	2.7%	4.8%	5.7%	6.2%	5.9%

* September 1974 figures; October 1974 not available.

† GLC Area.

Note: The respective travel-to-work areas (TTWAs) are those existing before the changes introduced in June 1978.

TTWAs. There are a number of problems in presenting a time series such as this for inner areas because some employment offices have been closed, replaced or re-sited, and boundaries have changed; but so far as possible, account has been taken of this.

Unemployment rose considerably in all the inner areas and TTWAs between October 1973 and 1977; between October 1977 and 1978 it fell back in all areas—slightly in Newcastle, Manchester and Liverpool, but more appreciably in London and Birmingham. Interestingly, there is no evidence from these figures that unemployment in the areas studied has become relatively worse compared with the TTWAs. Indeed, with the exception of Newcastle/Gateshead, unemployment in the inner areas expressed as a proportion of the TTWA's was lower in 1977 (the peak in this series) than in 1973.

The difference is only slight and it is dangerous to draw any general conclusion from this observation; indeed the figures may merely be a reflection of the economically active population declining faster in the inner areas than in the TTWAs. But another interpretation might be connected with the fact that in times of low general unemployment the unskilled constitute a relatively greater proportion of total unemployment than is the case when unemployment is high. If (as other evidence suggests) the inner areas have higher than average concentration of unskilled workers, this might account for their containing relatively

Table 3 Unemployment by occupation: September 1978

	Percentage in each group					
	Managerial and professional	Clerical and related	Other non-manual	Craft and similar	General labourers	Other manual
Newcastle/Gateshead:						
Inner area	9	12	3	12	45	19
TTWA	7	12	5	16	40	20
Manchester/Salford:						
Inner area	10	7	5	9	47	22
TTWA	10	13	5	9	42	21
Liverpool:						
Inner area	6	10	5	11	46	21
TTWA	5	11	6	11	44	23
Birmingham:						
Inner area	9	8	5	12	31	36
TTWA	8	11	5	11	32	32
London:						
Inner area	12	16	5	12	28	28
TTWA*	13	19	5	12	24	27
Great Britain	9	15	6	10	36	23

* GLC area.

Notes: 1 Figures relate to registrations at Jobcentres and employment offices only.

2 The TTWAs are those in existence after the alterations introduced in June 1978.

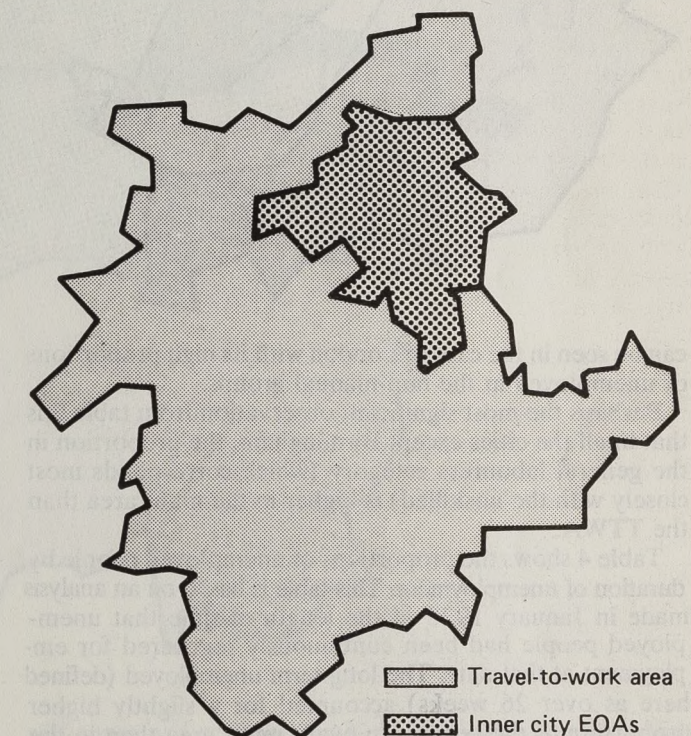
3 The figures given for Newcastle TTWA are in fact those for the North Tyneside TTWA and the South Tyneside TTWA combined.

greater numbers of the unemployed in their conurbation at times when unemployment generally is low.

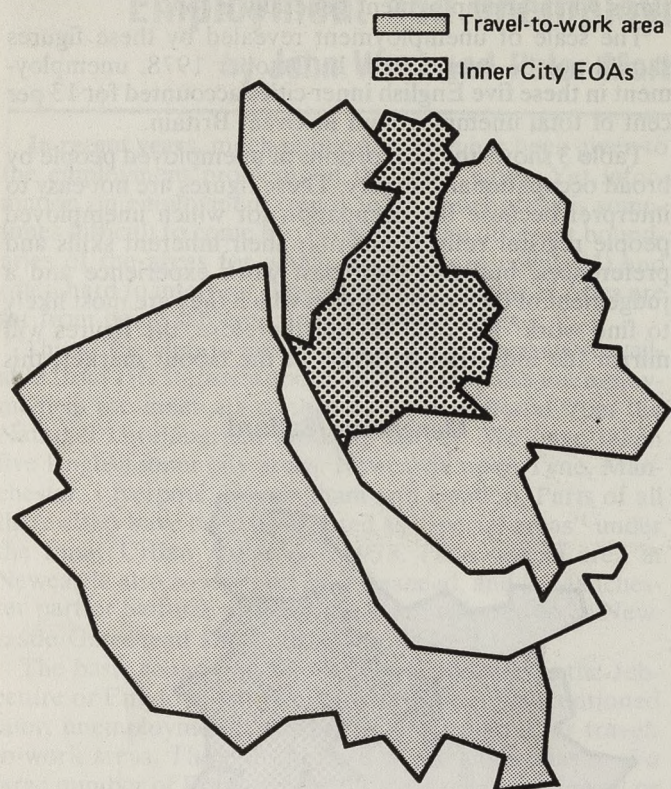
The scale of unemployment revealed by these figures should not be overlooked. In October 1978, unemployment in these five English inner cities accounted for 13 per cent of total unemployment in Great Britain.

Table 3 shows the proportions of unemployed people by broad occupational category. These figures are not easy to interpret because the occupation for which unemployed people register reflects not only their inherent skills and preferences, but also their past work experience and a judgement of the types of job in which they are most likely to find work. To some extent, therefore, the figures will mirror the industrial structure of the labour market; this

Manchester/Salford



Liverpool



can be seen in the case of London with its high proportions of unemployed in the non-manual groups.

Perhaps the most significant observation from table 3 is that in all the cities except Birmingham, the proportion in the general labourers category (which corresponds most closely with the unskilled) is higher in the inner area than the TTWA.

Table 4 shows the proportions of unemployed people by duration of unemployment. This table is based on an analysis made in January 1978 of the length of time that unemployed people had been continuously registered for employment at that date. The long-term unemployed (defined here as over 26 weeks) accounted for a slightly higher proportion of the register in every inner area than in the respective TTWAs.

Table 5 shows the number of members of ethnic minorities unemployed in four of the inner areas in February 1979, and the proportions of the total register they represented. Figures are not available for Liverpool. The

Table 4 Unemployment by duration: January 1978

	Percentage of each group			
	Under 4 weeks	4-13 weeks	13-26 weeks	over 26 weeks
Newcastle/Gateshead:				
Inner area	11	22	19	48
TTWA	11	23	20	46
Manchester/Salford:				
Inner area	11	27	18	44
TTWA	12	26	19	43
Liverpool:				
Inner area	7	15	19	59
TTWA	7	17	19	56
Birmingham:				
Inner area	11	22	17	51
TTWA	11	22	18	48
London:				
Inner area	14	26	21	39
TTWA*	15	27	21	37
Great Britain	13	25	21	41

* GLC area.

Table 5 Unemployment among ethnic minorities, February 1979

Inner area	Numbers	% of total register
Newcastle/Gateshead	131	0.7
Manchester/Salford	1,020	5.5
Birmingham	5,854	22.5
London	10,388	12.4

ethnic minorities for this purpose are taken to be unemployed registrants who were born in, or one or both of whose parents were born in, certain Commonwealth countries or Pakistan. The high percentages in London and Birmingham reflect the concentrations of ethnic minorities in those areas.

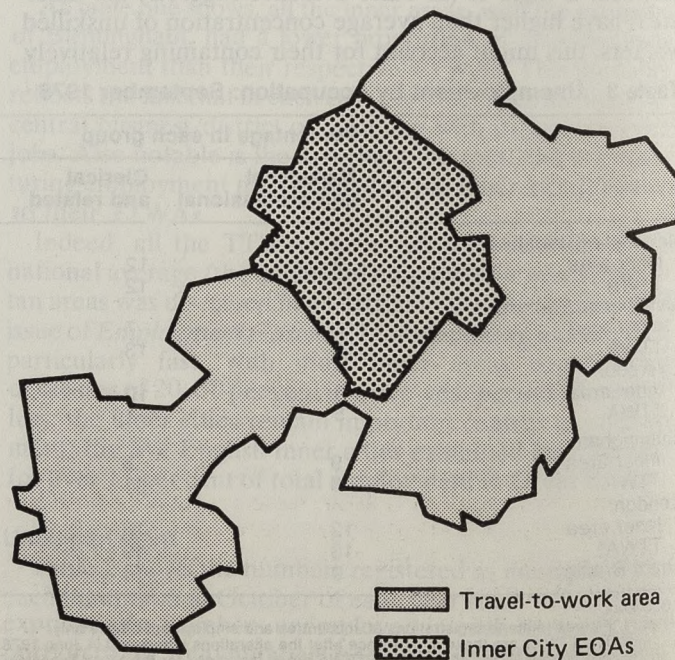
Intensities of unemployment

There are conceptual problems in attempting to derive unemployment rates for inner cities. The difficulties stem from the fact that an inner area is not an economic unit in its own right, but rather a part of the wider economic entity of its conurbation. Many people working in the inner areas live elsewhere, and indeed inner city residents may work outside the district. Inner cities therefore do not constitute travel-to-work areas, and it cannot be assumed that jobs created within inner cities will necessarily be taken by inner city residents, or that the latter will not benefit from jobs created outside the inner city.

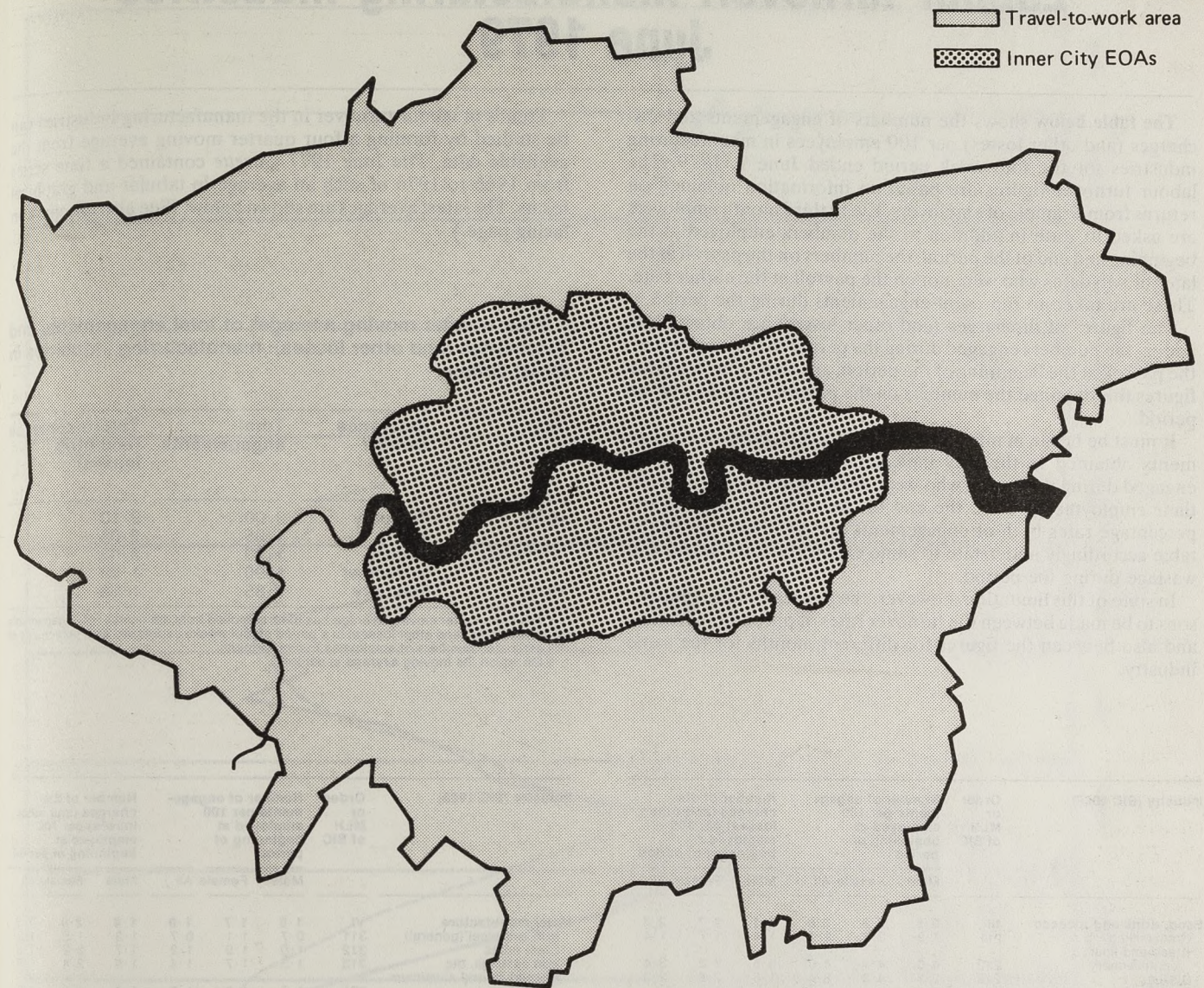
The monthly unemployment rates produced by the Department of Employment express the numbers registering as unemployed in an area as a percentage of the numbers working in that area, plus the unemployed. It is clear that this method would produce nonsensical rates if applied to areas which were not relatively self-contained in terms of travelling to work (for example mainly residential districts, where few people work, would have high "rates").

A completely different method of calculating unemployment intensities is the production of residence-based

Birmingham



Greater London



unemployment rates. Here the number of unemployed people living in a district is expressed as a percentage of economically active residents. One practical difficulty of producing such rates lies in calculating the economically active population of an area—a figure which can only be estimated by a thorough sample survey or a census of population.

There is also a conceptual difficulty inherent in using residence-based rates. Unemployment rates may be used for two differing types of purpose. The first is to analyse the characteristics of the population of a given area; very often unemployment rates are set alongside other indicators such as income levels, housing conditions etc, to give a picture of the degree of social deprivation in the area.

The second—and different—purpose for which unemployment rates are used is as an indicator of economic activity in an area, in particular the demand for labour. This is the purpose for which the DE unemployment rates are designed. While for the first purpose a geographical area of any size can be analysed, the second use of rates can only sensibly be applied to an area which constitutes a relatively

self-contained economic unit—in particular an area which includes so far as possible both the geographical source of labour demand (that is workplaces) and the source of labour supply (that is dwelling places); travel-to-work patterns must therefore play a key part in determining the size of area of which it is sensible to talk of the demand for labour. It is also clear that relatively high residence-based rates obtaining in small areas may be due to effects other than labour demand, such as concentrations of poor housing where people especially prone to unemployment may tend to live.

As stated earlier, the Department of Employment does not calculate unemployment rates for areas smaller than TTWAs. However, the Department of the Environment's National Dwelling and Housing Survey, which was published earlier this year, included questions on employment status and from it estimates of residence-based unemployment intensities for selected inner city areas can be derived. These are set out in table 6. The figures relate to the actual Partnership areas, rather than the combinations of em-

(Continued on page 752)

Labour turnover: manufacturing industries June 1979

The table below shows the numbers of engagements and discharges (and other losses) per 100 employees in manufacturing industries for the four-week period ended June 9, 1979. The labour turnover figures are based on information obtained on returns from a sample of employers. Every third month employers are asked to state in addition to the numbers employed at the beginning and end of the period, the numbers on the payroll at the later of two dates who were not on the payroll at the earlier date. These are taken to represent engagements during the period.

The figures of discharges (and other losses) are obtained by adding the numbers engaged during the period to the numbers on the payroll at the beginning of the period, and deducting from the figures thus obtained the numbers on the payroll at the end of the period.

It must be borne in mind, however, that the figures of engagements obtained in the way indicated do not include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges in the table accordingly understate to some extent the total intake and wastage during the period.

In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for different months for the same industry.

Trends in labour turnover in the manufacturing industries can be studied by forming a four quarter moving average from the available data. The June 1977 *Gazette* contained a time series from 1966 to 1976 of such an average in tabular and graphical forms. The latest averages are shown below. (See also the chart on facing page.)

Four quarter moving average* of total engagements and discharges (and other losses): manufacturing industries in Great Britain.

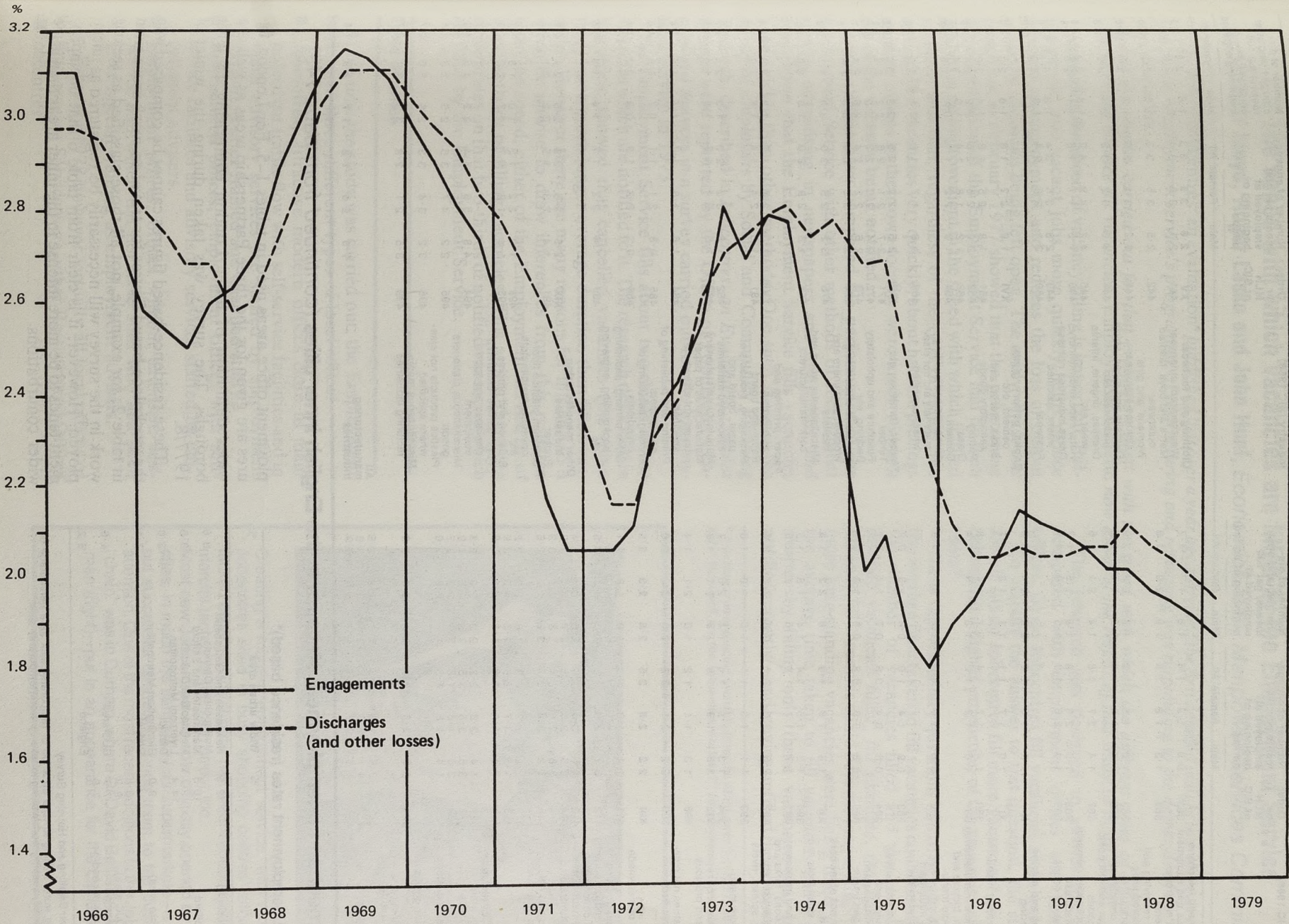
Year	Reference month†	Total engagements	Total discharges (and other losses)
1978	February	2.00	2.10
	May	1.95	2.05
	August	1.93	2.03
	November	1.90	1.98
1979	February	1.85	1.93

* The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

† On which the moving average is centred.

Industry (SIC 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Male	Female	All	Male	Female	All
Food, drink and tobacco	III	2.5	3.8	3.0	2.1	2.7	2.3
Grain milling	211	1.9	2.8	2.1	1.4	1.7	1.4
Bread and flour confectionery	212	4.0	4.1	4.0	3.5	3.2	3.4
Biscuits	213	2.1	4.3	3.4	1.5	2.8	2.3
Bacon curing, meat and fish products	214	3.8	5.2	4.5	3.2	3.7	3.4
Milk and milk products	215	3.0	5.2	3.6	1.8	3.3	2.2
Sugar	216	1.1	3.1	1.6	1.1	2.6	1.5
Cocoa, chocolate and sugar confectionery	217	1.6	2.6	2.2	1.7	2.0	1.8
Fruit and vegetable products	218	2.6	4.9	3.8	1.9	3.4	2.7
Animal and poultry foods	219	0.6	2.2	0.9	1.1	1.0	1.1
Vegetable and animal oils and fats	221	1.2	1.9	1.4	0.7	0.3	0.6
Food industries not elsewhere specified	229	2.0	3.1	2.5	2.2	2.7	2.4
Brewing and malting	231	1.0	1.2	1.0	0.9	1.4	1.0
Soft drinks	232	5.8	5.3	5.6	3.4	3.6	3.4
Other drink industries	239	1.8	2.5	2.1	1.6	2.1	1.8
Tobacco	240	0.9	0.9	0.9	0.7	0.8	0.7
Coal and petroleum products	IV	0.9	3.0	1.1	0.7	2.1	0.8
Coke ovens and manufactured fuel	261	1.1	6.6	1.4	0.9	6.8	1.1
Mineral oil refining	262	0.6	0.7	0.6	0.5	0.9	0.5
Lubricating oils and greases	263	1.4	4.7	2.1	0.9	2.2	1.2
Chemicals and allied industries	V	1.2	2.2	1.5	1.0	2.0	1.4
General chemicals	271	1.0	2.0	1.1	0.9	1.8	1.0
Pharmaceutical chemicals and preparation	272	1.0	1.7	1.3	1.0	1.7	1.3
Toilet preparations	273	2.1	3.8	3.1	1.0	2.0	1.7
Paint	274	1.4	2.3	1.7	1.1	2.8	1.6
Soap and detergents	275	1.4	5.3	2.9	1.5	2.6	1.9
Synthetic resins and plastics materials and synthetic rubber	276	1.8	2.3	1.8	1.0	2.3	1.2
Dyestuffs and pigments	277	1.2	0.8	1.2	1.3	2.2	1.4
Fertilisers	278	1.1	2.0	1.3	1.0	2.2	1.2
Other chemical industries	279	1.1	1.6	1.3	1.4	2.2	1.7

Industry (SIC 1968)	Order or MLH of SIC	Number of engagements per 100 employed at beginning of period			Number of discharges (and other losses) per 100 employed at beginning of period		
		Male	Female	All	Male	Female	All
Metal manufacture	VI	1.0	1.7	1.0	1.4	2.0	1.5
Iron and steel (general)	311	0.7	1.1	0.7	1.3	1.5	1.3
Steel tubes	312	1.0	1.9	1.2	1.7	2.2	1.8
Iron castings, etc	313	1.3	1.7	1.4	1.9	2.4	1.9
Aluminium and aluminium alloys	321	1.1	1.9	1.3	1.4	2.2	1.6
Copper, brass and other copper alloys	322	1.8	1.5	1.8	1.2	2.2	1.4
Other base metals	323	0.7	4.4	1.4	1.0	2.2	1.3
Mechanical engineering	VII	1.4	1.8	1.4	1.7	2.3	1.8
Agricultural machinery (excluding tractors)	331	1.4	2.1	1.4	1.8	2.3	1.8
Metal-working machine tools	332	1.4	2.2	1.5	1.4	2.2	1.5
Pumps, valves and compressors	333	1.0	1.2	1.0	1.2	1.5	1.3
Industrial engines	334	0.6	1.4	0.7	2.2	3.9	2.5
Textile machinery and accessories	335	1.4	2.5	1.6	1.5	2.7	1.7
Construction and earth-moving equipment	336	0.9	1.5	1.0	1.0	1.2	1.0
Mechanical handling equipment	337	1.3	2.3	1.4	1.4	3.8	1.8
Office machinery	338	1.3	1.5	1.4	1.8	2.2	1.9
Other machinery	339	1.4	2.2	1.4	1.4	2.2	1.5
Industrial (including process) plant and steelwork	341	1.7	2.1	1.8	2.2	2.5	2.2
Ordnance and small arms	342	0.3	1.0	0.5	1.3	2.2	1.4
Other mechanical engineering not elsewhere specified	349	1.5	1.2	1.4	2.0	2.5	2.1
Instrument engineering	VIII	1.4	1.9	1.6	1.4	2.2	1.8
Photographic and document copying equipment	351	0.5	0.7	0.6	0.8	1.0	0.8
Watches and clocks	352	0.2	0.2	0.2	0.8	0.8	0.8
Surgical instruments and appliances	353	2.6	2.9	2.7	2.0	3.0	2.4
Scientific and industrial instruments and systems	354	1.4	2.1	1.6	1.5	2.3	1.8
Electrical engineering	IX	1.2	2.1	1.5	1.4	1.8	1.6
Electrical machinery	361	1.0	1.8	1.3	1.2	1.6	1.3
Insulated wires and cables	362	1.0	1.8	1.2	1.4	1.4	1.4



* The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

Four quarter moving average*

However the study described here was primarily concerned with speed of vacancy filling. It was designed to collect information about vacancy filling and vacancy notification only in so far as this information related to speed of vacancy filling. Studies specifically designed to measure the numbers of vacancies filled and the numbers notified have been carried out (these analysed business volumes over a four year period) and have been reported in *Jobcentres: an evaluation*. That report contains more authoritative statements of increases in the volumes of business handled by Jobcentres.

Implicit in each of the three questions was, of course the assumption that other factors remained constant. However, this was not the case in three important respects:

- some types of vacancies tend to be filled more quickly than others, for example vacancies for unskilled manual jobs are usually filled more quickly than vacancies for skilled manual jobs. Since it was known that Jobcentres tended to fill more of some types of vacancies than did the other offices, information was collected separately for each of five broad occupational categories;
- vacancies tend to be filled more quickly the higher the level of unemployment. It so happens that Jobcentres were more likely to be found in areas of high unemployment so the sampling procedure had to take account of this;
- as might be expected larger offices fill more vacancies than do smaller ones and it also seemed possible that there would be a relationship between size of office and speed of vacancy filling. (There did in fact prove to be no systematic relationship between size and speed). At the time of the study, Jobcentres tended to be larger than the other types of office so, again the sampling procedure had to take account of this.

Two different research designs were considered to allow these questions to be answered and to allow for the underlying differences between types of office. These designs were: first, a "before and after" study of offices which changed from employment offices to restructured offices or Jobcentres; and second, a cross-sectional study of the different types of office. Although the results of a "before and after" study would, in many ways, have been easier to handle, a cross-sectional survey was used to minimise the burden of work on the local offices involved.

The sampling procedure used divided offices into five size bands (measured by number of staff); and selected four offices of each type from each size band with two of each size/type group coming from areas with above average unemployment and the other two coming from areas with below average unemployment. In the event, this procedure could not be followed exactly and 18 employment offices, 22 restructured offices and 20 Jobcentres were eventually selected (instead of 20 of each type as originally intended). The slight deviation from the intended sampling procedure does not appear to have significantly influenced the results. At the time of the survey, there were 318 employment offices, 389 restructured offices and 287 Jobcentres.

The survey period was the statistical month February 7, 1977 to March 4, 1977 and details were kept by the selected offices of all vacancies that they either filled or cancelled during that period. This gave information about

14,388 vacancies of which 8,423 were filled—3,134 were filled by Jobcentres, 3,240 by restructured offices and 2,085 by employment offices.

Speed of vacancy filling and duration of vacancies

The question of the speed with which the Employment Service filled vacancies through its different types of office was answered by looking at the duration of vacancies at the time of a successful submission (a number of candidates may be submitted for a particular vacancy—what was measured in this study was the time taken before submitting a candidate who was accepted for the job). So although this article, for the sake of brevity, speaks of "speed of vacancy filling", the information that was actually collected related to duration of vacancies at the time of successful submission.

Duration of vacancies was measured by the number of working days between the date of notification and the date on which the office submitted a jobseeker who was accepted for the job—this gives duration of vacancies filled—or the date of notification and date on which the office learned that the vacancy was no longer open—this gives the duration of cancelled vacancies. The use of working days eliminates the effects of weekends and public holidays. All the calculated durations were increased by one, so that a vacancy which was filled on the same day as it was notified is treated as lasting one working day, a vacancy which was filled on the day after notification as lasting two working days and so on.

The analysis of speed of vacancy filling deals only with vacancies both notified to and filled by a particular office: these are referred to in the tables as "local placings". The survey did allow estimates to be made of speed of vacancy filling for that fairly small proportion of vacancies which were notified to one office but filled by another. However, these are not included in the tables because of the complications of allowing for the different types of office which filled these vacancies and the differences in vacancy circulation systems.

Main results

Different measures of speed of vacancy filling are given in the first three rows of the tables. The first row shows the average speed of vacancy filling and refers to the arithmetic mean age of all vacancies filled locally. Although most vacancies filled locally are no more than a week old, a small number are filled several weeks after notification and some only after several months. Only few in number, these long-standing vacancies have a considerable influence on the average speed of vacancy filling. Also, as already explained, an office will show a slower average speed of vacancy filling if it fills a greater number of long-standing vacancies.

The second and third rows of the tables therefore show the absolute number of vacancies filled within two days of notification (that is on the day of notification or the day after) and the number filled between three and six days of notification. The tables also show the total number of vacancies filled in the survey month and the number of these which were filled locally.

Table 1 Vacancies filled per month—all occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	5.9	5.7	6.2
Average number of local placings within 2 days	51.7	50.2	39.1
proportion of all local placings (%)	50.3	54.2	50.6
Average number of local placings between 3 and 6 days	29.1	25.1	22.2
proportion of all local placings (b)	28.3	27.2	28.7
Total number of placings	121.0	108.5	98.6
Of which, number of local placings	102.7	92.5	77.3
Vacancy filling index	0.65	0.62	0.67

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

Finally, the tables show the Vacancy Filling Index (VFI): the ratio of vacancies filled to all vacancies going off the register during the survey month. It includes all vacancies filled whether or not they were filled by the office to which they were notified.

The survey results for the Jobcentres in the sample have been weighted so that the results are representative of the 287 Jobcentres which were operating at the time of the survey. The survey results for the employment offices and restructured offices have also been adjusted so that they are directly comparable with the Jobcentre results and are therefore not representative of the 318 employment offices and 389 restructured offices operating at the time of the survey. They show what employment office and restructured office performance would have been, had they been operating with the same number of staff and the same levels of local unemployment as were the Jobcentres. In practice, the figures do not look very different if the survey results are simply grossed up for the different office types.

Table 1 shows the main results of the survey for all occupations in each of the three types of office. The average speed of vacancy filling in the employment offices was slower than in either of the more modern types of office—though even here, half of the employment office

Table 2 Vacancies filled per month—clerical and related occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	4.8	3.4	6.3
Average number of local placings within 2 days	6.3	5.1	2.9
proportion of all local placings (%)	45.6	52.1	37.3
Average number of local placings between 3 and 6 days	4.9	3.1	2.6
proportion of all local placings (%)	35.5	31.5	33.9
Total number of placings	15.7	11.6	10.1
Of which, number of local placings	13.8	9.8	7.8
Vacancy filling index	0.53	0.51	0.53

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

placings made locally were made within a day of the vacancy being notified. Although Jobcentres had a slightly slower speed of vacancy filling than did restructured offices, table 1 also shows that this slower average speed was the result of Jobcentres filling at least as many vacancies as did restructured offices within two days but filling more in the three to six days group.

More vacancies in total and more vacancies locally were also filled by Jobcentres than the other types of office. Employment offices are shown to have had a slightly higher VFI than did Jobcentres in that they filled a higher proportion of those vacancies which they handled (although they filled fewer vacancies in total).

Analysis by occupation

Tables two to six show the analysis of speed of vacancy filling by occupation.

Jobcentres tended to have a higher number of vacancies

Table 3 Vacancies filled per month—other non-manual occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	5.8	4.6	8.7
Average number of local placings within 2 days	2.9	2.0	1.8
proportion of all local placings (%)	39.8	44.0	35.8
Average number of local placings between 3 and 6 days	2.4	1.7	2.0
proportion of all local placings (%)	33.3	36.4	40.6
Total number of placings	8.5	5.1	6.8
Of which, number of local placings	7.3	4.6	5.0
Vacancy filling index	0.58	0.42	0.58

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

notified to them for non-manual and skilled manual occupations. In both the non-manual groupings, employment offices had a slower average speed of vacancy filling than the more modern offices and restructured offices showed a markedly faster speed of filling than did Jobcentres. However, for both clerical and the other non-manual occupations, Jobcentres filled as many vacancies very quickly (within two days) as did restructured offices and filled more in total with more of the vacancies filled falling in the three to six days group. The improvement achieved by Jobcentres is most clear-cut in the case of skilled craft occupations (which includes most of the "shortage" occupations).

The average speed of vacancy filling was considerably faster than in the other two types of office; this was because the increase in the number of placings made within two days of vacancy notification was even greater than the increase in the total number of placings. Jobcentres also filled a greater proportion of the vacancies which they handled than did either of the other types of office.

A less clear picture is shown by the results in table 5 for other skilled and semi-skilled manual occupations.

Employment offices filled fewer vacancies but, on average, those were filled relatively quickly. However both Jobcentres and restructured offices filled considerably more vacancies quickly than did employment offices and their longer average speed of vacancy filling was caused by the fact that they were also filling many more long-standing

Table 4 Vacancies filled per month—skilled craft occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	7.0	9.5	11.2
Average number of local placings within 2 days	9.7	7.0	5.0
proportion of all local placings (%)	53.4	54.5	43.9
Average number of local placings between 3 and 6 days	3.5	2.7	3.0
proportion of all local placings (%)	19.3	20.8	26.6
Total number of placings	22.6	16.9	16.9
Of which, number of local placings	18.2	12.9	11.4
Vacancy filling index	0.72	0.51	0.69

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

Table 5 Vacancies filled per month—other skilled and semi-skilled manual occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	6.4	6.9	5.8
Average number of local placings within 2 days	16.0	17.2	12.0
proportion of all local placings (%)	45.6	49.9	52.1
Average number of local placings between 3 and 6 days	11.3	10.5	6.1
proportion of all local placings (%)	32.2	30.6	26.5
Total number of placings	42.9	39.9	30.6
Of which, number of local placings	35.2	34.5	23.0
Vacancy filling index	0.64	0.65	0.66

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

vacancies than employment offices. Looking both at average speed of vacancy filling and the absolute numbers of vacancies filled quickly, Jobcentres did not appear to have any marked advantage in speed over restructured offices. (Although Jobcentres and restructured offices are shown to have been filling similar numbers of this type of vacancy, the analysis of business volumes carried out for *Jobcentres: an evaluation* did in fact show Jobcentres to fill more "other skilled and semi-skilled" manual vacancies than did restructured offices).

Table 6 shows the findings for unskilled manual occupations. Although they made rather fewer placings than restructured offices and employment offices (though again

Jobcentres: an evaluation shows a rather different picture) the Jobcentres in the sample had a faster average speed of vacancy filling and made almost as many placings within two days of notification of the vacancy. It is noticeable that whichever type of office made the placings, vacancies for unskilled occupations were filled very quickly.

The introduction of Jobcentres and, as an interim measure, of restructured offices, had led to a considerable increase in the number of vacancies filled by the Employment Service. This will in large part be a reflection of the better quality of service provided through these offices to both jobseekers and employers; an important aspect of that quality of service is the speed with which vacancies are filled.

Table 6 Vacancies filled per month—unskilled manual occupations

	Job-centres	Restructured offices	Employment offices
Average speed of vacancy filling (local placings, in working days)	3.0	3.5	4.4
Average number of local placings within 2 days	16.5	18.7	17.0
proportion of all local placings (%)	62.2	61.8	57.8
Average number of local placings between 3 and 6 days	6.8	7.1	8.1
proportion of all local placings (%)	25.7	23.5	27.7
Total number of placings	29.3	34.3	33.3
Of which, number of local placings	26.6	30.2	29.4
Vacancy filling index	0.77	0.82	0.77

Notes: (1) Figures for Restructured Offices and Employment Offices have been adjusted to allow direct comparison with the figures for Jobcentres.
(2) Vacancy filling indices include all vacancies filled whether or not they were filled by the office to which they were notified.

Particularly marked has been the increase in the number of vacancies filled by modernised offices in the non-manual and skilled manual occupations: these types of vacancies typically take longer to fill than do unskilled manual vacancies so the faster vacancy filling in modernised offices can only properly be gauged by looking at results for each occupational group separately. Using the most obvious and convenient measure of speed—the average speed of vacancy filling—the modernised offices are shown to have been faster in all but one occupational group than were employment offices. However, average speed of vacancy filling does not reflect the increase in the volume of vacancies filled by modernised offices; indeed, it counts against those which have been most successful at filling the long-standing vacancies. As an additional measure of speed, this article has therefore also looked at the numbers of vacancies filled very quickly and has shown that modernised offices generally filled more vacancies quickly than did the employment offices.

It has been shown in other studies that Employment offices filled vacancies relatively quickly compared with other methods of filling jobs. The study reported here has shown modernised offices are faster than employment offices and that of the modernised offices, Jobcentres were nearly always faster than restructured offices. ■

Unfair dismissal provisions in Western Europe

by

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Most European countries have legal protection against unfair dismissal. This article compares the workings of the unfair dismissal provisions in certain European countries with the system in the United Kingdom*.

Many European countries have had protection against dismissal for a long time. But in the United Kingdom before 1972, the only protection against dismissal came from the common law, which allowed a worker who was wrongfully dismissed without proper notice or pay in lieu of notice to make a claim for compensation through the courts.

The Industrial Relations Act gave workers the right not to be unfairly dismissed, irrespective of the notice given, and these provisions came into effect in February 1972. When the Industrial Relations Act was repealed the unfair dismissal provisions were re-enacted (with minor changes) in the Trade Union and Labour Relations Act of 1974. Further amendments were made in the 1975 Employment Protection Act. The legislation was consolidated in the Employment Protection (Consolidation) Act 1978.

In this paper, the British arrangements are compared with those of six other EEC countries—namely Belgium, the Federal Republic of Germany, France, Italy, the Irish Republic and the Netherlands—and also Sweden†.

The paper takes various states of the dismissal procedure and compares the practice in different countries. These comprise the grounds for dismissal, the termination of the employment relationship, period of notice, the role of the authorities, appeals against dismissal, the courts, and remedies. In general, the conclusion of the paper is that the protection given against unfair dismissal in this country is similar to that given in other Western European countries.

Grounds for dismissal

Two groups of countries can be distinguished. The first group consists of the UK, Belgium, Italy, the Irish Republic and West Germany. These countries all have relatively well-defined criteria. They are essentially similar in the emphasis they give to the conduct, capability or operating requirements of the firm. In Italy and the UK there are specific grounds on which a dismissal is "fair" (UK)‡ or is for a "justified motive" (Italy). The other countries in this group either define dismissal on certain grounds as being unfair or in the case of West Germany as being "socially unwarranted".

In the Irish legislation, the list of specifically "unfair" grounds (as opposed to "fair" grounds) for dismissal is considerably more diverse than in that of the UK§. Although relatively well defined criteria are laid down in Belgium, the unfair dismissal laws apply only to manual workers. In the past the Belgian courts have in some instances extended the application of such principles to non-manual workers. However, the much longer periods of notice to which non-manual workers are entitled render "unfair dismissal" compensation less necessary for such workers.

In West Germany, the courts specifically take account of

the "social consequences" of any decisions and attempt to make a general estimation of the interests involved with a view to deciding whether dismissals are "fair and appropriate in the circumstances". Thus, for example, where alternative work is available in a rationalisation situation dismissal will not generally be appropriate unless very specific individual skills are required for the new job.

An important additional element in the UK legislation is the requirement that the employer must act in a reasonable manner as well as having sufficient grounds for dismissal. In determining whether the employer has so acted, industrial tribunals take into account, where these seem relevant, the provisions of the non-legally-binding Code of Practice of the Advisory, Conciliation and Arbitration Service. The requirement that the employer must act reasonably has given rise to a good deal of case law. This emphasises the importance of early warnings by the employer of the possible consequences of the employees' actions or conduct and of affording the employees the opportunity of stating their side of the case in disciplinary matters||.

The second group of countries—comprising France, Sweden and the Netherlands—may be distinguished by the less specific nature of the criteria used.

In the Netherlands, the criterion applied is whether a dismissal is "obviously unfair", but only general guidance is given as to the interpretation of this provision. It is clear, however, that grounds which could be considered unjustifiable include: where no reason for dismissal is given, even with due notice; where the consequences for the employee far outweigh the consequences for the employer; where dismissal would run counter to customary or agreed procedure at industry or company level. Size of firm is usually taken into account. In smaller firms more weight will probably be given to the view that industrial relations have reached the point where dismissal is the only practicable course.

In Sweden, all dismissals must be based on "objectively valid grounds", but the test is not clearly defined and is applied on a case basis. The Act does, however, establish the principle that within reason the employer is required to provide the employee with alternative employment and even to retrain and give technical assistance to

* Reference will be made throughout this article to the UK. However, although the Northern Ireland legislation is similar to that in GB, the GB provisions on unfair dismissal do not extend to Northern Ireland.

† Most of the information used in this paper is derived from the *International Encyclopaedia for Labour Law and Industrial Relations, vols I and II*, edited by R. Blanpain, Deventer (Netherlands): Kluwer (1977); and the *European Industrial Relations Review* London: Eclipse Publications (various issues).

‡ Dismissal can be fair if the employer can show that the reason for it was one of these: (i) a reason related to the employee's capability or qualifications for the job; (ii) a reason related to the employee's conduct; (iii) redundancy; (iv) a statutory duty or restriction which prevents the employment being continued; or (v) some other substantial reason which could justify the dismissal.

§ Under the UK legislation dismissals for the following reasons are "automatically" unfair: (i) for membership of an independent trade union or engaging in the activities of such a union; (ii) selection of an employee for redundancy either for reason (i) above or in contravention of the customary arrangements for such selection; and (iii) dismissal on the sole grounds that the employee is pregnant.

|| Advisory, Conciliation and Arbitration Service; *Code of Practice 1: Disciplinary Practice and Procedures in Employment*; London: HMSO (1977).

older workers. In this respect, the Swedish provisions are similar to those in West Germany, though they also parallel to some extent the UK Code of Practice, which states that in misconduct cases a clear pattern of behaviour must be established and that account should be taken of the employee's length of service and past conduct.

French law has two categories. The first concerns a "a real and serious reason" for dismissal, and leaves the employee's rights to severance pay, compensation in lieu of notice and compensation for paid holiday intact. The second relates to "minor reasons", which will not be sufficient to justify dismissal and will enable the courts to award reinstatement. Although these provisions may appear specific, in practice any judgement concerning classification will contain a relatively arbitrary element and depend largely on the particular circumstances surrounding the dismissal. As with the UK and the Netherlands, this has led to a collection of case law from tribunals and higher courts which is as influential as the statutes themselves.

In all eight countries dismissal without notice may follow any serious breach of the employment contract. In such extreme cases there are no obvious differences in the standards adopted by the various countries.

There is some diversity in the length of service required before a worker is entitled to appeal against dismissal. In the Netherlands up to two months' service is required and in Italy up to six months' is required. In both cases a shorter period can be negotiated between worker and employer. West Germany requires six months, and in the Irish Republic the period required is one year. Sweden has no qualifying period. The UK at present has a requirement of 26 weeks but on October 1, 1979 this will be extended to 52 weeks.

France has a two-tier system. Employees with two years' service in firms with ten or more employees qualify for unfair dismissal and in general this attracts higher compensation than the wrongful dismissal provisions. The latter, for which there is no qualifying period, cover those employees who do not meet either of the unfair dismissal criteria. In Belgium, dismissal is a matter dealt with primarily under the law of contract and there is no statutory qualifying period. These provisions are summarised in Table 1.

Table 1 Qualifying periods of service for protection against unfair dismissal

Belgium	Dismissal is largely a contractual matter although limited provisions exist for manual workers.
Federal Republic of Germany	6 months*†
France	2 years‡
Irish Republic	1 year§
Italy	Up to 6 months*
Netherlands	Up to 2 months
Sweden	No qualifying period
United Kingdom	6 months until end of September 1979; thereafter 1 year

* In Germany small firms normally employing five people or less, and in Italy those employing less than a total of 36 people or 16 in a particular production unit, are exempt from the provisions.

† In Germany unfair dismissal provisions do not cover employees under 18 years of age.

‡ Unfair dismissal applies only to companies of 10 or more employees. Employees in firms of under 10 or with less than 2 years' service are protected from wrongful dismissal for which there is no qualifying period.

§ The qualifying period for industrial apprentices is shorter.

Terminating the employment relationship

Within the United Kingdom, dismissal can be informal, that is by word of mouth. This is also the situation in West Germany and the Netherlands. But in Belgium, Italy and Sweden a written communication is required. In France,

the notice of dismissal must be sent to the worker by registered letter and this can also happen in Belgium. In the Irish Republic the dismissal need only be in writing where workers are being made redundant.

In most of the countries mentioned, the employer is obliged on request to give written reasons for dismissal. In France the employer must invite the employee concerned to a meeting to inform him of the reasons for dismissal and to discuss the action. Swedish law requires employers to let trade union representatives known when they may call for "consultation" with the employer, but the emphasis is on consultation rather than negotiation.

West German law at present does not state the actual form which a dismissal notice shall take nor does it require written reasons in most cases. However, the present system does already provide that an employment relationship may be terminated only after consultation with the works council. If no agreement is reached the dismissal may possibly be delayed until the case has been resolved by the courts.

In Italy, if a worker is not covered by a disputes procedure provided under a collective agreement, he or she is also entitled to apply to the local provincial labour and full employment office (within 20 days of receiving notice of dismissal) in order that an attempt at conciliation can be made. During this period both the worker and the employer can be represented or briefed by a trade union or employer's association. If successful a court order may be obtained to sanction the agreement.

Periods of notice

The length of notice required is in all countries related to factors such as length of service, the age and the position of the worker. In Belgium earnings are taken into account, since notice periods are determined on an individual basis between employer and employee where the employee's salary exceeds the equivalent of £4,000 per annum. This is subject to the condition that they do not fall below the level for a lower salaried employee. The UK provides uniform periods irrespective of an individual's age and earnings, and this is also true of France, the Irish Republic, the Netherlands and Sweden.

The *minimum* statutory period of notice required by law in France, the Netherlands and Sweden is four weeks; in the Irish Republic and UK it is one week. The *maximum* period of notice required by statute varies from one year in the Netherlands to six months in Sweden, twelve weeks in the United Kingdom and two months in France and the Irish Republic. In all these countries the same provisions relate to blue-collar and white-collar workers. However, in Belgium, Italy and West Germany a distinction is made between these two groups.

Blue-collar workers in Belgium and West Germany are entitled to minimum periods of notice of four weeks and two weeks respectively. Their maximum legal entitlements in Belgium and West Germany are two months and three months respectively. *Blue-collar workers* in Italy have no statutory entitlement to notice. Notice periods are usually period of notice required by statute varies from one year in service-related with a maximum of two weeks. *White-collar workers* in Belgium, West Germany and Italy are entitled to minimum notice periods of three months, six weeks and two weeks respectively.

For certain countries, notice provisions are in practice

longer than the legal limits. In the Netherlands notice periods may be longer because of the requirement to seek authorisation for projected dismissals from the district employment office. This mechanism is also at work to a certain extent in West Germany, where employers have to consult the works council. The statutory notice periods may of course be improved upon in individual contracts of employment, and this is often in fact the case.

Role of the authorities

In the UK, the employer has no need to notify the authorities of an individual dismissal though the worker has the right to complain to an industrial tribunal. If a worker decides to make a complaint conciliation services will be offered by ACAS.

West Germany's requirements are stricter in that the local District Manpower Office has to be informed within three days in the event of the dismissal of any worker. Moreover the office's approval is required for the dismissal of handicapped persons or women workers before and after a confinement. Besides lodging an objection with the works council, a worker may additionally (or alternatively) bring an action in a Labour Court for a declaration that the dismissal is "socially unwarranted". Italy requires the employer to notify the State placement office within five days of any dismissal. The employee then has 60 days from receiving written notice in which to appeal. The appeal must be made in writing and it is dealt with by the courts.

In the Irish Republic, as in the UK, notification is only required for the dismissal of redundant workers. However, providing the claim is made within 6 months of a dismissal an appeal can be made either to a Rights Commissioner or if preferred to the Employment Appeals Tribunal.

There are no statutory provisions for the notification of individual dismissals in Sweden, but a dismissed trade union member may make a complaint to the Swedish Labour Court. A non-unionist may complain to the ordinary civil courts within two weeks of receiving a dismissal notice. Belgium is very similar. There are no provisions for informing the authorities but an employee who has been dismissed may make an appeal to the Labour Court.

The countries with the most pronounced state involvement are France and the Netherlands. French law requires that an employer must notify both collective and individual dismissals to the authorities. If the local employment office approves then the dismissals may be effected. However, these provisions were originally intended to give local employment officials some control over the placement and mobility of labour. Thus while approval for proposed collective redundancies may be withheld and/or alternatives suggested, this is seldom the case with individual dismissals. Consequently many employers make no attempt to contact the authorities before carrying out dismissals for clearly "economic" reasons despite the possible fine of about £300.

The Netherlands requires the approval of the District Employment Office to be given before a dismissal can be carried out, unless dismissal is by mutual agreement or for "urgent cause". If either employer or employee is dissatisfied with the Employment Office decision an alternative approach is to go through the ordinary Civil Courts. During 1977 approval was given and the proposed action went ahead in 95.8 per cent of potential dismissal cases. Nevertheless the procedure seems to operate very differently from the superficially similar provisions in France.

Appeals against dismissal

The avenues open to the dismissed workers can be divided into two groups. Either negotiations concerning the justification of the dismissal can take place between the employer and those representing the employee or an appeal may be made through the courts. In practice a combination of the two normally exists.

In the UK, negotiations normally take place through the collective bargaining structure. Moreover, the Code of Practice issued by ACAS recommends that the employees concerned should have a right to a hearing before being dismissed. The hearing is looked upon as an opportunity for the employee to explain his views and thus to enable the employer to base his decision on "adequate facts". These hearings, however, do not preclude a subsequent appeal to the industrial tribunals.

In France and West Germany, a settlement may be reached by negotiations but this is rarely the case in practice, and in these countries a conflict is usually settled by the Labour Courts.

In Italy, all complaints of unfair dismissal are heard in the ordinary courts before magistrates. Despite this the statutory unfair dismissal procedures are used fairly extensively though almost invariably as a second resort following the failure of negotiations between unions and employers. In plants employing more than 35 workers, a dismissed employee can resort to a conciliation procedure involving both the unions and employers associations.

Trade unionism in Italy is strongest in the large firms and where this is the case most disputes are settled within the union/management negotiating machinery. Where the trade unions are weaker or less active recourse to the courts is more common.

The concept of "unfair dismissal" used in Belgium has been an extremely restricted one covering only blue-collar workers and very few people have in practice appealed to the Labour Courts in such cases. The number of successful applications has been very small due to the restrictive interpretation of the law once cases arrive in the courts.

Modified legislation

The Belgian legislation was modified this year with the grounds for dismissal being made less restrictive but a marked increase in the proportion of all dismissal cases going to court is not anticipated. This is partly because some workers are not aware of their legal rights and partly because those who are aware of the relevant provisions do not make use of them.

Attention has been focused instead on the disparities which exist between white and blue-collar workers in respect of the length of notice to which each group is entitled. The main preoccupation of the unions has thus been to bring the periods of notice for blue-collar workers more closely in line with the provisions for white-collar workers, rather than tightening up the "unfair dismissal" legislation.

As noted above, there is a different situation in the Netherlands. Permission has to be sought from the district employment office to terminate the employment relationship. This is essentially an administrative process, with neither the employer or the employee appearing before the director's special advisory committee and with most of the information gathering being carried out by a dismissal

officer. The director's decision is final and no administrative appeal is possible. An employee can, however, still initiate quite separate legal proceedings in the civil courts.

Dismissal disputes in Sweden are usually settled by direct negotiations between the parties themselves or between the relevant trade union and the employer, but the caseload of the Labour Courts has been rising. In addition some cases are heard by the district level civil courts. The people who have to use these courts as opposed to the Labour Courts are individual union members who are not being supported by their union, unorganised employees, and workers whose employers are not bound by collective agreements. On appeal these cases will go the Labour Court.

The Courts

In most European countries, labour courts or tribunals have been established as a separate branch of the judiciary with powers encompassing judicial decision-making, the awarding of fines and other remedies, and the ability to carry out conciliation functions (on the basis of statutes, case law and precedent); although the powers and organisation of the courts vary considerably.

In Italy, unfair dismissal complaints are dealt with by the ordinary courts. All cases have to be entrusted to lawyers and all cases are heard under normal judicial procedures. In theory, legal aid is available but very few workers qualify for it, and most workers thus rely on their unions to pay the legal fees. These may—if the employee is successful—be recovered through “costs”. This system does not allow for any official conciliation or arbitration within the statutory protection provided.

The UK, France, the Irish Republic, Sweden, Belgium and West Germany all have specialist labour courts or tribunals and there are similarities in structure. In particular Belgium, the UK, the Irish Republic, Sweden and West Germany all have systems where adjudication is done by legally-qualified chairmen together with representatives of employers and trade unions.

France is slightly different in that the industrial tribunals consist of equal numbers of worker and employer representatives elected by their “peers” and do not include any fully qualified legal officials. Each tribunal is divided into a conciliation division and a judgement division. When there is a deadlock among those members of the judgement division, a full-qualified judge from the relevant lower civil court is empowered to adjudicate. Moreover, all disputes on individual problems must go through the conciliation division before they are sent to the judgement division. This two-stage arrangement is similar to that in the UK.

Different arrangements

Notwithstanding the broad similarity between the arrangements in the various countries, note should be taken of the following differences. In the Irish Republic, for instance, it is possible to make a claim to a Rights Commissioner as an alternative to going to the Employment Appeals Tribunal. The Commissioner will make a “recommendation” on the claim. If this is not subsequently carried out the claim may be referred to the Employment Appeals Tribunal which is the counterpart to the United Kingdom's industrial tribunals and is the original alternative to the Rights Commissioner. There is thus a split procedure and the differing “recommendations” of the Rights Com-

missioner and “determinations” of the Employment Appeals Tribunal may well influence the employee's choice of procedure.

The West German Labour Court system is noteworthy for its three level structure. The lowest level consists of the Local Labour Courts, with the State Labour Courts as the second level and a Federal Labour Court as the highest level. The State Labour act as Courts of Appeal on points of law and points of fact. The Federal Labour Court hears appeals on points of law only. Unlike the others, the Federal Labour Court has more professional judges than lay representatives.

An interesting feature of this system is that in all cases an oral plea must first be entered before the chairman of the court without the lay representatives being present, in an attempt to reach an amicable settlement. If the conciliation attempt fails, the proceedings go before a full court. Moreover, even when official litigation proceedings are underway, the judges are legally obliged to seek a compromise whenever possible. This procedure is encouraged by the fact that in cases where compromise is reached before the Local Labour Courts or an out-of-court settlement is arrived at, fees and court costs are waived. In general Labour Court costs are much lower than those in civil courts. At the moment, those employees in undertakings “normally employing five persons or less” are excluded from the operation of the legislation.

Another interesting feature is that a worker may rely solely on the works council, provided the latter decides to support him. If he does so, and does not also appeal to the Labour Court, he is relying on the degree of influence the Council has with the employer and will not have the right to retain his job pending the outcome.

The French system is that the lay representatives (who total around 5,000) are elected for a six year term on the basis of separate electoral college lists for manual workers, non-manual staff (including middle-management) and employers. In the UK, on the other hand, lay representatives are nominated. The French system has been criticised for being unnecessarily complicated and for working to the disadvantage of the country's smaller unions and employer organisations as well as unaffiliated individuals.

Noteworthy feature

Another noteworthy feature of the French system is its limited geographical extent. Currently many administrative areas are only partially covered by the system while others are totally excluded from its scope. It has been estimated that around six million of the 14 million workers who would otherwise be eligible to take complaints before tribunals in France cannot do so simply because there is no tribunal covering the area in which they are employed. In such cases a dispute has to be taken through the normal civil court process where the legally qualified judges are responsible for resolving the issue.

Even where a tribunal exists, workers and employers may nevertheless have to resort to the normal civil courts. This is because the order setting up a tribunal specifies the trades and professions coming within its jurisdiction, and if the list is not exhaustive or type of industry has changed the matter has to be dealt with by an ordinary civil court. By a law of 18 January 1979 however, the tribunal system is being extended to all parts of France and to forms of

employment not previously covered. A new system for electing tribunal members based on proportional representation rather than the present complicated system of a two-stage ballot is due to come into effect this autumn.

A recent Swedish reform enables “less complicated” issues to be dealt with in the first instance by the district courts instead of the Labour Court—if the parties so choose. As with the German system, the chairman and court staff actively attempt conciliation. It is estimated that they are successful in at least 40 per cent of cases. Unlike West Germany, the avoidance of court costs does not provide a financial incentive for a conciliated settlement as far as the employee is concerned. This is because the employee is entitled to free legal aid. Moreover, should the case be lost by the employee then he or she is only ordered to pay the employers costs if the complaint was without reasonable cause.

In the UK both parties have to bear their own legal costs in most cases if they choose to be legally represented. In practice, most workers are represented by a trade union official or are self-represented.

Whether at first instance or second the Swedish Labour Court's decisions are final. This specialist system has the advantage of speedy results and little risk of contradictory decisions but lacks any appeal channels.

In the Netherlands on the other hand, as has already been stated, there is a purely administrative process with the decision being taken by the head of the district employment office. However, before reaching a decision, advice is generally sought from a special local committee consisting of three employers representatives and three union representatives and a member of the Labour Inspectorate. There is therefore some element of lay participation as in other countries.

Remedies

There are essentially only two types of remedy: reinstatement of the employee in his previous job (or re-engagement in a similar job with the same firm) and compensation. Countries differ both in the extent of emphasis they give to each and in the amounts of compensation they allow.

There is a group of three countries (Sweden, the Netherlands and West Germany) where priority is given to maintaining the employment relationship intact, thus obviating the need for reinstatement.

In the Netherlands, the approval of the district employment office is needed before a dismissal can be effected. In Sweden, the employer is required to retain the employee in the job at the normal rate of pay and with normal employment benefits, pending a decision of the Labour Court. In West Germany, providing the works council contests a dismissal and the employee also lodges a complaint with the courts, the employee will be entitled to retain his or her job pending the outcome of the court case.

However, these countries differ significantly in their provisions regarding compensation. In Sweden, when an employer refuses to accept continuation of employment or an order of reinstatement (ie after summary dismissal) the alternative is a substantial award of damages ranging from a minimum of 16 months pay to a maximum of 48 months pay. To date there have been few instances of maximum damages being awarded.

The West German situation is slightly different. The Labour Court can find that the dismissal would be “socially unwarranted” but that continuation of the employment relationship would be unreasonable in the circumstances. In such a case compensation would be awarded and the compensation levels are set at a maximum of 12 months normal earnings, with additional amounts payable in the case of older employees with a certain length of service. Furthermore, in many collective agreements employees are entitled to service-related severance payments on termination of employment irrespective of cause. However, as in the UK there is no general statutory right to such payments.

Indemnity payments

In the Netherlands there are no provisions relating to compensation for dismissal as such. Instead the law provides for “indemnity payments” to be awarded by the courts in dismissal cases (such payments cannot be imposed by the District Employment Office). No fixed levels or ceilings for such awards have been laid down but particular regard is usually paid to age and length of service.

Under the Italian system, emphasis is laid on reinstatement. The law states that a court may declare a dismissal which is held to be without sufficient cause or justification, null and void. Moreover, in such a case the worker is entitled to both an order of reinstatement *and* compensation of at least five months pay “for any prejudice suffered as a result of his dismissal”. If the employer fails to comply with the reinstatement order he must pay the regular wage to the dismissed individual and an equivalent amount into the National Pension Fund until such time as reinstatement occurs.

The actual impact of the legislation is not as great as it appears. It applies to those working for an employer where the workforce exceeds 35 people in total or 15 in a particular “production unit” (or five for agricultural concerns). It also covers smaller production units if they are part of the same commune and in total their employment exceeds the above requirements. Given the fragmented nature of large sections of the Italian economy, many Italian workers therefore cannot have a reinstatement order enforced and some cannot even derive compensation. In addition managerial staff are excluded from the provisions.

Non-manual workers are entitled by statute to indemnity payments of one month's salary per year of service. These are given irrespective of the reason for dismissal. Manual workers have to rely on collective agreements and generally the payments range from six to thirty days pay depending on length of service.

The French system is that if an employee has two years service and works for a firm with more than ten employees, the tribunal may either award reinstatement or damages of not less than six months pay. This may be increased to take account of the hardship and loss suffered by the employee, and/or his employer's behaviour. If the employee has not had a sufficiently long period of service or is employed by a smaller firm, there is no minimum award of damages.

In such circumstances damages are based purely on the hardship suffered by the employee—and there is no provision for reinstatement. One additional month's salary may be awarded where the statutory notification procedures have not been carried out. There is also provision

(Continued on page 786)

responsibilities for water management which in England and Wales are the province of Regional Water Authorities.

Employees engaged by local authorities under the Government's Job Creation Programme (JCP) and the Special Temporary Employment Programme (STEP) are

separately identified and excluded from the grand total.

The November 1976 *Employment Gazette* included in the introductory article a note on the new series for England and Wales and its relationship with the previous series.

Service	December 10, 1977			March 10, 1978			June 10, 1978		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	62,010	4,918	63,977	61,949	5,071	63,977	61,559	4,983	63,552
—Others	25,692	35,703	42,105	25,477	36,046	42,006	25,280	36,204	41,901
Construction	19,666	193	19,754	19,617	200	19,708	19,634	169	19,711
Transport	9,500	84	9,540	9,271	83	9,310	9,255	80	9,293
Social Services	16,541	20,215	25,780	17,174	20,652	26,591	17,019	21,059	26,627
Public libraries and museums	2,970	1,266	3,632	3,006	1,278	3,661	2,968	1,287	3,627
Recreation, leisure and tourism	12,871	2,048	13,827	13,251	2,087	14,220	14,748	2,382	15,852
Environmental Health	2,165	387	2,341	2,154	375	2,325	2,145	452	2,350
Cleansing	9,453	218	9,552	9,690	219	9,815	10,283	229	10,387
Housing	3,949	415	4,143	3,940	406	4,129	3,991	419	4,185
Physical Planning	1,567	20	1,578	1,673	19	1,683	1,623	19	1,633
Fire Service—Regular	3,873	—	3,873	3,794	—	3,794	3,807	—	3,807
—Others (j)	428	95	472	435	104	483	434	92	476
Miscellaneous services (k)	31,784	3,017	33,254	31,537	3,039	32,991	32,351	3,045	33,818
Total of above	202,469	68,579	233,828	202,968	69,579	234,693	205,097	70,420	237,219
Police service—Police (all ranks)	12,019	—	12,019	12,015	—	12,015	11,989	—	11,989
—Others (l)	3,491	2,262	4,514	3,485	2,311	4,529	3,446	2,287	4,479
Administration of District Courts	77	11	83	72	11	78	53	36	73
Total (including JCP + STEP)	218,056	70,852	250,444	218,540	71,901	251,315	220,585	72,743	253,760
Job Creation Programme (JCP)	—	—	—	—	—	—	—	—	—
Special Temporary Employment Programme (STEP)	5,153	—	5,153	5,722	—	5,722	5,807	—	5,807
Grand total (excluding JCP + STEP)	212,903	70,852	245,291	212,818	71,901	245,593	214,778	72,743	247,953

Service	September 16, 1978			December 9, 1978			March 10, 1979		
	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent	Full-time	Part-time	FT (m) equivalent
Education—Lecturers and teachers (h)	62,170	4,840	64,106	61,966	5,542	64,183	61,849	5,810	64,173
—Others	25,188	36,528	41,963	25,446	36,847	42,363	26,134	37,171	42,273
Construction	20,068	79	20,147	20,827	217	20,926	20,457	154	20,528
Transport	9,336	81	9,374	9,224	74	9,258	9,205	71	9,238
Social Services	17,527	21,641	27,415	17,603	21,701	27,509	17,645	21,960	27,714
Public libraries and museums	3,128	1,237	3,761	3,055	1,288	3,717	3,002	1,299	3,689
Recreation, leisure and tourism	14,131	2,298	15,198	12,832	2,100	13,810	12,347	2,199	13,379
Environmental Health	2,214	453	2,420	2,254	421	2,445	2,178	411	2,365
Cleansing	10,134	253	10,248	10,066	229	10,170	10,236	194	10,324
Housing	3,971	437	4,174	4,047	436	4,250	4,123	443	4,518
Physical Planning	1,672	21	1,683	1,595	16	1,604	1,617	18	1,627
Fire Service—Regular	3,996	—	3,996	4,224	—	4,224	4,325	—	4,325
—Others (j)	465	107	519	472	107	521	484	105	532
Miscellaneous services (k)	32,392	3,145	33,856	31,876	2,882	33,276	32,542	3,044	35,031
Total of above	206,392	71,120	238,860	205,487	71,860	238,256	206,144	72,879	239,716
Police service—Police (all ranks)	12,070	—	12,070	12,268	—	12,268	12,511	—	12,511
—Others (l)	3,654	2,351	4,716	3,712	2,350	4,773	3,725	2,346	4,789
Administration of District Courts	79	11	85	78	10	83	81	9	86
Total (including JCP + STEP)	222,195	73,482	255,731	221,545	74,220	255,380	222,461	75,234	257,102
Job Creation Programme (JCP)	—	—	—	—	—	—	—	—	—
Special Temporary Employment Programme (STEP)	4,200	—	4,200	3,303	—	3,303	3,263	—	3,263
Grand total (excluding JCP + STEP)	217,995	73,482	251,531	218,242	74,220	252,077	219,198	75,234	253,839

Notes: (g) Figures are based on surveys undertaken on behalf of central and local government by the National Joint Council for Local Authorities Services (Scottish Councils).

(h) Includes only those part-time staff employed in vocational FE (that is courses of an academic nature or those leading to qualification).

(i) Includes school-crossing patrols.

(j) Includes administrative, clerical and cleaning staff employed by the fire service.

(k) Covers central service departments (for example engineer, treasurers and water employees) and others not included in listed departments or services.

(l) Includes civilian employees of police, traffic wardens and police cadets.

(m) Based on the following factors to convert part-time employees to approximate full-time equivalents: for lecturers and teachers 0.40; non-manual staff (excluding police, teachers, and firemen) 0.60; manual employees 0.45.

Definitions: Full-time includes all employees with full-time engagements. Part-time includes employees normally working for not more than 30 hours per week. FT equivalent is the total of full-time and full-time equivalents of part-time employment converted by the factors at note (m). These derive from analyses of hours and earnings of local authority employees as reported in surveys.

Unemployment, vacancies and placings by occupation at employment offices, in Great Britain

March 1979–June 1979

The following tables show (1) a broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at June 1979 and (2) a detailed occupational analysis of unemployed persons and of notified vacancies and placings in the second quarter of 1979. The analysis is based on the List of Key Occupations for Statistical Purposes (KOS) which was introduced in November 1972 (see *Employment Gazette*, September 1972, page 799).

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

- (1) At any one time some of the unemployed will be under submission to some of the unfilled vacancies.
- (2) The vacancy statistics relate only to notified vacancies and it is estimated from a survey carried out in April–June 1977, that vacancies notified to employment offices are about one-third of all vacancies in the economy as a whole. The extent to which vacancies are notified to local offices of the Employment Service Department can vary for different occupations.

(3) The tables relate to Great Britain as a whole and there may be wide variations in the state of the labour market in different parts of the country for particular occupations.

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

Table 1 Numbers unemployed and notified vacancies remaining unfilled at June 1979

GREAT BRITAIN	Unemployed			Vacancies
	Male	Female	All	All
Managerial and professional	63,054	29,272	92,326	22,504
Clerical and related*	68,594	96,515	165,109	38,292
Other non-manual occupations†	21,997	43,975	65,972	23,262
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	106,436	9,043	115,479	66,070
General labourers	344,910	68,592	413,502	14,830
Other manual occupations§	189,320	68,639	257,959	110,489
All occupations	794,311	316,036	1,110,347	275,447

*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.

Time Rates of Wages and Hours of Work

April, 1978 Price £6.25 (by post £6.71)

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

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

Unemployment and vacancies by occupation

Occupational analysis of the unemployed and notified

The following tables give an analysis by standard region of the figures incorporated in the table for Great Britain on pages

765-775 of this Gazette, together with those for Northern Ireland and the United Kingdom. Table 1 provides a broad summary

Occupational analysis of the unemployed and notified vacancies at employment offices by region: June 1979

	South East				East Anglia				South West			
	Unemployed		All	Unfilled vacancies	Unemployed		All	Unfilled vacancies	Unemployed		All	Unfilled vacancies
	Male	Female			Male	Female			Male	Female		
Table 1 Summary												
Managerial and professional	23,171	8,362	31,533	10,188	1,974	697	2,671	600	6,464	2,794	9,258	1,402
Clerical and related*	24,800	21,052	45,852	19,501	2,790	2,299	5,089	1,123	8,342	6,807	15,149	2,561
Other non-manual occupations†	6,423	6,347	12,770	10,937	605	922	1,527	667	2,151	3,089	5,240	1,602
Craft and similar occupations, including foremen, in processing, production, repairing, etc.‡	24,788	1,182	25,970	25,497	2,227	83	2,310	2,259	6,971	275	7,246	4,829
General labourers	51,660	10,144	61,804	6,155	6,785	1,469	8,254	790	18,699	3,826	22,525	945
Other manual occupations§	49,793	13,177	62,970	50,163	5,582	1,815	7,397	4,130	13,475	4,608	18,083	9,980
All occupations	180,635	60,264	240,899	122,441	19,963	7,285	27,248	9,569	56,102	21,399	77,501	21,319

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies
I Managerial (General management)	601	8	609	54
II Professional and related supporting management and administration	4,107	925	5,032	1,385
III Professional and related in education, welfare and health	2,692	3,881	6,573	3,195
IV Literary, artistic and sports	5,019	2,401	7,420	300
V Professional and related in science, engineering technology and similar fields	4,224	503	4,727	3,095
VI Managerial (excluding general management)	6,528	644	7,172	2,159
VII Clerical and related	25,931	21,119	47,050	20,096
VIII Selling	5,675	6,378	12,053	10,212
IX Security and protective services	1,347	75	1,422	2,152
X Catering, cleaning, hairdressing and other personal service	9,218	8,806	18,024	24,869
XI Farming, fishing and related	2,594	498	3,092	1,246
XII Materials processing (excluding metal). (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	951	63	1,014	1,555
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	6,157	1,203	7,360	9,152
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	14,501	294	14,795	16,960
XV Painting, repetitive assembling, product inspecting, packaging and related	7,343	2,541	9,884	6,065
XVI Construction, mining and related not identified elsewhere	13,670	4	13,674	3,705
XVII Transport operating, materials moving and storing and related	17,341	674	18,015	9,665
XVIII Miscellaneous	52,736	10,247	62,983	6,576
Total	180,635	60,264	240,899	122,441

*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 XVII, XVIII.

§This group includes a wide range of manual occupations with varying degrees of skills.

and region in the United Kingdom

unfilled vacancies at employment offices by regions: June 1979

comparable with that for Great Britain on page 765 and table 2 gives information for the separate occupational groups. The

points made about the interpretation of the figures in the introduction to the article on page 765 apply equally to these two tables.

	West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed		All	Unfilled vacancies	Unemployed		All	Unfilled vacancies	Unemployed		All	Unfilled vacancies
	Male	Female			Male	Female			Male	Female		
4,935	2,106	7,041	1,245	2,794	1,316	4,110	1,358	4,421	2,254	6,675	1,174	
4,736	8,406	13,142	1,896	3,648	4,505	8,153	1,726	4,773	7,232	12,005	2,123	
2,131	4,203	6,334	1,173	1,139	2,235	3,374	1,228	1,561	3,853	5,414	1,470	
10,878	1,023	11,901	5,176	4,963	901	5,864	5,372	7,799	835	8,634	5,303	
30,907	5,283	36,190	792	24,348	4,585	28,933	972	37,083	6,941	44,024	980	
23,196	9,499	32,695	5,909	9,888	3,868	13,756	5,775	14,920	6,238	21,158	7,667	
76,783	30,520	107,303	16,191	46,780	17,410	64,190	16,431	70,557	27,353	97,910	18,717	

Table 1 Summary

Managerial and professional	4,935	2,106	7,041	1,245
Clerical and related*	4,736	8,406	13,142	1,896
Other non-manual occupations†	2,131	4,203	6,334	1,173
Craft and similar occupations, including foremen, in processing, production, repairing, etc.‡	10,878	1,023	11,901	5,176
General labourers	30,907	5,283	36,190	792
Other manual occupations§	23,196	9,499	32,695	5,909
All occupations	76,783	30,520	107,303	16,191

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies
I Managerial (General management)	158	2	160	2
II Professional and related supporting management and administration	1,011	265	1,276	149
III Professional and related in education, welfare and health	619	1,348	1,967	390
IV Literary, artistic and sports	372	188	560	38
V Professional and related in science, engineering technology and similar fields	1,096	117	1,213	406
VI Managerial (excluding general management)	1,679	186	1,865	260
VII Clerical and related	4,775	8,420	13,195	1,933
VIII Selling	1,919	4,274	6,193	1,106
IX Security and protective services	406	28	434	255
X Catering, cleaning, hairdressing and other personal service	1,556	4,054	5,610	2,424
XI Farming, fishing and related	1,097	235	1,332	216
XII Materials processing (excluding metal). (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	496	119	615	223
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	1,695	956	2,651	1,117
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	11,209	1,379	12,588	4,140
XV Painting, repetitive assembling, product inspecting, packaging and related	3,078	3,054	6,132	828
XVI Construction, mining and related not identified elsewhere	5,440	7	5,447	697
XVII Transport operating, materials moving and storing and related	8,995	565	9,560	1,182
XVIII Miscellaneous	31,182	5,323	36,505	825
Total	76,783	30,520	107,303	16,191

	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	6,910	3,528	10,438	1,942	3,328	2,095	5,423	1,309	4,181	2,251	6,432	1,179
Clerical and related*	7,226	14,612	21,838	3,164	3,400	8,826	12,226	1,499	3,456	7,103	10,559	1,383
Other non-manual occupations†	3,058	6,371	9,429	1,963	1,224	5,247	6,471	903	1,194	3,974	5,168	933
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	15,775	1,358	17,133	5,584	12,447	770	13,217	3,193	5,741	332	6,073	3,013
General labourers	61,938	13,509	75,447	1,102	37,271	6,105	43,376	809	25,081	4,799	29,880	704
Other manual occupations§	27,302	9,932	37,234	8,706	12,807	5,536	18,343	4,358	10,205	3,328	13,533	4,737
All occupations	122,209	49,310	171,519	22,461	70,477	28,579	99,056	12,071	49,858	21,787	71,645	11,949

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies
I Managerial (General management)	112	4	116	5
II Professional and related supporting management and administration	1,230	311	1,541	283
III Professional and related in education, welfare and health	922	2,295	3,217	554
IV Literary, artistic and sports	594	407	1,001	73
V Professional and related in science, engineering technology and similar fields	1,484	201	1,685	505
VI Managerial (excluding general management)	2,568	310	2,878	522
VII Clerical and related	7,373	14,625	21,998	3,238
VIII Selling	2,558	6,709	9,267	1,825
IX Security and protective services	729	26	755	335
X Catering, cleaning, hairdressing and other personal services	3,178	6,428	9,606	4,781
XI Farming, fishing and related	774	106	880	201
XII Materials processing (excluding metals). (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,485	430	1,915	636
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodwork, rubber and plastics)	2,707	1,239	3,946	1,953
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	11,306	127	11,433	3,150
XV Painting, repetitive assembling, product inspecting, packaging and related	2,802	1,958	4,760	854
XVI Construction, mining and related not identified elsewhere	8,616	4	8,620	818
XVII Transport operating, materials moving and storing and related	11,149	396	11,545	1,347
XVIII Miscellaneous	62,622	13,734	76,356	1,381
Total	122,209	49,310	171,519	22,461

	Scotland				Northern Ireland				United Kingdom			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	4,876	3,869	8,745	2,107	1,480	1,613	3,093	290	64,534	30,885	95,419	22,794
Clerical and related*	5,423	15,673	21,096	3,316	1,754	5,504	7,258	173	70,348	102,019	172,367	38,465
Other non-manual occupations†	2,511	7,734	10,245	2,386	1,623	2,319	3,942	127	23,620	46,294	69,914	23,389
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	14,847	2,284	17,131	5,844	7,445	844	8,289	347	113,881	9,887	123,768	66,417
General labourers	51,138	11,931	63,069	1,581	13,775	1,740	15,515	120	358,685	70,332	429,017	14,950
Other manual occupations§	22,152	10,638	32,790	9,064	12,083	4,502	16,585	460	201,403	73,141	274,544	110,949
All occupations	100,947	52,129	153,076	24,298	38,160	16,522	54,682	1,517	832,471	332,558	1,165,029	276,964

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies
I Managerial (General management)	73	3	76	6
II Professional and related supporting management and administration	649	314	963	134
III Professional and related in education, welfare and health	644	2,548	3,192	1,016
IV Literary, artistic and sports	518	376	894	97
V Professional and related in science, engineering technology and similar fields	1,355	312	1,667	477
VI Managerial (excluding general management)	1,637	316	1,953	377
VII Clerical and related	5,569	15,678	21,247	3,400
VIII Selling	1,895	8,045	9,940	2,124
IX Security and protective services	810	32	842	476
X Catering, cleaning, hairdressing and other personal service	2,919	7,801	10,720	5,450
XI Farming, fishing and related	1,778	231	2,009	228
XII Materials processing (excluding metal). (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,159	447	1,606	556
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodwork, rubber and plastics)	2,498	1,939	4,437	1,569
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	11,466	99	11,565	3,055
XV Painting, repetitive assembling, product inspecting, packaging and related	1,732	1,382	3,114	766
XVI Construction, mining and related not identified elsewhere	4,842	1	4,843	1,261
XVII Transport operating, materials moving and storing and related	9,784	381	10,165	1,594
XVIII Miscellaneous	51,619	12,224	63,843	1,712
Total	100,947	52,129	153,076	24,298

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

- (a) at any time some of the unemployed will be under submission to some of the unfilled vacancies;
- (b) the vacancy statistics relate only to notified vacancies and it is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the economy as a whole. The extent to which vacancies are notified to local employment offices varies for different occupations, for example, there are special arrangements for seamen;
- (c) there may be wide variations between different parts of a region in the state of the labour market for particular occupations;
- (d) care needs to be taken in comparing the analysis of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will however be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.

This table does not include unemployed persons and notified unfilled vacancies at careers offices.

Seasonal adjustment of the unemployment series

It is difficult to assess the trend in unemployment from the simple monthly count of the unemployed because the raw figures, reflect seasonal influences, for example, the weather, holidays, school terms and Christmas. The numbers tend to be higher early in the year and lower around the middle.

However, while the timing and strength of these influences varies from year to year, their effects tend to fit a broad pattern. To help judge underlying trends, calculations are made to produce a series as free from "seasonality" as possible.

Seasonal adjustments are calculated as an average of experience over a number of years and seasonal effects obviously vary (mild or severe winters, for instance), so the process of adjustment is something of an approximation. Seasonal influences can also change over a long period, so current adjustment give more weight to recent years than to earlier ones.

Monthly observations in an adjusted series will still fluctuate, partly because of varying seasonal influences, but also because of other short-term variations or irregularities between periods. To smooth out some of this residual variability, it is often useful to take an average of several

months' adjusted figures; an example is the three-month moving average regularly charted in *Employment Gazette* (see p. 830). Chart A shows the same average compared with the unadjusted data.

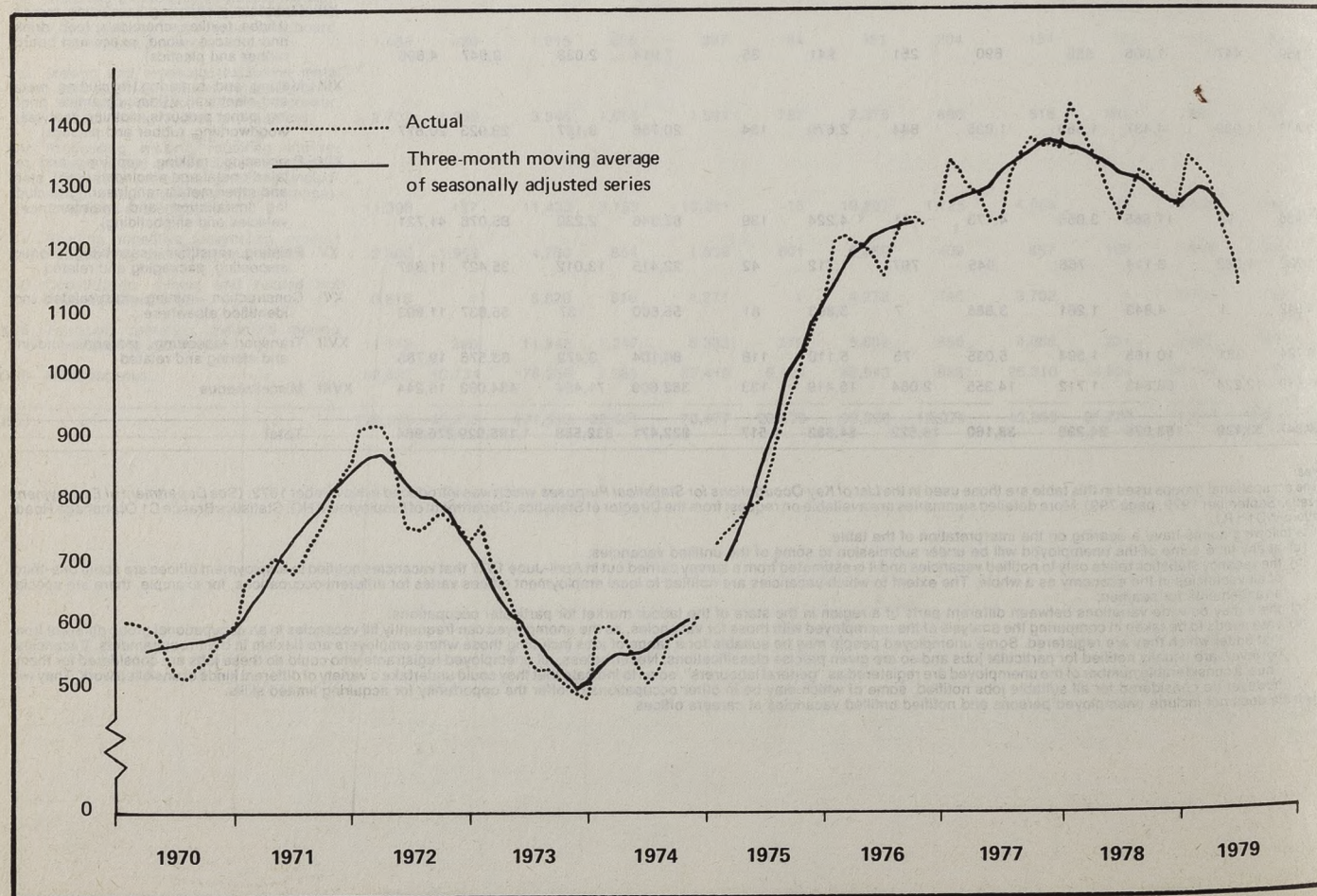
This article describes the methods used to seasonally adjust the unemployment series, and particularly the new method adopted to cope with summer movements of the last year or two when the pattern appears to have changed unusually rapidly. A broad outline of the methods is given first, followed by greater detail of their main aspects.

Outline of the method

The basic idea of seasonal adjustment is very simple. The aim is to estimate the seasonal effects in the past figures and use this to calculate adjustment factors with which to remove seasonal effects in past and current figures.

Broadly speaking, the seasonality in past figures can be estimated by making estimates of the underlying trend in the past (using standard techniques involving moving averages) and then seeing how the actual monthly figures differ from the estimated trend. These differences are used as indicators of the seasonal effects. They can then be averaged in an appropriate way to calculate the seasonal factors

Unemployed (excluding school leavers under 18): actual and three month moving average of seasonally adjusted series
Great Britain: Thousand



for adjusting figures for past years and the forthcoming year. Factors are thus estimated in advance for each year and the current year's figures do not affect the current year's factors.

Before the seasonal factors are calculated, the coverage of the figures to be adjusted has to be considered. School leavers under 18 are excluded because of the difficulty of estimating acceptable seasonal factors for them.

A second point to consider is the degree to which the series should be subdivided ("disaggregated") because of differing seasonal movements in its separate parts. Experience has shown that the seasonal patterns of unemployment differ for males and females, so these groups are treated separately in calculating seasonal factors.

In addition, much of the recent rapid change in seasonality in the summer months can be attributed to school and student leavers aged 18 and over who come on to the unemployment register in substantial numbers at the end of the academic year. This year, for the first time this group has been adjusted separately (for males and females). The four component series are then added together to give a seasonally adjusted total.

Another aspect requiring attention before the seasonal adjustment procedure proper is the possible need for "prior adjustments". These are made to the series to allow for any exceptional features which make the figures untypical and thus distort the assessment of seasonality based on them; but this is rare in the unemployment series.

After these three considerations have been taken into account, the adjustment process proper begins. As mentioned, the unemployed total (excluding school leavers aged under 18) is divided into four series for seasonal adjustment. Each series can be regarded as comprising three components:

- (i) the trend—the underlying level of unemployment;
- (ii) seasonality—variations which occur at the same period in each year because of normal seasonal influences;
- (iii) irregularity—variations which can arise either from identifiable causes such as abnormally bad weather, or from other causes which cannot be individually identified.

The adjustment process proper involves the following:

- (a) The trend is estimated, using moving average techniques.

- (b) The differences between the basic series and this trend are examined to see whether they suggest additive seasonality, that is the figures are high or low by a more or less constant number whatever the level of unemployment, or multiplicative seasonality, that is the figures are high or low by a number which varies with the level of unemployment. Additive seasonality has been reflected in the unemployment series for many years, and is still apparent in the series remaining after the older school leavers have been excluded. In the additive adjustment, the differences between the basic series and the trend are called "seasonal differences". The unemployed older school leavers series, however, indicates multiplicative seasonality, and for this type of adjustment the ratios of the basic series to the trend are called the "seasonal ratios".

- (c) The seasonal differences (or ratios) are averaged over runs of years to provide seasonal factors. This is done with suitable, varying, weights giving greater weight for nearer years and less weight for those more distant. The seasonal factors thus obtained are then applied to the original basic figures to obtain the data on a seasonally adjusted basis.

Seasonal adjustment in detail

The features and processes described above are now considered in detail.

Coverage of seasonally adjusted figures

Since seasonal adjustment of the unemployment figures was first introduced, unemployed school leavers aged under 18 have been excluded from the series before it has been seasonally adjusted because of the variability of the seasonal pattern and the difficulty of allowing satisfactorily for it. One problem is the variations between the unemployment count dates and the ends of school terms; for example, the beginning of the Easter holiday may occur before or after the April count. Another is the marked fluctuations from one year to another in both the number of school leavers and in the number who are unemployed.

More recently, some administrative changes have argued for their continued exclusion, for example:

- (i) the raising of the school leaving age in 1972;
- (ii) changes in the school leaving regulations in England and Wales in 1976 and in Scotland in 1977 which enabled school leavers to leave before the end of the summer term.

These various effects make it difficult to assess seasonal patterns for school leavers; the erratic influence which these have imposed on the overall unemployment series in recent years is illustrated in chart 1*.

Disaggregation

If a series is made up of two or more component parts each having its own seasonal pattern, then the overall seasonal pattern may change simply because the proportions of the different components in the total change. In the unemployment series excluding all school leavers, there are different seasonal patterns for males and females as the following data for seasonal factors show. The positive factors are for months when unemployment is high on account of seasonality and the negative factors when unemployment is seasonally low.

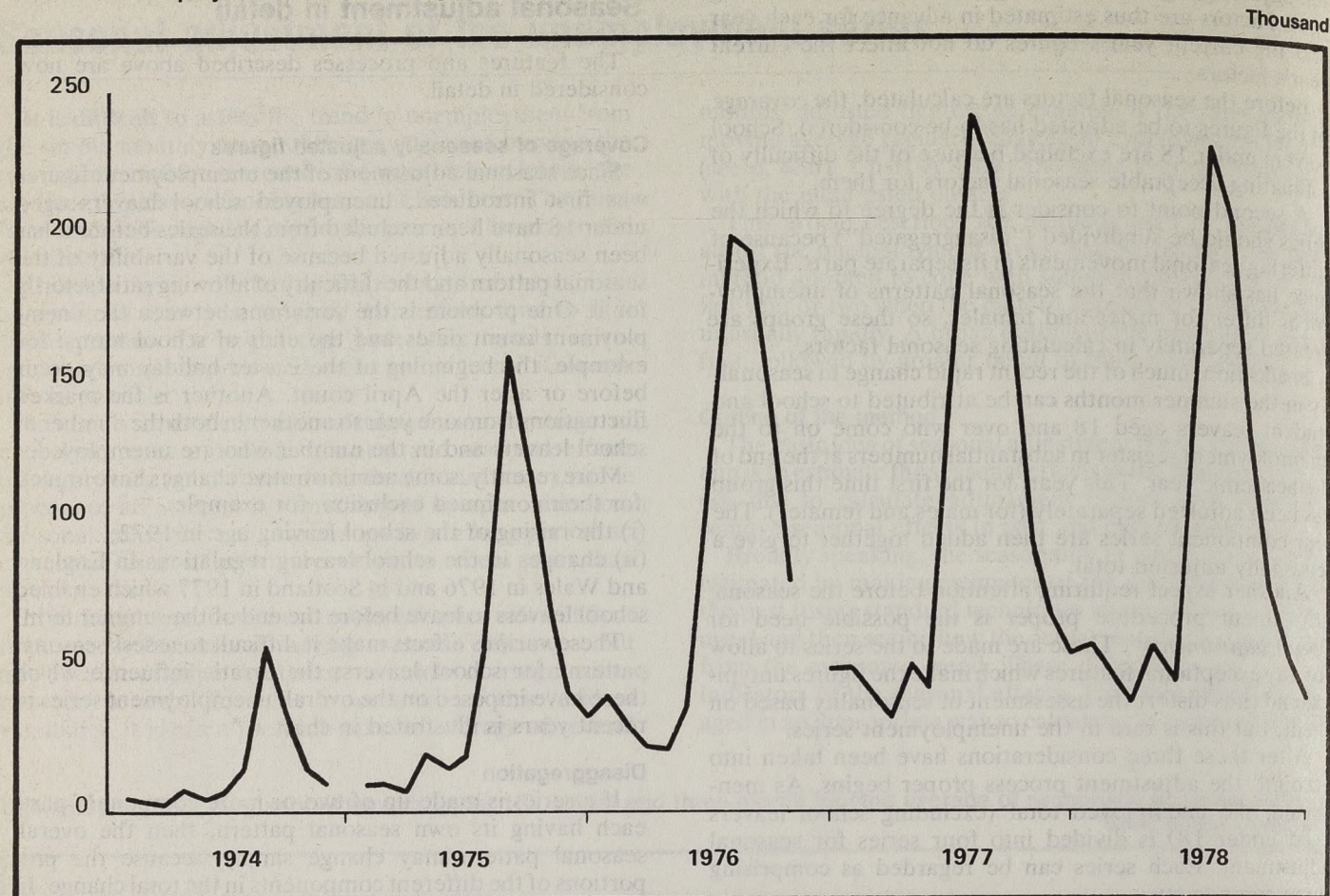
Seasonal factors for 1979 (thousands)

	Male	Female
January	56.4	15.6
February	44.3	11.6
March	23.1	3.3
April	10.7	-3.1
May	-12.5	-12.0
June	-35.7	-20.9
July	-36.9	-11.6
August	-19.7	-3.3
September	-10.1	4.6
October	-15.4	4.8
November	-6.9	8.3
December	3.4	3.4

To some extent, the different seasonal patterns for males and females will reflect their varying industrial distribution and the differing seasonal unemployment patterns by industry. Because the proportions of males and females within the unemployment total change, the seasonally adjusted unemployment series are separately calculated for males and females.

* The Central Statistical Office have experimented with attempts to seasonally adjust figures for school leavers aged under 18 as part of a study of trend estimation; see "Some problems in assessing unemployment trends", *Economic Trends*, August 1978.

Chart 1 Unemployed school leavers aged under 18 in Great Britain



In the last two or three years, the nature of the seasonality of the unemployment series in the summer months appears to have been changing. There has been a "hump" in the seasonally adjusted series in the last three summers which suggested a failure to remove all the seasonal effect during the summer. Investigation has shown that this change in the seasonal pattern seems to be primarily the result of the marked increase in registration of young people aged 18 and over who have had no employment since completing full time education; these young people are included in the seasonally adjusted series—it is the school leavers under 18 who are excluded.

To allow for this changed seasonality, arrangements were made last year to permit the seasonal factors to accommodate more rapidly to the changing pattern by basing the factors for July, August and September on fewer (the most recent) years' data. This year, a more sensitive procedure has been followed, isolating the older school leaver component from the remainder of the series and adjusting it separately, both for males and females.

Data for unemployed older school leavers are available from April 1974, although there is a discontinuity in the series in June 1977 and values before that date are estimated. The resulting estimates are of limited quality and value in their own right. However inaccuracies in the division of the unemployed into older school leavers and the remainder will to some extent offset each other since the two components are recombined after adjustment to form a seasonally adjusted total series. The shortness of the

series also presents some difficulties, since there are relatively few observations from which to estimate the seasonal factors. These difficulties and the variable behaviour of the older school leavers component in the regions mean that before improved adjustments can be made to regional unemployment figures more research is required into the data and possible methods. At present, the older school leavers are adjusted separately only for the Great Britain total (for males and females separately). Because of this, small differences occur between the sum of the seasonally adjusted series for the regions and the total for Great Britain as a whole.

The components of a time series

The behaviour of a time series can be considered as being attributable to three components in combination: trend, seasonal fluctuations and "irregular" movements.

(a) *The trend.* This describes the underlying level (in this case, of unemployment). With this component, we can include movements in the business cycle, often lasting a few years.

(b) *Seasonal fluctuations.* These variations occur at roughly the same periods each year; two simple models of seasonal behaviour are either that the variations are of the same absolute size each year ("additive") or that they are of the same proportionate size each year in relation to the trend level ("multiplicative").

(c) *Irregular movements.* These may arise from chance, but known, causes such as strikes or unusually bad weather;

sometimes they may be so exceptional as to warrant treatment by "prior adjustment" (described in the next paragraph). They may arise from other causes which cannot be readily identified or allowed for. Any irregular movements which remain in the series after prior adjustment may show up as "extreme values", differences between the actual series and the trend which are much smaller or larger than usual and special allowance is also made for these.

Prior adjustments

In some time series, there may be occasional special factors which make the figures for a particular period untypical and can distort the calculation of the seasonal factors if they are not allowed for (by what are known as "prior adjustments"). An example would be a significant strike affecting production or overseas trade figures.

Such examples are comparatively rare in the unemployment series; in recent years, the main instance relates to the energy crisis and the three-day week at the beginning of 1974 which led to unusually high unemployment figures. Adjustments were made to the figures for January to May 1974 before they were used in the calculation of seasonal factors. The adjustments are made only to the data used in the estimation of seasonal factors and are not made to the published unemployment totals themselves which continue to repeat the exceptional influences.

Estimation of trend

As already explained, the seasonal fluctuations are assessed in relation to the trend and for this purpose an estimate of the trend is required. Accordingly, after any prior adjustments, the first step is to make a first estimate of the trend and various formulae can be used at this stage.

The one regarded as appropriate for the unemployment series is a "centred 12-term moving average". This means that averages are calculated over successive periods of 12 months, for example January to December, February to January, March to February, and so on—hence the description "moving" averages. The mid-points of these periods, to which the averages may be said to relate, lie between months, for example between June and July, between July and August, between August and September. So adjacent pairs of the averages are themselves averaged to produce a series which is "centred" on the months, for example July, August, rather than between months as before. These centred 12-term moving averages provide the required initial estimates of the trend.

The next step is to determine how much seasonality and irregularity there is in the actual figures (as amended by any "prior adjustments"). To do this, the trend figures can be either subtracted from the actual figures, to produce "differences", or divided into the actual figures, to produce "ratios". The choice depends on whether the seasonality in the series is judged to be "additive" or "multiplicative".

Additive and multiplicative seasonality

Seasonality is described as "additive" where the differences described in the previous paragraph do not appear to be influenced by the level of the trend. In the case of the unemployment series, this would mean that particular months would seem to be seasonally high or seasonally low by an amount which is much the same whether unemployment is high or low. "Multiplicative" seasonality is where the seasonality *does* appear to be varying with the level of the trend; in this case the ratios described in the paragraph

above would be calculated and these would be broadly stable.

In fact, over the years, it is the differences for the unemployment series which have shown stability rather than the ratios, and so the seasonality has been judged to be additive. This still applies to the unemployment series excluding all school leavers and, accordingly, the subsequent calculations are carried out in terms of differences rather than ratios. On the other hand, the seasonality of the unemployed older school leavers series, which is now adjusted separately, does appear to vary with the level of the trend and is therefore treated as multiplicative.

It may be noted that other, more complex, seasonality models may sometimes be appropriate*. Furthermore, changes in the nature of seasonality may occur over time. Studies have confirmed that the magnitude of the seasonal variations in the main part of the unemployment series for many years has been largely unaffected by the considerable changes in the level of unemployment; that is the seasonal fluctuations are absolute rather than relative and the additive form of seasonal adjustment is therefore appropriate.

This may reflect the possibility that the magnitude of the seasonal fluctuations which affect the unemployment series is much more related to the level of employment, (and seasonal variations at the margin of this level) than to the level of unemployment, and the level of employment is a much more stable figure than that of unemployment.

Derivation of seasonal factors

Having obtained the differences from the trend, the next step is to calculate from them the "seasonal factors" with which to adjust the series. Separate factors are of course calculated for each month, and for each year, both for past years and for the coming year. For those years before the more recent past it is possible to take into account the experience in years both preceding and following the year in question. More weight is given to the seasonal differences in the middle years. For adjustments relating to recent years such a formula cannot be used because there are not sufficient observations for the years after the year in question; here, the weight given to the later years in the full formula has to be redistributed over the earlier years. When it comes to the year ahead, the estimate of the seasonal factor has to be based wholly on past experience. It is the Department's normal practice to bring the seasonal factors up to date once a year; with each annual recalculation it is possible to bring an additional year into the calculation.

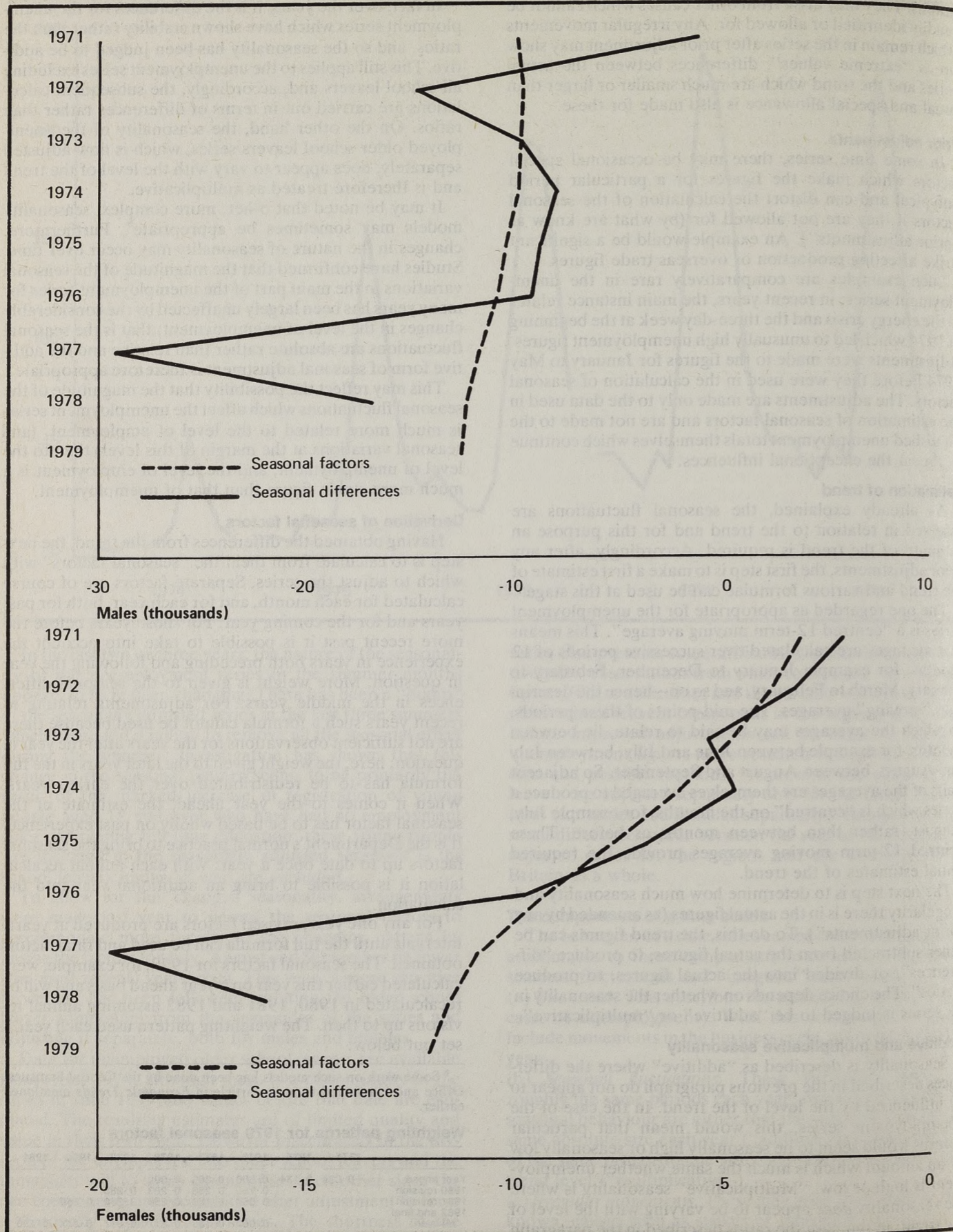
For any one year, revised factors are produced at yearly intervals until the full formula can be used and final factors obtained. The seasonal factors for 1979, for example, were calculated earlier this year on a year ahead basis and will be recalculated in 1980, 1981 and 1982 assuming annual revisions up to then. The weighting pattern used each year is set out below:

* Some work on such models has been done by the Central Statistical Office and is referred to in the article in *Economic Trends* mentioned earlier.

Weighting patterns for 1979 seasonal factors

	1974	1975	1976	1977	1978	1979	1980	1981
Year ahead	-0.034	0.134	0.300	0.300	0.300			
1980 revision			0.150	0.283	0.283	0.283		
1981 revision			0.067	0.183	0.250	0.250	0.250	
1982 and final revision			0.067	0.133	0.217	0.217	0.217	0.150

Chart 2 Seasonal factors for May and the seasonal irregular differences from which they are calculated. Great Britain: unemployed excluding all school leavers



It will be seen that the first set of factors calculated for 1979 were based mainly on the four years 1975-1978, with most weight on the last three years. For the final calculation, in early 1982, the weight will be spread mainly over the five years 1977-1981, with two-thirds concentrated on the three years 1978-1980.

The relationship between the seasonal differences and the seasonal factors is illustrated in chart 2. This shows for the unemployed excluding all school leavers series, separately for males and females, the seasonal differences for May each year from 1971 to 1978 and the associated seasonal factors for 1971 to 1979.

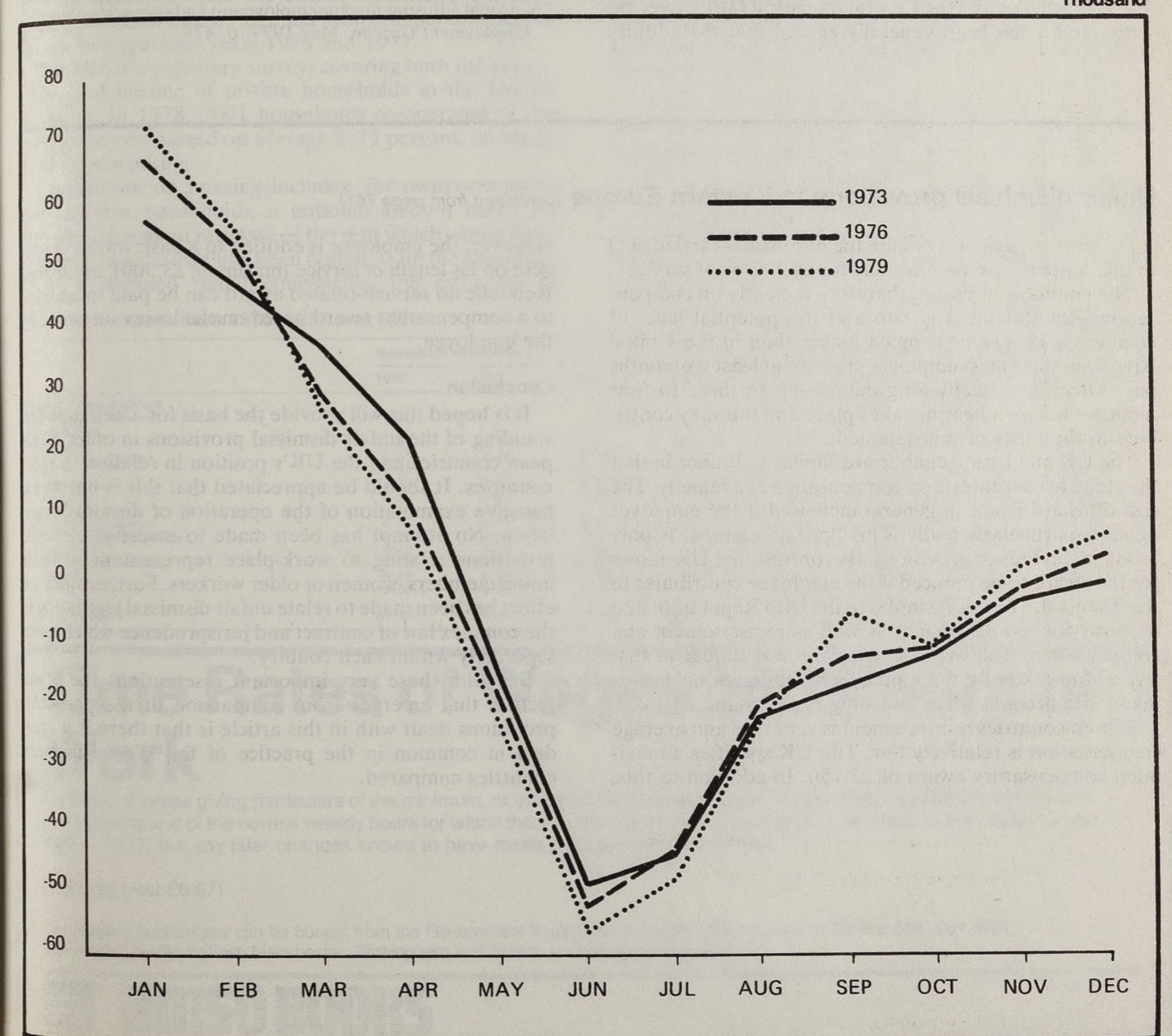
For both males and females the seasonal differences have been markedly more negative in 1977 and 1978. In fact, the value for 1977 is treated as an extreme in both series, and for males the 1978 value is as well. The seasonal factors have followed the pattern of the seasonal differences but since they are based on weighted averages which

include several earlier years, their movements do not follow fully the 1977 and 1978 differences.

If the seasonal differences continue to follow the 1977 and 1978 path into 1979 and subsequent years, then the seasonal factor ultimately calculated for May 1979 could be expected to be a somewhat larger negative value. The negative value for the seasonal factor indicates that, on past experience, unemployment (excluding all school leavers) in May 1979 could be expected to be low on account of seasonal influences by about 25 thousand for males and females combined.

An indication of the way in which seasonal factors change over time can be seen from chart 3 which also relates to unemployed excluding all school leavers. The overall pattern of higher unemployment in the first four months of the year and lower unemployment until the autumn has remained throughout the 1970s. However, there have been small shifts in timing and emphasis. For

Chart 3 Seasonal factors 1973, 1976, 1979 (males and females combined) Great Britain



example, the seasonality in June was expected to be stronger in 1979 than in 1973 and the seasonality in March was expected to be less marked in 1979 than in 1973.

Computerised seasonal adjustment programmes

The seasonal adjustment process is a lengthy one. The development of computerised procedures allows trend estimation, measurement of deviations and estimation of seasonal factors to be readily performed several times. Each iteration produces more refined estimates. There are also stages in the process where a choice of procedures may be made. The methods can allow for prior adjustment to particular values where appropriate.

The computerised "package" used for seasonal adjustment of the unemployment figures is "Census Method II Variant X-11", or "X-11" for short, produced by the United States Bureau of the Census.

This programme was devised by Mr Julius Shiskin, the late Commissioner at the US Bureau of Labor Statistics. The use of this method has been intensively studied by both the Department and the Central Statistical Office over the years and it has been generally agreed that the additive

version of this programme is appropriate for the seasonally adjusted unemployment series (subject only to the qualifications described above in respect of older school leavers).

References:

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- "Unemployment: revised seasonal adjustments", *Employment Gazette*, August 1972, p. 717.
- "Problems of seasonal adjustment", *Statistical News* (Central Statistical Office), May 1975, pp. 29.1 et seq.
- "Some problems in assessing unemployment trends", *Economic Trends* (Central Statistical Office), August 1978, pp. 78 et seq.
- "Seasonal adjustment of unemployment and vacancies statistics", *Employment Gazette*, May 1979, p. 479.

Unfair dismissal provisions in Western Europe (continued from page 761)

for severance payments (where the dismissal is carried out) to one-tenth of one month's pay for each year of service.

The emphasis in France therefore is clearly on compensation. Reinstatement is rare and the potential level of compensatory awards is much higher than in the United Kingdom, since most employees receive at least six months pay. There are usually long delays—up to three to four months—before a hearing takes place and this may contribute to the rarity of reinstatement.

The UK and Irish Republic are similar to France in that they tend to concentrate on compensation as a remedy. The size of award is not in general increased if the employer behaves particularly badly. This "penal" element is only found in the French provisions. By contrast, the UK allows for the award to be reduced if the employee contributes to the dismissal. The UK is similar to the Irish Republic in that it allows for re-engagement as well as reinstatement and compensation. The two countries are also similar in that any action taken by the employee to mitigate his loss is taken into account when awarding compensation.

In both countries reinstatement is very rare and average compensation is relatively low. The UK specifies a maximum compensatory award of £5,750. In addition to this,

however, the employee is entitled to a basic award dependent on his length of service (maximum £3,300). In the Irish Republic no service-related award can be paid in addition to a compensation award based on the losses sustained by the employee.

Conclusion

It is hoped this will provide the basis for a better understanding of the unfair dismissal provisions in other European countries and the UK's position in relation to these countries. It should be appreciated that this is not an exhaustive examination of the operation of dismissal legislation. No attempt has been made to investigate special provisions relating to work-place representatives, trade union members, women or older workers. Furthermore, no effort has been made to relate unfair dismissal legislation to the complex law of contract and jurisprudence which exists separately within each country.

But with these very important reservations the broad picture that emerges from comparison of the particular provisions dealt with in this article is that there is a great deal in common in the practice of the West European countries compared.

Household spending in 1978

Early results from the Family Expenditure Survey

Households in 1978 spent an average of £80.26 per week. This was £8.42 (or just under 12 per cent) more than in 1977. Commodity groups and items on which average household expenditure in 1978 showed large rises compared with 1977 were housing, up by £1.56 per week (just over 15 per cent) and clothing and footwear, up by £1.00 per week (over 17 per cent). Expenditure on food in 1978 rose by £1.57 per week, just under nine per cent. The overall pattern of expenditure has changed little over the last three years: food continues to account for almost a quarter of total expenditure.

Estimates of average weekly expenditure of private households in the United Kingdom on goods and services in 1978, obtained from the Family Expenditure Survey (FES), are given below, together with comparable figures for the two previous years 1976 and 1977.

The FES is a voluntary survey, covering both the expenditure and income of private households in the United Kingdom. In 1978, 7001 households co-operated in the survey: they contained on average 2.72 persons, of whom 1.35 were working.

Expenditure on housing includes, for owner-occupied and rent-free households, a notional amount based on rateable value as an estimate of the rent which would have been paid had the dwelling been rented. With the exception of these imputed rental equivalents, the estimates of

expenditure are based on information reported or recorded by the households without adjustment, but it is known that survey estimates of expenditure on alcoholic drink, tobacco and some kinds of confectionery tend to be low.

The results of the survey are subject to sampling error. Standard errors for 1978 expenditures are shown in the last column of the detailed table, expressed as a percentage of the estimated 1978 mean. As these are calculated by an approximate formula, they tend to be slightly under-stated. The true value of expenditure would probably lie within a range of two standard errors above or below the estimate, although this rule does not take account of low recording on certain items described above. The difference between the estimates for two individual years has a greater margin of error than the estimate for either of the years, and is probably not significant unless it is greater than about three times the 1978 standard error.

As the individual and total average figures have been rounded independently, the sums of the separate items may not agree exactly with the totals shown in the table.

For general information about the FES and details of the definitions used, together with full analyses of the results of the survey, readers are referred to the annual reports. The full report of the 1978 survey will be published in the late autumn.

Household expenditure 1976, 1977 and 1978

Household expenditure Commodity or service Group totals	Household expenditure			As percentage of total expenditure			Percentage increase	
	1976	1977	1978	1976	1977	1978	1976-1977	1977-1978
Housing	9.21	10.31	11.87	14.9	14.4	14.8	11.9	15.1
Fuel, light and power	3.53	4.38	4.76	5.7	6.1	5.9	24.1	8.7
Food	15.37	17.74	19.31	24.9	24.7	24.1	15.4	8.9
Alcoholic drink	3.11	3.51	3.92	5.1	4.9	4.9	12.9	11.7
Tobacco	2.29	2.60	2.72	3.7	3.6	3.4	13.5	4.6
Clothing and footwear	4.99	5.78	6.78	8.1	8.0	8.4	15.8	17.3
Durable household goods	4.06	4.99	5.66	6.6	6.9	7.0	22.9	13.4
Other goods	4.49	5.33	5.99	7.3	7.4	7.5	18.7	12.4
Transport and vehicles	8.14	9.71	10.90	13.2	13.5	13.6	19.3	12.3
Services	6.19	6.93	7.66	10.0	9.7	9.5	12.0	10.5
Miscellaneous	0.32	0.56	0.69	0.5	0.8	0.9	75.0	23.2
All expenditure	61.70	71.84	80.26	100.0	100.0	100.0	16.4	11.7

Time Rates of Wages and Hours of Work

A volume of tables giving particulars of the minimum, or standard, time rates of wages for the more important industries and occupations, and of the normal weekly hours for which these rates are payable. The details given relate to the position as at April 1, 1977, but any later changes known to have come into operation are shown.

£6.25 (by post £6.57)

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

 **HMSO BOOKS**

Earnings and hours of manual workers in certain industries: April 1979

The New Earnings Survey conducted by the Department of Employment is the main and most comprehensive source of detailed statistics of earnings of employees in the various industries and occupations in Great Britain. It relates to April each year and the results of the 1979 survey will be published shortly in *Employment Gazette*. However, in addition and at the request of organisations in the industries concerned, the Department has also carried out a separate survey into the earnings and hours of manual workers in the industries listed below in the United Kingdom in April 1979, as in earlier years. The numbers of workers covered by these returns are much larger than the New Earnings Survey sample number in these industries although New Earnings Survey provides a wider range of information—for example on the distribution and make-up of gross earnings.

Manufacturing:

biscuits (MLH 213)
coke ovens and manufactured fuel (MLH 261)
pharmaceutical chemicals and preparations (MLH 272)
insulated wires and cables (MLH 362)
aerospace equipment manufacturing and repairing (MLH 383)
cans and metal boxes (MLH 395)
jute (MLH 415)
other textile industries (MLH 429)
leather (tanning and dressing) and fellmongery (MLH 431)

Service:

dry cleaning, etc (MLH 893)
repair of boots and shoes (MLH 895)

Results

The survey is conducted on a voluntary basis and the results, classified according to the Standard Industrial Classification 1968, are given opposite. Forms were sent to some 920 establishments and about 830 were returned in time for tabulation. The results of the April 1978 survey were published on page 920 of the August 1978 issue of *Employment Gazette*: those of the regular-full-scale October 1978 survey into the earnings and hours of manual workers appeared on pages 126-136 of the February 1979 issue.

Workers covered

The survey covers manual workers only, including foremen (other than works and other higher level foremen), transport workers, warehousemen and canteen workers (if employed by the firm concerned rather than an independent contractor or the employees themselves). The results

generally relate to full-time workers, that is, those ordinarily employed for more than 30 hours per week excluding overtime and main meal breaks, and are given separately for men aged 21 and over, youths and boys aged under 21, women aged 18 and over and girls aged under 18. For women, however, separate figures are given for part-time workers, that is, those ordinarily employed for not more than 30 hours per week.

Reference week

The figures relate to the pay-week which included April 4, 1979, or, if the establishment was stopped for the whole or part of that week because of special circumstances, such as a general or local holiday, breakdown, fire or industrial dispute, the nearest week of an ordinary character. The results cover those workers who were at work for the whole or part of the survey week: thus some workers who were paid for less than a full week would be included.

Weekly earnings

The figures represent gross earnings in the survey week before deductions for PAYE income tax payments, workers national insurance contributions or any other deductions. Also included are payments for supplements, overtime, piecework, shift-work, night-work, those made under guaranteed week agreements and the proportionate weekly value of bonuses paid otherwise than weekly, for example, those paid yearly, half-yearly or monthly. They exclude income in kind.

Weekly hours

The figures show hours worked in the week, excluding main meal breaks, but including all overtime and any hours not actually worked but paid for under guaranteed wage agreements.

Averages

The results cover all classes of manual workers, skilled, semi-skilled and unskilled. Average weekly earnings and average weekly hours were obtained by dividing the total earnings and hours, respectively, by the number of persons in the particular group. Average hourly earnings were obtained by dividing average weekly earnings by average weekly hours.

In view of the wide variations between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workers employed under similar conditions.

Average weekly earnings, hours worked and hourly earnings of manual workers in April 1979*

Industry (Standard Industrial Classification 1968)	Minimum list heading	Numbers shown on returns received	Average weekly earnings	Average hours worked	Average hourly earnings
			£		p
Men (21 years and over)					
Manufacturing:					
Biscuits	213	9,819	93.29	46.9	199.0
Coke ovens and manufactured fuel	261	5,242	99.11	44.8	221.0
Pharmaceutical chemicals and preparations	272	10,233	93.11	45.6	204.1
Insulated wires and cables	362	15,957	95.93	45.4	211.4
Aerospace equipment manufacturing and repairing	383	75,840	96.78	42.6	227.3
Cans and metal boxes	395	7,847	100.65	43.2	233.0
Jute	415	3,200	74.52	43.5	171.3
Other textile industries	429	8,049	—	—	204.5
Leather (tanning and dressing) and fellmongery	431	6,896	75.84	44.0	172.4
Service:					
Dry cleaning, etc	893	382	72.52	44.2	164.1
Repair of boots and shoes	895	984	71.81	41.4	173.3
Youths and boys (under 21 years)					
Manufacturing:					
Biscuits	213	831	65.37	42.3	154.4
Coke ovens and manufactured fuel	261	233	62.27	41.2	151.3
Pharmaceutical chemicals and preparations	272	756	59.90	40.4	148.1
Insulated wires and cables	362	1,002	62.07	40.6	152.7
Aerospace equipment manufacturing and repairing	383	7,085	51.57	39.5	130.4
Cans and metal boxes	395	822	66.29	40.0	165.8
Jute	415	383	53.35	39.6	134.7
Other textile industries	429	364	63.80	40.9	156.1
Leather (tanning and dressing) and fellmongery	431	1,148	53.86	40.7	132.3
Service:					
Dry cleaning, etc	893	80	—	—	—
Repair of boots and shoes	895	410	38.81	40.0	97.0
Full-time women (18 years and over)					
Manufacturing:					
Biscuits	213	8,583	56.70	38.5	147.2
Coke ovens and manufactured fuel	261	5	—	—	—
Pharmaceutical chemicals and preparations	272	8,401	61.12	38.8	157.3
Insulated wires and cables	362	4,004	59.97	38.2	157.0
Aerospace equipment manufacturing and repairing	383	5,894	66.44	38.2	173.9
Cans and metal boxes	395	3,800	63.10	37.9	166.3
Jute	415	1,530	53.39	38.3	139.4
Other textile industries	429	1,224	57.68	37.6	153.2
Leather (tanning and dressing) and fellmongery	431	1,575	51.13	38.1	134.4
Service:					
Dry cleaning, etc	893	511	42.57	38.1	111.8
Repair of boots and shoes	895	416	45.56	38.9	117.1
Part-time women (18 years and over)†					
Manufacturing:					
Biscuits	213	13,431	31.59	22.4	141.0
Coke ovens and manufactured fuel	261	31	—	—	—
Pharmaceutical chemicals and preparations	272	3,329	30.25	20.5	147.7
Insulated wires and cables	362	1,210	32.04	21.5	148.9
Aerospace equipment manufacturing and repairing	383	1,264	33.90	22.0	154.4
Cans and metal boxes	395	2,841	30.37	21.6	140.6
Jute	415	255	23.88	20.7	115.2
Other textile industries	429	329	28.54	19.5	146.5
Leather (tanning and dressing) and fellmongery	431	422	25.85	20.8	124.6
Service:					
Dry cleaning, etc	893	405	21.64	20.3	106.6
Repair of boots and shoes	895	257	22.75	19.8	115.2
Girls (under 18 years)					
Manufacturing:					
Biscuits	213	677	43.85	37.7	116.2
Coke ovens and manufactured fuel	261	—	—	—	—
Pharmaceutical chemicals and preparations	272	644	43.88	39.6	113.6
Insulated wires and cables	362	161	—	—	—
Aerospace equipment manufacturing and repairing	383	109	—	—	—
Cans and metal boxes	395	118	—	—	—
Jute	415	86	—	—	—
Other textile industries	429	44	—	—	—
Leather (tanning and dressing) and fellmongery	431	86	—	—	—
Service:					
Dry cleaning, etc	893	27	—	—	—
Repair of boots and shoes	895	82	—	—	—

* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.

† Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

Employment topics

Petrol costs

With petrol and fuel costs soaring around the world and likely to go higher yet, it may be of interest to know what the impact on the Retail Prices Index is of, for example, a 5p increase in the pump price of a gallon of petrol and other motor fuel.

Petrol prices at garages are part of the regularly collected figures in the transport and vehicles group of the index, so they have a directly calculable effect on the monthly statistics. Derv is almost exclusively for use in commercial vehicles and does not therefore appear in the annual Family Expenditure Survey on which the weights used in the Retail Prices Index are based and has no direct effect on the RPI. With a current weight for petrol (including motor oil) in the index of 33 per 1,000, the direct effect of a general increase of 5p per gallon (or just over 5 per cent) would be to add about 0.2 per cent to the May 1979 level of the "all items" index.

Both petrol and Derv have an indirect effect on the RPI, as they increase the costs, particularly in

road haulage, of producing and distributing goods for consumers. The indirect effects of a 5p rise in the price of a gallon of petrol and of a gallon of Derv are estimated to add approximately 1/10 of one one per cent to the index as a whole, assuming the whole of the increase were passed on in consumer prices. There would be some delay before this increase occurred. Of course this can only be an estimate, based on statistics of the petrol and Derv consumption of goods vehicles and expenditure on road freight. To analyse the indirect effects of petrol and oil price increases, "input-output" statistics can be used to look at how price rises are likely to be passed on.

Estimates, like these, of the indirect effects of fuel cost increases can only give a rough indication of the eventual order of magnitude of the effect on the Retail Prices Index. Much will depend always on how individual companies respond to the increases and to what extent they pass them on in consumer prices.

Disabled people

Returns of unemployed disabled people at June 14, 1979

Section 1	Males	Females	Total
Registered	44,041	7,026	51,067
Unregistered	53,309	14,553	67,862
Section 2			
Registered	6,880	1,434	8,314
Unregistered	2,807	846	3,653

Placings of disabled people from May 5 1979 to June 8 1979

		Males	Females	Total
Registered disabled people	Section 1	3,241	553	3,794
	Section 2	221	71	292
Unregistered* disabled people	Section 1	2,418	763	3,181
	Total placings	5,880	1,387	7,267

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

Special exemption orders, June 1979

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

exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on June 30, 1979, according to the type of exemption granted were:*

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		Total
		males	females	
Extended hours†	23,899	1,233	1,870	27,002
Double day shifts‡	40,457	3,560	2,771	46,788
Long spells	9,083	392	1,197	10,672
Night shifts	60,216	2,233	229	62,678
Part-time work§	14,909	189	229	15,424
Saturday afternoon work	6,192	294	267	6,753
Sunday work	50,795	1,359	2,041	54,195
Miscellaneous	5,950	351	249	6,550
Total	211,501	9,611	8,950	230,062

* The numbers shown are those stated by employees 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 18,305 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Cancer

If there were any doubts about the importance of monitoring people's health at work where there is a recognised incidence of occupational disease, they should be dispelled by a short footnote on the final page of a report* just published by the Health and Safety Executive.

Dealing with health and safety in the furniture and wood working industry, the report mentions a nasal survey of workers regularly carried out by the High Wycombe Furniture Manufacturers Society. In 1974, four cases of nasal cancer were discovered, two of which were found to be in the premalignant condition. The workers concerned were able to be saved from developing malignancies by limited surgery. The footnote in the report revealing this information says that these are precisely the kind of people whom the survey hopes to pick up during routine visits to firms.

It was in 1964 that a raised incidence of a very rare form of nasal cancer was noted among certain types of furniture workers in the High Wycombe area. This was followed up and later confirmed by an epidemiological survey. In 1969 the condition—ethmoidal cancer—was recognised as a prescribed industrial disease.

In the same year the High Wycombe Furniture Manufacturers Society, with the National Union of Furniture Trade Operatives (now the Furniture, Timber and Allied Trades Union), retained an eminent medical expert, initially for three years to carry out a survey of their members' factories. The object was to identify early cases of the condition and its causes.

After the first year the survey was limited to woodworkers and after a few more years to those over 35 who had worked in the industry for at least 15 years.

The survey has continued ever since on an annual basis, examining about 1,500 people including around 100 retired workers. One of the difficulties with the survey is that the latent period of the cancer appears to be very long. The cases so far noted are in people who began work in the trade before 1945 and before there was efficient dust control. This fact underlines the need to maintain dust control at least to the published Threshold Limit Value. The annual incidence of ethmoidal cancer certainly appears to be diminishing slowly—possibly because dust control is now better.

* Furniture and Woodworking: Health and Safety 1977 HMSO £1.00 plus postage.

British Rail

The regular surveys held by the Department of Employment into the earnings and hours of manual workers do not cover British Rail.

For a number of years, however, the British Railways Board has provided information about the earnings and hours of manual workers in its employment.

The table below gives a summary of the information available for the pay-week ended April 7, 1979. Information for April 1978 was published on page 951 of the August 1978 issue of *Employment Gazette*.

European Social Fund

Details of individual grants made under the latest allocation from the European Social Fund (see News and Notes) are as follows:

—Private company, Dewsbury, W. Yorkshire: re-training of production staff to avert redundancy of 47 workers on trouser manufacture £7,560.

—Manpower Services Commission, (ESD and TSD): training for 2,000 people and resettlement schemes for 40 working in the textile and clothing industry affected by reorganisation and who seek new employment within this industry or outside £1,738,706.

—Department of Employment—on behalf of various private companies vocational training of 3,000 employees facing threat of redundancy in the textile and clothing industries, permitting entry into existing or newly created jobs £750,000.

—Northern Ireland—Road Transport Industry Training Board—Department of Manpower Services: recruit, give basic training, and find permanent employment in retail trade, as motor mechanics, for 60 young unemployed people £30,339.

—Northern Ireland—Department of Manpower Services—Youth Opportunities Programme for Northern Ireland: job creation schemes, work experience courses and work preparation units for 9,104 unemployed first-job seekers £7,049,750.

—Northern Ireland—Department of Education: vocational courses for 3,000 unemployed people under age 19 with difficulty in finding a job, for lack of qualifications and difficulty in relating to society £1,435,240.

—Northern Ireland—Department of Manpower Services: Training for 783 young first job seekers in construction skills; employment is assured in small and medium sized construction firms £1,149,433.

Earnings of manual workers—British Rail

	PAY-WEEK ENDED OCTOBER 7, 1978			PAY-WEEK ENDED APRIL 7, 1979		
	Numbers	Average Weekly earnings	Average hours worked	Numbers	Average weekly earnings	Average hours worked
		£			£	
Male adults						
Wages other than workshop	90,677	86.54	48.5	911,134	86.63	48.7
Workshop wages staff	41,969	86.50	45.1	42,446	89.76	46.0
All wages staff	132,646	86.53	47.4	133,580	87.62	47.8
Male juniors	5,959	44.91	38.9	5,416	48.10	38.9
Female adults						
Full-time	3,243	59.61	43.1	3,333	58.83	43.2
Part-time	589	23.85	26.2	599	25.44	26.3
Female juniors	58	40.29	39.4	63	45.44	40.2

—Northern Ireland—Department of Health and Social Services: medical rehabilitation services aimed at returning about 43,750 people to open employment £969,375.

—Northern Ireland—Department of Manpower Services: training about 5,529 disabled and handicapped persons to return to, obtain, or retain employment £506,197.

—Northern Ireland—Road Transport Industrial Training Board: continuous training programme for higher qualifications of 12 people already employed £9,913.

—Northern Ireland—Department of Manpower Services for private industrial companies: continuous training programme in companies in the food, drink and tobacco industry for 3,500 people who are unemployed, threatened with redundancy, or employed and seeking higher qualifications £1,000,000.

—Northern Ireland—Department of Education: continuous training of 510 unemployed young people who have already been employed £205,645.

—Northern Ireland—Department of Manpower Services: continuous training for unemployed persons (The Junior Management Development Programme) and higher qualifications for employed workers (Specialised Managers Bursary Scheme) for 181 persons £155,687.

—Northern Ireland—Department of Manpower Services: continuous training of 5,450 unemployed people, those threatened with redundancy and those training for higher qualifications £1,818,957.

—Northern Ireland—Department of Manpower Services: continuous training programme for 6,511 unemployed people £3,741,573.

—Northern Ireland—Department of Manpower Services: induction and off-the-job training through Enterprise Ulster of 275 unemployed people £213,991.

—Scotland, North and North-West Regions of England—Manpower Services Commission: provide

64,000 unemployed young people aged 16–18 with practical work experience in a variety of jobs within framework of planned work experience provided by employers £6,755,300.

—Scotland, North and North-West Regions of England—Manpower Services Commission: courses to assist 765 young people under 18 who are physically or mentally handicapped to settle into permanent employment £184,677.

—Scotland, North and North-West Regions of England—Department of Employment for the Manpower Services Commission: training courses for unemployed first job seekers under 19, to help prepare the 35,400 young people for working life £7,529,000.

—Welsh Development Agency: continuous training for 520 unemployed persons who either have a job assured or are threatened with unemployment but where training will help retain their job £100,000.

—Private company, Manchester: training for 483 persons for whom a job is assured £120,970.

—Manpower Services Commission (ESD): continuous programme of transfer with training of 600 unemployed persons where a job may be regarded as assured £544,401.

—Council for Small Industries in Rural Areas: training of 1,440 unemployed and under-employed young people, and others in a variety of skills for employment in small companies £86,075.

Redundancy Fund

Redundancy Fund transactions for April 1 to June 30, 1979, concerned 63,407 employees, including 265 government employees. They received payments totalling £54,192,000. Employers liable to make payments contributed £29,008,000 net of rebate; the cost to the fund in rebates to employers and direct payments to employees was £25,184,000. The fund is financed by contributions from

Dock Labour Board

The annual report of the National Dock Labour Board shows that the overall average daily demand for labour continued to decline throughout 1978. It dropped from 22,263 in 1977 to 20,161 last year, a fall of 9.4 per cent.

While the majority of local board areas were affected, significant drops occurred in London (883 workers, 13.6 per cent), Liverpool (540, 10.8 per cent) and South Coast (267, 15.9 per cent).

The average daily number actually working reflected the falling demand; at 19,601 it was 7.9 per cent lower than the previous year (21,287). The average daily surplus of labour rose from 2,605 to 3,802.

The board is particularly disappointed with the increase in the surplus because it had hoped to see the downward trend of recent years continue.

Stoppages caused by disputes were lower in 1977; 59,519 working days were lost in 1978 as against 76,783 the year before. The number of stoppages dropped from 159 to 100, the lowest recorded since 1962.

During the year, the board's eight training centres provided 3,292 (3,661 in 1977) trainee/weeks covering 4,941 (3,440) registered dock workers. The number of trainees attending safety courses more than trebled, rising from 433 in 1977 to 1,599 in 1978.

* Annual Report and Accounts 1978; National Dock Labour Board, 22–26 Albert Embankment, London SE1 7TE; 50p.

employers in general.

Analysis of the figures for all payments made during the quarter shows that industries in which highest numbers were recorded are (figures to the nearest 100) distributive trades (7,300) construction (7,100) mechanical engineering (6,200) metal manufacture (4,200) textiles (4,200) miscellaneous services (3,300) electrical engineering (3,300).

Statutory recognition

The Council of the Advisory, Conciliation and Arbitration Service (ACAS) believes that ACAS cannot satisfactorily operate the statutory trade union recognition procedures in the light of the increasing difficulties which it is encountering.

This view was conveyed to Employment Secretary Jim Prior recently in a letter from ACAS chairman Mr Jim Mortimer.

The letter says that ACAS's "essential discretion" has been shown by judicial decisions to be much narrower than the Service originally thought Parliament intended.

The full text of the letter is below.

"Dear Mr Prior,

In its annual report for 1978 the Council commented on the operation of the statutory provisions for dealing with trade union recognition issues. The Council said that the Service's essentially voluntary role in conciliation and the provision of advice did 'not sit easily with the statutory duties in sections 11-16 of the Employment Protection Act'. A number of factors contributed to this view and there have since been developments which have deepened the Council's uneasiness. The Council considered the matter further at its meeting on June 27 and desired that I should write to you to draw your attention to its views.

Voluntary agreement

The Service has always approached its duties under the statutory provisions in the generally held belief that the best means of resolving industrial relations problems is by voluntary agreement. In fact, over 80 per cent of the references on which ACAS action has been completed have been settled voluntarily, that is the reference has been withdrawn and no report issued under section 12. As a result of such settlements by December 31, 1978 some form of collective bargaining has been extended to over 40,000 employees. This compares with the total of just over 10,000 who have obtained the benefits of collective bargaining through the 20 per cent of references which have gone through the full statutory procedure and resulted in reports published under section 12.

During the same period, considerably more recognition issues were referred to the Service under the voluntarily, that is the reference has the Act than were referred under section 11 (although some section 2 references do in fact become section 11 references where the trade union fails to secure recognition through the former). The table shows the comparative figures from February 1976 to May 31, 1979.

	s. 2	s. 11
1976	769	461 (in 11 months)
1977	677	577
1978	539	279
1979 (in 5 months)	205	99

In seeking to promote the settlement by agreement of recognition issues referred under the statutory provisions the Service has acted in the belief that ACAS was invested by Parliament with considerable discretion as to how it conducted its affairs. The Council understood that its constitution reflected Parliament's intention to bring together the collective wisdom of both sides of industry with a view to enabling the Service to carry out its general duties under s. 1(2) of the Act. This belief is reinforced by the provisions in the Act relating to the Service's functions of conciliation, arbitration, advice and inquiry and the preparation of codes of practice, all of which allow the Service to exercise discretion in carrying out its duties.

Discretion

The statutory provisions on trade union recognition also allow for the Service to exercise an element of discretion in carrying out its duties. Under these provisions the Service has to consult all parties who it considers will be affected by the outcome of a reference and to 'make such inquiries as it thinks fit'. The Service has also to ascertain the opinions of workers to whom an issue relates 'by any means it thinks fit'. The Service was therefore intended to have a considerable degree of discretion in carrying out not only its general duties under section 1(2) but also its specific duties under sections 11 and 14 of the Act.

A body such as the Council of ACAS requires this discretion in order to function properly. To reconcile the conflicting approaches of the two sides of industry to a matter like trade union recognition the Service has to find ways in which compromises can be reached. This essential discretion is now seen, as a result of judicial decisions, to be much narrower than the Service originally understood was Parliament's intention. The Council has become increasingly conscious of the growing incompatibility between some of its statutory duties and the actions it would have preferred to take on the grounds of good industrial relations practice. Finally, the continued operation of the Council has been brought into question as a result of judicial comment on the role of Council members, requiring it to adopt a much

more constrained legal procedure.

The Council, it should be clear, is not here commenting on the substance of the judicial decisions but on their effect on the practical operation of the Council and the Service. The Council is, however, concerned that its effectiveness in developing the voluntary approach to industrial relations problems is being undermined by the impression which is created by the number of cases under section 11 in which are involved in the courts.

Compatibility

The Council believes that some of the duties imposed on the Service by the provisions of sections 11-14 are not necessarily compatible with its duty to promote the improvement of industrial relations. For example, the Service has a duty to pursue and complete any reference made to it in respect of any group of workers that a trade union cares to define. In some instances, for the Service to proceed with these duties will be injurious to good industrial relations. The Service, however, has no discretion not to proceed however much it believes that its intervention would be harmful. This is particularly so in cases of competitive claims by unions which the Act appears to have encouraged. Examples have been seen in the water industry and amongst polytechnic teachers where the Act has been used as a vehicle for outside unions to challenge those already recognised by the employer through existing collective bargaining machinery.

The Grunwick case established that the Service has a mandatory duty to ascertain the opinions of workers to whom a recognition issue relates. The statute provides for no discretion, so that even where an employer or a union refuses co-operation, the Service is left with a duty it cannot perform. The procedures are therefore statutorily binding on ACAS whilst leaving employers and unions free to co-operate with the Service on a voluntary basis. In some cases this has resulted in ACAS being unable to report under section 12 of the Act (as with the Michelin and Grunwick cases).

Findings

The Court of Appeal in the UKAPE/W. H. Allen case, in addition to the matters discussed below, has said that the Service is obliged to make findings on a whole series of matters which it may consider irrelevant or unnecessary and in some cases harmful to industrial relations. For example, the Service could be required to pronounce on the appropriateness of a trade union for a particular group of workers.

This would be quite contrary to the normal traditions of British industrial relations where trade unions organise on the basis of spheres of influence rather than on imposed structural criteria. Similarly, the Service could be required to pronounce on the appropriateness of a particular bargaining group even in cases where it does not intend to make a recommendation. This could prejudice the emergence of a more appropriate grouping in future.

On the other hand, the Act gives ACAS no guidance as to the criteria to be adopted in determining a bargaining group or the level of support which it should consider appropriate in deciding a recognition issue beyond the general formulations in section 1. Nor has it been possible for the Council to agree on any such criteria which would be generally applicable. The absence of criteria has made the decision-making duty of the Council increasingly difficult, and one which can only be carried out at all by the exercise of a wide discretion. As time passes without criteria, the risk increases of the Council making apparently conflicting decisions on similar facts which may lead to the Council appearing to outsiders to be inequitable or partisan to the detriment of the impartial traditions of the Service in other areas such as conciliation and advisory work. There is also the risk of the Council being unable to reach, in some cases, agreed conclusions.

Exercise discretion

The Council accepts that the exercise of any discretion invested in ACAS by Parliament can be subjected to scrutiny by the Courts but such legal decisions are now having a serious effect on the way in which the Service carries out its duties. Thus, in the UKAPE/W. H. Allen case, ACAS was held to have failed to take into account a number of factors which the Court considered to be relevant and moreover took the view that ACAS had exercised its discretion unreasonably by taking into account certain other factors, such as threats of industrial action. If this decision is upheld by the House of Lords, the Service will be further inhibited in exercising its industrial relations judgment in recognition cases. It might lead to the Service being required to recommend the break-up of existing negotiating machinery or the fragmentation of the existing grouping of an employer's work-force and could reduce the Service to the role of a balloting agent.

Similarly, in the recent case brought against the Service by the Engineers' and Managers' Association, the discretion which the Service believes it possesses to defer proceeding with its inquiries whilst

there is a relevant unresolved issue being considered through the TUC's Bridlington procedures (or any other established procedures) was removed. This could undermine those voluntary procedures by providing an alternative route for dealing with the problem. This development runs counter to the general approach to industrial relations problems, both by ACAS and by its predecessors in the Government service, since 1896, that issues should be settled by the parties through the various agreed voluntary procedures before third parties intervene. This loss of discretion to defer carrying out part of the statutory procedures also seems likely to apply in all cases where the Service

would prefer on industrial relations grounds to await the outcome of other relevant developments before proceeding.

The courts have now confirmed that ACAS is to be regarded as a tribunal when considering recognition issues. All the legal rules and principles of tribunals should be applied. There is therefore a risk that many decisions of the Service might be challenged because Council members have taken part in decisions in which, it might be alleged, they have a vested interest. Given the nature of the constitution of the Council, which the statute intends should draw experience from both sides of industry, it is clearly unrealistic to expect some of those

same members not to take part in the deliberations on an important industrial relations matter. In the view of the Council it would be contrary to the intentions of Parliament expressed on Schedule 1 to the Act that certain members should be disenfranchised. Should that remain the position the Council could not continue to function.

The experiences of three years of operation of the statutory procedures have shown the difficulties of operating without criteria and the damaging effect on industrial relations which can result from the courts' interpretation of the statute. The Service's ability to exercise its own judgments in recognition matters has always been circumscribed

Yours sincerely
J. E. Mortimer"

Royal National Institute for the Blind — annual report

During the year to March 31, 1979, The Royal National Institute for the Blind (RNIB) recommended the Manpower Services Commission to provide 40 partly sighted workers with closed circuit television systems which help those with little sight to read.

The RNIB annual report says that special equipment like this is important: in helping blind people find jobs, but potential employers do not always realise that they might not have to pay for it.

The RNIB provides among other things job placement, rehabilitation and training services for blind people. For this work, it receives grants from the Manpower Services Commission (MSC), and co-operates with its various divisions. In its annual report for 1978/79, the RNIB stresses this co-operation between voluntary and statutory bodies.

Specialist team

For job placement, the institute has a specialist team of careers and employment officers which works

closely with MSC resettlement officers. The RNIB is primarily concerned with commercial and professional employment, while the MSC caters for predominantly industrial work.

The RNIB team helped to find jobs for 251 people during the year. According to the report, social work, music, typing, teaching and computer programming are among the jobs done by blind people.

Important scheme

The RNIB's homeworker scheme, run from Reigate, has become even more important this year, says the report, because of the general employment situation.

MSC contributes towards the costs of administration, providing working accommodation and equipment. The scheme helped 150 self-employed people last year. These included basket workers and chair caners, market gardeners, small-holders and music teachers.

1979 has seen the publication of the report of a working party to investigate ways of expanding work-

ing opportunities for the blind. The working party included staff of the MSC, RNIB, National League of the Blind and Disabled, and the National Federation of the Blind.

A blueprint

This report, says the RNIB, "is a blueprint for the development of UK employment services for the next decade and may help other countries who are planning and developing vocational services for the blind".

Rehabilitation services have been provided by the RNIB for 40 years. For most of that time, the institute has acted as agent for the Department of Employment, and more recently for the MSC.

ESD sponsorship

During the year, 306 people sponsored by the MSC's Employment Service Division (ESD) attended the RNIB's Manor House at Torquay which helps newly-blind people to prepare to return to work. At ESD's instigation, new machinery was installed to increase the

range of contracts for engineering components, and the team of mobility instructors was increased. A new commercial department was also opened.

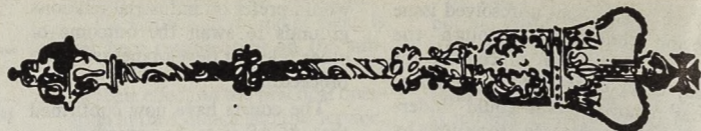
A greater emphasis is being put on training people to use what little sight they have to best advantage. For instance, a draughtsman whose sight had deteriorated was able to return to his drawing office after learning to use modern low vision aids.

Commercial training

The Training Services Division of the MSC supports students at the RNIB's commercial training college in London where students learn shorthand and audio typing, switchboard operation and computer programming.

The institute reports that more blind people are becoming programmers and systems analysts; there are now about 150 in employment. And despite automation, switchboard operating is still a popular job.

Questions in Parliament



A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between July 3 and July 27 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Employee participation

Mr Peter Bottomley (Greenwich, Woolwich West) asked the Secretary of State for Employment, if he would make a statement on employee participation.

Mr Mayhew: The Government welcomes close involvement by workers, whether or not they are trade union members, in decisions which affect them at their place of work. We believe that the best way to bring this about is by the voluntary development of participation by joint agreement between employers and their employees. It would be wrong, in our view, to impose by law a blanket system of participation in every company. We strongly favour genuine worker involvement in a way best suited to the circumstances of individual companies and their employees.

(July 17)

Disabled people quota

Mr Michael Meacher (Oldham West): asked the Secretary of State for Employment, in each of the last 10 years, how many prosecutions had been undertaken for contraventions of the 3 per cent disabled persons employment quota under the Disabled Persons (Employment) Act, 1944; how many convictions had been obtained; what average penalties had been imposed; and what action he was taking to secure a much higher degree of compliance with this requirement of the Act.

Mr Lester pursuant to his reply July 2 1979 gave the following information: I am informed by the Manpower Services Commission that in the last ten years five employers have been prosecuted. The nature of each prosecution and the result were as follows:

Year	Relevant section	Results
1973	Section 9 (5) (Discharging without reasonable cause a registered disabled person—contrary to the provisions of the quota scheme)	Fine of £100
1974	Section 9 (5) (Discharging without reasonable cause a registered disabled person—contrary to the provisions of the quota scheme)	Case dismissed
1975	Section 9 (2) (Taking or offering to take into employment a person not registered as disabled—contrary to the provisions of the quota scheme)	Fine of £5 on each of two charges
1975	Section 9 (2) (Taking or offering to take into employment a person not registered as disabled—contrary to the provisions of the quota scheme)	Fine of £25 on each of two charges
1975	Section 9 (2) (Taking or offering to take into employment a person not registered as disabled—contrary to the provisions of the quota scheme)	Fine of £100 on each of two charges

Department of Employment Ministers

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

Earl of Gowrie, Minister of State

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

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

Since 1977 the MSC, with the support of the National Advisory Council on the Employment of Disabled People, has conducted a campaign based on the booklet *Positive Policies* with the emphasis on persuasion rather than compulsion in the interests of helping disabled people get and keep worthwhile jobs, and there is a programme of visits to employers by disablement resettlement officers and plans for a major promotional campaign in the autumn. Despite continuing high unemployment these efforts have contributed to encouraging results with nearly 59,000 disabled people placed in employment in 1978/79 compared with 54,000 in 1977/78 and 50,500 in 1976/77.

The MSC recognises the difficulties facing employers in satisfying quota, particularly as only disabled people who voluntarily register count towards quota. The quota scheme is therefore now being reviewed by the Commission and a discussion document was issued by them in May which explores all the options for the future and invites the comments of interested parties. (July 3)

Retraining in industry

Mr Tim Rathbone (Lewes) asked the Secretary of State for Employment, what new plans he had for government encouragement of retraining in industry.

Mr Lester: I am informed by the Manpower Services Commission that encouragement of adult retraining in industry is one of the aims of the Commission's *Training for skills* programme which is administered through the Industrial Training Boards and other national training bodies. Government funds are available where needed to meet key objectives.

(July 23)

Young people

Mr Alexander Lyon (York) asked the Secretary of State for Employment, if he would define precisely how the length of time for which young people remain in the youth opportunities programme was to be reduced.

Mr Lester: I am informed by the Manpower Services Commission that young people may remain on the Youth Opportunities Programme for up to 12 months, as has been the case since the programme's inception. Precise information on how long young people stay on the various elements of the programme is not available but a recent survey of the four work experience elements suggests that the average duration of stay on these elements is less than had been thought hitherto. This will make for reductions in planned expenditure. In particular, it seems that young people on work experience schemes on employers' premises, who account for more than half of all those in the programme, are staying on average for about five months rather than six.

(July 25)

Earnings and prices

Mr David Knox (Leek) asked the Secretary of State for Employment, if he would publish in the Official Report a table showing for each year since 1973 for each member of the Organisation for Economic Co-operation and Development: (a) the increase or decrease in hourly earnings and (b) the increase or decrease in hourly earnings after account was taken of inflation.

Mr Lester: The available data are given in the following table. Caution is required in making comparisons because of differences in coverage and methods of compilation used in the various countries. Some of these differences for earnings figures are indicated in the footnotes.

(July 26)

Year-on-year increases in gross earnings (male and female manual workers) and consumer prices

Country	Gross hourly earnings per head in manufacturing (%)					Consumer prices (%)				
	1973-74	1974-75	1975-76	1976-77	1977-78	1973-74	1974-75	1975-76	1976-77	1977-78
United Kingdom (a)	17	26	16	10	15	16	24	17	16	8
Australia (b) (c)	27	19	15	11	7	15	15	13	12	8
Austria (b) (d)	16	13	9	9	6	10	8	7	5	4
Belgium (e)	21	20	11	9	7	13	13	9	7	4
Canada	13	16	15	10	10	15	10	9	11	10
Denmark (d)	21	19	13	10	8	17	18	14	13	7
Finland (f)	23	20	16	8	13	14	12	10	9	9
France (b)	18	17	14	13	13	14	12	10	9	9
Germany (FR)	10	8	8	6	5	7	6	4	4	3
Greece	26	25	29	21	24	27	13	13	12	13
Ireland	20	29	17	15	..	17	21	18	14	8
Italy (b)	22	27	21	28	16	19	17	17	18	12
Japan (g)	26	11	13	10	7	24	12	9	8	4
Luxembourg	23	10	15	9	..	10	11	10	7	3
Netherlands (b)	18	14	9	8	5	10	10	9	6	4
New Zealand (f) (h)	14	14	12	13	13	11	15	17	14	12
Norway (c)	18	19	17	10	8	10	12	9	9	9
Spain (f)	15	29	31	22	26	16	17	18	24	20
Sweden (d)	11	15	18	7	9	11	9	11	11	10
Switzerland (g)	14	7	2	2	3	10	7	2	1	1
United States	8	9	8	8	9	11	9	6	7	7

Main Source: OECD—Main Economic Indicators.
Notes: .. Not available
(a) Wages and salaries on a weekly basis
(b) Hourly wage rates
(c) Males only

(d) Including mining
(e) Including mining and transport
(f) All industry
(g) Monthly earnings
(h) Weekly rates; data prior to 1978 relate to males only.

Temporary employment

Mr Alexander Lyon (York) asked the Secretary of State for Employment, in what way the criteria for entry to special temporary employment programme schemes were to be tightened to ensure that a higher proportion of entrants were drawn from the long-term unemployed.

Mr Lester: Sponsors of schemes under the Special Temporary Employment Programme were formerly required only to give preference in recruitment to long-term unemployed workers. Recruitment to scheme has now been restricted to those people aged 19-24 years who have been unemployed for more than six months, and those aged 25 years and over who have been unemployed for more than 12 months. If no suitable long-term unemployed workers are available, exceptions may be made for scheme managers and supervisors and for skilled manual workers whose employment is essential to the efficient running of schemes.

(July 24)

Apprenticeship

Mr Alexander Lyon (York) asked the Secretary of State for Employment, whether the cut of £9.8 million in funding to industrial training boards and other bodies would lead to a reduction in the number of apprenticeships available.

Mr Lester: I am informed by the Manpower Services Commission that it is not

possible at the present time to say what effect, if any, the cuts will have on the number of apprenticeships available.

The industrial training boards have been given wide discretion by the MSC to apply the cuts in ways least damaging to their training objectives and are currently considering how this may best be done. In the case of other bodies, the effect of the cuts on the number of apprenticeships available in the non-ITB Sector is likely to be minimal. MSC has emphasised its continuing support for the training for skills programme, which has the maintenance of adequate apprentice training as one of its principal objectives. (July 19)

Training allowance

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment, if he would consider extending payment of training allowance to bona fide trainees outside the training opportunities scheme.

Mr Lester: I am informed by the Manpower Services Commission that since the introduction of TOPS in 1972 it has operated within a framework of rules designed to enable it to concentrate on providing training in needed skills for adults who are unemployed or changing their jobs; and to avoid supplanting established arrangements for the initial training of young people and further training of existing employees. In its recent

Questions in Parliament

Health and safety

Mr Bob Cryer (Keighley) asked the Secretary of State for Employment, whether he anticipated that the £50 per annum charge for an information service from the Health and Safety Executive would adversely affect small firms; and whether he would instruct the Health and Safety Executive to cater for small firms by removing the proposed charge.

Mr Mayhew: I am advised by the chairman of the Health and Safety Commission that it is not anticipated that the charge of £50 per annum for the *News Bulletin Service* will adversely affect small firms.

The *News Bulletin Service* is a supplementary service to the Health and Safety Executive *Newsletter* which is widely distributed at nominal cost.

(July 27)

Retail Prices Index

Mr Gwilym Roberts (Cannock) asked the Secretary of State for Employment, what plans he had for changing the index for cost of living measurement; if he would ensure that whatever changes were made he would still make available each month a retail price index based on the existing system of calculation; and if he would make a statement.

Mr Lester: My rt hon Friend has no plans to change the coverage or method of compilation of the Retail Prices Index and the index will continue to be published in its present form. The Government recognises, however, that the purchasing power of people's earnings is affected not only by the increase in prices but also by direct taxation and it is actively considering the most appropriate statistical presentation of these effects. The Government will set out its proposals in due course.

(July 11)



review of the scheme, MSC proposed that these rules should continue subject to certain modifications. These would include provision for selective relaxation of the normal TOPS ban on training for a specific employer, chiefly to enable payment on a selective and discretionary basis of training allowances for a period of on-the-job training or further experience for employees recruited from TOPS courses. Plans are in hand to implement this recommendation; the rate of progress is subject to the current review of MSC expenditure.

(July 16)

Stoppages of work

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

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

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

The number of stoppages beginning in July* which came to the notice of the Department was 141. In addition, 49 stoppages which began before July 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 104,100 consisting of 45,700 involved in stoppages which began in July and 58,400 involved in stoppages which had continued from the previous month. The latter figure includes 1,800 workers involved for the first time in July in stoppages which began in earlier months. Of the 45,700 workers involved in stoppages which began in July, 39,000 were directly involved and 6,700 indirectly involved.

The aggregate of 581,000 working days lost in July includes 326,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during July

Selective strike action by members of the Institution of Professional Civil Servants, which began on June 22, continued during July. At the end of the month, however, the issue was referred to the Civil Service arbitration tribunal and all industrial action was then called off.

A four-week dispute at a Birmingham confectionery factory over the company's plans for continuous manning of a new production line, ended on July 18. Industrial action included a one-day token stoppage, blocking supplies to the plant which resulted in various groups of workers being laid off on a daily basis, and from July 5, a total stoppage of work by about 4,500 workers. Meetings between management, union officials and ACAS led to an agreement to return to work pending further talks concerning the introduction of the new shift pattern.

Breakdown in negotiations over pay led to a stoppage of work on July 2 by over 1,600 process workers at a Manchester breakfast cereal factory. Talks aimed at seeking a solution to the dispute, which was unresolved at the end of the month, have been held under the auspices of ACAS.

At a Coventry car assembly plant over 2,000 workers withdrew their labour on July 2 in support of a claim for an improved pay offer. A further 170 men at the component packaging depot stopped work on July 9 and on the following day about 3,000 employees at the engine plant joined the strike. The dispute remained unresolved at the end of the month.

Stoppages of work by industry group

Industry group SIC 1968	Jan to July 1979			Jan to July 1978		
	Stop- pages begin- ning in period	Workers in- volved	Working days lost	Stop- pages begin- ning in period	Workers in- volved	Working days lost
Agriculture, forestry, fishing	—	—	—	1	†	†
Coal mining	147	27,500	63,000	208	76,800	138,000
All other mining and quarrying	6	700	9,000	10	900	2,000
Food, drink and tobacco	50	40,700	456,000	65	24,000	188,000
Coal and petroleum products	—	—	—	3	1,000	7,000
Chemicals and allied industries	35	12,400	61,000	27	5,800	36,000
Metal manufacture	82	25,300	205,000	79	31,800	217,000
Engineering	230	104,100	1,096,000	212	72,900	463,000
Shipbuilding and marine engineering	31	14,700	220,000	24	31,300	119,000
Motor vehicles	103	96,400	414,000	114	116,700	831,000
Aerospace equipment	19	24,900	126,000	22	14,900	196,000
All other vehicles	9	3,200	9,000	11	12,800	132,000
Metal goods not elsewhere specified	77	19,100	137,000	78	18,800	133,000
Textiles	25	6,600	44,000	36	7,900	66,000
Clothing and footwear	17	4,400	28,000	19	4,700	28,000
Bricks, pottery, glass cement, etc	20	3,800	26,000	30	10,800	90,000
Timber, furniture, etc	10	1,100	7,000	17	3,100	12,000
Paper, printing and publishing	24	19,300	590,000	53	10,100	82,000
All other manufacturing industries	37	31,400	75,000	39	12,400	139,000
Construction	104	19,900	147,000	118	23,500	273,000
Gas, electricity and water	12	8,400	31,000	8	2,300	28,000
Port and inland water transport	35	14,200	74,000	47	16,300	75,000
Other transport and communication	45	158,300	1,119,000	80	50,600	108,000
Distributive trades	22	4,900	42,000	31	4,400	31,000
Administrative, financial and pro- fessional services	68	1,808,300	3,048,000	51	49,100	333,000
Miscellaneous services	17	3,700	20,000	15	1,400	10,000
All industries	1,222	2,453,200	8,049,000	1,384	604,300	3,738,000

Causes of stoppages

Principal cause	Beginning in July 1979		Beginning in the first seven months of 1979	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	101	33,600	753	2,080,400
—extra-wage and fringe benefits	6	1,200	26	4,800
Duration and pattern of hours worked	1	100	18	6,400
Redundancy questions	6	800	35	34,700
Trade union matters	3	100	50	11,000
Working conditions and supervision	4	400	82	11,900
Manning and work allocation	12	1,600	136	21,100
Dismissal and other disciplinary measures	8	1,200	122	89,800
Miscellaneous	—	—	—	—
All causes	141	39,000	1,222	2,260,100

Duration of stoppages ending in July 1979

Duration of stoppage in working days	Not more than		Stop- pages	Workers directly involved	Working days lost by all workers involved
	1	2 or more			
—	1	21	7,200	7,000	
1	2	13	2,100	4,000	
2	3	20	5,200	17,000	
3	6	25	3,000	15,000	
6	12	23	4,200	42,000	
12	—	29	11,200	265,000	
All stoppages		131	33,000	350,000	

* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press; continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 850 of this issue. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.

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

Statistical series

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Conventions. The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
□	provisional
—	break in series
R	revised
e	estimated
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1958 or 1968 edition as indicated)

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.

UNEMPLOYMENT**By entitlement to benefit**

TABLE 112

GREAT BRITAIN		Receiving unemployment benefit only	Receiving unemployment benefit and supplementary allowance	Receiving supplementary allowance only	Others registered for work	All unemployed
1974	May	172	58	186	119	535
	Nov	209	67	201	144	621
1975	Feb	271	91	236	159	757
	May	303	96	252	162	813
	Nov	421	124	373	202	1,120
1976	Feb	483	152	416	202	1,253
	May	454	143	420	203	1,220
	Nov	..	..	..	..	..
1977	Feb	469	144	535	217	1,365
	May	427	136	511	211	1,286
	Nov	470	129	574	265	1,438
1978	Feb	480	138	561	267	1,446
	May	426	117	528	254	1,325
	Nov	419	94	537	280	1,331

British Labour Statistics Yearbook 1976

This series of yearbooks follows the publication of British Labour Statistics: Historical Abstract 1886-1968 (HMSO 1971). The yearbooks bring together, in a single volume for each calendar year, all the main statistics published in the Department of Employment Gazette for years from 1969 onwards; so that the yearbooks, together with the Historical Abstract for years up to 1968, provide a convenient standard source of reference. This 1976 Yearbook contains 372 pages including graphs, tables and a list of appendices. The topics covered include wage rates and normal hours, earnings and hours worked, unemployment, membership of trade unions, industrial disputes and accidents and labour costs. This will be a most valuable source-book for everyone concerned with the study and formulation of economic policies.

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UNEMPLOYMENT Selected countries: national definitions

TABLE 113

THOUSAND

	United Kingdom*	Belgium†	Denmark‡	France*	Germany* R	Ireland†	Italy††	Netherlands*	Austria*	Greece*	Norway*	Spain* R	Sweden‡	Switzerland*	Australia*	Japan‡	Canada‡ R	United States‡	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1974	615**	600**	105	50	498	583	48	997	135	41	27	10.7	150	80	0.2	122	740	521	5,076
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830
1976	1,359**	1,270**	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288
1977	1,484	1,378	264	164	1,073	1,030	82	1,378	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856
1978	1,475	1,376	282	190	1,167	993	75	1,523	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047
Quarterly averages																			
1977 Q4	1,499	1,423	287	181	1,181	1,016	78	1,478	209	62	34	16.2	630	81	10.2	377	1,047	825	6,149
1978 Q1	1,506	1,456	292	216	1,108	1,179	82	1,562	216	84	44	21.1	741	99	13.6	429	1,343	1,001	6,705
Q2	1,428	1,343	274	182	1,047	930	76	1,475	186	47	23	15.3	786	86	9.3	396	1,240	933	5,823
Q3	1,571	1,369	271	173	1,179	904	71	1,488	209	37	20	18.0	837	106	7.9	388	1,203	881	6,055
Q4	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	903	84	11.2	410	1,163	829	5,605
1979 Q1	1,436	1,397	299	203	1,337	1,088		1,691	222	87	49	32.0	948	100	14.5	475	1,277	969	6,360
Q2	1,328	1,258	284		1,261	805		1,580	193	46	21		1,011	85	10.3		859	859	5,683
Monthly																			
1979 Feb	1,452	1,412	301	206	1,342	1,134		1,708	226	93	50	32.9	944	94	14.2	482	1,210	954	6,484
Mar	1,402	1,371	294	192	1,313	958		1,682	210	68	41	29.5	974	88	12.1	448	1,350	976	6,165
April	1,341	1,315	290	171	1,291	876		1,618	194	56	28	26.8	995	86	11.1	437	1,240	943	5,561
May	1,299	1,260	285	149	1,259	775		1,575	188	47	19	21.2	1,009	72	10.6	425	1,110	836	5,253
June	1,344	1,200	276		1,233	763		1,548	198	34	17		1,030	97	9.3		798	798	6,235
July	1,464	1,249	289			804									8.6	‡‡			
Percentage rate latest month	6.1		10.6	5.7	6.5	3.5	10.6§§	7.2	4.8	1.2	1.2	1.1	7.8	2.2	0.3	6.6	2.0	7.0	6.0
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1977 Q4		1,422	276	172	1,084	1,023	80		205	55	33	14.3	633	81			1,124	895	6,492
1978 Q1		1,416	279	183	1,061	1,011	78		205	58	30	17.0	725	88			1,173	901	6,179
Q2		1,389	285	184	1,139	1,000	76		202	58	28	18.4	781	97			1,251	922	6,028
Q3		1,368	284	186	1,234	995	74		206	59	30	20.8	852	107			1,288	921	6,027
Q4		1,334	281	189	1,224	952	72		209	60	35	23.8	907	85			1,251	900	5,908
1979 Q1		1,357	287	176	1,285	920			211	60	35 e	27.9	934	88			1,118	882	5,878
Q2		1,304	295 e		1,369	875 e			210 e	57 e	27 e		1,007 e	94			855	855	5,880
Monthly																			
1979 Feb		1,367	288	174	1,285	922			213	61	36	28.7	930	84			1,049	872	5,881
Mar		1,362	291	175	1,313	883			211	57	32 e	27.6	955	88			1,152	876	5,871
April		1,327	293	164	1,339	874			206	57	26 e	27.0	974 e	87			1,224	880	5,937
May		1,306	296	153	1,376	870			210	59	26 e	25.5 e	1,003 e	87			1,120	853	5,929
June		1,279	297 e		1,393	882 e			214 e	55 e	28 e		1,044 e	107			831	831	5,774
July		1,279	299 e			882 e													
Percentage rate latest month		5.3	11.0	5.8	7.4	3.9 e	10.0§§		5.1 e	1.9 e	1.9 e	1.4 e	7.9 e	2.5			2.0 e	7.5	5.6

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

- (1) by counting registrations for employment at local offices;
- (2) by conducting a labour force survey from a sample number of households.

2 Source: SOEC Statistical Telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attach'e reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

† Insured unemployed. Rates are calculated as percentages of total insured population.

‡ Labour force sample survey. Rates are calculated as percentages of total labour force.

** The annual averages are averages of 11 months.

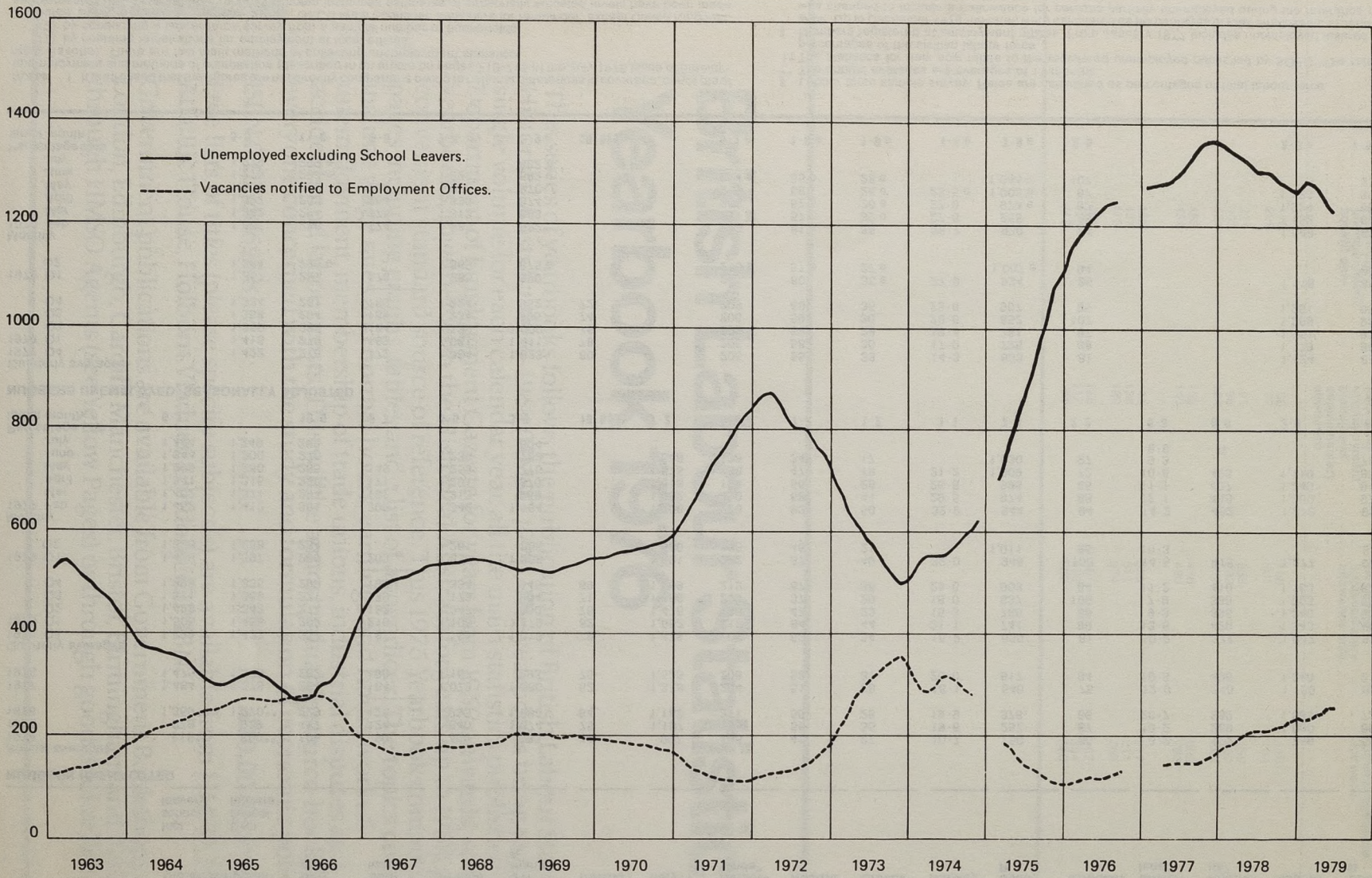
†† The statistics for Italy now relate to the registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

§ Numbers registered at employment offices. From January 1977 includes unemployed insured for loss of part-time work. Up to December 1978 the rates were calculated as percentages of total employees. In January 1979 the method was changed to include an allowance for persons partially unemployed during the reference period and the rates calculated as percentages of the total labour force.

§§ Jan 1979

‡‡ Not available.

Unemployed and vacancies: Great Britain



Three-month moving average: seasonally adjusted THOUSAND

UNEMPLOYMENT AND VACANCIES

Flows * at employment offices, standardised and seasonally adjusted†

TABLE 117

GREAT BRITAIN Average of 3 months ENDED		UNEMPLOYMENT									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
1974	March 11	225	76	300	210	73	283	15	2	18	189	209	-20
	April 8‡	228	78	305	220	76	296	7	2	9	207	208	-1
	May 13	227	79	306	227	79	306	1	—	—	218	208	10
	June 10	231	82	313	230	81	311	1	1	2	223	212	11
	July 8	232	83	315	230	82	312	2	1	4	220	216	4
	Aug 12	238	86	323	230	83	313	8	3	11	212	219	-6
	Sep 9	239	86	325	231	83	314	8	3	11	208	216	-8
	Oct 14	238	86	324	229	84	313	9	3	12	204	213	-9
	Nov 11	240	87	327	232	85	317	8	2	10	201	211	-10
	Dec 9	..	..	..	..	..	..	..	..	..	..	..	..
1975	Jan 20	..	..	..	..	..	..	..	..	..	..	..	..
	Feb 10	..	..	..	..	..	..	..	..	..	..	..	..
	Mar 10	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	..	..	..	..	..	..	..	..	..	..	..	..
	May 12	..	..	..	..	..	..	..	..	..	..	..	..
	June 9	258	102	360	225	94	319	34	8	41	159	179	-20
	July 14	264	110	375	228	98	326	36	13	49	157	173	-16
	Aug 11	264	113	377	230	100	330	34	13	47	160	167	-8
	Sep 8	266	117	383	236	104	340	30	13	43	163	167	-4
	Oct 9	264	118	383	239	108	347	25	11	36	161	165	-5
	Nov 13	260	119	379	235	109	344	25	10	35	155	161	-6
	Dec 11	254	116	371	226	106	332	29	11	39	148	154	-5
1976	Jan 8	246	112	357	215	99	314	31	12	43	146	147	-1
	Feb 12	242	110	352	217	99	315	25	12	37	148	144	4
	Mar 11	240	111	351	229	101	330	11	10	22	156	149	7
	April 8	244	113	357	239	108	347	5	5	10	163	159	4
	May 13	245	116	361	240	112	352	5	4	9	165	168	-3
	June 10	249	120	369	242	116	358	7	4	11	164	172	-8
	July 8	251	127	378	244	117	361	6	10	17	170	173	-3
	Aug 12	248	128	376	248	118	367	—	9	9	180	176	4
	Sep 9	244	129	373	245	119	364	-1	10	9	186	180	6
	Oct 14	242	129	371	246	124	370	-4	5	1	188	185	3
	Nov 11	..	..	..	..	..	..	..	..	..	..	..	..
	Dec 13	..	..	..	..	..	..	..	..	..	..	..	..
1977	Jan 13	..	..	..	..	..	..	..	..	..	..	..	..
	Feb 10	..	..	..	..	..	..	..	..	..	..	..	..
	Mar 10	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	231	122	354	236	122	358	-5	—	-5	..	..	..
	May 12	236	126	362	242	126	369	-6	-1	-7	196	197	—
	June 9	238	127	365	232	124	356	6	3	9	192	198	-6
	July 14	248	141	389	242	131	373	6	10	16	192	196	-4
	Aug 11	245	139	384	237	129	366	8	10	17	193	195	-2
	Sep 8	245	141	386	241	131	372	5	10	14	192	194	-2
	Oct 13	245	141	386	243	137	379	2	4	6	199	198	1
	Nov 10	248	145	393	243	141	384	4	4	9	196	196	—
	Dec 8	245	143	388	244	143	387	1	—	1	198	193	5
1978	Jan 12	229	129	358	229	129	357	1	—	1	195	185	10
	Feb 9	222	125	347	227	126	353	-5	-1	-6	200	186	15
	Mar 9	220	127	347	231	129	360	-11	-2	-13	209	192	17
	April 13	226	132	358	238	137	375	-12	-5	-17	213	203	10
	May 11	229	135	363	239	139	379	-11	-5	-16	218	215	3
	June 8	232	138	369	240	140	380	-9	-3	-11	221	221	—
	July 6	241	149	391	249	145	394	-7	4	-3	229	231	-2
	Aug 10	240	150	390	247	144	391	-7	6	-1	232	231	1
	Sep 14	237	151	388	244	146	390	-7	5	-1	233	231	2
	Oct 12	236	151	387	244	151	395	-8	—	-8	238	232	7
	Nov 9	238	155	393	245	156	401	-7	-2	-8	237	233	4
	Dec 7	239	151	390	244	155	399	-5	-4	-9	235	232	3
1979	Jan 11	226	134	361	226	136	363	—	-2	-2	219	215	3
	Feb 8	224	130	354	217	130	347	7	—	7	210	206	5
	Mar 8	220	128	349	219	128	347	1	—	2	210	202	8
	April 5	222	134	355	232	139	371	-11	-5	-16	227	220	7
	May 10	215	131	345	235	137	372	-20	-6	-26	233	227	6
	June 14	219	137	356	237	142	379	-19	-4	-23	238	236	2

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

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

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual and non-manual employees

TABLE 126

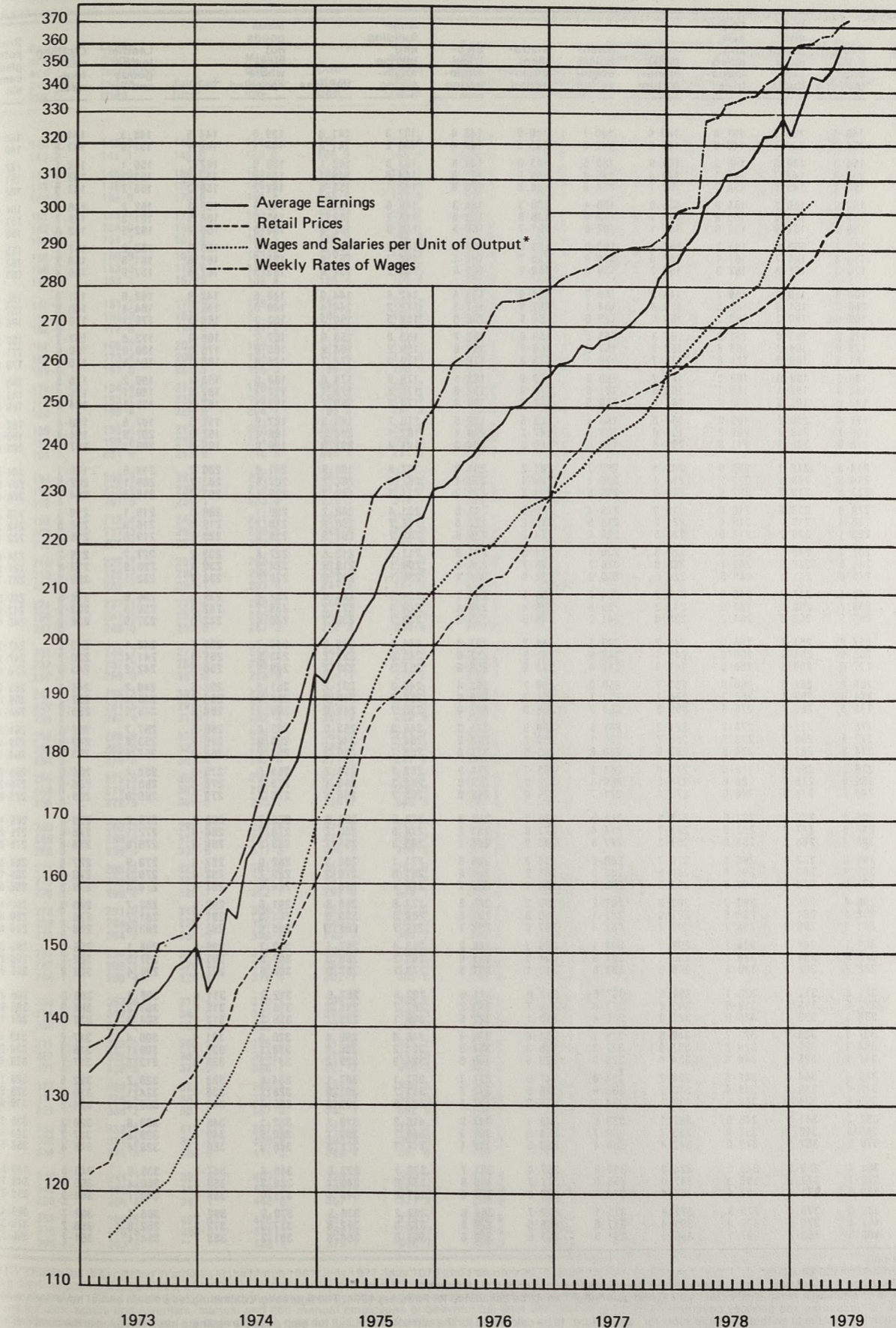
GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	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	excluding those whose pay was affected by absence	
				including overtime pay and overtime hours	excluding overtime pay and overtime hours				including overtime pay and overtime hours	excluding overtime pay and overtime hours
April										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1972	33.6	34.5	45.6	75.8	83.7	32.1	32.8	46.0	71.3	69.1
1973	38.6	39.9	46.4	86.0	95.2	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	106.1	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
Non-manual occupations										
1972	43.7	43.8	38.9	111.3	122.4	43.4	43.5	38.7	110.7	110.8
1973	48.4	48.7	39.2	122.4	137.8	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	151.1	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
All occupations										
1972	36.2	37.1	43.9	83.7	93.5	36.0	36.7	43.4	83.7	83.3
1973	41.1	42.3	44.5	94.5	106.1	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	121.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1972	17.0	17.7	40.0	44.4	50.7	16.6	17.1	39.9	43.0	42.6
1973	19.6	20.5	40.0	51.2	60.1	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	72.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
Non-manual occupations										
1972	19.4	19.5	37.3	52.3	58.3	22.1	22.2	36.8	59.9	59.8
1973	21.8	21.8	37.3	58.5	68.8	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	81.1	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
All occupations										
1972	17.8	18.4	39.0	47.0	53.5	20.1	20.5	37.8	54.0	53.9
1973	20.3	21.0	39.0	53.9	63.4	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	76.2	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
FULL-TIME ADULTS										
(a) MEN, 21 years and over and WOMEN, 18 years and over										
All occupations										
1972	31.7	32.7	42.6	76.4	84.1	31.4	32.0	41.8	75.8	75.0
1973	36.0	37.3	43.1	85.7	96.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	109.7	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1973	35.6	36.8	43.1	84.6	93.1	35.0	35.9	42.1	84.1	82.9
1974	40.3	41.8	43.0	96.4	106.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3

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

Earnings, wage rates, retail prices

Average 1970 = 100

Log scale



* See footnote at end of table 134

EARNINGS Index of average earnings: in production industries and some services (older series)

TABLE 127

Table with 16 columns for industry categories and 2 columns for monthly earnings data. Rows represent months from Jan 1970 to Dec 1979.

* 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 February 1974.

EARNINGS Index of average earnings in production industries and some services (older series)

TABLE 127 (continued)

Table with 16 columns for industry categories and 2 columns for monthly earnings data. Rows represent months from Jan 1970 to Dec 1979.

Note (1): This series is explained in articles in the March 1967, July 1971, May 1975 and February 1977 issues of Employment Gazette. Note (2): The seasonal adjustments are based on the data for 1963 to December 1978. Note (3): A new series, based on January 1976 = 100, has been introduced, including index numbers for the whole economy and 27 industry groups.

RETAIL PRICES General* index of retail prices: Percentage increases on a year earlier

TABLE 132 (continued)

UNITED KINGDOM		All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries	Per cent
1971	Jan 19	8	9	6	-2	9	5	8	7	13	11	9	10	10	
1972	Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12	
1973	Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6	
1974	Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5	
1975	Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20	
1976	Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44	
1977	Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15	
	Oct 18	14	14	14	25	11	15	15	13	13	17	8	19	10	
	Nov 15	13	12	14	23	10	13	15	13	12	16	10	18	10	
	Dec 13	12	11	13	21	7	12	15	12	11	16	12	17	11	
1978	Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11	
	Feb 14	9	7	8	15	5	12	11	11	11	12	12	15	11	
	Mar 14	9	6	9	15	4	12	10	9	11	11	12	14	11	
	April 18	8	6	8	9	3	10	10	10	8	9	12	14	10	
	May 16	8	7	7	9	4	8	10	10	7	9	11	13	9	
	June 13	7	7	7	4	5	7	9	9	7	9	10	12	8	
	July 18	8	7	7	4	7	6	9	9	7	9	11	12	9	
	Aug 15	8	7	6	4	8	6	9	8	9	9	10	12	9	
	Sep 12	8	7	5	5	8	6	8	8	9	9	12	9	10	
	Oct 17	8	7	5	6	11	4	8	7	9	9	10	9	8	
	Nov 14	8	8	5	6	11	6	8	7	10	9	9	9	8	
	Dec 12	8	8	5	6	13	6	8	7	10	9	8	9	7	
1979	Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7	
	Feb 13	10	11	5	4	18	6	7	7	10	9	8	10	6	
	Mar 13	10	11	5	4	19	6	7	7	11	10	8	10	6	
	April 10	10	10	5	3	20	6	7	7	12	11	8	11	6	
	May 15	10	10	6	3	21	5	8	7	12	11	8	11	6	
	June 12	11	11	7	3	23	5	8	8	15	11	9	12	5	
	July 17	16	12	14	14	23	9	14	12	22	17	13	18		

Indices for pensioner households: all items (excluding housing)

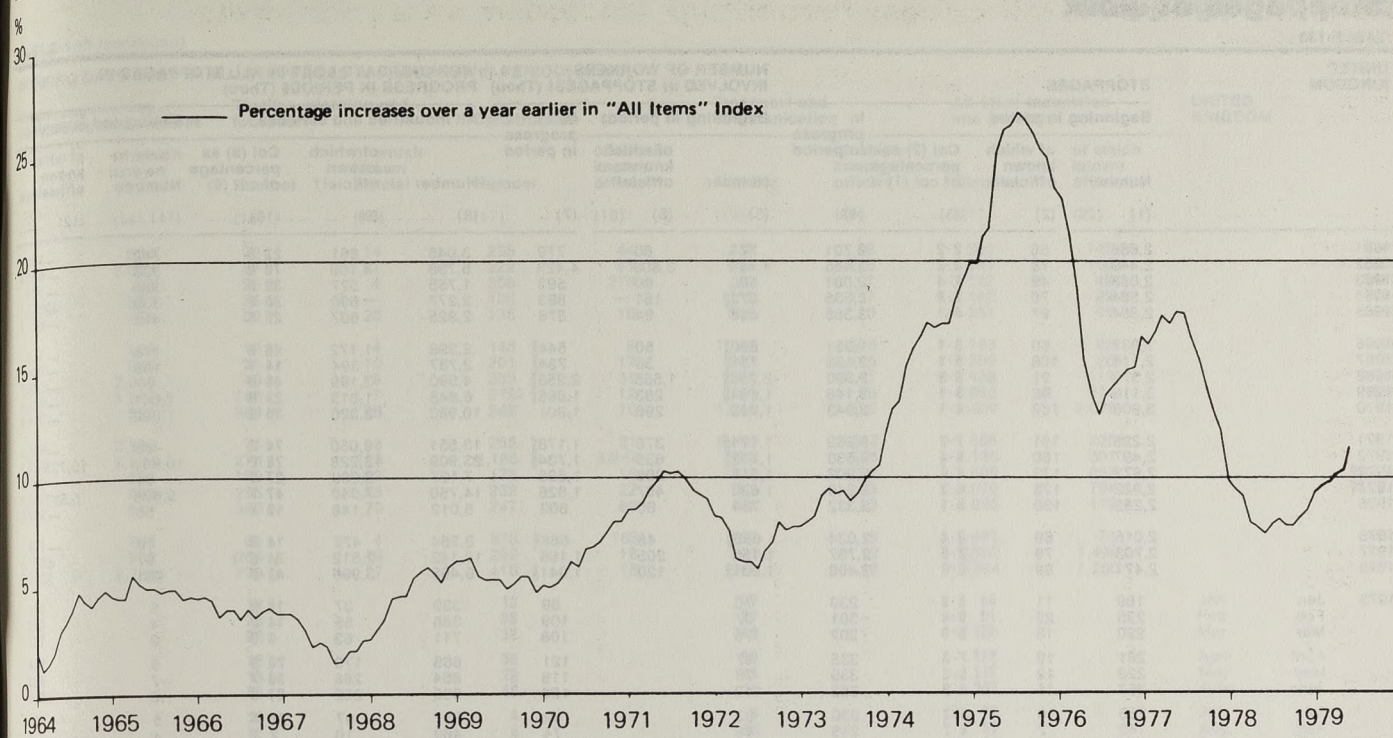
TABLE 132(a)

UNITED KINGDOM	Index for											
	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
	JAN 15, 1974 = 100											
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6			213.4	219.3			211.3	217.7		

TABLE 132(b)
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Per cent
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS												
JAN 15, 1974 = 100												
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8	
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1	
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5	
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6	
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8	
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS												
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8	
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1	
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5	
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6	
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8	
GENERAL INDEX OF RETAIL PRICES												
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2	
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4	
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3	
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7	
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8	

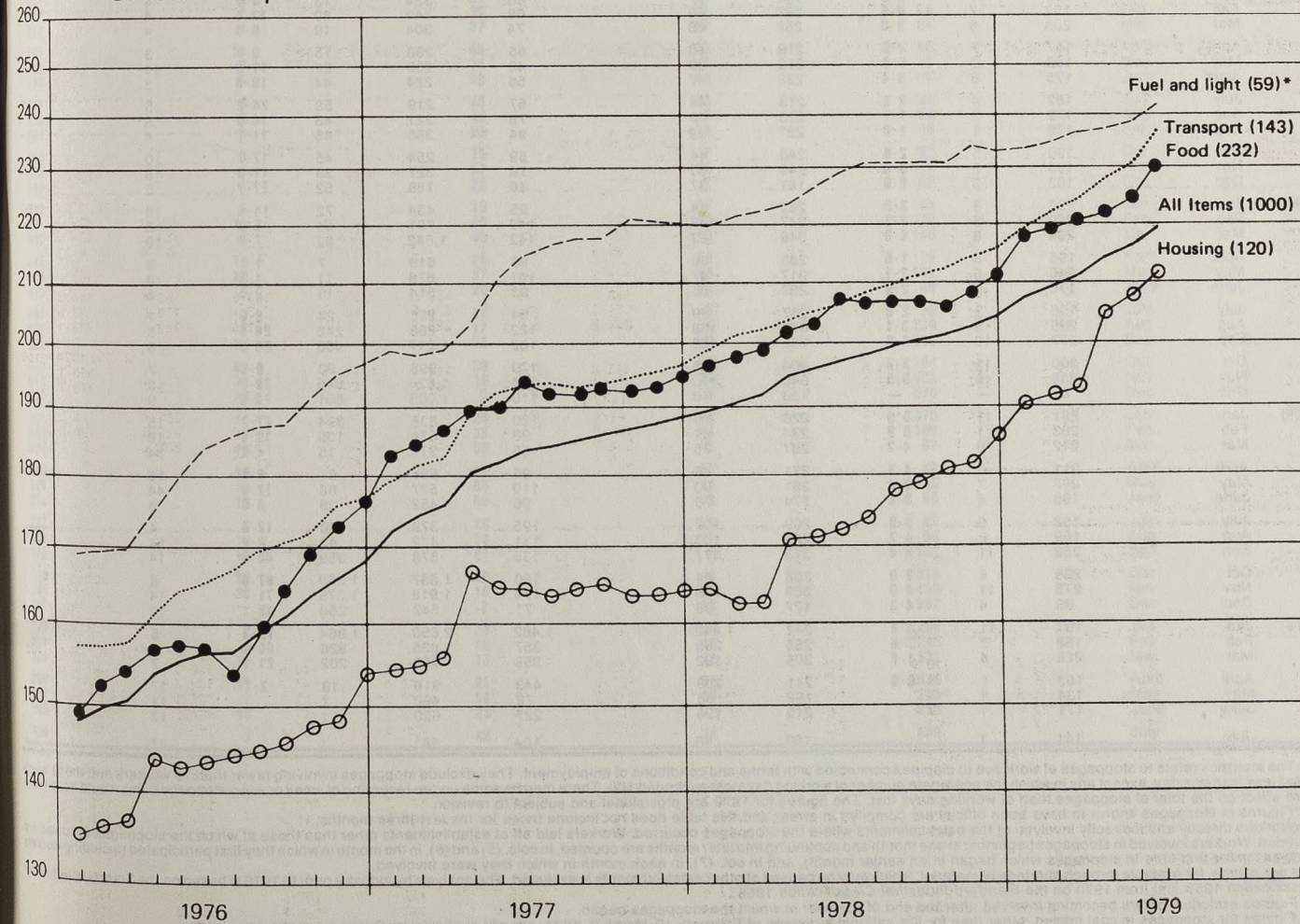
Index of retail prices



Log scale

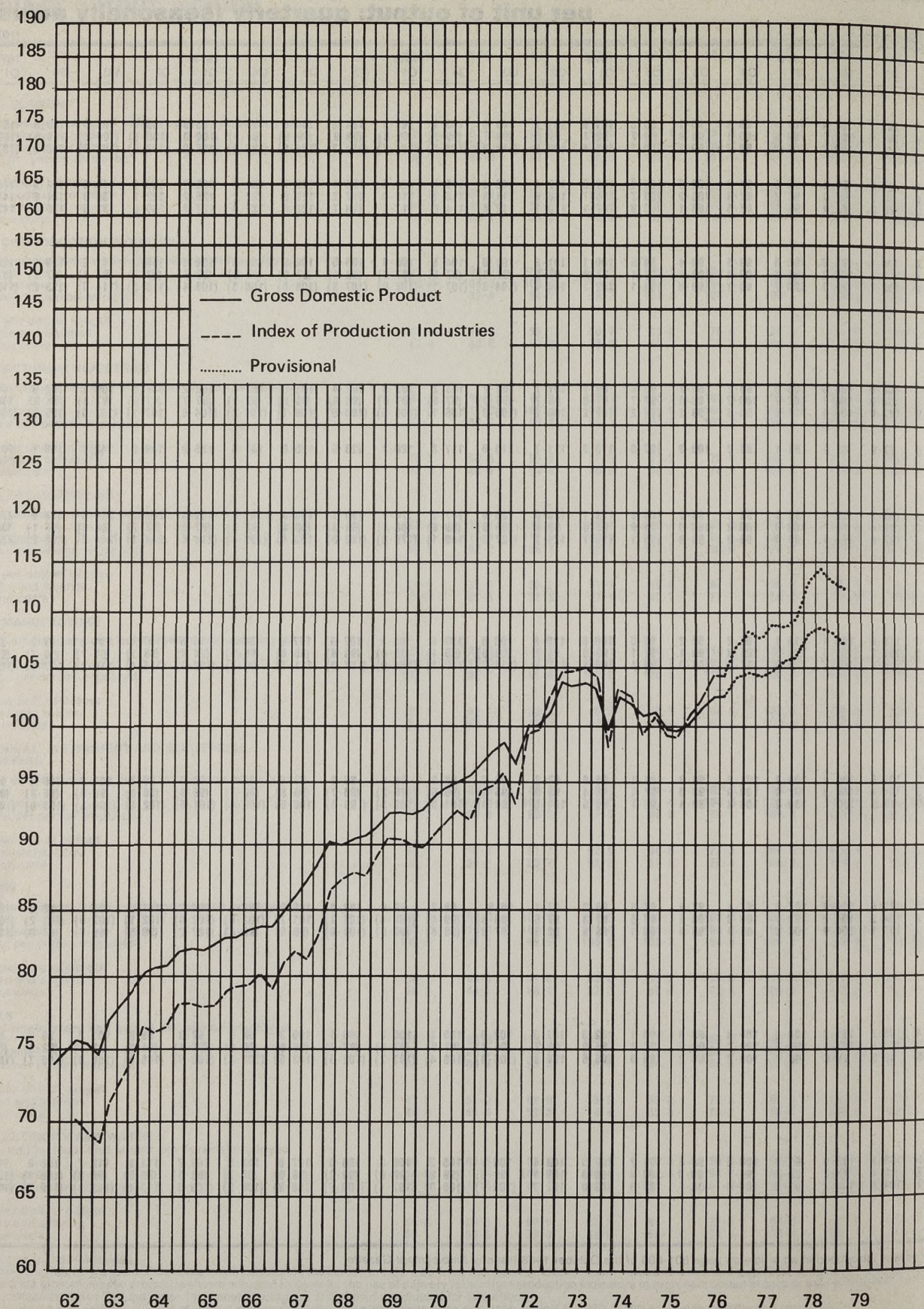
Selected Groups and "All Items" Index

(January 1974 = 100)



*Figures in brackets are the 1979 group weights

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DEFINITIONS

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

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

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